

Equality Impact Assessment (EQIA)

The Equality Impact Assessment (EQIA) form is a template for analysing a policy or proposed decision for its potential effects on individuals with protected characteristics covered by the Equality Act 2010.

The council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not

The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.

1. Responsibility for the Equality Impact Assessment

Name of proposal:	Park Hire Application by Manning's Amusements Ltd to hire Finsbury Park to host a family funfair in March / April 2022
Service Area:	Parks & Leisure Services
Officer Completing Assessment:	Sarah Jones, Events & Partnerships Manager
Equalities Advisor:	Jim Pomeroy, Policy & Equalities Team Manager
Cabinet meeting date (if applicable):	Cabinet Member decision XX March 2022
Director/Assistant Director	Mark Stevens, Assistant Director Direct Services

2. Executive summary

Please complete this section *after* completing the rest of the form and summarise:

- The policy proposal, its aims and objectives, the decision in consideration. Please focus on **the change** that will result from this decision.
- Results of the analysis: potential positive and negative equality impacts
- Mitigations that will be taken to minimise negative equality impacts (if relevant)
- Next steps (this may include: if/when the EQIA will be refreshed, planned consultation, future stages of the project).

The Council has received a park hire application from Manning's Amusements Ltd to hire part of Finsbury Park to host a family funfair over the Easter period, between 28 March – 19 April 2022.

The Applicant has applied to hire a small section of the internal carriageway running between Finsbury and Hornsey Wood Tavern Gates. They also wish to use a small section of grass known as the bandstand field, and a section of the grass field running parallel to Seven Sisters Road.

The total area used for this family funfair equates to 4% of the Park. The remaining 96% of the Park remains open and accessible to the public at all times.

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 six adjoining wards including Hackney and Islington and all park user groups and leaseholders.

An EqIA was carried out at the time of developing the Outdoor Events Policy. However, it is recognised that events such as this one, have different layouts and therefore could have differing impacts on park users. To plan for and mitigate these effects, individual EqIAs for specific event applications will assess the level of potential impact on recognised groups with protected characteristics.

The proposed application would be a repeat of previous events held in Haringey. Manning's Amusements Ltd has been facilitating funfairs in Haringey parks for nearly 100 years. They have provided an Easter and August bank holiday funfair in Finsbury Park for over 40 years.

Decision making process

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 events requiring Cabinet Member approval includes:

- ***Event lasts more than 7 days;***
- ***Organiser occupies a site for more than 14 days including setup and take down periods.***

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 discussions between the Applicant and Council officers before final agreement is given.

In adopting the Policy, the Council established its commitment to using the Park for a limited number of funfairs and circuses 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 does not fall within any of the grounds set out in paragraph 5.3 of the Policy for automatic refusal.

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”.

Users of Finsbury Park come from all ages, backgrounds and abilities. The park holds a wide range of facilities and recreational activities, 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 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 organiser’s actions, which mitigate any impact. The tables below summarise the demographic data for residents in Haringay, Stroud Green (LB Haringey); Brownswood (LB Hackney); Finsbury Park (LB Islington) wards.

3. Consultation and engagement

3a. 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? Detail how your approach will facilitate the inclusion of protected groups likely to be impacted by the decision.

The Council’s 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 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 major events. This group is chaired by the Cabinet Member for Environment, Transport and the Climate Emergency.

In discharging the requirement to consult, the Council sent details of the Manning's Amusements Ltd park hire application for Finsbury Park to 37 external stakeholder groups by email dated 05 October 2021. The Council requests that all responses are submitted within ten working days. A previous judicial review found this was an acceptable timeframe.

3b. 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

Of the stakeholders originally contacted, the Council received one response from Finsbury Park Parkrun providing a comment regarding this park hire application. Although they raised no objections to the funfair taking place, they commented that they appreciate efforts made to ensure they can continue with their Saturday morning runs by making the funfair operator aware of the run and by avoiding any associated traffic movement while running. Officers will continue to work with Parkrun and the funfair operators to ensure that the run can take place, as we recognise the value that Parkrun brings to the local community.

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 if they arise.

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 nearly all public access as possible. The Council will work closely with the Applicant 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.

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 maintained via business as usual by the Council's Parks Operations Team. In doing this, the Council seeks to minimise the impact on park users and ensure that the park remains as normal and in a safe condition for residents to continue to enjoy.

4. Data and Impact Analysis

Note: officers may want to complement their analysis with data from the State of the Borough and ward profiles, found here: <https://www.haringey.gov.uk/local-democracy/about-council/state-of-the-borough>.

Please consider how the proposed change will affect people with protected characteristics.

4a. Age

Data

	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
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%

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

GLA Population Projection data, 2015

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal as a result of a need related to their protected characteristic?

Ward profile data for Stroud Green, Haringay, 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%.

We can infer that children and young people are more likely to use the park. Many of the play facilities within the park are aimed at children under the age of 15. All of the facilities within the Park remain open at all times during the event.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Neutral Impact - 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 event will occupy approximately 4% of the total park space, leaving 96% of the park open to the public, with all formal play and sports facilities remaining available to use.

The event organiser 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 maintained via business as usual by the Council's Parks Operations Team. In doing this, the Council seeks to minimise the impact on park users and ensure that the park remains as normal and in a safe condition for residents to continue to enjoy.

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

4b. Disability¹

Data

¹ In the Equality Act a disability means a physical or a mental condition which has a substantial and long-term impact on your ability to do normal day to day activities.

Borough Profile ²

4,500 people have a serious physical disability in Haringey.

19,500 aged 16-64 have a physical disability this equates to approximately 10% of the population aged 16-64.

1,090 people living with a learning disability in Haringey.

4,400 people have been diagnosed with severe mental illness in Haringey.

Target Population Profile

	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%

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

[Detail the key data sources (quantitative and qualitative)]

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

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. However, it is known that Pedal Power, a cycling proficiency trainer aimed at people with disabilities, are based in the track and gym within the Park. They use the tarmac area near to the ball courts for some of their regular, weekly sessions.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

² Source: 2011 Census

Negative Impact - The proposal is likely to have a negative impact on people with disabilities, as the events will occupy a section of carriageway throughout the event days.

However, the Council and event promoter will take significant steps to mitigate the impact. Alternative routes along the closed section of carriageway will be made available to ensure access by park users is maintained. The Council will ensure that all routes allow access for those park users with disabilities. 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.

The remaining footpaths and carriageways will remain open in the park.

By hosting the proposed event, the Council is able to use some of the revenue to support groups in the park. For the last four years, Pedal Power, a cycling proficiency trainer aimed at young people with disabilities, has received over £40,000, allowing them to purchase new equipment and extend their activities.

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

4c. Gender Reassignment³

Data

Borough Profile

There is no robust data at Borough level on our Trans population, however the central government estimates that there are approximately 200,000-500,000 Trans people in the UK. Assuming an average representation, this would mean between 800 and 2,000 Haringey residents are Trans.⁴

Target Population Profile

[If known, enter the profile of your target population].

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

³ Under the legal definition, a transgender person has the protected characteristic of gender reassignment if they are undergoing, have undergone, or are proposing to undergo gender reassignment. To be protected from gender reassignment discrimination, an individual does not need to have undergone any specific treatment or surgery to change from one's birth sex to one's preferred gender. This is because changing one's physiological or other gender attributes is a personal process rather than a medical one.

⁴ Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

[Detail the key data sources (quantitative and qualitative)]

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

It is anticipated that this event application will not have a disproportionate impact on this protected characteristic. The events proposed in this application does not discriminate entry on the grounds of sex, which aligns with the Council's Outdoor Events Policy.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Neutral Impact - It is anticipated that this event application will not have a disproportionate impact on this protected characteristic. The events proposed in this application does not discriminate entry on the grounds of sex, which aligns with the Council's Outdoor Events Policy.

4d. Marriage and Civil Partnership

Data

Borough Profile ⁵

Divorced or formerly in a same-sex civil partnership which is now legally dissolved: (8.2%)

In a registered same-sex civil partnership: (0.6%)

Married: (33.3%)

Separated (but still legally married or still legally in a same-sex civil partnership): (4.0%)

Single (never married or never registered a same-sex civil partnership): (50.0%)

Widowed or surviving partner from a same-sex civil partnership: (3.9%)

Target Population Profile

	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%

⁵ Source: 2011 Census

London	40%	0.4%
England & Wales	47%	0.2%

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

[Detail the key data sources (quantitative and qualitative)]

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

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.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Neutral Impact - It is anticipated that this event application will not have a disproportionate impact on this protected characteristic. The events proposed in this application does not discriminate entry on the grounds of sex, which aligns with the Council’s Outdoor Events Policy.

4e. Pregnancy and Maternity

Data

Borough Profile ⁶

Live Births in Haringey 2019: 3,646

Target Population Profile

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

⁶ Births by Borough (ONS)

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

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

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

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

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Negative Impact - Please see sections in relation to sex and age. Women with children under six-months old are likely to be impacted by closure of the carriageway. Mitigating actions will be taken, as outlined above, to address this.

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

4f. Race

In the Equality Act 2010, race can mean ethnic or national origins, which may or may not be the same as a person's current nationality.⁷

Data

Borough Profile ⁸

Arab: 0.9%

Any other ethnic group: 3.9%

Asian: 9.5%

Bangladeshi: 1.7%

Chinese: 1.5%

Indian: 2.3%

Pakistani: 0.8%

Other Asian: 3.2%

Black: 18.7%

⁷ [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](http://equalityhumanrights.com)

⁸ Source: 2011 Census

African: 9.0%
 Caribbean: 7.1%
 Other Black: 2.6%

Mixed: 6.5%

White and Asian: 1.5%
 White and Black African: 1.0%
 White and Black Caribbean: 1.9%
 Other Mixed: 2.1%

White: 60.5% in total

English/Welsh/Scottish/Norther Irish/British: 34.7%
 Irish: 2.7%
 Gypsy or Irish Traveller: 0.1%
 Other White: 23%

Target Population Profile

	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%

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Census data, 2011

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

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.

It is recognised that the affected wards contain a high number of different ethnic groups, whose first language may not be English.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Neutral Impact - The proposed event 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 held in the park, 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. This event has never required the event organiser to install wayfinding signage. If ever there was a need Council officers would ensure all signage was accessible by all.

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

4g. Religion or belief

Data

Borough Profile ⁹

Christian: 45%

Buddhist: 1.1%

Hindu: 1.9%

Jewish: 3%

Muslim: 14.2%

No religion: 25.2%

Other religion: 0.5%

Religion not stated: 8.9%

Sikh: 0.3%

Target Population Profile

	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%

⁹ Source: 2011 Census

What data will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

[Detail the key data and sources, both quantitative and qualitative]

Detail the findings of the data.

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.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Neutral Impact - It is anticipated that this event application will not have a disproportionate impact on this protected characteristic. The events proposed in this application does not discriminate entry on the grounds of sex, which aligns with the Council’s Outdoor Events Policy.

4h. Sex

Data

Borough profile ¹⁰

Females: (50.5%)

Males: (49.5%)

Target Population Profile

	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%

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

Census data, 2011

Detail the findings of the data.

¹⁰ Source: 2011 Census

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

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

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Negative Impact - 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 due to access requirements when using pushchairs or buggies.

However, any impact will be minimal as the proposed events will occupy approximately 4% of the total park space, leaving 96% of the park open to the public, with all formal play and sports facilities remaining available to use.

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

4i. Sexual Orientation

Data

Borough profile ¹¹

3.2% of London residents aged 16 or over identified themselves as lesbian, gay or bisexual in 2013. In Haringey this equates to 6,491 residents.

Target Population Profile

[If known, enter the profile of your target population].

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

[Detail the key data sources (quantitative and qualitative)]

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?

¹¹ Source: ONS Integrated Household Survey

- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

[Type answer here].

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Neutral Impact - It is anticipated that this event application will not have a disproportionate impact on this protected characteristic. The events proposed in this application does not discriminate entry on the grounds of sex, which aligns with the Council's Outdoor Events Policy.

4j. Socioeconomic Status (local)

Data

Borough profile

Income

8.3% of the population in Haringey were claiming unemployment benefit on 9 December 2021.¹²

20.8% of the population in Haringey were claiming Universal Credit on 9 December 2021.¹³

29% of employee jobs in the borough are paid less than the London Living Wage.¹⁴

Educational Attainment

While Haringey's proportion of students attaining grade 5 or above in English and Mathematics GCSEs is higher than the national average, it is below the London average.¹⁵

4.4% of Haringey's working age populations had no qualifications in 2020.¹⁶ 4.8% were qualified to level one only.¹⁷

Area Deprivation

Haringey is the 4th most deprived in London as measured by the IMD score 2019. The most deprived LSOAs (Lower Super Output Areas or small neighbourhood

¹² [ONS Claimant Count](#)

¹³ [LG Inform](#)

¹⁴ ONS

¹⁵ Source: Annual Population Survey 2019 (via nomis)

¹⁶ [LG Inform - qualifications](#)

¹⁷ [LG Inform - level one](#)

areas) are more heavily concentrated in the east of the borough where more than half of the LSOAs fall into the 20% most deprived in the country.¹⁸

Target Population Profile

[If known, enter the profile of your target population].

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic?

[Detail the key data sources (quantitative and qualitative)]

Detail the findings of the data.

- a) Might members of this group be disproportionately affected by the proposal due to overrepresentation? How does this compare with the wider demographic profile of the Borough?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

It can be construed that those who fall within this protected characteristic are more likely to live in accommodation with limited or no outdoor space, so rely on public outdoor space such as the Park to get fresh air and exercise.

Potential Impacts

- Consider whether the proposed policy/decision will have positive, neutral, or negative impacts (including but not limited to health impacts).

Neutral Impact - It is anticipated that this event application will not have a disproportionate impact on this protected characteristic. The event proposed will take up 4% of the Park area, leaving the remaining 96% and all facilities within it, open to the general public to use and enjoy.

5. Key Impacts Summary

5a. Outline the key findings of your data analysis.

Overall the data suggests that although some protected groups may be impacted by the proposed event, there are mitigations that can be put in place to limit these.

5b. Intersectionality

- Many proposals will predominantly impact individuals who have more than one protected characteristic, thereby transforming the impact of the decision.

¹⁸ [State of the Borough](#) (p.21)

- This section is about applying a systemic analysis to the impact of the decision and ensuring protected characteristics are not considered in isolation from the individuals who embody them.
Please consider if there is an impact on one or more of the protected groups? Who are the groups and what is the impact?

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 promoters 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 96% of the park.

5c. Data Gaps

Based on your data are there any relevant groups who have not yet been consulted or engaged? Please explain how you will address this

n/a

6. Overall impact of the policy for the Public Sector Equality Duty

Summarise the key implications of the decision for people with protected characteristics.

In your answer, please consider the following three questions:

- Could the proposal result in any direct/indirect discrimination for any group that shares the relevant protected characteristics?
- Will the proposal help to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not?
- Will the proposal help to foster good relations between groups who share a relevant 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 promoters will ensure that entry to 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 ages and backgrounds. The proposed event provides 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 this event.

7. Amendments and mitigations

7a. What changes, if any, do you plan to make to your proposal because of the Equality Impact Assessment?

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

Please delete Y/N as applicable

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. 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 Y

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 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 event will occupy approximately 4% of the park's space and will close a small section of the internal carriageway. It is therefore accepted that the events will create a degree of disruption to the park. However, the majority of park space (96%) will remain open to park users during the event period and the Council and the event promoters will take steps to ensure that any appropriate signage that is needed directs park users to available park space and play equipment.

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

Benefits of the proposal:

The proposed event raises significant revenue for the Council, which 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 residents.

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.

Adjust the proposal: the EQIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below 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**

[Type answer here].

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**

[Type answer here].

7b. What specific actions do you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty?

Action:

Age: Ensure all facilities remain open in the park.

Disability: Ensure that access by all recognised user groups is maintained during the event period. Ensure that throughfares are maintained within the park at all times, and when those agreed are closed, find alternatives which all abilities can access. Ensure that if wayfinding maps and signage are needed, that this is placed in visible locations to help park users maintain access while events are taking place.

Race & Ethnicity: Ensure that where wayfinding maps and signage are required, it is accessible for those who may not speak or read English, enabling them to access all facilities within the park.

Lead officer: Sarah Jones, Events & Partnerships Manager

Timescale: During build of event, while event is ongoing, and during break of event infrastructure

Please outline any areas you have identified where negative impacts will happen because 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 the:

N/A

7. Ongoing monitoring

Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented.

- Who will be responsible for the monitoring?
- What the type of data needed is and how often it will be analysed.
- When the policy will be reviewed and what evidence could trigger an early revision
- How to continue to involve relevant groups and communities in the implementation and monitoring of the policy?

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.

The Applicant is on site at all times during the build, break and event periods for anyone wanting to report issues related to the event. The Applicant is required to share any complaints 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.

Feedback is thoroughly assessed to ensure improvements and mitigations can be made at the time and for future events.

The Council monitors complaints that may be 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.

Date of EQIA monitoring review:

27 March 2022

8. Authorisation

EQIA approved by (Assistant Director/ Director)

[Type answer here].

Date

[Type answer here].

9. Publication

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

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