

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 between those with a ‘relevant protected characteristic’ and those without one;
- Fostering good relations between those with a ‘relevant protected characteristic’ and those without one.

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 protect 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	Renaming of Black Boy Lane to La Rose Lane
Service area	Planning Policy, Transportation & Infrastructure
Officer completing assessment	Jonathan Unger - LLC & LLPG Manager
Equalities/ HR Advisor	Hugh Smith
Cabinet meeting date (if applicable)	Corporate Committee 3 December 2020
Director/Assistant Director	David Joyce/Rob Krzyszowski

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 proposed decision is to change the name of the street Black Boy Lane to La Rose Lane.

This will affect and impact mainly upon the residents and businesses of the street.

The decision on the proposal is to be made by the Corporate Committee following a period of statutory consultation with affected stakeholders.

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	Census 2011	N/A
Gender Reassignment	EHRC	N/A
Age	St Ann's Ward Profile	N/A
Disability	St Ann's Ward Profile	N/A
Race & Ethnicity	St Ann's Ward Profile	N/A
Sexual Orientation	St Ann's Ward Profile	N/A
Religion or Belief (or No Belief)	St Ann's Ward Profile	N/A
Pregnancy & Maternity	Census 2011	N/A

Marriage and Civil Partnership	St Ann's Ward Profile	N/A
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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.

Age

The Population Age of St Ann's Ward show that the overall population spread mirrors that seen in Haringey, with 20-44 (49.9%) making up the largest proportions of residents and 65+ (8.7%) make up the smallest proportions.

Sex

51% of St Ann's ward residents are male and 49% are female.

Gender Reassignment

There is very little robust data on Haringey or the UK's trans population. However, it is estimated that there are between 200,000 and 500,000 people who identify as trans in the UK. There is no reason to believe that there are specific impacts for this protected group and we will try to ensure that discrimination, harassment, and victimisation is tackled based on this and any other protected group

Sexual Orientation

3.6% of residents in Haringey identify as Gay, Lesbian, Bisexual or another non-Heterosexual sexuality. Within this group just over half identify as Gay or Lesbian, just over one in four identify as Bisexual, and around one in seven identify as 'Other'. There is no reason to believe that there are specific impacts for this protected group and we will try to ensure that discrimination, harassment, and victimisation is tackled based on this and any other protected group

Pregnancy and Maternity

St Ann's ward has a slightly higher number of young children (under 5) than the average among Haringey wards, at 1,167 compared to 1,132.

Race and Ethnicity

In St Ann's those of White Other ethnicity represent the largest group (31.2%). This group is overrepresented in St Ann's compared to the Haringey average.

Those of White British ethnicity (23.1%) make up the second largest ethnic group in St Ann's, though this group is under-represented in the ward compared to the wider borough (34.7%).

The majority of residents in the St Ann's Ward (60% or 8,436) speak English as their main language. Furthermore 23% (3,173) residents speak other EU languages with French (2%; 217), Greek (2%; 318), Italian (2%; 268), Portuguese (2%; 274), Polish (6%; 773), Romanian (2%; 289) being the second highest total.

Aside from that other main languages spoken in the St Ann's Ward is multiple African languages with a total of 447 residents (9%) with Somali (2%; 174) representing the highest proportion.

In the St Ann's Ward the United Kingdom as the Country of birth represents the largest group (45.3%; 6,632), followed by all European Countries being the second highest total (24.8%; 4,243). All African (8.8%; 1,338), Asian (3.9%; 710), The America's and Caribbean (8.2%; 959) and Australasia (1%; 140) represent the smaller proportional groups.

Disability

Residents in St Ann's Ward have a slightly higher rate at 17.9% for long term health problems or disabilities than the rate overall for Haringey (16.7%).

Religion/Belief

St Ann's Ward largely follows the wider borough pattern regarding Religion, with Christianity (46.5%) being the main religion and Islam representing the second largest religion (17.1%) St Ann's has a very small proportion of Jewish residents (0.7%) compared to Haringey more widely (3%).

This proposal may potentially lead to inequalities on Age and Disability and consideration will have to be given to people with disabilities, or older people, who may need further assistance to deal with the street name changing and the updating of their documentation.

4. a) How will consultation and/or engagement inform your assessment of the impact of the 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 EqIA guidance

Consultation #1

Informal consultation with the residents of Black Boy Lane involved:

- Letters sent to residents/organisations in September and October
- Feedback and queries could be sent via
 1. Webpage including questionnaire survey: www.haringey.gov.uk/renaming-black-boy-lane

2. Email: bblconsultation@haringey.gov.uk
 3. Telephone: 020 8489 3797
 4. Post: Consultation Co-Ordinator, The Communications Team, River Park House, 22 High Road, Wood Green, London, N22 8HQ
- Information provided about the 2x proposed names
 - Frequently Asked Questions (FAQs) and answers provided
 - Promotion via:
 1. Social Media Posts
 2. Press release on the Council's webpage
 3. 'Haringey People Extra' email bulletin
 - Online meeting for residents (Thursday 12 November) shortly after consultation period closed for further feedback to be expressed.

The range of different media and methods being used (i.e. webpage, telephone, post, letter) was intended to ensure all groups were made aware of the consultation.

Consultation #2

- **December 2020 / January 2021** – At least 1 month Consultation #2 (Statutory) 'notice of intention' / consultation on the proposal to rename Black Boy Lane to La Rose Lane. We will simultaneously seek residents/organisations' feedback and views on support needed for them to make the adjustments and the level of voluntary payments
- January/February 2021 – Consultation responses analysed
- 4 February 2021 or later meeting – Corporate Committee to consider the outcome of consultation and make a decision on whether to change the street name to La Rose Lane or not, with a later effect date to be determined
- Notify residents and organisations of the decision and the effect date
- Spring 2021 – Continued information provided to residents and organisations regarding any voluntary payments, Frequently Asked Questions (FAQs) and a support resource

The formal consultation will involve similar methods as set out above for Consultation #1 but will also include:

- The consultation #2 letter produced in 5 languages that are most representative of St Ann's Ward. These being Turkish, Spanish, Bengali, French, and Portuguese. Further translation will be made available on request.
- Provide all residents/organisations a freepost envelope in which to respond to the consultation.

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?

According to Street Index (from Haringey's Electoral Services), Black Boy Lane comprises 167 properties with 257 electors.

Consultation #1

Responses were individually examined to identify their location. A total of 239 responses were received, but the majority of responses have come from those who do not live in Black Boy Lane. Furthermore, nearly 30% of responses come from outside Haringey.

Of the responses received 78% (127) were not residents of Black Boy Lane. 22% (35) were residents of Black Boy Lane.

57% (20) of Black Boy Lane residents who responded and completed the equalities monitoring form were in the age range of between 25-44, which is approximately in line with the corresponding age range of 20-44 year olds in the St Ann's Ward (49.9%).

23% (8) of the Black Boy Lane residents who responded and completed the equalities monitoring form were in the age range of between 45-64. A further 11% (4) were aged 65+ and this is in line with corresponding age ranges in the St Ann's Ward (8.7%).

93% (26) of responses received from Black Boy Lane residents who completed the equalities monitoring form stated, 'no disabilities' with 4% (1) response received for both 'Mental ill health' and 'Long Term illness or condition'. The other 3% (7) did not answer this question. The proportion of residents of St Ann's Ward with a limiting long term health problem or disability is 17.9%.

49% (17) of Black Boy Lane residents who completed the equalities monitoring form stated their country of birth as 'United Kingdom', which is slightly higher than in the St Ann's Ward (45.31%). 11% (4) were blank and the other responses were: Algeria; 6% (2), Australia; 3% (1), Bangladesh; 3% (1), Cyprus; 6% (2), Ethiopia; 3% (1), France; 3% (1), Italy; 3% (1), Jamaica; 3% (1), Netherlands 3% (1), New Zealand; 2 (6%) and Poland 3% (1). This is in line with the corresponding range in the St Ann's Ward.

80% (28) Black Boy Lane residents who completed the equalities monitoring form stated that their first language is English. 11% (4) did not respond and a further 3 (9%) stated different languages being Greek, Italian and Polish. This is approximately in line with St Ann's Ward.

The content of the responses received in Consultation #1 are summarised in the main Corporate Committee report. This also includes the Council's response to show how concerns, including those relating to equalities, may be addressed / mitigated / minimised.

Consultation #2

The formal consultation will involve similar methods as set out above for Consultation #1 but will also include:

- The consultation #2 letter in 5 languages that are most representative of St Ann's Ward. These being Turkish, Spanish, Bengali, French, and Portuguese. Further translation will be made available on request.
- Provide all residents a freepost envelope in which to respond to the consultation.
- Residents/organisations' feedback and views on support needed for them to make the adjustments and the level of voluntary payments

Findings will be included following completion of the statutory consultation.

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 EqlA guidance

1. Sex *(The proposal will affect men and women equally. However, lone parents, the vast majority of whom are women, may be disproportionately affected by costs associated with the need to update documentation to reflect the change in street name)*

Positive		Negative	X	Neutral impact		Unknown Impact	
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2. Gender reassignment *(This proposal will not impact based on this characteristic)*

Positive		Negative		Neutral impact	X	Unknown Impact	
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3. Age *(Older people may experience negative impacts associated with disruption and costs caused by the change in the street name. Consideration will have to be given to older people who may need further assistance to deal with the street name changing and the updating of their documentation)*

Positive		Negative	X	Neutral impact		Unknown Impact	
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4. Disability *(Disabled people may experience negative impacts associated with disruption and costs caused by the change in the street name. Consideration will have to be given to people with disabilities who may need further assistance to deal with the street name changing and the updating of their documentation)*

Positive		Negative	X	Neutral impact		Unknown Impact	
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5. Race and ethnicity *(The reasons for the proposed approach to rename the road reflect the Council's commitment to equality, diversity, and inclusion, and arise from an anti-racist social movement. A renaming that results from the proposed approach may be considered a measure to foster a community that shares these values. As such, a renaming may be a step towards fostering good relations within the community between people who share the protected characteristic of race and ethnicity and white British residents. However, BAME people are more likely than average to be on lower incomes. They may therefore be disproportionately impacted by the need to update documentation to reflect the change in the street name.)*

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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6. Sexual orientation *(This proposal will not impact based on this characteristic)*

Positive		Negative		Neutral impact	X	Unknown Impact	
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7. Religion or belief (or no belief) *(The population of St Ann's broadly reflects the population of Haringey as a whole in terms of religious affiliation. This proposal will therefore not impact any religious group disproportionately.)*

Positive		Negative		Neutral impact	X	Unknown Impact	
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8. Pregnancy and maternity *(This proposal will not impact based on this characteristic as pregnant women are not expected to be impacted disproportionately)*

Positive		Negative		Neutral impact	X	Unknown Impact	
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9. Marriage and Civil Partnership *(This proposal will not impact based on this characteristic as people in marriages and people in civil partnerships will be treated the same)*

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

Groups that cross two or more equality strands and who are more likely to be affected by the proposal due to costs associated with documentation changes and barriers to such changes include:

- Older disabled people
- Older BAME people
- BAME people with disabilities
- BAME lone parents
- Lone parents with disabilities

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 relevant protected characteristics?
- Will the proposal help to advance equality of opportunity between groups who share a relevant 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 relevant protected characteristic and those who do not?

The reasons for the proposed approach to rename the road reflect the Council’s commitment to equality, diversity, and inclusion, and arise from an anti-racist social movement. A renaming that results from the proposed approach may be considered a measure to foster a community that shares these values. As such, a renaming may be a step towards fostering good relations within the community between people who share the protected characteristic of race and ethnicity and white British residents.

Without mitigation, any final decision to actually rename the street (subject to the outcome of Consultation #2 and a subsequent Corporate Committee decision) could potentially result in direct/indirect discrimination of certain groups. That is why, in the original July 2020 Corporate Committee the Council suggested that whilst it is unlikely to be legally liable to pay compensation to those affected, it considers that it may be appropriate to make a payment in recognition of potential disruption. This could help mitigate any negative impacts on protected groups. Further mitigation would include providing support to residents to make the change, as set out in the main Corporate Committee report.

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>	N

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.	N

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 relevant protected characteristics are impacted?	Action	Lead officer	Timescale
Financial / time impact of making adjustments (Various groups)	Consultation #2 will involve seeking residents/organisations' feedback and views on support needed for them to make the adjustments and the level of voluntary payments	LLC & LLPG Manager	For Consultation #2


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.

No impacts which cannot be mitigated in some way.

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

Monitor impacts through the support provided to those in helping them make adjustments.

7. Authorisation

EqIA approved by  Rob Krzyszowski, Interim Assistant Director, Planning, Building Standards & Sustainability (Assistant Director/ Director)	Date 24/11/20
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8. Publication

Please ensure the completed EqIA is published in accordance with the Council's policy.

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