

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.

In addition, the Council complies with the Marriage (same sex couples) Act 2013.

Stage 1 – Screening

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

Stage 2 – Full Equality Impact Assessment

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

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

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

1. Responsibility for the Equality Impact Assessment	
Name of proposal	Applications by Krank Events Ltd to hire Finsbury Park for two consecutive food and music festival weekends in August 2021
Service area	Parks & Leisure
Officer completing assessment	Sarah Jones: Events & Partnerships Manager
Equalities/ HR Advisor	Fatimah Basama: Policy & Equalities Officer
Cabinet meeting date (if applicable)	Cabinet Member Signing
Director/Assistant Director	Mark Stevens: Assistant Director Direct Services

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 Council has received a park hire application from Krank Events Ltd to hire part of Finsbury Park for two consecutive weekends in August 2021, to host large food and music events. The proposed weekends are:

- 7 & 8 August
- 14 & 15 August

The Outdoor Events Policy, adopted by the Council in 2014, details the approval process for determining applications. The Policy requires that, where event applications are submitted, prior authority should be given by the Cabinet Member, as a non-key decision. The criteria for these events includes:

- expected attendance is over 10,000;
- events last more than 2 days with 5,000 or more in attendance;
- organiser occupies the site for more than 14 days including set up and take down periods.

As part of the approval process for every park hire application, the Policy stipulates the need for consultation to take place. Paragraph 5.1.6 of the Policy states “Consultation will involve all stakeholders, including Friends Groups, Area Park Managers, Ward Councillors, Cabinet Member for Environment and the members of the Haringey Safety Advisory Group. Other consultees may be added where appropriate to the specific park or open space”.

Whilst located in Haringey, Finsbury Park sits on the borders of neighbouring boroughs of Hackney and Islington. Therefore, recognised stakeholders also include residents’ associations and schools from the three boroughs, Hackney and Islington council officers, councillors from seven adjoining wards including Hackney and Islington and all park user groups and leaseholders.

An EqlA was carried out at the time of developing the Outdoor Events Policy. However, it is recognised that some large and major events do have different site layouts and therefore could have differing impacts on park users, including those with protected characteristics. To plan for and mitigate these effects, individual EqlAs for specific large and major event applications will assess the level of potential impact on recognised groups with protected characteristics.

The proposal is for 2 consecutive weekends of events to take place in Haringey. The events will be in a street-party style, with DJ-led music and food and drinks on sale.

Decision making process

The Council's Outdoor Events Policy stipulates that some large, and major event applications are required to be determined with the prior agreement of the Cabinet Member.

If authority is given, then officers will give in-principle agreement to the Applicant for the event application to progress. The event will then be subject to lengthy discussions with relevant authorities, including Public Health and Licensing before final agreement is given.

In adopting the Policy, the Council established its commitment to using the Park for a limited number of major events each year. Accordingly, the only other alternative option which would be considered would be to reject the application. This option was rejected, on the grounds that the events do not fall within any of the grounds set out in paragraph 5.3 of the Policy for automatic refusal.

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	Ward Profiles: Harringay, Stroud Green wards (LB Haringey), Brownswood ward (LB Hackney), Finsbury Park ward (LB Islington)	N/A
Gender Reassignment	We do not hold this data. The Equality and Human Rights Commission have published a national estimate.	N/A
Age	Ward Profiles: Harringay, Stroud Green wards (LB Haringey), Brownswood ward (LB Hackney), Finsbury Park Ward (LB Islington) Stakeholder feedback	N/A
Disability	Ward Profiles: Harringay, Stroud Green wards (LB Haringey), Brownswood ward (LB Hackney), Finsbury Park ward (LB Islington); Stakeholder feedback; LB Haringey Complaints Data	N/A

Race & Ethnicity	Ward Profiles: Harringay, Stroud Green wards (LB Haringey), Brownswood ward (LB Hackney), Finsbury Park Ward (LB Islington)	N/A
Sexual Orientation	ONS Annual Population Data 2017	N/A
Religion or Belief (or No Belief)	Ward Profiles: Harringay, Stroud Green wards (LB Haringey), Brownswood ward (LB Hackney), Finsbury Park ward (LB Islington)	N/A
Pregnancy & Maternity	Ward Profiles: Harringay, Stroud Green wards (LB Haringey), Brownswood ward (LB Hackney), Finsbury Park ward (LB Islington)	N/A
Marriage and Civil Partnership	Ward Profiles: Harringay, Stroud Green wards (LB Haringey), Brownswood ward (LB Hackney), Finsbury Park ward (LB Islington)	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.

The Applicant has applied to hire a small section of the carriageway and surrounding grassland to the north of Finsbury Park for both weekends of events.

The location provides the perfect space for the street-party style festival to take place. Much of the heavy infrastructure such as the stage, and footfall takes place on the carriageway, causing minimal damage to grass areas. It also means that vehicles involved in the build, break and supplies for the event have ease of access from the Endymion Road vehicle entrance, through to the event space, with minimal need to cross grass.

The site location to the north of the park and the fact that large Plane trees overhang the site, helps contain any sound emanating. In the two years of previous operation, only a very small number of noise complaints have been received.

The majority of visitors to the event travel on foot or by underground, exiting at Manor House Tube Station. This provides ease of access into the event arena which is located a few meters within the Park's Manor House gate. Egress from the event takes place in the same way, meaning that the majority of visitors do not pass residential properties.

The event space is designed to hold up to 6,000 attendees, all infrastructure and staff. Krank Events Ltd's premises licence specifies that they can hold regulated music events of up to 4 in the Park each year.

The total area used for these two weekends of events equates to approximately 1% of the Park. The remaining 99% of the Park and all other facilities, remain open to the public at all times.

Users of Finsbury Park come from all ages, backgrounds and abilities. There is a wide range of facilities in the park, providing the opportunity for varying recreational activity, aimed at both general park users and specific user groups who may have protected characteristics.

However, we can reasonably infer that residents who live in the immediate area are more likely to use the Park and be impacted by the events. We also know that these impacts affect children, women and people with disabilities, who are vulnerable to due to their protected characteristic. This assessment addresses the Council and event promoter's actions, which mitigate any impact. The tables below summarise the demographic data for residents in Harringay, Stroud Green (LB Haringey); Brownswood (LB Hackney); and Finsbury Park (LB Islington) wards.

A) Sex (*Census data, 2011*)

	Female	Male
Harringay (LB Haringey)	48.6%	51.4%
Stroud Green (LB Haringey)	50.2%	49.8%
Haringey	50.5%	49.5%
Brownswood (LB Hackney)	49.6%	50.4%
Hackney	50.4%	49.6%
Finsbury Park (LB Islington)	50.2%	49.8%
Islington	50.8%	49.2%
London	50.9%	49.1%
England	50.8%	49.2%

As in common with national and regional trends, there are slightly more females than males, with the exception of Harringay and Brownswood wards.

Gender reassignment

We do not hold local data on gender reassignment. The Equality and Human Rights Commission estimate that there is between 300,000-500,000 transgender people in the UK¹. It is anticipated that the event application will not have a disproportionate impact on this protected characteristic. All of the events proposed in this application do not discriminate entry on the grounds of sex, which aligns with the Council's Outdoor Events Policy. In fact, a high proportion of attendees to the event when run previously, have come from the LGBTQ community.

B) Age (*GLA Population Projection data, 2015*)

	Harringay	Haringey	London
0 – 15	15.2%	19.4%	20%
16 – 64	77.3%	71.6%	68.6%

¹ <https://www.equalityhumanrights.com/en/trans-inequalities-reviewed/introduction-review>

65+	7.4%	9%	11.4%
	Stroud Green	Haringey	London
0 – 15	15.5%	19.4%	20%
16 – 64	76.7%	71.6%	68.6%
65+	7.8%	9%	11.4%
	Brownswood	Hackney	London
0 – 15	13.9%	20.4%	20%
16 – 64	80.5%	72.4%	68.6%
65+	5.6%	7.2%	11.4%
	Finsbury Park	Islington	London
0 – 15	17.6%	15.9%	20%
16 – 64	73.9%	75.5%	68.6%
65+	8.5%	8.6%	11.4%

Ward profile data for Stroud Green, Harringay, Brownswood and Finsbury Park shows that on average 15.55% of the local population is aged between 0 – 15, which is lower than the London average of 20%.

Many of the play facilities within the Park are aimed at children under the age of 15. All these facilities remain open at all times during the event. The event space is located some distance away from any of the Park's play facilities.

Although no concerns were raised by stakeholders as to the potential disruption that the event may have on young people living in the area, the Council is aware that this is a relevant consideration. Strict noise controls for the event are in place and monitored by both noise consultants employed by the Applicant, and local authority noise officers. Events taking place on Saturday end at 22:00, and on Sundays end at 9.30pm (as required in the Krank Events Ltd premises licence), taking into consideration that the working week begins the following day.

C) Disability

	Haringey	Hackney	Islington	London	England and Wales
Day-to-day activity limited a lot	6.8%	7.3%	8%	6.7%	8.3%
Day-to-day activity limited a little	7.2%	7.1%	7.6%	7.4%	9.3%
Day-to-day activity not limited	86.0%	85.5%	84.3%	85.8%	82.4%
Day-to-day activity limited a lot: Age 16-64	3.8%	4.4%	4.7%	3.4%	3.6%
Day-to-day activity limited a little: Age 16-64	4.6%	4.9%	4.9%	4.2%	4.6%

Day-to-day activity not limited: Age 16-64	62.4%	62.8%	65.5%	61.5%	56.5%
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Haringey has roughly the same proportion of people where day-to-day activity is limited to some extent as London, but lower than the national average.

During the build and break for events, thoroughfares will be kept open to park users to transgress the Park north to south, east to west. These will be accessible for those who are disabled or have limited mobility, meaning that individuals from this group will not be negatively impacted by the proposed event.

During the stakeholder notification a concern was raised around access by those in wheelchairs, with buggies and on bikes if they could not use the part of the carriageway and path that are encased by the event fencing. In the past the event organiser has laid trackway along the perimeter of the site fencing so that anyone who would normally transgress these sections of hardstanding carriageway and path, do not have to traverse over grass. This has worked well in the past, and the Applicant will be required to put this in place again for 2021.

By hosting events in Finsbury Park, the Council is able to use some of the income generated to provide financial support to groups such as Pedal Power, a cycling proficiency provider for those with disabilities. Over the past few years, the Group has received over £30,000 in funding which has provided extra activity days, new equipment including a range of bikes allowing people of different abilities to benefit from cycle training and increased training sessions over the summer. Generating further revenue through hosting the proposed event will therefore have the potential to promote equality of opportunity for disabled people, especially those in the local area who, it can be inferred, would be most likely to take advantage of the Pedal Power initiative.

Parking for blue badges holders

No public parking is allowed to take place within the Park, except blue badge holders who have access to designated blue badge bays. These will be unaffected on event days, allowing continued access to the Park by individuals who qualify for the blue badge. As older people are more likely to be dependent on cars for travel, and to have an age-related disability, this means that retaining access to blue badge bays will have a positive impact on these individuals.

D) Race & Ethnicity (Census data, 2011)

	Black and Minority Ethnic
Harringay (LB Haringey)	34.5%
Stroud Green (LB Haringey)	25.9%
Haringey	39.5%
Brownswood (LB Hackney)	38.2%
Hackney	45.3%
Finsbury Park (LB Islington)	42.9%
Islington	31.8%
London	40.2%

England	14.6%
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The data shows us that the proportion of residents who are of Black and Minority Ethnicity in the wards immediately surrounding Finsbury Park is comparable to the London average. The proportion of BAME residents is considerably higher than the England average.

As a condition of hiring the Park, the Council requires applicants to install way-finding signage during the build and break, and on event days to inform people that facilities remain accessible to the public and thoroughfares used by park users remain open.

It is recognised that the affected wards contain a high number of different ethnic groups, whose first language may not be English. Therefore, all wayfinding signage is assessed and designed using maps and symbols, with limited use of the written words, to ensure that individuals from different ethnic groups will not be disadvantaged by the event being hosted in Finsbury Park.

E) Sexual Orientation

We do not hold ward or borough level data on sexual orientation, and it is not collected nationally through the Census. However, the ONS estimates that 3.7% of Haringey's population are lesbian, gay or bisexual (LGB), which is the 15th largest LGB community in the country².

All event applications must not discriminate on grounds of sexual orientation. Therefore, any event that takes place in a Haringey park is open to people of every sexual orientation. As previously mentioned, a high proportion of attendees to the event when run previously, have come from the LGBTQ community, thereby fostering good relations between groups with this protected characteristic, and raising the profile of LGBTQ issues and groups within the Borough.

F) Religion

	Haringay (LB Haringey)	Stroud Green (LB Haringey)	Brownswood (LB Hackney)	Finsbury Park (LB Islington)	London	England & Wales
Christian	39%	36.5%	37.3%	37.9%	48.4%	59.3%
Buddhist	1.3%	0.9%	1.3%	1.1%	1.0%	0.4%
Hindu	2.5%	0.7%	0.6%	1.0%	5.0%	1.5%
Jewish	0.6%	1.7%	2.8%	0.6%	1.8%	0.5%
Muslim	14.1%	7.3%	11.3%	15.9%	12.4%	4.8%
Sikh	0.3%	0.2%	0.7%	0.2%	1.5%	0.8%
Other religion	0.7%	0.6%	0.6%	0.4%	0.6%	0.4%
No religion	32.7%	42.7%	37.1%	25.2%	20.7%	25.1%

²

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

Religion not stated	8.7%	9.4%	8.2%	17.2%	8.5%	7.2%
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The Haringey, Hackney and Islington wards affected by the proposal have lower than average Christian communities compared to the regional and national average but have larger Jewish and Muslim populations. All three boroughs have a larger population who do not have a religion.

It is not anticipated that hosting the events in Finsbury Park will have an impact on individuals from faith groups. It is a non-religious event, in-line with the Council's Outdoor Events Policy, which does not allow for events to be held where entry is based on religion.

G) Pregnancy and maternity

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

	Proportion of 0-4 year olds
Harringay (LB Haringey)	6.4%
Stroud Green (LB Haringey)	6.0%
Haringey	7.1%
Brownswood (LB Hackney)	4.9%
Hackney	7.8%
Finsbury Park (LB Islington)	6.8%
Islington	5.9%
London	7.2%
England & Wales	6.2%

Haringey has a higher proportion compared to the England and Wales average but is marginally below the London average.

	Proportion of households with dependent children
Harringay (LB Haringey)	23.8%
Stroud Green (LB Haringey)	24.2%
Haringey	31.4%
Brownswood (LB Hackney)	21.3%
Hackney	32.4%
Finsbury Park (LB Islington)	
Islington	
London	30.9%
England & Wales	29.1%

Haringey has a larger proportion of households with dependent children compared to the regional and national average. From the data, it is reasonable to infer that there will be higher numbers of women in the surrounding area who are statutorily protected by virtue of pregnancy or maternity. However, it is not anticipated that the proposed event will have a differential impact on this group, as they will retain access to the Park as normal by virtue of the fact that the event will be limited to 1% of the Park's space, and that walkways will be unaffected or temporary trackway installed to ensure that accessibility is upheld.

H) Marital and civil partnership status

	Married (heterosexual couples)	Civil Partnership
Harringay (LB Haringey)	28.5%	0.7%
Stroud Green (LB Haringey)	27.5%	1.1%
Haringey	32.2%	0.6%
Brownswood (LB Hackney)		
Hackney	26.8%	0.6%
Finsbury Park (LB Islington)		
Islington	24.8%	0.8%
London	40%	0.4%
England & Wales	47%	0.2%

The number of married people (only available to heterosexual couples at the time) is significantly lower than in London and England. However, the proportion of people in civil partnerships is higher in the area compared to the London and England and Wales averages. It is not anticipated that there will be an impact on individuals who are married or in a civil partnership.

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

The Council's Outdoor Events Policy stipulates the need to consult recognised stakeholders, including Friends Groups, Area Parks Managers, Ward Councillors, the Cabinet Member for Climate Change, Equalities & Leisure and the members of the Haringey Safety Advisory Group. Other consultees may be added where appropriate for the specific park or open space.

The Council established the Finsbury Park Events Stakeholder Group, which meets regularly before, during and after the event season, to update and inform all recognised stakeholders of Finsbury Park as event plans are developed. It is in this forum that issues and mitigating actions may be discussed in the lead-up to events. This group is chaired by the Cabinet Member for Climate Change, Equalities & Leisure and is attended by the event Applicant as and when required.

In discharging the requirement to consult, the Council sent details of the application to thirty-eight stakeholder groups by email dated 14 January 2021 giving 10 working days to respond to the application with comments.

During the Judicial Review launched by the Friends of Finsbury Park in 2016, challenging the Council's powers to hire out the Park for the Wireless Event, the High

Court defined the consultees as ‘informed consultees’ who had opportunities to share their views within this 10-day period. This, and a subsequent appeal heard in the Court of Appeal in 2017, were found in the Council’s favour with all points raised, dismissed.

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?

Of the list of consultees, three asked for further information on the application, which once supplied, did not result in any comments being received. Only those detailed below (and highlighted in green at Appendix 1) provided responses:

- (a) LBH Licensing
- (b) Hermitage New River Association

The comments are set out in full at Appendix 2. However, they can be summarised in the main as being matters around events in a pandemic; the timing of the events during the school summer holidays; and park user accessibility around the event site. Full responses to these comments are contained within the accompanying Cabinet Member report.

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

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

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

1. Sex

Although the ward-level data shows that the male to female ratio is broadly in line with national trends, we know that women are more likely to be carers to young children, who use the Park, and therefore the proposal is likely to disproportionately impact on this group.

However, any impact is mitigated as the proposed events will occupy approximately 1% of the Park leaving 99% of the Park open to the public, with all formal play and sports Council-managed facilities remaining available to use. The Council and the event organiser will ensure that signage is in place to direct park users away from the event and to the remaining available spaces in the Park. Walkways will also remain accessible for those using buggies or walking with small children, with temporary trackway being provided where necessary to ensure that accessibility is upheld.

The event organiser will be required to comply with standard Equality Act requirements in order to prevent any discrimination based on this characteristic.

Positive		Negative	X	Neutral impact		Unknown Impact	
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2. Gender reassignment

We are not expecting any impact. The event promoters will be required to comply with standard Equality Act requirements in order to prevent any discrimination based on this characteristic.

Positive		Negative		Neutral impact		Unknown Impact	X
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3. Age

The report identifies that children are more likely to use the Park's facilities and, therefore, they are more likely to be impacted by the proposed events. However, the events will occupy approximately 1% of the Park leaving 99% of the Park open to the public, with all formal play and sports facilities remaining available to use. The Council and the event organiser will ensure that signage is in place to direct park users away from the events and to remaining available spaces in the Park.

The event organiser and the Council will ensure, as in previous years, that the Park is cleaned throughout the duration of the events. In doing this, the Council seeks to minimise the impact on park users and ensure that the Park is left in a safe condition for residents to enjoy.

The event organiser is required to comply with standard Equality Act requirements in order to prevent any discrimination based on this characteristic.

Positive		Negative	X	Neutral impact		Unknown Impact	
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4. Disability

The Council ensures that the majority of footpaths and carriageways in the Park are accessible for park users with disabilities.

A small section of the carriageway and parallel footpath will be closed during the event days and set up days. The remaining footpaths and carriageways will remain open in the Park. Trackway will also be laid in these areas to avoid people traversing on grass and to ensure that individuals who use wheelchairs or walking aids, or have limited mobility, are still able to access the Park.

The Council will ensure that parking for blue badge holders is maintained and available throughout the duration of the events, including during the set up and dismantling phases.

By hosting the proposed events, the Council is able to use some of the revenue to support groups in the Park. For the last few years, Pedal Power, a cycling proficiency trainer aimed at young people with disabilities, has received over £30,000, allowing them to purchase new equipment and extend their activities.

The event organiser is required to comply with standard Equality Act requirements in order to prevent any discrimination based on this characteristic.

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

The proposed events will attract a considerable number of attendees, from a range of ethnicities. The immediate wards surrounding the Park are already some of the most diverse communities in the country and it is reasonable to assume that attendance at the event may reflect this diversity, benefiting these communities by providing an opportunity for socialising with others in the community.

However, it is recognised that people from ethnic minority backgrounds may have limited English. During previous events, the Council has used pictures and symbols in its signage to ensure that communication to park users is clear and inclusive of the diverse range of communities in the area.

The event organiser is required to comply with standard Equality Act requirements in order to prevent any discrimination based on this characteristic.

Positive		Negative		Neutral impact	X	Unknown Impact	
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6. Sexual orientation

We are not expecting any impact. The event organiser is required to comply with standard Equality Act requirements in order to prevent any discrimination based on this characteristic.

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

Under the Council's existing Outdoor Events Policy, an event is not permitted in a Haringey park if it excludes entry on a religious basis. Therefore, any event that takes place in Finsbury Park will allow attendees of any or no religion. The proposed events in this report will comply with this direction.

The event organiser is required to comply with standard Equality Act requirements in order to prevent any discrimination based on this characteristic.

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

We are not expecting any impact. All of the concerns regarding the impact on children who use the park are covered in point 3.

The event organiser is required to comply with standard Equality Act requirements in order to prevent any discrimination based on this characteristic.

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

The event organiser is required to comply with standard Equality Act requirements in order to prevent any discrimination based on this characteristic.

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

Women with young children:

We know that women are more likely to be carers to young children, and therefore the proposal is likely to impact disproportionately on this group. However, the impact is likely to be low because the Council and event organiser will take significant actions to mitigate the disruption caused to the Park. All of the Park's formal play and sport facilities will be unaffected by the events, allowing women with young children to continue to use approximately 99% of the Park.

Positive		Negative	X	Neutral impact		Unknown Impact	
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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?

Background to the major events proposals:

The nature of any proposed event is considered and embedded in the application and planning process. The Council's Outdoor Events Policy also contains a list of events that would not be allowed to take place in a Haringey park. If an application does not fall within this immediate refusal, the individual event proposal is discussed between the Council and the Cabinet Member before any informal decision is made to progress the application.

Terms and conditions of the events (including entry):

The event organiser will ensure that entry to each of their events does not discriminate on the grounds of sex, gender reassignment, age, disability, race and ethnicity, sexual orientation, religion, pregnancy and maternity, marital and civil partnership status. In previous years, the events have attracted a significant number of attendees from a diverse range of backgrounds. The proposed events provide a significant opportunity to foster good relations between groups who share a protected characteristic and those who do not. Previous events in the Park have attracted a range of communities that share a common interest and come together during the events.

Impact of the proposal and mitigating actions:

In relation to the potential impact on park users and residents in the immediate area, the Council will take a number of steps to ensure any impact is minimised. It is acknowledged that children and young people are a particular group that use the Park and its facilities. The proposed events will occupy approximately 1% of the Park's space and will close only a very small section of the carriageway. It is therefore accepted that the events will create a small degree of disruption to the Park. However, the majority of park space (99%) will remain open to park users during event periods and the Council and the event organiser will take steps to ensure that appropriate signage directs park users to available park space and play equipment. The Council and the event organiser will ensure that signage is implemented in advance of the events and is communicated in a clear way.

The Council will ensure that blue badge holders and recognised park stakeholder groups, including disabled individuals, will continue to be able to access the Park during these periods.

Any noise disturbance attributed to the events is mitigated as the Council will ensure that the events finish at 22:00 on Saturday and 21:30 on Sunday. This is deemed a reasonable adjustment to ensure that any noise associated with the event is minimised and stopped at an appropriate time.

Benefits of the proposal:

The proposed events raise significant revenue for the Council, which is not only spent managing, maintaining and improving the park, but is shared with relevant groups in the Park. In previous years, groups have received money, resulting from the event, to support

activities in the Park and improve the offer to park users. This has a positive impact on the overall quality of the Park's facilities for all residents, including those with protected characteristics.

The events have also created considerable benefits to the community. In previous years, the Council and event organiser have ensured that local supplies and businesses are used at the events and that local groups and charities benefit from fundraising during the events.

In addition, an Environmental Impact Fee is charged for all events. The larger the event, the higher the fee. This fee is set aside and distributed between community groups who operate in the park. In 3 years alone, groups have received over £130k in funding benefiting the local community.

These interventions have fostered good relations between the communities that use the Park and live in its immediate area. They have also sought to advance equality of opportunity between residents, providing funding for specific groups and charities that support groups who share a protected characteristic.

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>	Y
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	N
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 protected characteristics are impacted?	Action	Lead officer	Timescale
Age	Ensure all council managed facilities remain open in the park.	Assistant Director Direct Services	Ongoing

	Ensure that finishing times as set out under the premises licences are adhered to.		Ongoing
Disability	<p>Ensure thoroughfares are maintained within the park at all times, and when those agreed are closed, find alternatives which all abilities can access.</p> <p>Ensure wayfinding maps and signage is placed in visible locations to help park users maintain access while events are taking place.</p>	Assistant Director Direct Services	Ongoing
Race & Ethnicity	Ensure wayfinding maps and signage is accessible for those who may not speak or read English, enabling them to access all facilities within the park.	Assistant Director Direct Services	Ongoing

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.

N/A

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

Event information and park access information is provided in the run-up to all large and major events taking place in the Park. This is placed on Haringey's website, with both Hackney and Islington Council's encouraged to share it with their residents. This will remain the case for events planned for 2021. This includes contact details for the relevant Council services, encouraging anyone with complaints to report them.

Two weeks before the event build is due to start a letter is sent to a pre-specified area of households surrounding the Park (in all three boroughs) providing useful contact information.

Once the Applicant is on site, they are required to maintain a residents' information phonenumber, for anyone to report issues related to the event. Call details are shared with Council officers and appropriate action is taken.

Stakeholders are encouraged to feedback on any issues that may arise, and these are responded to by officers.

Council Officers are present in the Park daily during the time of build, break and the event, monitoring the effects the event may be having on park users. This provides an opportunity for any direct feedback during the events. Feedback is thoroughly assessed to ensure improvements and mitigations can be made at the time and for future events, particularly where the feedback relates to equalities.

The Council monitors complaints that are received during the events to ensure that, where possible and appropriate, a different approach can be adopted in future events to further mitigate any impact on any residents, including those with protected characteristics.

7. Authorisation	
EqlA approved by (Assistant Director/ Director)	Date

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

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