

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 Festival Republic Ltd (the Applicant) to hire Finsbury Park for multi-event weekends including the Wireless Festival, Lovebox, George Ezra and one other music concert in 2022
Service area	Parks & Leisure Services
Officer completing assessment	Sarah Jones: Events & Partnerships Manager
Equalities/ HR Advisor	Jim Pomeroy: Policy & Equalities Team Manager
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 Festival Republic Ltd to hire part of Finsbury Park for two consecutive weekends in July 2022, to host major music events. The proposed events are:

- Wireless Festival – Friday 8, Saturday 9 and Sunday 10 July
- One day to be confirmed – Friday 15 July
- Lovebox – Saturday 16 July
- George Ezra – Sunday 17 July

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

- 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 the 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 major events do have different site layouts and therefore could have differing impacts on park users. To plan for and mitigate these effects, individual EqlAs for specific 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. Wireless Festival, a three-day weekend of music headline acts, has taken place in Finsbury Park for a number of years.

Decision making process

The Council's Events Policy stipulates that 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-principal 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;	N/A

	LB Haringey Complaints Data	
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 the space known as the Bandstand Field to facilitate the main event area for both weekends.

The Bandstand Field is a green expanse of grass, which slopes gently down to the southern boundary of the Park, creating a natural amphitheatre.

The prospective events taking place in July require the Bandstand Field, the grass area to the north and south of the tennis courts, the reservoir field and the strip of grass running along the southern perimeter of the Park, along Seven Sisters Road, between Finsbury Gate and Manor House. This is to accommodate attendee and staffing numbers of up to 49,999 as specified under the Live Nation Premises Licence conditions.

In preparation for the similar 2020 events, which were subsequently cancelled due to the pandemic, the Applicant had approached the community-led sports charity, the Finsbury Park Sports Partnership, with a view to hiring the tennis courts in the Park, over the consecutive major weekends in July, to facilitate the placement of toilets. Although a decision on this hadn't been determined by the time of the events cancellation, it was likely that, if agreement had been given, these would only be closed on event days, plus the day after to allow cleaning to take place. It is anticipated that if park hire is agreed in principle, then discussions to use the tennis courts will once again start.

The total area used for the events equates to 30% of the Park (31% if the tennis courts are included). The remaining 70/69% of the Park remains 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.

However, we can 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 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); 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 are between 300,000-500,000 transgender people in the UK¹. It is anticipated that the major event applications 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.

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%
65+	7.4%	9%	11.4%

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

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 events. Wayfinding signage is put in place at various locations around the Park, detailing this.

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 Fridays and Saturdays end at 22:30, on Sundays it will end at 21.30 (as required in the Live Nation Premises Licence), taking into consideration that the working week begins the following day.

During the stakeholder consultation, one residents' group raised the issue that the events will take place at a time when young people may have end-of-year exams and could be affected by the music. This is not an issue to consider as any exams or assessments should be finished by the time the events take place. However, for those needing a quiet space, the Council will ensure that all libraries within Haringey are open to those wanting a quiet place to work. All of Haringey's libraries are open from Monday to Saturday with many also open on Sundays. These opening times are subject to Covid regulations.

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%

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 are kept open to park users to transgress the Park north to south, east to west.

For 2022, it has been agreed that the main carriageway from the zebra crossing by the lakeside café, down to Finsbury Gate will only be open to pedestrians and cyclists during the peak times of the morning and evening rush hour – 5-9am and 3-7pm. At all other times pedestrians and cyclists will be directed to use the pathway between Oxford Road and Finsbury Gate which runs parallel between the railway line and tennis courts.

The decision to allow the closure of this part of the carriageway has been made after careful consideration, and with the safety of park users at the forefront. The Applicant has facilitated the continued use of the carriageway by pedestrians and cyclists. This has included segregating pedestrian, cycle and vehicle usage into specific lanes. But in recent times, it has become harder to manage this with the increase of cyclists and the speed in which cyclists enter this area, often ignoring instruction.

The pathway from Hornsey Wood Tavern Gate through to the central play area remains open during the majority of the build and break but is closed on event days and the immediate day which follows, to allow the site to be cleared and made safe for the public.

During the period that these two thoroughfares are closed to the public, alternative routes are made available and publicised to ensure access by park users is maintained. All routes ensure that access for those with disabilities is maintained.

Pedal Power, a cycling proficiency trainer aimed at people with disabilities, is based in the track and gym within the Park. IT occasionally uses the tarmac area near to the ball courts for some of its sessions. This area is used by the Applicant for storage during the times of the events and the build and break.

All efforts are made to ensure the group's activity continues whilst events are taking place in the Park, with many of their sessions scheduled for the hardstanding area being relocating to the track and gym. The Council pays for any additional charges incurred as a result of this relocation. An offer has also been made in the past by Stroud Green School to accommodate the group if needed.

By hosting major events in Finsbury Park, the Council is able to use some of the income to provide financial support to groups such as Pedal Power. Over the past few years, the Group has received over £40,000 in funding which has provided extra activity days, new equipment including a range of bikes allowing people of different abilities to benefit from cycling training and increased training sessions over the summer.

Parking for blue badges holders

Since the pandemic started all public parking within the Park has been stopped, with the exception of Blue Badge holders who make use of dedicated bays just within the Endymion Road entrance. This will continue whilst the Applicant is in the park, along with allowing recognised stakeholders to also maintain access.

The Council use all feedback to work with the Metropolitan Police and other agencies to ensure that any event conditions are enforced promptly. In previous years, the Council has responded to complaints of insufficient parking restrictions on residential roads and enforced extensions to CPZs and other restrictions. The Council will continue to mitigate any potential impact on residents who live near to the park and those with disabilities.

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%

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.

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 major event applications must not discriminate on grounds of sexual orientation. Therefore, any major event that takes place in a Haringey park is open to people of every sexual orientation.

F) Religion

	Harringay (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%
Religion not stated	8.7%	9.4%	8.2%	17.2%	8.5%	7.2%

The Haringey, Hackney and Islington wards affected by the proposal have lower than average Christian communities compared to the regional and national average but has larger Jewish and Muslim populations. All three boroughs have a larger population who do not have a 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.

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.

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 Environment 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 in the run up and following a major event, 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 Environment, Transport and the Climate Emergency and is attended by the event Applicant, as and when required.

In discharging the requirement to consult, the Council sent details of the applications to thirty-eight stakeholder groups by email dated 5 October 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, only those highlighted in green at Appendix 1 provided a total of 3 responses broken down as follows:

- (a) 1 response was received from a residents' association: Highbury Community Association
- (b) 1 response was received from Parkrun
- (c) 1 response was received from the Council's Regulatory Services Team

The comments are set out in full at Appendix 2. However, they can be summarised in the main as being concerns around: the loss of the park area and disturbance within the Park and damage to grass areas; effects on children and young people; disturbance throughout the area and outside the park; size and number of events; Parkrun operation; noise and enforcement.

The Policy allows for up to five major events (10,000 or more attendees) to take place in the Park in any one year, for a duration of between 1-3 days at a time. This number will not be exceeded. In fact, as detailed within the main report, the Council is seeking to allow substantially fewer events than have happened in previous years.

A cross-party working group has been created, attended by senior officers from Haringey, Hackney and Islington Councils, to focus on issues related to Finsbury Park. Officers will use the forum to discuss potential impacts on all three boroughs. Improved communication routes between the neighbouring boroughs and Festival Republic resulted in additional resources introduced for 2019. We expect these improvements will be built on for the 2022 events season.

The Council takes extensive steps to ensure the set up and dismantling of the events are sufficient for the safe installation of an event area, while retaining as much public access as possible. The Council will work closely with the event promoters' months in advance of

the event to agree how a phased closure of the event space is managed as build progresses and to ensure that vehicle movement through the park is managed and controlled during these periods. These plans are shared with the Finsbury Park Event Stakeholder Group, to seek feedback and comments for improvement, which can be discussed in detail with the promoters. The proposed 2022 events season proposes to reduce the number of events, thereby reducing the build and break periods. This will mean that vehicle movement is further reduced.

Since 2014, the Council has locked the Oxford Road gate at 16:00 on event days, this time was extended to 18:00 in 2019, preventing event attendees from egressing on to residential streets following the event. This is advertised in advice of each event, with alternative routes provided at the gate.

Parking restrictions are implemented in the park during the major event period. Parking in the park on event days is limited to staff working at the events. Public parking is prohibited, with the exception of Blue Badge holders and pre-arranged parking for recognised park stakeholder groups. The Council and event organisers ensure that parking restrictions are clearly communicated in advance of and throughout the period of the events.

An improved security and stewarding plan was introduced in 2018 to cover the Hackney side streets. Festival Republic committed to providing the same level of cover for the Hackney streets, as well as significantly increasing the number of security based in Islington streets in 2019. Security is provided by a specialist, high-end security management company that is known for providing exceptional standards of specialised security, whilst providing high quality customer service. Festival Republic is committed to improving security in the local area year on year, and this continues to be an ongoing discussion.

As well as having static security personnel based at each junction off Seven Sisters Road, there will be roaming personnel patrolling each of the roads, plus a response team on hand.

During major event days, the Finsbury Park Major Event Day CPZ is implemented, ensuring resident parking in the streets surrounding the Park is maintained. All promoters operating in the Park ensure that their attendees know that there is limited parking and promote travel to the event via public transport.

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 disproportionately impacts this group.

However, any impact is mitigated as the proposed events will occupy approximately 30% of the Park (31% if the tennis courts are included) leaving 70/69% of the Park open to the public, with all formal play and council managed sports facilities remaining available to use. The Council and the event Applicant will ensure that signage is in place to direct park users away from the event and to remaining available spaces in the Park.

The Applicant 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 30% of the Park (31% if the tennis courts are included) leaving 70/69% of the Park open to the public, with all formal play and council run sports facilities remaining available to use. The Council and the Applicant will ensure that signage is in place to direct park users away from the events and to remaining available spaces in the Park.

The Applicant and the Council will ensure, as in previous years that the Park is cleaned throughout the duration of the events. The wider park area (outside of the event perimeter) is restored to 'normal' on the night of the event being dismantled. 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 Applicant 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.

Sections of the carriageway will be closed during the event days and set up days, as previously outlined. The remaining footpaths and carriageways will remain open in the Park.

Alternative routes will be made available and publicised to ensure access by park users is maintained. The Council will ensure that all routes allow access for those park users with disabilities. Throughout the duration of the events, stewards will be present in the wider park space and can offer assistance to park users with visual impairments, whose familiarity with the Park may be distorted by the events. In previous years, the Council has not received complaints from park users with visual impairments as a result of the proposed events. However, Council officers will ensure that immediate feedback on the event will be used to improve any actions seeking to support those park users with disabilities.

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 £40,000, allowing it to purchase new equipment and extend its activities.

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	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.

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 Applicant 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 Applicant 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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7. Religion or belief (or no belief)

Under the Council's existing Outdoor Events Policy, a major event is not permitted in a Haringey park if it excludes entry on a religious basis. Therefore, any major 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 Applicant 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 Applicant 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 Applicant 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 Applicant will take significant actions to mitigate the disruption caused to the Park. All of the Park's formal play and council managed sport facilities will be unaffected by the events, allowing women with young children to continue to use approximately 70/69% 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 Applicant 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. In previous years, volunteers from Manor House Development Trust, Haringey Council and Hackney Council have been engaged as 'Haringey Hosts', providing information and support to attendees. In total, approximately 150 event hosts are engaged on each day of the events. Representatives from the event, the Council and the Metropolitan Police are in attendance throughout the events to ensure that any potential conflict arising between attendees is extinguished or minimised.

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 30/31% of the Park's space and will close parts of the carriageway. It is therefore accepted that the events will create a degree of disruption to those using the Park. However, the majority of park space (70/69%) will remain open to park users during event periods and the Council and the event promoters will take steps to ensure that appropriate signage directs park users to available park space and play equipment. The Council and the Applicant will ensure that signage is implemented in advance of the events and is communicated in a clear way.

The proposed events will not impact on parking availability in the park during the event periods as the Council will ensure that Blue Badge holders and recognised park stakeholder groups continue to be able to park during these periods.

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

All of Haringey's libraries will remain open during event periods, allowing young people and adults an alternative quiet space to study or work, if needed.

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 who are based or operate 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 residents.

The events have also created considerable benefits to the community. In previous years, the Council and event organisers have ensured that:

- Local charities have access to the events to fundraise;
- Mind, a Haringey based mental health charity, attend all major events, fundraising approximately £15,000 in one year, attracting new volunteers and providing outreach to event attendees;
- Tickets are provided to local businesses to attend the events;
- Pedal Power, a group based in the park, are given tickets to auction off to support their finances;
- Pupils from Stroud Green School are given tours of the event areas during the build period;
- Adverts are displayed on the stage screens, promoting Furtherfield Gallery (which has also received financial donations from Festival Republic in the past);
- Funding of £1,500 was secured for a compostable toilet by Edible Landscapes;
- 'Haringey Goes Wild', Haringey young person's music extravaganza held within the event area showcasing Haringey and Hackney musical talent.

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

are based and 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 EqlA guidance

Outcome	Y/N
No major change to the proposal: the EqlA 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 EqlA 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. Ensure that finishing times as set out under the Premises Licences are adhered to.	Assistant Director Direct Services	Ongoing Ongoing
Disability	Find alternative and suitable locations for user groups which may be displaced by the events.	Assistant Director Direct Services	Ongoing Ongoing

	<p>Ensure agreed 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>		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
<p>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.</p>			
N/A			
<p>6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:</p>			
<p>Event information and park access information is provided in the run-up to all 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 2022. This includes contact details for the relevant Council services, encouraging anyone with complaints to report them.</p> <p>Two weeks before the event build is due to start a letter is sent to approximately 20,000 households surrounding the Park (in all three boroughs) providing useful contact information.</p> <p>Once the Applicant is on site, they are required to maintain a residents' information phoneline, for anyone to report issues related to the event. Call details are shared with Council officers and appropriate action is taken.</p> <p>Stakeholders are encouraged to feedback on any issues that may arise at the time, and these are responded to by officers.</p>			

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 both at the time and for future events.

The Council monitors complaints that are received during the events to ensure that, where possible and appropriate, a different approach can be adopted for future events to further mitigate impact.

7. Authorisation

EqlA approved by



(Mark Stevens)
(Assistant Director/ Director)

Date 7th December 2021

8. Publication

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

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