

EQUALITY IMPACT ASSESSMENT

The **Equality Act 2010** places a ‘**General Duty**’ on all public bodies to have ‘**due regard**’ to the need to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity for those with ‘protected characteristics’ and those without them
- Fostering good relations between those with ‘protected characteristics’ and those without them.

This is known as the **Public Sector Equality Duty**.

In addition the Council complies with the Marriage (Same Sex Couples) Act 2013.

Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on protected characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

Stage 2 – Full Equality Impact Assessment

An EqIA provides evidence for meeting the Council’s commitment to equality and the responsibilities under the Public Sector Equality Duty.

When an EqIA has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.

Please read the Council’s Equality Impact Assessment Guidance before beginning the EqIA process.

1. Responsibility for the Equality Impact Assessment

Name of proposal	Wood Green Business Plan (WGBP) (Haringey Development Vehicle (HDV) Cabinet Report July 2018)
Service area	Housing, Regeneration, and Planning
Officer completing assessment	Hugh Smith
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	July 2018
Director/Assistant Director	Dan Hawthorn, Director of Housing and Growth

2. Summary of the proposal

Please outline in no more than 3 paragraphs

- *The proposal which is being assessed*
- *The key stakeholders who may be affected by the policy or proposal*

- *The decision-making route being taken*

The Wood Green Business Plan (WGBP) centred on the redevelopment of three sites: the LBH Civic Centre site, the Station Road Offices site and the Wood Green library site. The Haringey Development Vehicle ('HDV'), the establishment of which was approved by Cabinet in July 2017, would have undertaken this redevelopment. The proposal being assessed is to not proceed with the establishment of the HDV and therefore not to implement the WGBP.

While the Council is deciding to reverse its decision of July 2017 to establish the HDV, there is no change to the status quo in respect Wood Green as that decision was never implemented. The Council will review and assess the impacts, in equality terms, of not implementing the WGBP (as a result of not proceeding with the HDV).

The WGBP sites are located in Noel Park and Woodside wards. This EqIA considers also data from the adjacent wards of Bounds Green and Harringay.

The WGBP set out a commitment to redevelop the sites and work with the Council and third-party landowners to strengthen the town centre as a whole. Projects were to include a community and stakeholder engagement plan, support for the Wood Green Business Forum and a series of social investment initiatives targeted at local existing business, and partnering with existing community initiatives.

The WGBP supported the delivery of the HDV Socio-economic Business Plan which had four social impact themes:

- Better Prospects Enabling education, training and employment
- Healthy Lives Empowering people to improve their own health
- Community Pride Creating homes and neighbourhoods where people can thrive
- Clean and Safe Creating a safer environment where people are proud to live, work and visit

3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these

This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.

Protected group	Service users	Staff
Sex	<p>Ward level equalities data, 2011 Census http://www.haringey.gov.uk/sites/haringeygovuk/files/ward_level_eqia_data.xlsx</p> <p>Studies and data collected as part of the development of the Wood Green "Preferred Option" AAP and Wood Green Investment Framework including consultation and engagement events dating back to 2015</p>	N/A

Gender Reassignment	We do not hold this data. The Equality and Human Rights Commission have published a national estimate.	N/A
Age	Ward level equalities data, 2011 Census http://www.haringey.gov.uk/sites/haringeygovuk/files/ward_level_eqia_data.xlsx Studies and data collected as part of the development of the Wood Green “Preferred Option” AAP and Wood Green Investment Framework including consultation and engagement events dating back to 2015	N/A
Disability	Ward level equalities data, 2011 Census http://www.haringey.gov.uk/sites/haringeygovuk/files/ward_level_eqia_data.xlsx Studies and data collected as part of the development of the Wood Green “Preferred Option” AAP and Wood Green Investment Framework including consultation and engagement events dating back to 2015	N/A
Race & Ethnicity	Ward level equalities data, 2011 Census http://www.haringey.gov.uk/sites/haringeygovuk/files/ward_level_eqia_data.xlsx Studies and data collected as part of the development of the Wood Green “Preferred Option” AAP and Wood Green Investment Framework including consultation and engagement events dating back to 2015	N/A
Sexual Orientation	ONS Annual Population Survey 2013-15 (NB there is no Census data readily available for this protected characteristics)	N/A
Religion or Belief (or No Belief)	Ward level equalities data, 2011 Census http://www.haringey.gov.uk/sites/haringeygovuk/files/ward_level_eqia_data.xlsx	N/A
Pregnancy & Maternity	Ward level equalities data, 2011 Census http://www.haringey.gov.uk/sites/haringeygovuk/files/ward_level_eqia_data.xlsx	N/A
Marriage and Civil Partnership	Ward level equalities data, 2011 Census http://www.haringey.gov.uk/sites/haringeygovuk/files/ward_level_eqia_data.xlsx	N/A

Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough’s demographic profile? Have any inequalities been identified?

Explain how you will overcome this within the proposal.

Further information on how to do data analysis can be found in the guidance.



This section will cover three areas of:

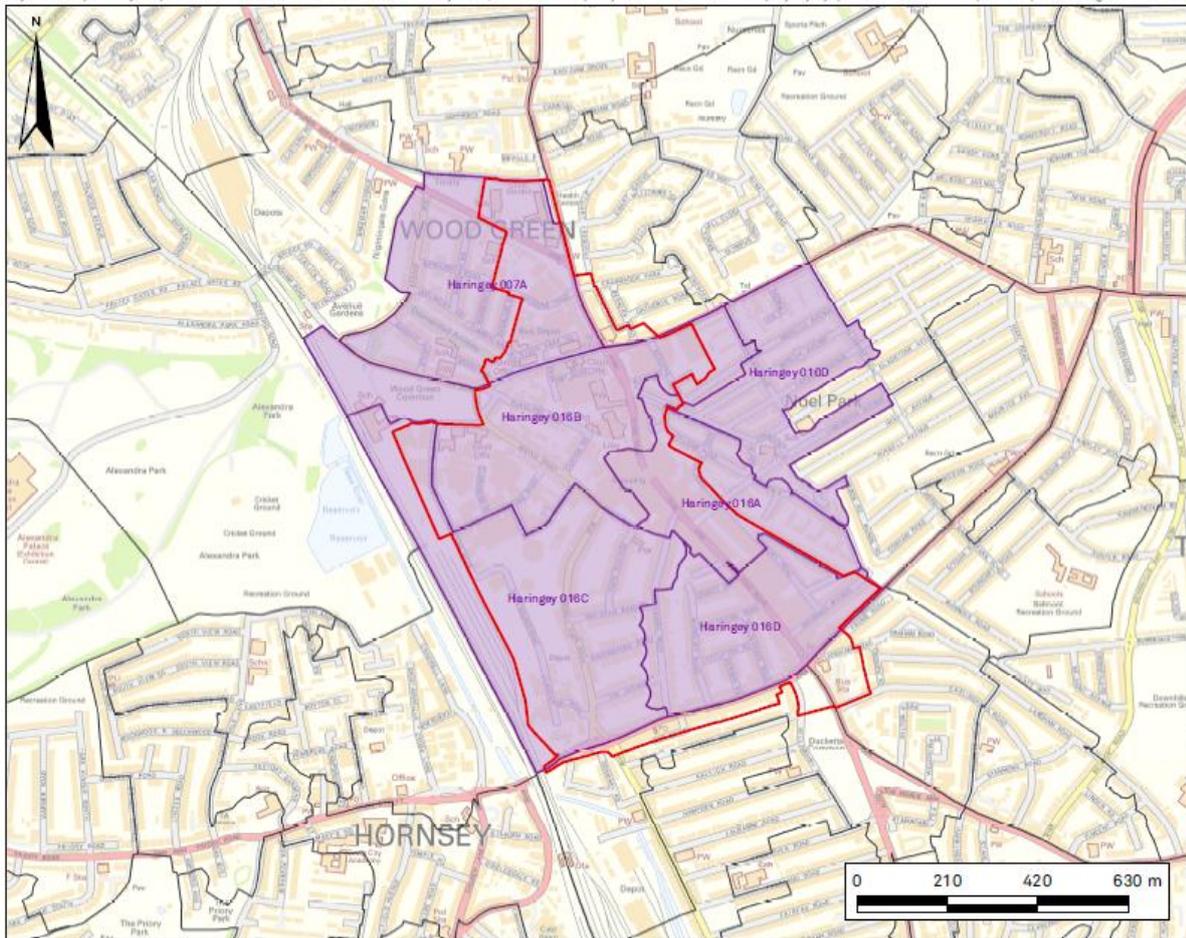
1. Demographics
2. Wider socio-economic data
3. Site specific data

1) Demographics

Demographics

The Demographic information below is based on the collective data for 5 Lower Layer Super Output Areas (Haringey 007A, 016A, 016B, 016C, and 016D), which together closely align to the Wood Green “Preferred Option” AAP boundary. The data does not reflect all nine protected characteristics and has therefore also used Census 2011 data for the wards of Bounds Green, Haringay ward, Noel Park and Woodside, who would have been impacted by the WGBP.

For the purpose of this section these will be termed *the study area*.



Output Areas forming the Wood Green Study Area

A) Sex¹

	Female	Male
Study area	50.9%	49.1%
Bounds Green	50.5%	49.5%

¹ Census 2011

Harringay	48.6%	51.4%
Noel Park	51.3%	48.7%
Woodside	50.2%	49.8%
London	50.9%	49.1%
England	50.8%	49.2%

The study area and most of the wards impacted by this decision roughly reflect the England and London averages. Noel Park has a slightly higher female population and Harringay ward has a higher male population.

	Total lone parent families	Female headed lone parent families	Male headed lone parent families
Bounds Green	616	570 (92.5%)	46 (7.5%)
Harringay	390	366 (91.3%)	34 (8.7%)
Noel Park	739	699 (94.6%)	40 (5.4%)
Woodside	597	563 (94.3%)	34 (5.7%)

We do not have information regarding the study area but from this we can see a significant number of lone parent families in Noel Park, Bounds Green and Woodside. In all four wards women are much more likely to head lone parent families.

The Efdal Supplementary school and Efdal Kids Club are included in the WGBP and therefore any change in provision or location of these services would have disproportionately impacted on women, including female headed lone families. The Community Hub (formerly known as the Asian Centre) is located within one of the development sites in the WGBP and is disproportionately used by women. The decision not to proceed with the HDV means that this negative impact will not occur through the WGBP.

Women are more likely to use council services and the Customer Service Centre, as well as the Wood Green library. Any changes to these elements would have disproportionately impacted on women, including female headed lone families. The decision not to proceed with the HDV means that this impact will not occur through the WGBP.

B) Gender reassignment

We do not hold data on the number of people who are seeking, receiving or have received gender reassignment surgery, and there is no national data collected for this protected characteristic. The Equality and Human Rights Commission estimate that there is between 300,000-500,000 transgender people in the UK². We will need to consider the inequalities and discrimination experienced for this protected group. For the purposes of this EqIA, we will use the inclusive term Trans* in order to represent the spectrum of transgender and gender variance.

C) Age ³

The study area has an above average proportion of 20-64 year olds population (74%). Conversely the study area also contains a below average proportion of 0-19 year olds (17%) as well as people aged 65 and over (9%).

0-19 Age groups by ward

² <https://www.equalityhumanrights.com/en/trans-inequalities-reviewed/introduction-review>

³ Census 2011

Ward	All ages	0-4	5-9	10-14	15-19	Total 0-19	%
White Hart Lane	13431	1009	1148	1268	1107	4532	33.7%
Northumberland Park	14429	1333	1200	1127	1066	4726	32.8%
Seven Sisters	15968	1464	1421	1225	958	5068	31.7%
Tottenham Hale	15064	1231	1025	1089	1163	4508	29.9%
Bruce Grove	14483	1125	1034	919	1008	4086	28.2%
Alexandra	11795	860	811	730	647	3048	25.8%
Tottenham Green	14580	1083	858	878	891	3710	25.4%
Fortis Green	12488	829	800	864	658	3151	25.2%
West Green	13372	854	809	807	776	3246	24.3%
Noel Park	13939	875	818	823	853	3369	24.2%
Woodside	14514	1017	812	819	769	3417	23.5%
Bounds Green	13725	922	750	732	711	3115	22.7%
St Ann's	14638	1004	795	721	728	3248	22.2%
Hornsey	12659	806	751	598	622	2777	21.9%
Muswell Hill	10784	633	586	596	522	2337	21.7%
Stroud Green	11758	705	518	582	493	2298	19.5%
Crouch End	12395	815	574	477	408	2274	18.3%
Highgate	11632	694	516	506	385	2101	18.1%
Haringay	13272	853	549	473	488	2363	17.8%

The study area and the four wards affected by this decision have a lower than borough average of 0-19 year olds. However, there is still a younger population that would have been impacted by decisions in relation to children and young people services, as well as the library.

The Efdal Supplementary school and Efdal Kids Club are included in the WGBP and therefore any change in provision or location of these services would have disproportionately impacted on 8-18 year olds that use these services. The decision not to proceed with the HDV means that this impact will not occur through the WGBP.

Age profile Haringey by ward

Ward	All ages	0-19	%	20-64	%	65+	%
Alexandra	11795	3048	25.8%	7575	64.2%	1172	9.9%
Bounds Green	13725	3115	22.7%	9341	68.1%	1269	9.2%
Bruce Grove	14483	4086	28.2%	9183	63.4%	1214	8.4%
Crouch End	12395	2274	18.3%	9013	72.7%	1108	8.9%
Fortis Green	12488	3151	25.2%	7965	63.8%	1372	11.0%
Harringay	13272	2363	17.8%	9909	74.7%	1000	7.5%
Highgate	11632	2101	18.1%	8175	70.3%	1356	11.7%
Hornsey	12659	2777	21.9%	8845	69.9%	1037	8.2%
Muswell Hill	10784	2337	21.7%	7143	66.2%	1304	12.1%
Noel Park	13939	3369	24.2%	9391	67.4%	1179	8.5%
Northumberland Park	14429	4726	32.8%	8565	59.4%	1138	7.9%
St Ann's	14638	3248	22.2%	10149	69.3%	1241	8.5%
Seven Sisters	15968	5068	31.7%	9730	60.9%	1170	7.3%
Stroud Green	11758	2298	19.5%	8653	73.6%	807	6.9%
Tottenham Green	14580	3710	25.4%	9675	66.4%	1195	8.2%
Tottenham Hale	15064	4508	29.9%	9384	62.3%	1172	7.8%
West Green	13372	3246	24.3%	8854	66.2%	1272	9.5%
White Hart Lane	13431	4532	33.7%	7769	57.8%	1130	8.4%
Woodside	14514	3417	23.5%	9864	68.0%	1233	8.5%

The study area has a similar 0-19 population to Harringay ward (17.8%), while Noel Park, Bounds Green and Woodside have a larger population. Much like the study area, Harringay ward has a higher 20-64 population with 74.7%, while the other three wards have a slightly lower 20-64 population. Like Bounds Green, the study area has a 65 years plus population above 9%, while the other wards have lower population from this age group.

However, compared to the wards in the rest of the borough this is a relatively high proportion of 20-64 year olds, and therefore, any decision within the WGBP would have impacted on this age group. The decision not to proceed with the HDV means that this impact will not occur through the WGBP.

The Community Hub (formerly known as the Asian Centre) is located within one of the development sites in the WGBP and is predominately used by older people. Older people, children and young people are also more likely to use council services and the Customer Service Centre, as well as the Wood Green library. Any changes to these elements would have disproportionately impacted on older people, children, and younger people. The decision not to proceed with the HDV means that this impact will not occur through the WGBP.

D) Disability⁴

	Bounds Green	Harringay ward	Noel Park	Woodside
Day-to-day activity limited a lot	6.8%	5.9%	8.7%	7.3%
Day-to-day	7.5%	6.6%	8.3%	7.6%

⁴ Census 2011

activity limited a little				
Day-to-day activity not limited	85.7%	87.5%	83.0%	85.0%
Day-to-day activity limited a lot: Age 16-64	3.6%	3.2%	5.1%	4.2%
Day-to-day activity limited a little: Age 16-64	4.6%	4.3%	5.5%	4.7%
Day-to-day activity not limited: Age 16-64	63.8%	70.2%	61.8%	63.4%
	Haringey	London	England and Wales	
Day-to-day activity limited a lot	6.8%	6.7%	8.3%	
Day-to-day activity limited a little	7.2%	7.4%	9.3%	
Day-to-day activity not limited	86.0%	85.8%	82.4%	
Day-to-day activity limited a lot: Age 16-64	3.8%	3.4%	3.6%	
Day-to-day activity limited a little: Age 16-64	4.6%	4.2%	4.6%	
Day-to-day activity not limited: Age 16-64	62.4%	61.5%	56.5%	

16.6% of residents of the study area reported a long term disability or health condition, which roughly reflects the proportion of people reporting some limitation to day-to-day activity in wards that would have been affected by the WGBP. However, all those areas that would have been affected by the WGBP are below the national average in regards to people reporting limitation of day-to-day activity. Despite this there is a disproportionately high number of people with day-to-day activity limited a lot in Noel Park. Residents who use some of the buildings, such as the library, from Noel Park might have disabilities and therefore would have been impacted.

Disabled people are more likely to use council services and the Customer Service Centre, as well as the Wood Green library. Any changes to these elements would have disproportionately impacted on disabled people. The decision not to proceed with the HDV means that these impacts will not occur through the WGBP.

E) Ethnicity

	Bounds Green	Harringay ward	Noel Park	Woodside
White; English/Welsh/Scottish/N.Irish/British	29.7%	33.8%	24.5%	23.3%
White Irish	3.3%	3.3%	2.8%	3.2%
White; Gypsy or Irish Traveller	0.1%	0.2%	0.1%	0.2%
White; White Other	27.1%	28.3%	27.4%	30.0%
Mixed; White and Black Caribbean	2.3%	1.6%	2.3%	2.1%
Mixed; White and Black African	0.9%	0.9%	0.9%	1.2%
Mixed; White and Asian	1.6%	1.6%	1.3%	1.3%
Mixed; Other mixed	1.9%	2.2%	2.2%	2.1%
Asian/Asian British; Indian	3.9%	2.9%	3.2%	4.1%
Asian/Asian British; Pakistani	0.9%	1.0%	1.1%	0.8%
Asian/Asian British; Bangladeshi	2.0%	2.6%	2.8%	2.6%
Asian/Asian British; Chinese	1.3%	1.7%	2.4%	2.4%
Asian/Asian British; Other Asian	3.2%	3.2%	3.9%	4.4%
Black African	8.6%	5.3%	8.7%	8.0%
Black Caribbean	5.8%	4.8%	8.0%	5.6%
Black Other	2.7%	1.7%	3.1%	3.3%
Other Ethnic group; Arab	0.9%	1.2%	1.4%	0.8%
Other Ethnic group; Any Other Ethnic	3.8%	3.5%	3.9%	4.4%

We do not have the ethnic profile of the study area, but the wards which would have been impacted show great ethnic diversity with significant 'White British' and 'White Other' populations.

	Haringey	London	England
White; English/Welsh/Scottish/N.Irish/British	34.68%	44.89%	79.75%
White Irish	2.75%	2.15%	0.98%
White; Gypsy or	0.15%	0.10%	0.10%

Irish Traveller			
White; White Other	22.97%	12.65%	4.58%
Mixed; White and Black Caribbean	1.90%	1.46%	0.78%
Mixed; White and Black African	1.02%	0.80%	0.30%
Mixed; White and Asian	1.47%	1.21%	0.63%
Mixed; Other mixed	2.10%	1.45%	0.53%
Asian/Asian British; Indian	2.33%	6.64%	2.62%
Asian/Asian British; Pakistani	0.75%	2.74%	2.10%
Asian/Asian British; Bangladeshi	1.73%	2.72%	8.23%
Asian/Asian British; Chinese	1.47%	1.52%	0.72%
Asian/Asian British; Other Asian	3.19%	4.88%	1.55%
Black African	9.04%	7.02%	1.8%
Black Caribbean	7.10%	4.22%	1.1%
Black Other	2.63%	2.08%	0.52%
Other Ethnic group; Arab	0.87%	1.30%	0.42%
Other Ethnic group; Any Other Ethnic	3.85%	2.14%	0.62%

Compared to the Haringey, London and national average, there is a smaller 'White British' population, but a larger 'White Other' population. Therefore any decision within the WGBP would have impacted on these groups in particular.

The Efdal Supplementary school and Efdal Kids Club are included in the WGBP and therefore any change in provision or location of these services would have disproportionately impacted BAME communities as they are more likely to use it. The Community Hub (formerly known as the Asian Centre) is located within one of the development sites in the WGBP, as well as the U.K. Turkish Islamic Cultural Centre. In addition to this, changes to the library would have impacted on this group. The decision not to proceed with the HDV means that these impacts will not occur through the WGBP.

F) Sexual Orientation

We do not hold ward or borough level data on sexual orientation, and it is not collected nationally through the Census. However, the ONS estimates that 3.7% of Haringey's population are lesbian, gay or bisexual (LGB), which is the 15th largest LGB community in the country⁵. We will need to ensure that we consider the inequalities and discrimination experienced by LGB people are

⁵<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/articles/subnationalsexualidentityestimates/uk2013to2015#introduction>

considered throughout this EqIA.

G) Religion

	<i>Bounds Green</i>	<i>Harringay ward</i>	<i>Noel Park</i>	<i>Woodside</i>
Christian	49%	39%	46.4%	49.6%
Buddhist	0.7%	1.3%	1.2%	1.4%
Hindu	3.4%	2.5%	2.8%	3.0%
Jewish	1.0%	0.6%	0.4%	0.7%
Muslim	14.6%	14.1%	19.1%	17.0%
Sikh	0.3%	0.3%	0.3%	0.5%
Other religion	0.7%	0.7%	0.5%	0.6%
No religion	21.9%	32.7%	21.3%	18.9%
Religion not stated	8.3%	8.7%	8.0%	8.2%

In the wards that would have been affected by the WGBP, Christianity is the largest religion, especially in Woodside and Bounds Green. There is also a significant population with no religion and Muslims.

	<i>Haringey</i>	<i>London</i>	<i>England and Wales</i>
Christian	45.0%	48.4%	59.3%
Buddhist	1.1%	1.0%	0.4%
Hindu	1.8%	5.0%	1.5%
Jewish	3.0%	1.8%	0.5%
Muslim	14.2%	12.4%	4.8%
Sikh	0.3%	1.5%	0.8%
Other religion	0.5%	0.6%	0.4%
No religion	25.2%	20.7%	25.1%
Religion not stated	8.9%	8.5%	7.2%

Three of the four wards have above borough average proportion of Christians, as well as a larger than the London and national average of Muslims.

There are a large number of places of worship in the Wood Green area serving people of different religions. The Wood Green branch of U.K. Turkish Islamic Cultural Centre is within one of the development sites in the WGBP and so this group would have been directly affected by the proposals. The decision not to proceed with the HDV means that this impact will not occur through the WGBP.

H) Pregnancy and maternity

As identified in the table under the age protected group, there is a lower than average proportion of the age group 0-19 in the study area and a lower number of 0-4 year olds.

The number of 0-4 year olds in the four wards affected in the Census 2011 were:

Ward	Number of 0-4 year olds
Bounds Green	922
Harringay ward	853
Noel Park	875

Woodside	1017
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Dependent Children

	Proportion of households with dependent children
Bounds Green	29.7%
Harringay ward	23.8%
Noel Park	31.2%
Woodside	30.7%
Haringey	31.4%
London	30.9%
England and Wales	29.1%

However, there is a relatively low proportion of families with dependent children compared to the borough. Only Noel Park has a higher than London average and, with the exception of Harringay ward, all are above England and Wales.

We can infer from this data that, while there is less likely to be women who fall under the pregnancy and maternity protected group compared to the rest of the borough, it is likely that there would have been an impact. The decision not to proceed with the HDV means that this impact will not occur through the WGBP.

I) Marital and civil partnership status⁶

	Married (heterosexual couples)	Civil Partnership
Study area	28%	0.5%
Bounds Green	30.3%	0.6%
Harringay ward	28.5%	0.7%
Noel Park	28.1%	0.7%
Woodside	34%	0.4%
Haringey	32.2%	0.6%
London	40%	0.4%
England and Wales	47%	0.2%

The number of married people is significantly lower than in London and England. However, the proportion of people in civil partnerships is higher in the area compared to the London and England and Wales average.

2. Wider Socio-economic Data

a) Better prospects

Levels of deprivation in the four wards varies, with Noel Park particularly experiencing deprivation. In particular, Noel Park has a disproportionately high level of women and girls, including lone parent families, disabled people, BAME groups and Muslim populations compared to the other wards.

b) Healthy lives

⁶ Census 2011

Health Inequality

There is a range of health inequalities in the borough, which particularly impact on the Wood Green area, as well as the east of the borough. Noel Park has a particularly low life expectancy compared to the other three wards that would have been affected by the WGBP and the rest of the borough. Women and girls, including female headed lone parent families, disabled people, BAME groups and Muslim populations are disproportionately represented compared to other wards.

c) Community Pride (including Housing)

The Council's Housing Strategy in October 2016 outlines the issues in regards to housing demand and supply in the borough. The strategy can be found here:

<http://www.minutes.haringey.gov.uk/ieListDocuments.aspx?CId=118&MId=7846&Ver=4>

The EqIA for the Housing Strategy found that there were a range of inequalities in housing across Haringey, including:

- Female lone parents vulnerable to homelessness
- Disabled people and supported housing needs
- Black households are more vulnerable to homelessness and are less likely to engage with shared ownership schemes
- LGBT young people are more vulnerable to homelessness.

The WGBP would have provided 1300 homes and, 40% of which would have been affordable homes. The decision not to proceed with the HDV means that the inequalities in housing access will not be addressed through the WGBP.

d) Clean and Safe

There has been an increase of all recorded hate crime based upon race, faith (including Anti-Semitic and Islamophobic), sexual orientation and disability across Haringey. The data for transphobic hate crime is too small but we are aware that Trans* people can be vulnerable to hate crime.

3. Site Specific Data

In addition to demographic data above there is a set of site specific data which has been gathered for Wood Green through a variety of studies undertaken as part of the development of the Wood Green Area Action Plan, Wood Green Investment Framework and through a series of communication and engagement events.

a) Customer Facing Services at the Civic Centre and Library Site

In order to facilitate the delivery of the Civic Centre site, the Authority would have relocated the existing office uses and democratic services to an alternative location prior to construction commencement.

The Future Ways of Working Programme is developing proposals for the temporary relocation of the council services currently operating from the Civic Centre Site. This would have impacted on groups that are more likely to use council services, such as women, children and young people, older people, disabled people and BAME communities.

The library is likely to be disproportionately used by children & young people, older people, women, disabled people and BAME groups, who would therefore have been impacted by any change in library service in terms of temporary relocation. These groups will often experience inequalities in regards to deprivation, and the library provides resources, such as educational support and access

to IT which these groups may benefit from. The decision not to proceed with the HDV means that this will not occur through the WGBP.

b) Stakeholders and Tenants within Development Sites

The Wood Green Library site boundary is from the adopted Site Allocations Development Plan Document January 2016 which is the red line upon which this Business Plan was based. The site includes 6-10 Caxton Road and the former Petrol Station site also on Caxton Road as well as the Library site itself. The redevelopment of this land would have directly impacted on the following stakeholder groups which are located in a property called 6 – 10 Caxton Road. The decision not to proceed with the HDV means that this will not occur through the WGBP.

6 Caxton Road, N22

The Efdal Community Association, also a Registered Charity, runs the **Efdal Supplementary school** and **Efdal Kids Club** which serves as out of hours and holiday school for about 150 children and youths aged 8 - 18. This would have had an impact on the 150 children and young people who use the supplementary school and Kids Club, and a greater impact on children and young people living in more deprived areas, such as Noel Park. In addition, this would have impacted on female headed lone parent families, and due to the demographics, BAME communities. The decision not to proceed with the HDV means that this will not occur through the WGBP.

8 Caxton Road, N22

The Community Hub – formerly known as Asian Centre, offers support for vulnerable and marginalised residents in the area. Currently The Community Hub's main beneficiaries are older people. 30% are between 71 - 95 years, 40% between 45 -70 years, 25% between 20 – 45 years and the rest below 20years. Over 80% of the users are from London Borough of Haringey, 15% from Enfield and the rest from Hackney, Islington and Barnet. The proportion of the users in terms of gender is 60:40, with women higher than men.

The main target group in terms of ethnicity are BAME and new migrant communities. The spread of users in terms of ethnicity are - 55% Asians, including Indian, Pakistani, Bangladeshi, Mauritian and Chinese communities, 10% African and Caribbean communities, 15% new migrant communities such Bulgarian, Romanian, Portuguese, Spanish and Polish, 15% English and Irish communities and 5% Greek, Turkish and Cypriot communities.

10 Caxton Road, N22

Fatih Mosque

This is the Wood Green branch of U.K. Turkish Islamic Cultural Centre which is a registered charity serving a local community of 2000 - 3000 members including daily prayers (around 200 people) and Friday prayers (500 -600 people).

Anatolian Community Association

The building is also the hosting organisation for UK's biggest Anatolian Cultural Fete which serves around 50,000 people once in a year.

Other Stakeholders potentially affected by the proposals

Gypsy and Traveller Community

One of the boroughs' two designated Gypsy and Traveller sites is on an adjacent site to the Civic Centre site; this is known as Wallman Place. This site has 6 pitches.

proposal on protected groups of residents, service users and/or staff?

Please outline which groups you may target and how you will have targeted them

Further information on consultation is contained within accompanying EqlA guidance

All consultation and engagement has already taken place (see below).

4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?

Wood Green AAP

Since 2015 there have been several stages of consultation about the future of Wood Green. All consultation reports relating to Wood Green AAP can be found on the Haringey website.

- [14 February to 28 April 2017 - Wood Green Area Action Plan Public Consultation](#)
- [January to April 2016 - Wood Green Area Action Plan Public Consultation](#)
- [January to April 2016 - Wood Green's Future Public Consultation](#)
- [June to December 2015 - Wood Green's Future](#)
- 14 February to 28 April 2017 - Wood Green Area Action Plan Public Consultation

Public consultation on the draft 'Preferred Option' for the Wood Green AAP (the AAP) took place from 14 February and 28 April 2017. The consultation has had a good response and several stakeholders and stakeholder groups have engaged with the process.

During the consultation period we have held 11 exhibitions, 10 workshops and 16 stakeholder meetings as well as a dedicated website. The workshops were targeted at specific stakeholder groups including disabled people, older people, the Turkish community, the West Indian community, younger people, and Library users. Equalities data on age, disability, ethnicity and sex was collected from people who participated.

Below is a summary of the results of the previous consultation:

The community and major landowners of Wood Green, together with public bodies, are largely supportive of widespread redevelopment or significant transformation of Wood Green. The majority of respondents agreed that major change is required to deliver Wood Green's potential.

Community priorities include:

Town Centre

- High Street: Better shops combined with social and leisure activities.
- Shopping City / Mall: Enthusiasm for improvement or even redevelopment.
- Cultural Quarter: Considered an asset which should be better used.
- Meanwhile Projects: Community projects whilst regeneration take place.

Sustainable Growth

- Housing: New and better homes which are affordable.
- Leisure and Recreation: New multipurpose facilities.
- Environment: Local energy and better use of natural resources.

Neighbourhoods

- Safety and Well-being: For many safety is a top priority.
- Identity and Character: More greenery, enhanced local assets and quality.
- Links and Wayfinding: Visual reference points and better connections.
- Transport and Parking: Less parking, better for cyclists and pedestrians.

5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.

Further information on assessing impact on different groups is contained within accompanying EqIA guidance

1. Sex

The percentage of female residents in the affected wards is broadly the same as the Borough average.

All residents regardless of gender would have benefited from the proposals set out in the strategies. There would have been particular opportunities to tackle inequalities based upon the 'Sex' characteristic. This would have included:

- Providing more homes, including affordable homes
- Increase in jobs and training opportunities
- Tackle health inequalities
- Create safer communities

Women are still more likely to be responsible for childcare and there are likely to be more female lead single parent families in the area, and therefore it is likely that there would have been an impact on this group by the changes to 6 Caxton Road as well as the Community Hub. The decision not to proceed with the HDV means that this will not occur through the WGBP.

A new location for the TICC, Efdal Community Centre and Community Hub would have needed to have been identified and deliverable relocation strategy agreed prior to the redevelopment of the site. The decision not to proceed with the HDV means that this will no longer be the case.

Women are more likely to use council services and the Customer Service Centre, as well as the Wood Green library. Any changes to these elements would have had an impact on women. The decision not to proceed with the HDV means that this will not occur through the WGBP.

Positive	X	Negative	X	Neutral Impact		Unknown Impact	
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2. Gender reassignment

We do not have local data regarding this protected characteristic, but there is consideration for this protected group.

People who are Trans* would have benefited from increased community safety which may have reduced transphobic hate crime or fear of such crime. The decision not to proceed with the HDV means that this will not occur through the WGBP.

Positive		Negative	X	Neutral Impact		Unknown Impact	
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3. Age

Wood Green has a high proportion of young, working adults between 20-44, more than the borough average; in contrast a lower proportion of children and youth from ages 0-19; there is a relatively low proportion of families with dependent children.

All residents regardless of age would have benefited from the proposals set out in the strategies. There would have been particular opportunities to tackle inequalities based upon the 'age' characteristic.

This would have included:

- Providing more homes that meet the needs of children and young people (such as family homes) and older people (such as adaptive homes)
- Increase in jobs and training opportunities, such as young people who are not in employment, education and training
- Opportunities to tackle health inequalities such as childhood obesity and strokes through open spaces
- Safer, accessible communities benefiting all age groups.

The decision not to proceed with the HDV means that this will not occur through the WGBP.

There would have been community facilities which would have helped foster good relations between different communities and social investment programmes to invest in improving outcomes for disadvantaged groups, including for younger people who are vulnerable to crime and unemployment. The decision not to proceed with the HDV means that this will not occur through the WGBP

As the number of young, working adults is above the Borough average the plans to invest in the area through the HDV would have benefited these young people. In addition to this residents with children and young people and older people would have benefited from the improved facilities and investment through the HDV in the open spaces and public realm. The decision not to proceed with the HDV means that this will not occur through the WGBP

The inclusion of Efdal Supplementary school and Efdal Kids Club at 6 Caxton Road would have had a negative impact on younger people who use their services. In addition to this the inclusion of the Community Hub which predominantly serves older people would have had a negative impact on older people who use the services. The current draft of the Wood Green "Preferred Option" AAP states that adequate re-provision for space for the community use would have been provided prior to redevelopment.

A new location for the TICC, Efdal Community Centre and Community Hub would have needed to have been identified and deliverable relocation strategy agreed prior to the redevelopment of the site. The decision not to proceed with the HDV means that this will no longer be necessary.

Older people, children and young people are more likely to use council services and the Customer Service Centre, as well as the Wood Green library. Any changes to these elements would have impacted on these groups. The decision not to proceed with the HDV means that this will not occur through the WGBP.

Positive	X	Negative	X	Neutral Impact		Unknown Impact	
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4. Disability

The experience of health and wellbeing across the catchment is diverse. Noel Park records the

highest proportion of residents with a daily lifestyle that is impacted significantly by health issues and reports the lowest proportion of people claiming very good health.

Key impacts on the disability protected group would have included:

- Greater employment opportunities through extending the vocational offer
- The healthy living offer would have helped improve health outcomes and improve independent living
- The new builds would have been accessible and built to meet end user needs.
- Disabled people would have also benefited from the changes in public realm and street design.

The decision not to proceed with the HDV means that this will not occur through the WGBP.

Disabled people are more likely to use council services and the Customer Service Centre, as well as the Wood Green library. Any changes to these elements would have impacted on these groups. The decision not to proceed with the HDV means that this will not occur through the WGBP.

Positive	X	Negative	X	Neutral Impact		Unknown Impact	
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5. Race and ethnicity

Compared to the Haringey, London and national average, there is a smaller 'White British' population, but a larger 'White Other' population. Therefore any decision within the WGBP would have impacted on these groups in particular. In addition, there are a number of different ethnic groups in the local area.

The WGBP would have attempted to reduce inequalities for these groups by achieving the following:

- Development of local businesses to create jobs and tackle deprivation
- Reduce health inequalities
- Provide more housing for communities who are vulnerable, including BAME communities and those who are homeless, as well as better quality housing in mixed communities in order to foster good relations between different communities
- Opportunities to improve the safety of the public realm. People from particular BAME communities are more likely to experience hate crime and be victims of crime in general.

The decision not to proceed with the HDV means that this will not occur through the WGBP

A new location for the TICC, Efdal Community Centre and Community Hub would have needed to have been identified and deliverable relocation strategy agreed prior to the redevelopment of the site. The decision not to proceed with the HDV means that this will not be necessary.

BAME communities are more likely to use council services and the Customer Service Centre, as well as the Wood Green library. Any changes to these elements would have impacted on these groups. There would also have been an impact on the Gypsy and Traveller community because of the development on the adjacent site. The decision not to proceed with the HDV means that these will not occur through the WGBP.

Positive	X	Negative	X	Neutral Impact		Unknown Impact	
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6. Sexual orientation

We do not hold data at the national, borough or ward levels. However, we are aware there is a significant LGB population in Haringey compared to other places in England.

There may have been some benefits for lesbian, gay and bisexual people in the Wood Green area such as increased community safety, which may have reduced homophobic and biphobic hate crime, and access to mental health provision, as there are health inequalities based upon sexual orientation. The decision not to proceed with the HDV means that these will not occur through the WGBP.

Positive		Negative	X	Neutral Impact		Unknown Impact	
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7. Religion or belief (or no belief)

The Muslim population of Wood Green is higher than the borough average and higher than in London and England. The Wood Green branch of U.K. Turkish Islamic Cultural Centre, serving a significant Muslim population, is within one of the development sites in the WGBP.

All residents regardless of religious or non-religious belief would have benefited from the proposals set out in the strategies. There would have been particular opportunities to tackle religious hate crime including Islamophobia and Anti-Semitism by improving the public realm and open spaces. There would have been community facilities which would have helped foster good relations between different communities including those of different religions. The decision not to proceed with the HDV means that these will not occur through the WGBP.

6-10 Caxton Road, including the Mosque, would not have been retained in the redevelopment of the town centre and the current draft of the Wood Green "Preferred Option" AAP states that adequate re-provision for space for the community use would have been provided prior to redevelopment. However, it may not have been of the same size that the sites currently occupy. The decision not to proceed with the HDV means that any such negative impact will not occur through the WGBP.

A new location for the TICC, Efdal Community Centre and Community Hub would have needed to have been identified and deliverable relocation strategy agreed prior to the redevelopment of the site. The decision not to proceed with the HDV means that this will no longer be necessary.

Positive	X	Negative	X	Neutral Impact		Unknown Impact	
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8. Pregnancy and maternity

There would have been particular opportunities to tackle inequalities based upon the 'Pregnancy and Maternity' protected characteristic.

This would have included:

- Providing more homes, including affordable homes
- Increase in jobs and training opportunities
- Tackle health inequalities
- Create safer communities

The decision not to proceed with the HDV means that these will not occur through the WGBP.

Although the Caxton Road properties do not directly support pregnancy and maternity functions, any change would have impacted on women who fall into the protected characteristic. The decision not to proceed with the HDV means that these will not occur through the WGBP.

A new location for the TICC, Efdal Community Centre and Community Hub would have needed to have been identified and deliverable relocation strategy agreed prior to the redevelopment of the site. The decision not to proceed with the HDV means that this will no longer be necessary.

Women are more likely to use council services and the Customer Service Centre, as well as the Wood Green library. Any changes to these elements would have impacted on women who fall into this protected characteristic. The decision not to proceed with the HDV means that these will not occur through the WGBP.

Positive	X	Negative	X	Neutral Impact		Unknown Impact	
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9. Marriage and Civil Partnership

Although there is a comparatively high proportion of people in civil partnerships in the area, we do not expect there to be a disproportionate impact or discrimination based upon marital or civil partnership status.

Positive		Negative		Neutral Impact	X	Unknown Impact	
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10. Groups that cross two or more equality strands e.g. young black women

The WGBP is a high level document with multiple issues, activities and items to deliver over a long period of time. As a result, there would have been significant intersectionary inequalities and impacts which would have crossed different protected characteristics. In particular, the protected groups of sex, disability, ethnicity, religion and age are particularly significant. The decision not to proceed with the HDV means that the benefits and negative impacts associated with the WGBP will not occur through the delivery of the plan.

Outline the overall impact of the policy for the Public Sector Equality Duty:

- Could the proposal result in any direct/indirect discrimination for any group that shares the protected characteristics?
- Will the proposal help to advance equality of opportunity between groups who share a protected characteristic and those who do not?
This includes:
 - a) Remove or minimise disadvantage suffered by persons protected under the Equality Act
 - b) Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups
 - c) Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low
- Will the proposal help to foster good relations between groups who share a protected characteristic and those who do not?

The decision not to proceed with the HDV will not have a direct positive or negative impact on individuals or groups with protected characteristics relative to current circumstances. Rather, the decision not to proceed represents the removal of an option for achieving certain objectives rather than a change in those objectives.

As set out above, to the extent that implementation of the WGBP would have had a positive impact on those with protected characteristics, those benefits will no longer

materialise (or at least until such time as the Council pursues alternative options to meets its objectives). On the other hand, by not proceeding with the HDV, the Council is also avoiding the negative impacts associated with implementing the WGBP on those with protected characteristics.

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqIA guidance

Outcome	Y/N
No major change to the proposal: the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>	
Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	Y
Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact and which protected characteristics are impacted?	Action	Lead officer	Timescale
Withdrawal of the HDV as the means of achieving corporate objectives (which, if continued, would have impacted on all protected characteristics)	Pursue alternative options to achieve corporate objectives	Director of Housing, Regeneration, and Planning	2018/19

Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

N/A

7. Authorisation

EqIA approved by:	Date:
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8. Publication
Please ensure the completed EqlA is published in accordance with the Council's policy.

Please contact the Policy & Strategy Team for any feedback on the EqlA process.