

## **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 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.

<b>1. Responsibility for the Equality Impact Assessment</b>	
<b>Name of proposal</b>	High Road West Regeneration Scheme
<b>Service area</b>	Housing, Regeneration and Planning
<b>Officer completing assessment</b>	Matthew Maple
<b>Equalities/ HR Advisor</b>	Jim Pomeroy, Policy and Equalities Officer
<b>Cabinet meeting date (if applicable)</b>	9 <sup>th</sup> March 2021
<b>Director/Assistant Director</b>	David Joyce, Director of Housing, Regeneration and Planning / Peter O'Brien, Assistant Director for Regeneration and Economic Development

## 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 High Road West scheme (the “Scheme”) will deliver the comprehensive regeneration of the HRW area, which covers 11 hectares of land including the Love Lane Estate, to the south of White Hart Lane, and light industrial land to the north. The High Road West masterplan was agreed by the Council’s Cabinet in 2014, following 3 years of engagement and consultation with the local community, with community engagement remaining a priority throughout the development of the scheme. An Equalities Impact Assessment was undertaken as part of the Cabinet report to select the preferred development partner in 2017, with further EqlAs undertaken in 2020 related to the draft Local Lettings Policy and Leaseholder Offer, which are part of the consultation taking place in February / March 2021.

In 2018 the Council sought a review of the High Road West Scheme, with the view to seeking to deliver more social housing through the scheme. At the same time, the GLA introduced the Mayor’s Ballot Funding condition and informed the Council that funding would be dependent on the Council undertaking a ballot on the Love Lane Estate. These two events resulted in the Council and Lendlease revising the scheme, with a focus in increasing the number of council owned social rent homes to 500, and initiating a new dialogue with the GLA to explore ways of securing additional funding into the scheme.

Following extensive discussions with the GLA, the Council has now secured a commitment from the GLA to provide funding to kick-start the first phases of the High Road West Scheme. These first phases will deliver around 1,435 homes of the total scheme amount of c.2,600 homes and ensures the ability of the Council and Lendlease to deliver the 500 council owned social rent homes, a new Library and Learning Centre, an enhanced local centre with new business space, shops and restaurants as well as a new public square.

This Equalities Impact Assessment (EqlA) provides an analysis of the decisions now being sought at Cabinet to authorise a funding agreement with the GLA that will enable the Council to increase the number of social rented homes from 145 to 500 delivered as part of the HRW Scheme, and to acquire those homes so that they are managed by the Council, thereby meeting an ambition of residents and the Council. The GLA funding package is required to kick-start the delivery of the first phases of the scheme and the delivery of the 500 social rented homes. This decision will strengthen the positive equalities implications of the HRW scheme. As part of our ongoing Public Sector Equality Duty, the Council has also taken this opportunity to review equalities data and previous analysis and update the scheme’s EqlA.

This EqIA will analyse inequalities across the three themes of **Housing, Employment & Businesses and Healthier & Safer Communities** that are particularly relevant to the HRW scheme.

### Interventions that have significant equality implications:

#### 1. Housing

- Over 2,500 high-quality, sustainable homes, including 500 council owned social rent homes and a target of 40% affordable housing across the whole site.

#### 2. Employment & businesses

- £10m of funding for social and economic support for both businesses and residents, ensuring the local community benefit from the Scheme
- A cutting-edge new Library and Learning Centre and a refurbished Grange Community Hub which will provide improved community facilities early in the Scheme.
- Over 130,000sqft of commercial, retail and leisure space throughout the Scheme providing a wide range of leisure, employment space, shops, cafes and restaurants around a new civic square.
- £500k of investment in the town centre and a £500k fund for events and activities, as well as meanwhile uses which will revitalise the local centre during construction and afterwards.
- Over 3,300 construction jobs and more than 500 end-user jobs once the development is complete.

#### 3. Healthier and safer communities

- Around 143,000sqft of green spaces for the community including a large new community park with an outdoor gym, children's play area and Grange Gardens: a safe, central green space for local people.
- A welcoming new civic square which will be an important focus of local events and activities, bringing the community together, promoting cultural activities and enhancing activity and safety at night.

### 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?

*Census 2011 data has been used where more recent data has not been available.*

Protected group	Service users	Staff
Sex	<ul style="list-style-type: none"> <li>▪ Ward profile data (Census 2011; ONS Indices of Multiple Deprivation)</li> <li>▪ ONS Mid Year 2019</li> <li>▪ Tenant and Leaseholder demographic information held by the Council's housing management data system</li> </ul>	N/A

	(Homes for Haringey (HfH) and by the HRW Rehousing Team <ul style="list-style-type: none"> <li>▪ Haringey JSNA</li> <li>▪ HaringeyStat, June 2016</li> </ul>	
Gender Reassignment	We do not hold this data. The Government Equalities Office (2018) have published a national estimate of the size of this population group.	N/A
Age	<ul style="list-style-type: none"> <li>▪ Ward profile data (Census 2011; ONS Indices of Multiple Deprivation)</li> <li>▪ ONS Mid-Year Estimates, 2018</li> <li>▪ Tenant and Leaseholder demographic information held by the Council's housing management data system (HfH) and by the HRW Rehousing Team</li> <li>▪ Haringey JSNA</li> </ul>	N/A
Disability	<ul style="list-style-type: none"> <li>▪ Ward profile data (Census 2011; ONS Indices of Multiple Deprivation)</li> <li>▪ Tenant and Leaseholder demographic information held by the Council's housing management data system (HfH) and by the HRW Rehousing Team</li> <li>▪ Haringey JSNA</li> <li>▪ Mosaic 2015 segmentation, (ESA Mental Health claimants/Depression)</li> <li>▪ HaringeyStat, June 2016</li> </ul>	N/A
Race & Ethnicity	<ul style="list-style-type: none"> <li>▪ Ward profile data (Census 2011; ONS Indices of Multiple Deprivation).</li> <li>▪ Tenant and Leaseholder demographic information held by the Council's housing management data system (HfH) and by the HRW Rehousing Team</li> <li>▪ Haringey JSNA</li> </ul>	N/A
Sexual Orientation	<ul style="list-style-type: none"> <li>▪ ONS Annual Population Data 2016</li> <li>▪ ONS Subnational sexual orientation estimates 2020</li> </ul>	N/A
Religion or Belief (or No Belief)	<ul style="list-style-type: none"> <li>▪ Ward profile data (Census 2011; ONS Indices of Multiple Deprivation)</li> <li>▪ Tenant and Leaseholder demographic information held by the HRW Rehousing Team</li> </ul>	N/A
Pregnancy & Maternity	<ul style="list-style-type: none"> <li>▪ Census 2011</li> <li>▪ ONS Calendar Year Births 2013 to 2018</li> <li>▪ Data based upon households containing a female parent with a dependent child</li> </ul>	N/A

	<p>aged 0-1 years old claiming Housing Benefit or Council Tax Relief, 15/06/2016-14/06/2017.</p> <ul style="list-style-type: none"> <li>▪ Tenant and Leaseholder demographic information held by the HRW Rehousing Team</li> </ul>	
Marriage and Civil Partnership	<ul style="list-style-type: none"> <li>▪ Ward profile data (Census 2011; ONS Indices of Multiple Deprivation)</li> <li>▪ Tenant and Leaseholder demographic information held by the HRW Rehousing Team</li> </ul>	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 two areas:

1. Demographics of Northumberland Park ward
2. Demographics of key affected groups:
  - Residents
  - Employment
  - Businesses

## Demographics of Northumberland Park Ward

The Scheme sits within the Northumberland Park Ward. In order to assess the impact of the Scheme, it is important to understand the demographics of the local area to ensure that inequalities are addressed throughout its implementation.

### 1. Sex

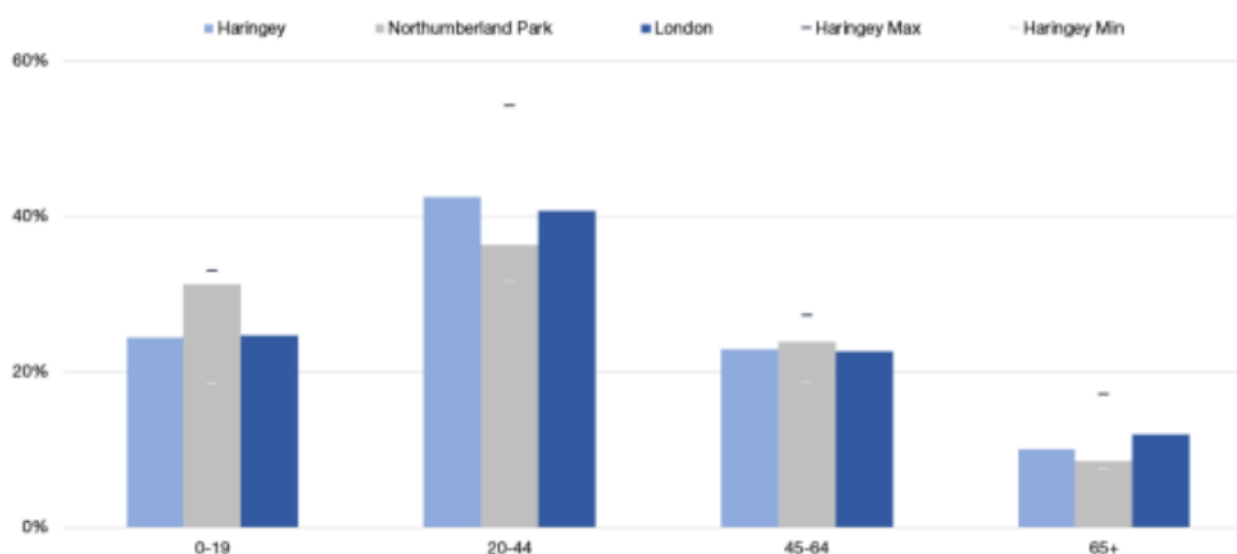
It is projected that the percentage of males in Northumberland Park has increased to 50.9% and the percentage of females has reduced to 49.1%. This is reflective of local and national trends.

In 2011 there were approximately 1,057 lone parent households with dependent children in Northumberland Park. It has been reported that almost 92% of all lone parent households are led by a woman, and 8% are led by men. Lone parent households with dependent children are the second most common household type and are over-represented in the ward (18.8% vs. 10.5% in Haringey).

## 2. 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<sup>1</sup>. We will need to consider the inequalities and discrimination experienced for this protected group. For the purposes of this EqlA, we will use the inclusive term Trans\* in order to represent the spectrum of transgender and gender variance.

## 3. Age



Northumberland Park's overall population spread mirrors that seen in Haringey more widely, with the largest proportion of residents aged 20-44 (36.4%) and the smallest proportion of residents aged 65+ (8.5%). Northumberland Park generally has a younger population so the Scheme will have a greater impact on children and young people aged 0-19.

The 2011 Census found 835 households in Northumberland Park with dependent children and no adult in employment. This is 14.8% of all households and compares with 7.2% for households in Haringey. This is the highest proportion of all Haringey wards. Therefore, not only does the ward have a young population, but it also has a disproportionate number of them living in workless households.

## 4. Disability

In the 2011 Census, the following was reported in regard to those who experience limitations on day-to-day activities as a result of a disability or disabilities:

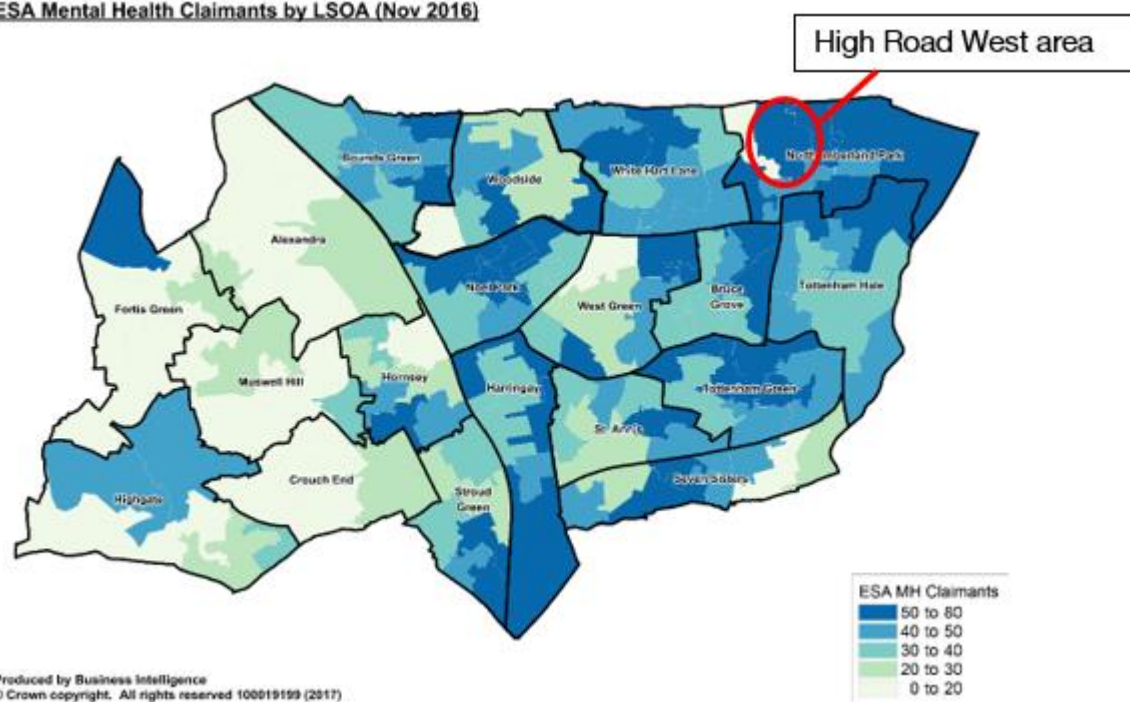
Activity level	Northumberland Park	Haringey	London	England and Wales

<sup>1</sup> [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/721642/GEO-LGBT-factsheet.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/721642/GEO-LGBT-factsheet.pdf)

Day-to-day activity limited a lot	8.1%	6.8%	6.7%	8.3%
Day-to-day activity limited a little	8.6%	7.2%	7.4%	9.3%
Day-to-day activity not limited	83.3%	86.0%	85.8%	82.4%
Day-to-day activity limited a lot: Age 16-64	5.0%	3.8%	3.4%	3.6%
Day-to-day activity limited a little: Age 16-64	5.9%	4.6%	4.2%	4.6%
Day-to-day activity not limited: Age 16-64	54.2%	62.4%	61.5%	56.5%

Northumberland Park has proportionally more residents who have impairments that impact on their ability to do day-to-day tasks. In particular, the ward has the highest proportion of residents in Haringey who have impairments which limit their abilities to do day-to-day tasks a little. According to the Census data, more than one in five residents in Northumberland Park have a limiting long-term health problem or disability (21.4%). We are not able to determine the types of disability from this data, but will need to consider the needs of different disabled people including the type of reasonable adjustment provided. This includes physical impairments, sensory impairments, mental health issues and Learning Disabilities.

**ESA Mental Health Claimants by LSOA (Nov 2016)**



Northumberland Park ward has a disproportionately high level of ESA Mental Health Claimants and therefore people with mental health issues or conditions are likely to be disproportionately impacted by the Scheme.

## 5. [Race/Ethnicity<sup>2</sup>](#)

<sup>2</sup> Census 2011, rounded to 2 decimal figures



Racial/Ethnic group	Northumberland Park	Haringey	London	England
White; English/Welsh/Scottish/N.Irish/British	16.59%	34.68%	44.89%	79.75%
White Irish	1.66%	2.75%	2.15%	0.98%
White; Gypsy or Irish Traveller	0.12%	0.15%	0.10%	0.10%
White; White Other	20.73%	22.97%	12.65%	4.58%
Mixed; White and Black Caribbean	2.68%	1.90%	1.46%	0.78%
Mixed; White and Black African	1.65%	1.02%	0.80%	0.30%
Mixed; White and Asian	0.92%	1.47%	1.21%	0.63%
Mixed; Other mixed	2.06%	2.10%	1.45%	0.53%
Asian/Asian British; Indian	1.34%	2.33%	6.64%	2.62%
Asian/Asian British; Pakistani	0.51%	0.75%	2.74%	2.10%
Asian/Asian British; Bangladeshi	1.50%	1.73%	2.72%	8.23%
Asian/Asian British; Chinese	0.99%	1.47%	1.52%	0.72%
Asian/Asian British; Other Asian	3.45%	3.19%	4.88%	1.55%
Black African	22.00%	9.04%	7.02%	1.8%
Black Caribbean	13.54%	7.10%	4.22%	1.1%
Black Other	4.80%	2.63%	2.08%	0.52%
Other Ethnic group; Arab	0.93%	0.87%	1.30%	0.42%
Other Ethnic group	4.53%	3.85%	2.14%	0.62%

Northumberland Park is a ward with a high degree of ethnic diversity. According to the 2011 census, residents who define themselves as Black African make up the largest population group in Northumberland Park at 22%, this is a larger population than the Haringey, London and national average. The second largest population group, at 21%, is White Other, which is likely to include East European communities. This is lower than the Haringey average of 22.97% but significantly more than the London and national average. It is likely that this population has also grown since the 2011 census. Northumberland Park has a lower proportion of residents who define themselves as White British, compared to Haringey, London and the national average. The fourth significant ethnic group within Northumberland Park are Black Caribbean residents, at 14%, larger than the Haringey, London and national averages. Officers are also aware of significant Turkish communities. This is compared to the borough, London and the national average. Delivering the Scheme will likely impact on these communities disproportionately.

## 6. 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 2.5% of Haringey's population are lesbian, gay or bisexual (LGB), which is the 15<sup>th</sup> largest LGB community in the country<sup>3</sup>. We will need to ensure that the inequalities and discrimination experienced by LGB people are considered throughout this EqIA.

<sup>3</sup><https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/articles/subnationalsexualidentityestimates/uk2013to2015#introduction>



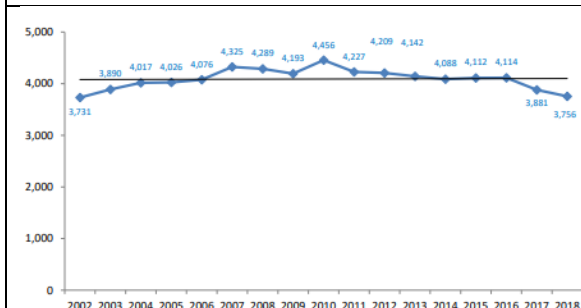
## 7. Religion<sup>4</sup>

Religion	Northumberland Park	Haringey	London	England and Wales
Christian	50.6%	45.0%	48.4%	59.3%
Buddhist	1.0%	1.1%	1.0%	0.4%
Hindu	1.1%	1.8%	5.0%	1.5%
Jewish	0.2%	3.0%	1.8%	0.5%
Muslim	24.2%	14.2%	12.4%	4.8%
Sikh	0.2%	0.3%	1.5%	0.8%
Other religion	0.3%	0.5%	0.6%	0.4%
No religion	13.2%	25.2%	20.7%	25.1%
Religion not stated	9.2%	8.9%	8.5%	7.2%

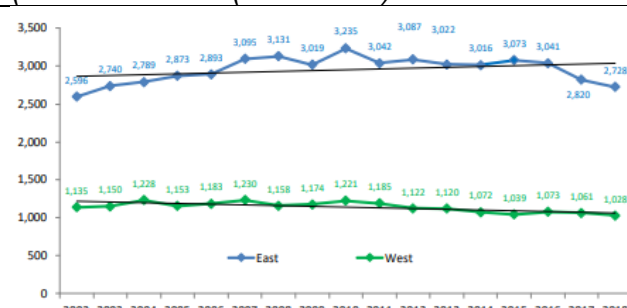
Northumberland Park has a comparatively high proportion of residents who identify themselves as Christians, higher than Haringey and London. There is also a larger Muslim population than the rest of Haringey, London and national averages. Consultation processes to develop firm plans for the housing, environment and other community benefits in scheme will need to have due regard to diversity issues relating to these communities (including how we engage with women in certain communities).

## 8. Pregnancy and maternity

Births in Haringey, 2002 to 2018  
(ONS Birth Data (2002-2018))



Births in Eastern and Western wards in Haringey, 2002 to 2018  
(ONS Birth Data (2002-2018))



The annual number of births in Haringey saw an overall increase between 2002 and 2018 from 3,731 (2002) to 3,756 (2018). However, since 2016 there has been a decline in the number of births, resulting in Haringey placed 19<sup>th</sup> in the number of births across the London boroughs.

The East of Haringey experiences a significantly higher birth rate than the West of the borough. Given that Northumberland Park ward has the second highest number of 0-4

<sup>4</sup> Census 2011

year olds in the borough, it is likely that the birth rate is disproportionately higher in Northumberland Park. Claimant data suggests that here are 74 households where a female has a dependent child aged between 0-1 years old, the second highest number of ward claimants in the borough<sup>5</sup>.

Therefore, the Scheme will need to consider the needs of pregnant women and mothers with young children including suitability of housing, as they are likely to be disproportionately affected.

## **9. Marriage and civil partnership**

We do not hold data on marriage and civil partnership amongst residents; however, in 2011 there were 10 couples in a civil partnership in Northumberland Park. This is compared to 1,651 marriages (which was only available to heterosexual couples at the time). All elements of the Scheme will need to ensure all couples in a civil partnership are treated exactly the same as couples in a marriage.

## **Demographic of key affected groups**

### **1. Residents**

Additional information on data sources:

Secure Council tenants' information comes from the HRW Rehousing Team database and all lead tenants' data has been recorded. Resident leaseholders' information also comes from the HRW Rehousing Team database and 14 out of 34 tenants' data has been recorded. It should be noted that gathering leaseholder data is not as straightforward as it is for the tenants and so there are more 'unknown' with both the HRW Rehousing Team database, and the Homes for Haringey (HfH) data return for Love Lane. For temporary accommodation (TA) and private tenants, we do not have equality data so rely on the demographics of the estate as a whole which comes from the HfH data return.

The following table outlines the number of residents on the Love Lane Estate (LLE) directly affected by the Scheme based upon tenure:

<b>TENURE TYPE</b>	<b>NUMBER</b>
<b>Secure council tenancies</b>	45
<b>Resident leaseholds</b>	25
<b>Non-resident leaseholds</b>	24
<b>Temporary accommodation tenancies</b>	197

*(This is based on number of homes not number of tenants)*

The following information is drawn from the 2020 EqIA which includes residents in non-secure accommodation on the estate and residents in secure accommodation (in 'Band B') across the borough. As tenants in non-secure accommodation represent the

<sup>5</sup> Data based upon households containing a female parent with a dependent child aged 0-1 years old claiming Housing Benefit or Council Tax Relief, 15/06/2016-14/06/2017.

majority of households on the estate, this provides a strong indication of the demographic trends on the estate. Information will continue to be updated as the scheme progresses.

## Sex

Gender	Non-secure tenants on LLE		Housing Register Band B	
	%	Count	%	Count
Female	79%	146	76%	2397
Male	21%	39	24%	771
<b>Grand Total</b>	<b>100%</b>	<b>185</b>	<b>100%</b>	<b>3168</b>

79% of non-secure tenants on the LLE are female and a similar proportion is the case for secure tenants. This data indicates that rehousing will have a disproportionate impact on women and must be taken into consideration.

Marital Status	Non-secure tenants on LLE		Housing Register Band B	
	%	Count	%	Count
Civil Partner	1%	<5	1%	46
Co-habiting	0%	0	0%	5
Divorced	6%	12	4%	123
Living with partner	1%	<5	1%	32
Married	30%	56	33%	1045
Separated	0%	0	1%	23
Single	58%	108	56%	1773
Unknown	3%	6	4%	116
Widowed	0%	0	0%	5
<b>Grand Total</b>	<b>100%</b>	<b>185</b>	<b>100%</b>	<b>3168</b>

It is also noteworthy that there is 2% higher number of single parent households on the Love Lane Estate in comparison to the Band B licensees. In Haringey, 92% of single parent households are led by women. This data highlights that rehousing will have a disproportionate impact on single people, particularly female single people.

## Gender reassignment

There is limited Council or census data relating to this protected characteristic.

## Age

Age group	Non-secure tenants on LLE		Housing Register Band B	
	%	Count	%	Count
15-19	0%	0	<1%	<5
20-24	5%	9	3%	92
25-29	14%	25	10%	313
30-34	23%	43	16%	517
35-39	16%	29	18%	569
40-44	11%	21	18%	571
45-49	14%	26	15%	478
50-54	11%	21	10%	321
55-59	4%	8	6%	181
60-64	1%	2	2%	67
65-69	1%	1	1%	24
70-74	0%	0	<1%	12
75-79	0%	0	<1%	11
80-84	0%	0	<1%	5
85-89	0%	0	<1%	<5
90 and over	0%	0	<1%	<5
<b>Grand Total</b>	<b>100%</b>	<b>185</b>	<b>100%</b>	<b>3168</b>

The data shows some differences between the age group composition of non-secure tenant households on the Love Lane Estate in comparison with licensees with Band B rehousing priority on the housing register, indicating a generally younger mix of people on the Love Lane Estate than elsewhere in the borough. It should be noted that the minimum age to join the housing register is 16, and therefore children (who may form part of these households) are not represented in these statistics.

There is a higher percentage of the 25-29 (by 4%) and the 30-34 age groups (by 7%) amongst Love Lane non-secure tenants. This is met by a lower percentage of the 40-44 (by 7%) and the 55-59 age groups (by 2%). The 25-29 and 30-34 age groups are more likely to have growing families, and therefore the decision may have a proportionately higher impact on these age groups as well as on children.

The percentage of elderly households is low in the non-secure tenancies, and therefore it is less likely that this group will be overrepresented among those impacted by the decision.

### Disability

Disabled	Non-secure tenants on LLE		Housing Register Band B	
	%	Count	%	Count
N	94%	173	88%	2784
Y	6%	12	12%	384
<b>Grand Total</b>	<b>100%</b>	<b>185</b>	<b>100%</b>	<b>3168</b>

This data shows that there is a 6% lower percentage of households with disability on the Love Lane Estate in comparison with licensees with Band B rehousing priority on the housing register, which will therefore need to be reflected in the design of homes and environment and the social and economic programmes being delivered.

## Race and ethnicity

Race/ethnicity	Non-secure tenants on LLE		Housing Register Band B	
	%	Count	%	Count
Black: African, Caribbean, British	54%	100	46%	1453
Asian: British, Chinese, Bangladeshi, East African, Pakistani, Indian	4%	8	6%	202
Mixed: Asian, Black, White, Other	2%	<5	3%	90
Other: Asian, Black, White, European	23%	43	23%	739
Traveller / Irish Traveller	0%	0	<1%	15
White: British, Turkish, Irish, Kurdish, Greek Cypriot, Turkish Cypriot	15%	27	16%	522
Unknown: Refused or no response	2%	<5	5%	147
<b>Grand Total</b>	<b>100%</b>	<b>185</b>	<b>100%</b>	<b>3168</b>

This data shows that overall the racial and ethnic distribution is similar when comparing non-secure tenants at Love Lane and licensees with Band B rehousing priority on the housing register.

The notable difference is the higher proportion of black households (by 8%) on the Love Lane Estate. This increase is met accordingly by marginally higher percentages of Asian (by 2%), white (1%) and mixed (1%) households in the Band B rehousing priority, as well as a 3% higher proportion of licensees for whom their racial and ethnic characteristics are unknown. Black residents are therefore likely to be overrepresented among those affected by the Scheme.

## Sexual orientation

The ONS estimates that 2.5% of residents in Haringey identify as Gay, Lesbian, Bisexual or another non-Heterosexual sexuality. This information is held for 5% or less of non-secure tenants at Love Lane and licensees with Band B rehousing priority on the housing register.

## Religion or belief (or no belief)

Religion / Faith	Non-secure tenants on LLE		Housing Register Band B	
	%	Count	%	Count
Buddhist	0%	0	0%	1
Christian	<2%	<5	2%	76
Muslim	<2%	<5	2%	58
No Religion	0	0	<1%	7
Other	0	0	<1%	<5
Prefer not to say	0	0	<1%	<5
Roman Catholic	0	0	<1%	<5
Unknown	97%	179	95%	3017
<b>Grand Total</b>	<b>100%</b>	<b>185</b>	<b>100%</b>	<b>3168</b>

The available housing register data includes very low reporting rates for religion / belief. It is therefore not possible to assess whether the Scheme will have a disproportionate

impact on any specific faith group. This will need to be further investigated in consultation. Measures will be taken to record the religious or faith group of respondents.

### Pregnancy / maternity

Pregnancy/maternity	Non-secure tenants on LLE		Housing Register Band B	
	%	Count	%	Count
N	99%	180-185	98%	3112
Y	1%	1-5	2%	51
<b>Grand Total</b>	<b>100%</b>	<b>185</b>	<b>100%</b>	<b>3163</b>

The data indicates that the demographics related to this protected characteristic are very similar when comparing non-secure tenants on Love Lane and licensees with Band B rehousing priority on the housing register. Clearly this can also change during the lifetime of the Scheme, especially considering the higher proportion of 24-34 year olds who are likely to have growing families. The available information does not provide data on households with a child under a year old. This will be further investigated in the consultation.

### Marriage and civil partnership

The Council does not have data based on this protected characteristic.

## 2. Employment

Employment and unemployment<sup>6</sup>

Haringey Ward	Males		Females		Total
	Count	Percentage	Count	Percentage	
Northumberland Park	1078	58.8%	755	41.2%	1833
Tottenham Hale	888	54.4%	744	45.6%	1632
Tottenham Green	897	55.2%	728	44.8%	1625
Bruce Grove	864	57.8%	631	42.2%	1495
Seven Sisters	782	57.0%	589	43.0%	1371
St Ann's	766	57.6%	563	42.4%	1329
Noel Park	742	56.7%	567	43.3%	1309
White Hart Lane	678	55.2%	551	44.8%	1229
Woodside	676	55.0%	552	45.0%	1228
West Green	658	55.9%	519	44.1%	1177
Harringay	683	58.8%	478	41.2%	1161
Bounds Green	675	58.4%	480	41.6%	1155
Hornsey	540	57.0%	407	43.0%	947
Stroud Green	353	55.1%	288	44.9%	641
Fortis Green	258	50.1%	257	49.9%	515

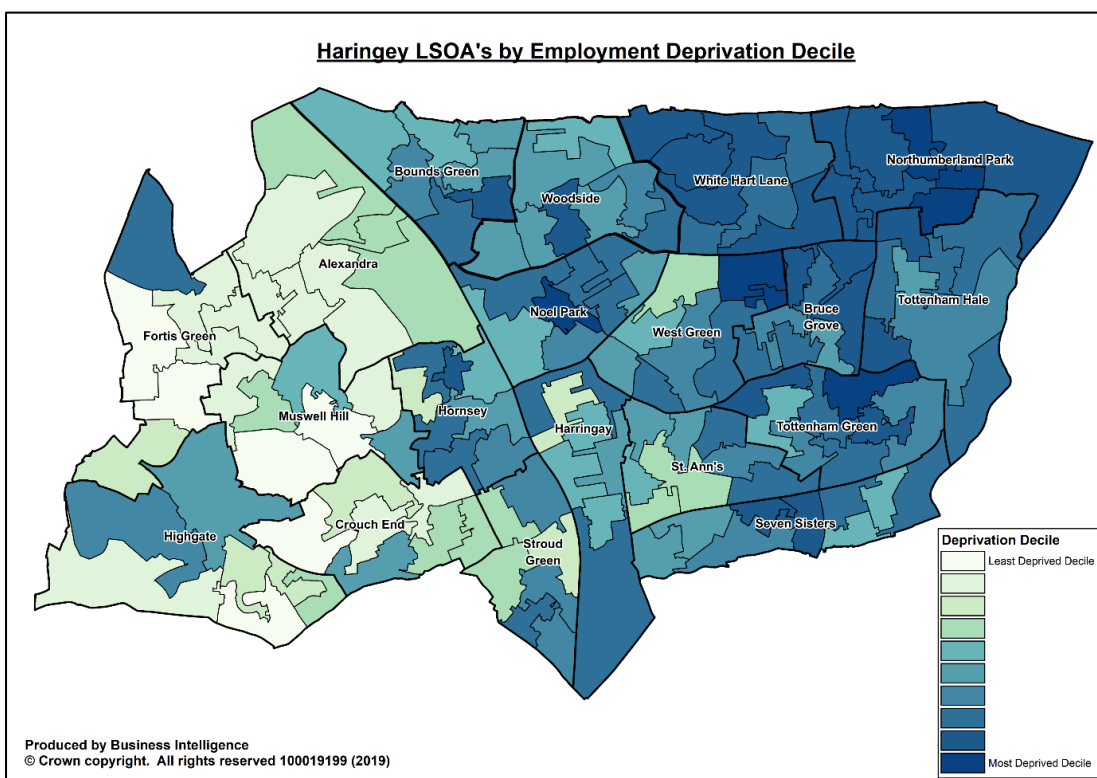
<sup>6</sup> Census 2011



Crouch End	244	50.0%	244	50.0%	488
Highgate	223	53.3%	195	46.7%	418
Muswell Hill	203	49.9%	204	50.1%	407
Alexandra	221	54.4%	185	45.6%	406

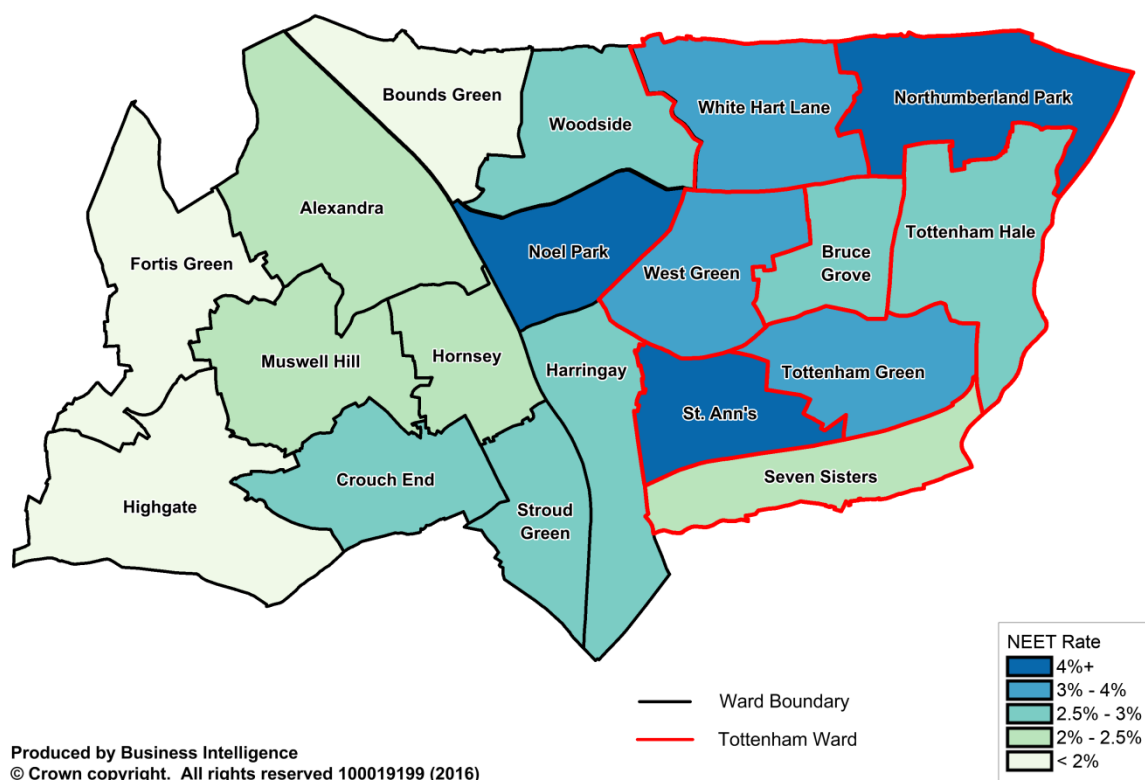
*Alternative Claimant Count figures, January 2021*

Northumberland Park has the highest number of people claiming Universal Credit, Jobseekers Allowance and other job-related benefit allowances in Haringey. 58.8% of those claiming are men. Haringey has the 6<sup>th</sup> highest number of claimants across London. In the longer term, the Scheme will help generate jobs through economic development and construction, which we hope will reduce claimant numbers.



Northumberland Park is the most employment deprived ward in Haringey, ranked fourth in London.

**Proportion of 16-17 year olds Not in Employment, Education or Training (NEETs) by Ward as of December 2015**



Northumberland Park has the highest level of NEETs in the borough. This is likely to reflect the younger population that live in Northumberland Park. In addition to this, it is likely to be an inequality that is experienced by particular BAME communities who live in the borough, as well as disabled people and people of different religions or faiths as identified in the Demographics of Northumberland Park ward section.

### 3. Businesses

We do not have equalities information for the individual business owners. However, we are aware that there is a significant number of businesses within and around the site area that are from BAME backgrounds, for instance through correspondence with the Peacock Industrial Estate Management Group and businesses on the High Road.

We also have a profile of the businesses that will be directly and indirectly impacted by the proposals according to the current proposed masterplan and phasing. The Scheme could have an impact on different communities who are affected by the Scheme, including business owners, property owners, employees and service users or customers regarding the businesses impacted.

#### **Directly affected:**

- 731-757 Tottenham High Road (odds) = retail e.g. fast food, beauty salon...
- 759 Tottenham High Road = GP practice.
- 6-18 White Hart Lane (evens) = retail e.g. tattooist, café.
- Peacock Industrial Estate = automotive and service e.g. mechanic, scrap, repairs, vehicle rental, glazing, textile, steelworks...
- Carbery Enterprise Park = service e.g. electrician, recruitment...

- Chapel Place = services e.g. banking, church...

**Indirectly affected:**

- 767-859 Tottenham High Road (odds) = retail e.g. hairdresser, fast food restaurant and takeaway, mini-market...
- Surrounding area e.g. White Hart Lane, Park Lane = retail e.g. newsagents, restaurant

As the Council does not hold equalities information for these businesses it is unable to determine the equalities impacts on businesses at this stage. However, the Council will be seeking to secure further equalities information through engagement with businesses and will seek to identify mitigation measures if any equalities impacts are identified. These mitigation measures will build on the measures already outlined in the High Road West Business Charter, which includes giving businesses a fair and equitable valuation and compensation process, providing a dedicated officer for contact as well as business support and advice. The Scheme will also be providing new, high quality commercial space within the Scheme which will allow some businesses to relocate within the area.

**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**

There has been extensive consultation and engagement with all stakeholders regarding the regeneration proposals for High Road West over the past 5 years. The key consultations and engagement activities are summarised below:

**High Road West Masterplan options consultation**

The 'High Road West Masterplan Options' consultation took place between April and June 2013. The consultation sought the community's views on the council's proposal for the High Road West area. This included seeking views on the Council's proposal to move White Hart Lane Station south and create a new open space linking the High Road and three masterplan options which showed varying levels of change and development in the High Road West area. The consultation included extensive engagement with stakeholders through drop-in sessions, one-to-one meetings, door knocking and briefing sessions. Both qualitative and quantitative feedback was received as part of the consultation. Over 435 feedback forms were received as part of this consultation. The feedback was considered at Cabinet on 28<sup>th</sup> November 2013.

**High Road West Regeneration Proposals Consultation/s105 consultation**

Between the 13th September and the 25th October 2014 the Council and Arup undertook a 6-week consultation on the High Road West Regeneration proposals. For secure Council tenants living on the Love Lane Estate this consultation process was a statutory consultation process which met the Council's statutory duty to consult under s105 of the

Housing Act 1985. During the consultation, the Council sought the local communities' views on the following documents:

1. The High Road West Masterplan Framework- the final Masterplan for the High Road West area, developed by Arup and the Council through consultation with the community
2. The proposals for White Hart Lane Station- the proposals developed by architects Landolt+Brown which develop plans for the station, arches and public realm
3. The Tenant, Leaseholder and Private Tenant Guides- guides which set out assurances regarding rehousing and compensation, which will be applicable for residents living on the Love Lane Estate if the High Road West Masterplan is agreed
4. The Business Charter- a charter setting out commitments to businesses which will be applicable if the High Road West Masterplan is agreed
5. The High Road West Masterplan Framework Equalities Impact Assessment- an assessment of the impact of the Masterplan on the protected characteristics within the High Road West area.
6. Ambrose and Mallory Court Draft Local Lettings Policy- a policy setting out the council's proposals on how 30 properties will be allocated, prioritising secure council tenants living on the Love Lane Estate.

301 responses were received as part of this consultation. The feedback was considered at Cabinet on 16<sup>th</sup> December 2014.

### **Resident Design Panel and Resident Design Guide engagement**

Throughout 2015 and 2016, the Council worked with residents and the Independent Tenant and Leaseholder Advisor ("ITLA") for the Love Lane Estate, to create a Resident Design Panel, as was agreed in the Love Lane Resident Charter. The purpose of the Design Panel was to involve residents in all design aspects of the High Road West Regeneration Scheme and the resulting panel is diverse which reflects the residents.

After an extensive programme of community consultation and research undertaken by the Resident Design Panel facilitated by the ITLA and Council officers, which included: visits to other estate regeneration Schemes, specialist training in design from the Design Council/CABE and dedicated workshops in key areas, such as housing and community facilities, the Resident Design Panel produced the High Road West Resident Design Guide.

To ensure that residents' aspirations for the area were clear to Bidders from the outset, during the High Road West procurement process to select a development partner, the Design Guide was sent to Bidders early in the procurement process- allowing Bidders to use the Design Guide to shape their proposals. As the residents have written within the document, the Resident Design Guide "exemplifies good practice in engaging a community over a sustained period on the key design issues facing any housing regeneration Scheme.

### **Resident Procurement Team**

In 2016 members of the Resident Design Panel were elected (by other members of the Panel) to form the Love Lane Resident Procurement Panel. These members have been Involved throughout the duration of the procurement process. They have met with the bidders at each stage and have provided critical feedback on their proposals.

### **Businesses**

The Council engaged with businesses throughout the development of the High Road West Masterplan. As a result of this work and alongside the approval of the Masterplan, the Council committed to a Business Charter, which set out the following commitments in accordance with feedback from the businesses:

1. Ensure businesses are able to participate in the regeneration of the area and fully support you throughout the process
2. Ensure businesses are successful through the regeneration and enable individual traders to exercise real choice regarding their current and future options
3. A fair valuation and compensation process (for those businesses that are required to relocate)
4. Aim to keep the businesses and jobs within the area, or within the borough

The Council has continued to engage with businesses on both an informal and formal basis throughout the procurement, with specific engagement events and activities focussed on projects such as the Tottenham Heritage Initiative, which is investing £2.25m to provide new frontages and business support for businesses in the North Tottenham Conservation Area and White Hart Lane station and public realm work engagement. Businesses have been provided with regular updates through newsletters, had access to training opportunities through the Council and in co-ordination with its partners and have had access to professional advice through the Business Property Manager.

Retail Revival, who have a successful reputation in supporting and developing businesses, have been, and will continue to work with businesses to help ensure that the Council has the capacity to meet the commitments in the Business Charter, while also helping to reinforce the economic sustainability of individual businesses and the local centre as a whole. Working with the Tottenham Traders Partnership, the Council will be providing training, business development advice, including access to a small grants pot, addressing vacant premises through, for instance, use of meanwhile activities from the local area and beyond and advising on initiatives which will address specific issues such as the temporary departure of Tottenham Hotspur Football Club and employment requirements in the local area.

### **Housing consultation and engagement and Masterplan engagement**

During February and March 2021, the Council is consulting on the draft High Road West Local Lettings Policy and Love Lane Leaseholder Offer and is engaging on proposed commitments to non-secure tenants in TA . This consultation and engagement will inform the formal Council position regarding the options and opportunities for Love Lane Estate residents in planning for their new homes.

Coinciding with this, the Council will be undertaking a wider engagement with residents, businesses, Councillors and other key stakeholders, on the proposed masterplan as part of the development of a 'landlord offer', which will be provided for residents in informing their choice during the ballot. A ballot of residents is due to take place in June 2021 that will provide the opportunity for residents to vote on whether they want the scheme to proceed. This reflects the importance that local authorities place on the need to involve residents who are affected by major regeneration projects to decide on the future of their estates and determines whether GLA funding will be provided for those schemes. A 'landlord offer' that describes the scheme and its benefits will help residents in making their

decision, complemented by extensive engagement with the residents to discuss issues, concerns and aspirations for the scheme.

**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?*

The consultation and engagement which has been undertaken over the past eight plus years has been instrumental in developing the proposals for the Scheme and will continue to shape the Scheme going forward.

The previous Cabinet decisions and the accompanying Equalities Impact Assessments relating to the Scheme demonstrate how this engagement and consultation has shaped the proposals, particularly the Cabinet decisions below:

Cabinet Decision	How consultation and engagement shaped the proposal
28 <sup>th</sup> November 2013- High Road West Regeneration Project – Master Plan Option Consultation Feedback and Next Steps.	This consultation demonstrated that there was considerable support for comprehensive regeneration across the High Road West area and that residents wanted new homes, more jobs, new community facilities and a wider variety of shops and businesses. It also demonstrated that businesses affected by the Scheme were not supportive of the requirement to be relocated. Following the feedback from this consultation the Council's Cabinet agreed to develop a comprehensive masterplan for the High Road West area.
15 <sup>th</sup> July 2014 Cabinet Report- High Road West Regeneration Scheme Consultation.	This decision agreed the consultation and engagement approach for comprehensive change in HRW. This included the continued development of the HRW Residents' Charter and the HRW Business Charter through workshops and one-to-one meetings with residents and businesses to set out their concerns, priorities and aspirations.
16 <sup>th</sup> December 2014 Cabinet Report- High Road West Regeneration Scheme- Masterplan and Next Steps	The qualitative and quantitative data from this consultation has shown that there is substantial support from the local community for the principles within the High Road West Masterplan Framework. The quantitative data demonstrated that all of the Masterplan principles received at least 60% support from the local community and 18 of the 29 Masterplan principles received at least 70% support or over. The qualitative data demonstrated that the most common



	<p>written theme was 'Support for the regeneration proposals'</p> <p>This significant support for the Masterplan principles was a reflection of the fact that the Masterplan has emerged and been developed through two years of consultation and engagement with the local community. There was, however, still opposition to the regeneration proposals predominantly from residents in the wider area and from affected local businesses.</p> <p>Following the feedback from this consultation the Council's Cabinet agreed the High Road West Masterplan Framework, Resident Guides, Resident and Business Charters and agreed to commence the rehousing process on the Love Lane Estate. The consultation also fed into the equalities Impact assessment which accompanied this Cabinet decision.</p>	
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### Consultation on ownership and management of the replacement homes

Feedback from residents on the Love Lane Estate during consultation undertaken from March to May 2017 indicated the following:

- The feedback from secure council tenants demonstrated which statutory rights, tenancy terms and services are most important to them, including protecting rent levels, having secure parking and having CCTV.
- The feedback from resident leaseholders has shown that they agree and or strongly agree with the principles the Council has developed for the shared equity homes and has shown that efficient and quality cleaning and refuse is the most important service to them.
- There is clear feedback from both secure council tenants and resident leaseholders that they would prefer the council to own the replacement housing built as part of the Scheme.
- The consultation has confirmed that the management and maintenance services and corresponding service charge is a major concern for residents. We will, therefore, ensure that there is ongoing engagement with residents about this as the proposals are detailed by the development partner.
- The consultation has also confirmed that resident leaseholders are concerned about the equity share they will be required to own and the ability for this to be bought or gifted over time.

Other feedback and consultation activities inform decision making in relation to mitigating impacts, such as the following:-

- Recent engagement and the current consultation has indicated that a number of households are living in overcrowded circumstances, which will particularly affect groups such as people with BAME backgrounds and children.

- The Borough Resident Survey in 2018 indicated that the perception of crime is highest in north Tottenham and this rises significantly for people from BAME backgrounds and people with disabilities.

The recommendation for the Council to own the replacement homes and, subject to the Cabinet decision in March 2021, the additional 355 social rent homes within the regeneration area, will be a significant step in addressing the issues and concerns raised during this consultation in relationship to ownership and management.

The Council will also be working closely with Love Lane residents to further develop the proposals and address their specific concerns as the projects evolves, this includes engaging residents on the level of services and service charge in the new Scheme, working with resident leaseholders to further develop the detailed leaseholder offer and the details of the shared equity arrangement. In particular, the council will be working with residents to utilise the skills and knowledge of the residents and local community through a resident design panel and initiatives delivered through the socio-economic programme.

As the Scheme moves into delivery the Council will continue to use the successful engagement and consultation methods it has employed to date to engage the community to ensure the detailed proposals meet the communities' needs. It will also have a greater focus on engaging business and developing further detail relating to equalities.

Full consideration will be needed to ensure that all persons with protected characteristics take part in the future consultation and engagement involved in delivering the HRV Scheme.

## **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

The Council's Borough Plan vision is for a borough where strong families, strong networks and strong communities nurture all residents to live well and achieve their potential. The challenges facing communities and residents in parts of the borough such as north Tottenham are considerable. It has been recognised by the Council that this is best achieved through a co-ordinated approach that simultaneously helps to address issues such as health, employment, housing conditions, community cohesion and safety.

Delivery of a programme of social and community interventions, such as a focus on health as part of the place shaping process, is important in responding to the priorities of people in north Tottenham but also makes sense in relation to the efficiencies that can be made for service providers. The public sector budget for health alone amounts to hundreds of millions of pounds, with the great majority of this being responsive rather than proactive. In the case of health, the determinants are closely related to the way people live, the opportunities available to people and the environment that they live in. Research by University of Westminster and the GLA (amongst others) have demonstrated a clear line

between issues such as employment, educational opportunities and deprivation with crime and mental health. Time and again issues such as 'damp, mould and cold' in the home and a lack of training and employment opportunities are limiting people's life prospects.

The current Covid-19 pandemic has re-highlighted that contagious disease spreads more rapidly in overcrowded housing. The link between overcrowding and Covid-19 has been made both in relation to England and elsewhere. In addition, mental health and wellbeing are linked to having sufficient space within dwellings to have a reasonable quality of life. In the Covid-19 lockdown, staying at home – the message from government – is likely to have been harder for people in overcrowded housing compared to others.

Tottenham is the third most overcrowded constituency in the UK, with 30.5% of households living in overcrowded accommodation (10,039) (House of Commons Library, 31<sup>st</sup> March). It is reasonable to suggest that households on lower incomes, BAME communities, younger people, and people living in the private rented sector are more likely to live in overcrowded accommodation. Public Health England have confirmed that "Covid-19 transmission, morbidity and mortality can be exacerbated by the housing challenges faced by some member of BAME groups" (PHE, June). Overcrowding is also likely to have had a disproportionate impact on vulnerable children during lockdown, according to the Children's Commissioner (CYP Now, April 25<sup>th</sup>). Experience of living in overcrowded accommodation during the Covid-19 crisis is likely to raise the risk of negative impacts on mental health, in addition to the risks to physical health. This is likely to be particularly acute among children and young people.

**High Road West can make a significant impact in responding to these issues, whether they be related to health, public safety, community cohesion or people's financial wellbeing. Examples of interventions are included below: -**

(i) Housing

The delivery of 500 new council owned social rented homes through the Scheme, offers a chance to address this by increasing the number of council owned social rented homes in the area and ensuring the mix of the new homes reflects the needs of residents who will be moving into them. The number of homes being delivered means that both existing eligible Love Lane residents and residents who are on the Council's housing register can benefit from these homes. The number of homes, which will go to residents on the housing register is dependent on the outcome of the current consultation of the Draft Local Lettings Policy and a Cabinet decision, however, there will be a minimum of 200-250 homes available. The delivery of these units means that 500 households will be rehoused in a homes that meet their need, which will make an important contribution to tackling overcrowding and improving the quality of life for these households. For many residents, the offer of a secure council tenancy in a home has been long awaited and will offer them much needed stability, that will help them to take better advantage of their opportunities in their careers, family and community activities.

Participation with the residents in the design of the homes, both through the Resident Charter and Resident Design Guide, help to ensure that the homes are specifically designed to meet the needs of local residents, as well as responding to the space and quality standards that help to address issues of overcrowding and maintenance issues.

(i) Employment and skills

Alongside a £500m package to support for existing local businesses and funding to support new local business start-ups, a variety of commercial uses and employment

activities will be delivered including retail, business and leisure space, which will help to support the town centre and support business growth in the area. A range of types and levels of employment will be created which will include requirements for targets to be met in relation to employment of local people and people from 'protected characteristic' groups. Around 3,300 construction jobs and around 500 long term jobs will be created, promoting opportunities for local people, with this combined with the Haringey based employment agencies, 'Haringey Works', CONEL University and the Lendlease employment facilitation company BeOnSite.

(ii) Community Facilities

A state of the art new library and learning centre will be at the heart of a network of learning and community facilities, providing universal signposting, learning opportunities, linked to further education institutions, space for youth, including support and counselling, a business hub, a gallery and a digital platform providing accessible and reliable software and hardware for education, employment and business needs

(iii) Public Safety Programme

Innovative projects such as Haringey Community Gold which bring together a number of agencies to help young people away from gangs and crime.

(iv) Healthcare programme

Interventions to support better health include spaces for growing, selling and eating healthy food, access to training and education, homes that provide space for social interaction, study and adequate peaceful sleep, opportunities for sports, recreation and active living, public facilities that can provide or signpost health and social prescribing opportunities and safe, attractive and inclusive play activities on streets across the scheme

(v) Events and Groups

£10m socio-economic contributions will support a range of opportunities, including the development of local community capacity including a 'Community Impact Group' to ensure local people increasingly play an integral part in decision making and service delivery across north Tottenham

**The likely impact of the scheme across the 9 protected characteristics is as follows:**

**1. Sex**

Below summarises the impact on sex of the Scheme:

**Women and girls:**

Women are overrepresented as tenants on the Love Lane Estate and there will be positive and negative impacts for people with this characteristic:

- A short-term negative impact of rehousing which will be mitigated through the rehousing process outlined in the data analysis section (consideration will be given if a woman is pregnant, consideration will be given to childcare, schooling needs and the need to be rehoused near to existing support networks).

- A short-term negative impact of rehousing TA tenants which are more likely to be women will be mitigated with timely re-housing advice so that they are aware of all of their options.
- An unknown impact from moving the GP which women are more likely to need to use which will be mitigated by moving it nearby or within the Scheme if possible.
- A positive impact from a safer public realm which may reduce violence against women and girls.
- A long-term positive impact from a renovated Grange Community Hub which will continue to deliver community services such a weekly midwife surgery to help mothers with needs such as help with feeding, housing, English as a second language and childcare.
- A short-term negative impact from temporary disruption of services during the renovation of the Grange, which will be mitigated by putting provisions in place to ensure continuity of services (wherever possible) during the renovation.
- A positive impact from a new house of the appropriate size will reduce overcrowding which is more likely to affect single mothers.
- A long-term positive impact from delivering the Scheme with a new nurse facility, with reduced rates for low income families.

### Men and boys:

Male leaseholders are overrepresented in those impacted by rehousing there will be positive and negative impacts for people with this characteristic:

- A short-term negative impact of rehousing which will be mitigated by the continued co-development of the leaseholder offer with residents.
- A positive impact in the longer term from a healthy public realm for men and boys who are more likely to have a mental health issue or condition, single men from BAME communities are particularly vulnerable.

The Scheme will provide longer term positive impacts for the 'sex' protected characteristic. This includes 2500 more houses to tackle the demand for housing, employment opportunities and a healthier and safer public realm. In developing these benefits, consideration will be needed to ensure discrimination does not occur and equality of opportunity is advanced.

More information is needed to fully assess the impact on sex, and intersections with sex on business owners and employees resulting from the relocation of businesses. Measures will be put in place through engagement to gather equalities data on businesses, continually assess the impacts, and mitigate any potential negative impacts, for example by supporting businesses to relocate locally, wherever possible.

Positive	X	Negative	X	Neutral impact		Unknown Impact	X
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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 in the EqIA.

People who are Trans\* will benefit from an increasingly safe public realm which may reduce transphobic hate crime or fear of such crime.

We do not envisage any other inequalities based upon this protected characteristic as a result of the Scheme.

Positive	X	Negative		Neutral impact		Unknown Impact	
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### 3. Age

Below summarises the impact on age of the Scheme:

#### Children and young people:

Residents of the High Road West area have a comparatively young population. There are also a disproportionate number of 16-17 year old NEETs in Northumberland Park and the ward has one of the highest rates of childhood obesity in the borough. There will be positive and negative impacts for people with this characteristic:

- A short-term negative impact of rehousing which will be mitigated through the rehousing process outlined in the data analysis section (consideration will be given to preventing overcrowding, childcare and schooling needs).
- A positive impact through the creation of new jobs and delivery high quality new community facilities, such as the Library and Learning Centre which will help develop skills. There will also be bespoke programmes and projects for 'young leaders' aimed at providing volunteering, training and work experience opportunities for 16-18-year-old NEETs.
- A long-term positive impact for overweight children of increased opportunities for physical activity, through the outdoor gym and green open space and through a programme of sports and activity aimed at tackling obesity and this inequality.
- A long-term positive impact from delivering the Scheme with a new nursery facility, with reduced rates for low income families.
- An unknown impact from moving the GP which children and young people are more likely to need to use which will be mitigated by moving it nearby or within the Scheme if possible. The GP service will be located in the immediate vicinity (possibly within the scheme) and with no break of service so impact will be minimised, and the relocation may provide opportunities to enhance the service.

#### Older people:

Older people are overrepresented as tenants on the Love Lane Estate and are likely to be overrepresented amongst leaseholder population. There will be positive and negative impacts for people with this characteristic:

- A short-term negative impact on rehousing leaseholders, because they may not be able to access to financial services such as mortgages which will be mitigated by the continued co-development of the leaseholder offer with residents.
- A short-term negative impact of rehousing which will be mitigated through the rehousing process outlined in the data analysis section (consideration will be given



whether older residents require an OT assessment or need to be rehoused near to existing support networks and or neighbours).

- A short-term negative impact of relocating the Grace centre, used by older people which should be moved to a continually accessible location. Work is ongoing to work with the Grace Centre to find suitable accommodation in the local area which will at least maintain (and potentially enhance) their level of service.
- A short-term negative impact of relocating local businesses may cause older people to lose access to familiar amenities. The Scheme will seek to mitigate the number of High Street businesses impacted (which residents are more likely to use than the industrious businesses) and will seek to relocate businesses where possible. The increase in commercial space will provide more choice and variety to residents.
- An unknown impact from moving the GP which older people are more likely to need to use which will be mitigated by moving it nearby or within the Scheme if possible – see above.
- A long-term positive impact of delivering more high quality community facilities and public realm such as the Library and Learning Centre which will provide a place to socialise and engage for older people who are more likely to experience social isolation.
- A positive impact for older people who are more likely to need assistance at home through the delivery of bespoke schemes offering support, such as professional advice to enhance home heating and signpost services and handyman services.
- Enhancements to the public realm and within buildings will enhance accessibility and safety, including for older people and people with mobility issues

The Scheme will provide longer term positive impacts for the 'Age' protected characteristic. This includes 2500 more houses to tackle the demand for housing, employment opportunities and a healthier and safer public realm. In developing these benefits, consideration will be needed to ensure discrimination does not occur and equality of opportunity is advanced.

More information is needed to fully assess the impact on 'Age' protected characteristic on business owners and employees resulting from relocation of businesses. Measures will be put in place through engagement to gather equalities data on businesses, continually assess the impacts, and mitigate any potential negative impacts.

Positive	X	Negative	X	Neutral impact		Unknown Impact	X
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#### 4. Disability

Below summarises the impact on disability of the Scheme:

Residents of the estate are more likely to have a physical impairment or mental health issue than the rest of Haringey or London. There will be positive and negative impacts for people within this protected characteristic, this includes:

- A short-term negative impact of rehousing which will be mitigated through the rehousing process outlined in the data analysis section (consideration will be given

whether disabled residents require an OT assessment or need to be rehoused near to existing support networks and or neighbours).

- A short-term negative impact of relocating the Grace centre, used by people with dementia which should be moved to a continually accessible location – see above.
- A short-term negative impact of relocating local businesses may cause people with disabilities to lose access to familiar amenities. The Scheme will seek to mitigate the number of High Street businesses impacted (which residents are more likely to use than the industrious businesses) and will seek to relocate businesses where possible. The increase in commercial space will provide more choice and variety to residents.
- An unknown impact from moving the GP which disabled people are more likely to need to use which will be mitigated by moving it nearby or within the Scheme if possible.
- A long-term positive impact through improvements in public realm, street design and community facilities which will make the environment and facilities more accessible for people with disabilities living, working in and visiting the area, and will also support the reduction in the extent of disability related hate crime.
- A long-term positive impact through the delivery of high quality lifetime homes and the 10% wheelchair accessible homes which can be adapted to meet the bespoke needs of residents as well as an inclusive and accessible environment that allows residents to access the workplace, community and local facilities. The Library and Learning Centre will help support skill development for people with disabilities.
- There will be a positive impact through greater employment opportunities through job creation in particular through extending the vocational offer and training programmes. In the Scheme there is a stated ambition for people with disabilities to be 5% of construction workforce (3,352) and 22% of end-use workforce (550).
- A long-term positive impact on physical and mental health and wellbeing through the provision of good quality public realm and green space with increased pedestrian and cycle priority which promotes active travel and healthy lifestyles.
- More information is needed to assess the impact on 'Disability' protected characteristic on business owners and their employees resulting from relocation of businesses. Potential impacts could include altered / disrupted travel arrangements or accessibility at premises relocate to. Measures will be put in place through engagement to gather equalities data on businesses, continually assess the impacts, and mitigate any potential negative impacts.

The Scheme will provide longer term positive impacts for the 'Disability' protected characteristic. This includes 2500 more houses to tackle the demand for housing, employment opportunities and a healthier and safer public realm. In developing these benefits, consideration will be needed to ensure discrimination does not occur and equality of opportunity is advanced.

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

Below summarises the impact on race and ethnicity of the Scheme:

The High Road West area and Northumberland Park ward is one of the most diverse wards in the borough and has large Black African, Black Caribbean, Turkish, Kurdish and East European communities. In addition to this, there are a range of inequalities, for these communities, often as a result of poverty and deprivation. There will be positive and negative impacts for people within this protected characteristic, this includes:

- A short-term negative impact of rehousing which will be mitigated through the rehousing process outlined in the data analysis section (consideration will be given to providing translation & interpretation services, as well as maintain links with their communities).
- A short-term negative impact of relocating local businesses may result in people from BAME communities to lose access to shops and services catering to their specific cultural needs but this will be mitigated as far as possible by maintaining businesses in the local community in affordable accommodation. The Scheme will seek to mitigate the number of High Street businesses impacted (which residents are more likely to use than the industrious businesses) and will seek to find suitable new accommodation in the area (or as required). The increase in commercial space will provide more choice and variety to residents.
- A long-term positive impact through the creation of a healthier environment with high quality open space and public realm with measures to tackle obesity which some BAME communities are more likely to experience.
- A positive impact through the creation of a safe, welcoming environment which will reduce gang and youth violence along with hate crime – people from particular BAME communities are more likely to experience hate crime and be victims of crime in general.
- A positive impact through increased employment opportunities, job creation and educational resources. BAME people are intended to be 32% of construction workforce (3,352) and 32% of end-use workforce (550) and the Learning and Library Centre providing educational space for all.
- New homes and environment have been, and will continue to be, developed with the local residents and will be aimed at meeting their specific needs.
- More information is needed to assess the impact on business owners and their employees resulting from the relocation of businesses, which are understood to include a high proportion of individuals from BAME backgrounds. Measures will be put in place through engagement to gather equalities data on businesses, continually assess the impacts, and mitigate any potential negative impacts, for example by supporting businesses to relocate locally, wherever possible.

The Scheme will provide longer term positive impacts for the 'Race' protected characteristic. This includes over 2,500 more houses to tackle the demand for housing, employment opportunities and a healthier and safer public realm. In developing these benefits, consideration will be needed to ensure discrimination does not occur and equality of opportunity is advanced.

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 (see **section 3**).

There may be some benefits for lesbian, gay and bisexual people in the High Road West area, such as increase community safety which may reduce homophobic and biphobic hate crime through a healthier and safer public realm.

Any same sex couple who are cohabitating, married or in a civil partnership living in the estate will be treated the same as a heterosexual couple in any future rehousing.

We do not envisage any direct inequalities based upon this protected characteristic. Engagement processes should encourage the participation of LGB people and ensure there are no barriers to them taking part.

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

Below summarises the impact on religion of the Scheme:

There is limited data on religion and faith within the High Road West area. However, we understand that Northumberland Park has large Christian and Muslim communities, especially compared to the rest of Haringey, and this is likely to be the case here. There will be positive and negative impacts for people within this protected characteristic, this includes:

- A short-term negative impact of rehousing which will be mitigated through the rehousing process outlined in the data analysis section (consideration will be given to proximity to places of worship and religious communities).
- A short-term negative impact of relocating local businesses and faith buildings (includes the Grace Centre / no other religious buildings are thought to be affected) may result in people of faith to lose access to shops and services catering to their specific cultural needs but this will be mitigated as far as possible by maintaining businesses and faith buildings in the local community in affordable accommodation. The Scheme will seek to mitigate the number of High Street businesses impacted (which residents are more likely to use than the industrious businesses) and will seek to relocate businesses such as food and beverage businesses related to different cultures and food nationalities where possible. The increase in commercial space will provide more choice and variety to residents.
- A positive impact with new and improved public realm to increase community safety will have a positive impact in regard to tackling Islamophobic, Anti-Semitic and other religious hate crime.
- A positive impact on this characteristic through delivery of the Design Code (developed with residents) which included responding to cultural requirements as requested by residents in the High Road West Resident Charter e.g., layout of

homes to suit local cultural needs such as provision of serving space, storage requirements, design of bedrooms to suit multiple needs and design of safe accesses and separate kitchen (all with windows) and living rooms ample storage.

- A positive impact on community cohesion from new community facilities which will provide greater opportunity for engagement between specific communities.
- A positive impact from the Scheme enhancing the environment around local religious buildings – chapel in Chapel Place and improved setting to the St Francis Salles Church.
- More information is needed to assess the impact on ‘Religion or belief’ protected characteristic on businesses and employees resulting from relocation. There may be impacts such as clustering of businesses / supply chain supporting particular faith groups. Measures will be put in place through engagement to gather equalities data on businesses, continually assess the impacts, and mitigate any potential negative impacts.

The Scheme will provide longer term positive impacts for the ‘Religion or belief (or no belief)’ protected characteristic. This includes over 2,500 more houses to tackle the demand for housing, employment opportunities and a healthier and safer public realm. In developing these benefits, consideration will be needed to ensure discrimination does not occur and equality of opportunity is advanced.

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

Below summarises the impact on pregnancy and maternity of the Scheme:

Northumberland Park has a disproportionate number of younger people as well as lone parent households which are headed by women. There will be positive and negative impacts for people within this protected characteristic, this includes:

- A short-term negative impact of rehousing which will be mitigated through the rehousing process outlined in the data analysis section (consideration will be given if a woman is pregnant, consideration will be given to childcare, schooling needs and the need to be rehoused near to existing support networks).
- A short-term negative impact of rehousing TA which are more likely to be single mothers will be mitigated with timely re-housing advice so that they are aware of all of their options.
- An unknown impact from moving the GP which mothers are more likely to need to use which will be mitigated by moving it nearby or within the Scheme if possible – see above.
- A long-term positive impact from a renovated Grange Community Hub which will continue to deliver community services such a weekly midwife surgery to help mothers with needs such as help with feeding, housing, English as a second language and childcare.
- A short-term negative impact from temporary disruption of services during the renovation of the Grange, which will be mitigated by putting provisions in place to ensure continuity of services (wherever possible) during the renovation.

- A positive impact from a new house of the appropriate size will reduce overcrowding which is more likely to affect single mothers.
- A long-term positive impact from delivering the Scheme with a new nursery facility, with reduced rates for low income families.
- More information is needed to assess the impact for businesses / employees resulting from business relocation, but this could include disruption to access to services. Measures will be put in place through engagement to gather equalities data on businesses, continually assess the impacts, and mitigate any potential negative impacts.

The Scheme will provide longer term positive impacts for the 'pregnancy and maternity' protected characteristic. This includes over 2,500 more houses to tackle the demand for housing, employment opportunities and a healthier and safer public realm. In developing these benefits, consideration will be needed to ensure discrimination does not occur and equality of opportunity is advanced.

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

Couples who are being rehoused and are in a civil partnership will be treated the same as if they were in a marriage.

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 Scheme aiming to tackle multiple issues, including building over 2,500 homes and creating a significant number of jobs. As a result, there will be significant intersectional inequalities and impacts which will cross different protected characteristics. In particular, the protected groups of sex, disability, ethnicity, religion and age are particularly significant.

The creation of additional homes available at social rent and the employment and economic opportunities created by socio-economic investment in the neighbourhood, will have positive equalities for individuals experiencing employment and housing deprivation and low income. This will benefit individuals who share more protected characteristics but particularly BAME groups, women, including single mothers, and people with limiting health conditions or 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 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 Scheme will attempt to tackle inequalities relating to housing, employment, health and community safety. There will be some short-term disruption caused by rehousing rehousing residents and acquiring and relocating businesses. However, the Scheme has mitigation measures in place to minimise the impact. Further mitigation measures will be developed as further equalities information, such as equalities data for affected businesses and as further feedback, such as consultation feedback from resident leaseholders on the detailed Love Lane Leaseholder offer is collated.

The decision to increase the number of council-owned homes to 500 will have positive impacts for individuals across a range of protected groups by increasing the provision of affordable housing. This will have positive impacts specifically for individuals with protected characteristics who occupy a lower socioeconomic group. Benefits will particularly be felt by, but not be limited to, protected groups overrepresented in lower socioeconomic groups, including BAME residents, women (including single mothers), and residents with limiting health conditions or disabilities.

The Scheme will provide opportunities to foster good relations between different groups by providing a safer and more welcoming public realm and allowing mixed tenure communities.

Mitigating actions have been incorporated within the proposal to prevent discrimination, harassment and victimisation, as well as advance equality of opportunity and foster good relations. These are detailed in the table below.

#### 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
<b>No major change to the proposal:</b> 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>	
<b>Adjust the proposal:</b> the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or	Y

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			(where further information regarding equalities impacts is gathered the Council will develop further mitigation measure)
<b>Stop and remove the proposal:</b> 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
Rehousing of Love Lane residents' disruption (Women, older people, children and young people, disabled people, religious people and BAME communities)	Continued delivery of the rehousing strategy, in line with the HRW Resident Charter, which has carried out need assessments and offers a choice-based allocation system where residents can choose where to live based on their own needs.  Consultation on the Local Lettings Policy	Molly Perman / David Clark	Ongoing  Approval of the Local Lettings Policy by Summer 2021
Relocation of businesses and the Grace Centre: Impact of relocation on businesses, loss of amenity for; older people, disabled people, religious people and ethnic minorities.	A particular focus is required in engaging with businesses and addressing their needs, both of those within the site area, where relocation options will continue to be explored, as well as providing general business support to those around the site area, where there has been previous work in supporting businesses and enhancing the town centre, and is particularly important in light of current	Molly Perman / Lauren Schneider	Ongoing

	<p>'post-Covid' needs for local services</p> <p>Delivery of the renewed business engagement strategy in line with the HRW Business Charter which will support existing business through the regeneration process in order that they can remain viable, and where businesses are required to relocate, for this to be as nearby as possible.</p>		
Development of detailed leaseholder offer for Love Lane residents.	Continued support for leaseholders regarding their relocation needs, in line with the HRW Resident Charter and in particular, consultation on the Leaseholder offer.	Sarah Lovell / David Clark	Leaseholder offer to be agreed Summer 2021
<p><b>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.</b></p>			
None			
<p><b>6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:</b></p>			
<p>Rehousing:</p> <p>Data:</p> <ul style="list-style-type: none"> <li>The equalities information has been collected for all secure Council tenants and for resident leaseholders willing to engage.</li> </ul> <p>Monitoring:</p> <ul style="list-style-type: none"> <li>Satisfaction surveys are carried out which will identify if there are issues relating to inequality.</li> </ul> <p>Business relocation:</p> <p>Data:</p> <ul style="list-style-type: none"> <li>The business support work due to commence in Spring will seek to re-engage all businesses and will collect equalities data on all of those willing to provide it.</li> </ul> <p>Monitoring:</p> <ul style="list-style-type: none"> <li>A database to monitor the business profile relating to protected characteristics is set up and will be maintained.</li> <li>Regular engagement with business will seek to identify where there are issues relating to inequality.</li> </ul>			

7. Authorisation	
EqlA approved by Peter O'Brien	8 <sup>th</sup> March 2021

8. Publication
<i>Please ensure the completed EqlA is published in accordance with the Council's policy.</i>
Y

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