

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:	High Road West Scheme – Appropriation of Land in Plot A
Service Area:	Placemaking and Housing
Officer Completing Assessment:	Scott Mundy
Equalities Advisor:	Elliot Sinnhuber
Cabinet meeting date (if applicable):	19 th July 2022
Director/Assistant Director	Peter O'Brien

2. Executive summary

Proposal

The Council is considering the appropriation for planning purposes of land in Plot A of the High Road West Scheme (“the Scheme”) in north Tottenham. This will enable delivery of the first 60 new Council homes for existing residents as part of the



Scheme. This will make a significant contribution to the borough's housing targets and help deliver on the Council's commitments in the Love Lane Landlord Offer, which includes the guarantee of a new suitably sized Council home in the scheme for existing tenants on the Love Lane Estate. These new Council homes will be allocated to existing tenants in line with the High Road West Local Lettings Policy, which was approved by Cabinet in July 2021.

Plot A represents the start of Phase A of the Scheme, which includes the redevelopment of the Love Lane Estate, and will deliver 500 new council homes for existing and new residents, jobs and employment spaces, community uses, and enhanced green and open spaces. The development of Plot A will unlock subsequent plots for redevelopment by supporting the rehousing of residents.

Delivery of Plot A has required the relocation of the two existing facilities currently present on the site.

- The Grace Organisation is an older people's day service operating from the Whitehall & Tenterden Centre, leased from the Council during the past 37 years, latterly providing older people day opportunity provision. The day opportunity provision constitutes an important contribution in north Tottenham, supporting a high number of clients (36 clients) referred by Haringey Adults and Health. The organisation provides a significant proportion (around 40%) of overall older people day opportunity placements in the area.
- 100 Whitehall Street ('Whitehall Lodge') is primarily used to provide emergency temporary accommodation for households while their homelessness application is under review by the Council. There is also part of the building which is used as a community space and is currently vacant.

The appropriation of the land for planning purposes would mean that, at such time that Plot A is developed in accordance with planning permission, section 203 of the Housing and Planning Act 2016 will enable any easements and rights attached to other properties which are infringed by the development of Plot A to be overridden. These rights include rights of light and rights of access/way. The infringement of rights and easements would be subject to payment of statutory compensation in appropriate cases in alignment with section 204 of the Housing & Planning Act 2016.

Results of the analysis

The analysis has found that the delivery of Plot A is likely to result in a range of benefits for residents who share a protected characteristic. This is particularly the case for those who have specific needs and as a result are more likely to benefit from the changes, in particular the provision of new Council homes. This includes women, younger people, black residents and disabled residents, who are over-represented amongst residents living on the Love Lane Estate.

There will also be broader benefits for residents of a lower socio-economic banding. Both the estate and the wider area represent some of the most deprived areas in the



country and therefore the delivery of Plot A will support the achievement of better outcomes for these households.

There is potential for a short-term negative impact for clients of the Grace Organisation, who are predominantly elderly and/or have a disability. The Council has worked closely with the Grace Organisation to find a suitable alternative premises for their important community service in the local area and enable them to move to the new premises without a gap in service. An equivalent sized space and facilities has been identified at the Irish Centre located less than 500 metres north of their current location, and refurbishment works are currently underway. This will minimise the short-term impact as far as possible with the aim to ensure that there is no longer-term impact on these groups.

Although residents placed at 100 Whitehall Street typically share a number of protected characteristics, the closure of emergency accommodation at this location is not considered to have any significant impact on these residents, due the short-term nature of the placements. The provision of emergency accommodation more broadly is also being met at locations elsewhere in the borough.

The profile of the area suggests that parties who may have their property / land rights interfered due to the proposal includes a significant proportion of those with protected characteristics. However, it is not anticipated that the proposal will impact on those with protected characteristics disproportionately to others. Those third parties whose rights are affected may be entitled to statutory compensation. This would be calculated in the same way regardless of whether they share a protected characteristic or not, and all owners would be treated equally. Any impacts will be monitored through ongoing communication with those who may be affected.

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 Scheme Masterplan was agreed by the Council's Cabinet in 2014, following 3 years of engagement and consultation with the local community in and around the Love Lane Estate. This community engagement has continued in the years since, including through the involvement of residents in the procurement process for a development partner, which resulted in the appointment of Lendlease in 2017. Further consultation on the Scheme has also taken place in the years since to further develop the proposals. In August and September 2021, a resident ballot took place on the Love Lane Estate where the majority of participating residents voted in favour of the redevelopment as part of the Scheme.

The consultation on the design of Plot A has focused on creating new homes that specifically respond to the needs of Love Lane residents, and to enhance the benefits the protected groups that are overrepresented on the estate. The Council and



Lendlease have taken a range of steps to ensure that all groups are able to participate in the consultation, including outreach engagement events at various times of day, providing the materials in a range of languages and offering interpreter support.

The Council has worked closely with the Grace Organisation for over 18 months to understand the needs and requirements of their clients and develop a relocation option for the service. The feedback from this process has been incorporated into the design of refurbished space at the Irish Centre, which will ensure the continuity of this service and minimise impact on clients.

As discussed in the Cabinet report, the Council has sent a letter to all parties outside of the Phase A boundary who may suffer a potential interference with rights of light as a result of the development of Phase A (including Plot A). The Council and Lendlease have confirmed that they would be willing to discuss impacts at the appropriate time when the development comes forward. The letter also provided details on drop-in sessions / contact details for those who had any questions in the meantime.

In continuing this communication with any individuals who may be affected by the delivery of Plot A, the Council will take all the necessary steps to ensure that those with protected characteristics can fully participate in this process. This includes sending correspondence in a range of community languages, offering residents interpreter support, and providing opportunities to discuss the impacts in a one-to-one meeting where additional support can be provided as required.


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

The consultation on the designs of Plot A has involved both residents on the Love Lane Estate who will be moving to the new homes and residents neighbouring the proposed development. Many of these residents share a protected characteristic. The feedback from this consultation has been incorporated into the design, much of which relates to features that reflect a particular need of these demographics.

Examples include:

- Mix of house types and sizes
- Adaptable living/kitchen space, able to be partitioned, and generous kitchens
- Accessible homes
- High quality public and communal spaces
- Measures to improve safety – including secure, properly lit and accessible entrances, and no long external walkways or internal corridors
- Opportunities for children's play

In working with the Grace Centre, the Council has responded to the feedback related to the specific needs of the Organisation and its clients. A review in 2018 indicated



that the client group had varying needs including 75% having dementia, 55%, 30% suffering from depression, low mood or mental health issues and 15% with visual impairment. A focus on dementia was highlighted particularly as an ongoing priority, and the delivery of the new facility are based on Stirling Dementia Design Guidance, which is a recognised standard in this area. The design, which has been developed with the Grace Organisation in line with this guidance includes a number of key principles including:-

- Distinctive wayfinding with areas themed and clear consistent signage
- Introduction of natural but not bright light (where possible)
- Barrier free access throughout the building, both internally and externally
- Clear sight lines
- Separation of activities to ensure control of stimuli
- Easy supervision of spaces by staff
- Clear separation of services and users
- Contrasting finishes where appropriate to ensure easy identification

Specific functions include:-

- Kitchen that supports the Grace Organisation's meals on wheels service
- Activity rooms including facilities that accommodate visiting doctors, dentist and other supporting services
- A large activity space for a range of communal activities
- Office space
- Storage to accommodate equipment such as hoists

The Council will continue to communicate with any individuals or parties who own property / land which could have its rights interfered with as a result of the development of Plot A. Through this process, the Council will monitor any findings related to groups who share a protected characteristic.

4. Data and Impact Analysis

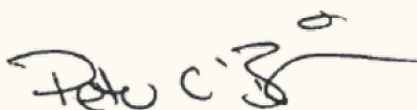
Overview of data sources

The borough-wide data used in this assessment is primarily taken from Haringey Council's 'State of the Borough' review, the 2011 Census and Council housing data.¹

The target population is:-

- Tenants on the Love Lane Estate (secure and non-secure tenants in temporary accommodation). The 60 Council homes at Plot A will be allocated to tenants within this group;
- The Grace Organisation and its clients; and

¹ Council 'State of the Borough' review: <https://www.haringey.gov.uk/local-democracy/about-council/state-of-the-borough>



- Residents and parties with interests in property or land around the site of Plot A of the Scheme.

Data for the tenants on the Love Lane Estate is taken from in-house housing data retrieved in July 2022. The housing register is updated on a regular basis and therefore this data is deemed to be an accurate representation of the makeup of tenants at this time. This relates to secure Council tenant (38) and non-secure tenants in temporary accommodation (169) households who would be eligible for the new Council homes in the Scheme under the Local Lettings Policy. This group does not include private tenants on the estate (data from the Rehousing team indicates that there are up to 20 private tenant households on the estate).

Tenants on the estate are a fixed group of residents, in respect that there will not be 'new' individuals affected by these proposals. As a result, the demographics of this group including protected characteristics are unlikely to change significantly over the coming years during the period in which the proposal is implemented.

It should be noted that the above dataset relates primarily to lead tenants and provides only limited information for other members of the same household.

Data for residents and parties with other interests around the site of Plot A is taken primarily from ward-level data. With the site of High Road West having been subject to a change in ward boundary in May 2022, from Northumberland Park to Bruce Castle, most available Ward data that includes the site of High Road West is still related to Northumberland Park (Census 2011) and therefore this has been used unless otherwise stated. The data from Census 2021 related to protected characteristics at ward-level was not publicly available at the time of writing but will be incorporated into future EqlAs related the High Road West scheme.

Note on impacts

This assessment considers the impact of the proposal in relation to the following:

- a) Impacts that arise from the relocation of existing services or facilities from the Plot A site to enable delivery, e.g., clients and users of the Grace Organisation
- b) Impacts that arise from the delivery of Plot A at completion (including new housing and landscaping), both for residents of the Love Lane Estate who move to the new homes and for neighbouring residents
- c) Impacts that arise for individuals or parties who own property / land which may have rights interfered with as a result of appropriating the land in Plot A for planning purposes and the subsequent development of the site

In regard to point a), relocation of the part of 100 Whitehall Street which provides emergency temporary accommodation is not deemed to have any impact on groups who typically share a number of protected characteristics. The provision of emergency accommodation is being met at sites elsewhere in the borough, and there are not any individuals who would not be able to access such accommodation as a result. As households are only placed in emergency temporary accommodation for a



short period of time, there are also not any individuals who would need to be rehoused from these premises as a direct result of this proposal.

In regard to point c), while the profile of the area suggests the affected parties may include a significant proportion of those with protected characteristics (see analysis later in this section), it is not anticipated that the proposal will impact on parties with these protected characteristics disproportionately to others. Those third parties whose rights have been affected may be entitled to statutory compensation, which the Council and Lendlease recognises and is willing to discuss impacts with affected parties at the appropriate time. This compensation would be calculated in the same way regardless of whether they share a protected characteristic or not, and all owners would be treated equally.

4a. Age

Data

Borough Profile ²	Target Population Profile (Ward / SOA Profile) ³	Profile of Tenants on Love Lane Estate ⁴
56,718: 0-17 (21%)	4,333: 0-17 (30%)	0-15 (0%)
72,807: 18-34 (27%)	3,772: 18-34 (26%)	16-24 (<2%)
68,257: 35-49 (25%)	3,379: 35-49 (23%)	25-34 (26%)
44,807: 50-64 (17%)	1,807: 50-64 (13%)	35-44 (24%)
28,632: 65+ (11%)	1,138: 65+ (8%)	45-54 (29%)
	14,429 Total	55-64 (12%)
		65+ (8%)

Summary

The data indicates that there is a larger younger population in the Northumberland Park ward compared to the borough profile, particularly those under the age of 17.

The data for tenants on the Love Lane Estate appears to show a larger proportion of young adult and middle-aged residents. It should be noted that data primarily relates to lead tenants and is limited for other members of the households, including children. The ward level data shows that the ward has a higher proportion of young children in comparison to the borough average. Further information on the average age of other members of the household beyond the lead tenant will be identified through housing need assessments which are currently ongoing.

² Source: State of the Borough

³ [ONS Ward Level Population Statistics](#)

⁴ Source: Council housing data



In addition, the Grace Organisation currently on site at Plot A is a day care service which serves elderly, vulnerable and disabled people, and is required to relocate to alternative premises to deliver the public benefits at Plot A. The nature of this service, as well as the specific needs of its clients, may mean that they are disproportionately impacted by the proposal.

Potential Impacts

There is potential for a short-term negative impact on elderly clients of the Grace Organisation, due to the relocation of this service. Elderly people are more likely to have an established daily routine which the change in location could disrupt, potentially leading to stress or other health issues.

The Council has been working closely with the Grace Organisation to find suitable alternative premises for their important community service. Subject to completion of refurbishment works currently underway at the premises, the Grace Organisation will be moving to the Irish Centre located on Pretoria Road, N17 8DX. The Irish Centre is located less than 500 metres north of the Grace Organisation's current location, and works have been designed to provide an equivalent sized space and facilities. These steps have been taken to mitigate the short-term impact on the Organisation and their clients and ensure that there is no impact over the longer-term.

The delivery of Plot A should have long-term positive benefits for the existing residents on the Love Lane Estate who move to the new homes. For younger residents, this includes through the provision of a new play provision and communal/private outdoor space. For older residents, the new homes are being designed to meet the needs of households and to provide higher-quality and more suitable accommodation over their existing homes. This includes any adaptations where required, which will be identified through an occupational therapy (OT) assessment. The design of Plot A also prioritises accessibility and safety which will have benefits for both younger and older residents.

4b. Disability⁵

Data

Borough Profile ⁶	Target Population Profile (Ward / SOA Profile) ⁷	Profile of Tenants on Love Lane Estate ⁸
4,500 people have a serious physical disability in Haringey.		For around 16% of these households, it is recorded

⁵ 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.

⁶ Source: State of the Borough

⁷ Source: [ONS Age by Disability](#)

⁸ Source: Council housing data



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.	Long term health problem or disability: 11,361 (78.7%): Very good / good health 2,024 (14.0%): Fair health 1,044 (7.2%): Bad / Very bad health 14,429 Total	that a member of the household has a disability. For secure tenant households this is stated to be over half.
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Summary

The data indicates that there is a high proportion of secure tenants who have a physical impairment or mental health condition. This group may therefore be disproportionately impacted by the proposal. When non-secure tenants are taken into account, the proportion is slightly higher than the borough average.

As discussed in section 4a., the Grace Organisation currently on site at Plot A is a day care service which serves disabled people, and is required to relocate to alternative premises to deliver the public benefits at Plot A. The nature of this service, as well as the specific needs of its clients, may mean that they are disproportionately impacted by the proposal.

Potential Impacts

There is potential for a short-term negative impact on disabled and vulnerable clients of the Grace Organisation due to the relocation of this service, including residents with dementia. The Council has been working closely with the Grace Organisation to find suitable alternative premises for their important community service, and works are underway to provide an equivalent sized space and facilities at the Irish Centre located less than 500 metres north of the Grace Organisation's current location. These steps have been taken to mitigate the short-term impact on the Organisation and their clients and ensure that there is no impact over the longer-term.

Residents with cognitive disabilities may become confused by the changes and the routine they have in visiting the area, potentially creating a short-term negative impact. Over the longer-term, there will be a positive impact as a result of the revised layout with improved connectivity for pedestrians. The design of Plot A on the whole prioritises accessibility and safety and has taken a holistic approach to promoting good health and wellbeing.

The delivery of Plot A should have long-term positive benefits for residents with a disability who move to the new homes. The new homes will be designed to meet the needs of individual households, including any adaptations where required, which will be identified through an OT assessment.



4c. Gender Reassignment⁹

Data

Borough Profile ¹⁰	Target Population 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. ¹¹	No data is held on this protected characteristic for the target population.

Summary & Potential Impacts

The Council does not have data based on this protected characteristic. The Council does not envisage that the proposal will have a disproportionate impact on this particular protected characteristic.

4d. Marriage and Civil Partnership

Data

Borough Profile ¹²	Target Population Profile (Ward / SOA Profile) ¹³	Profile of Tenants on Love Lane Estate ¹⁴
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%)	Divorced or formerly in a same-sex civil partnership which is now legally dissolved: (10.2%) In a registered same-sex civil partnership: (0.2%) Married: (32%)	Divorced (7%) Married (29%) Single (58%) Unknown (6%)

⁹ 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.

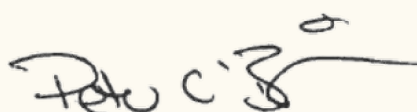
¹⁰ Source: State of the Borough

¹¹ 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.

¹² Source: State of the Borough

¹³ Source: 2011 Census

¹⁴ Source: Council housing data



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%)	Separated (but still legally married or still legally in a same-sex civil partnership): (6.6%) Single (never married or never registered a same-sex civil partnership): (46.7%) Widowed or surviving partner from a same-sex civil partnership: (4.3%)	
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Summary

Available data indicated that the marriage / civil partnership status of tenants on the estate is broadly similar to the borough and ward average. The proportion of residents who are single increases to 73% when considering secure tenants only. It should be noted that this data primarily relates to lead tenants, and not other members of the household. Further data related to this protected characteristic for other members of the household will be identified through the housing need assessments which are ongoing.

Potential Impacts

The Council does not envisage that the proposal will have a disproportionate impact on this particular protected characteristic. Any individuals who are impacted by the delivery of Plot A will be treated the same regardless of their marital / civil partnership status.

4e. Pregnancy and Maternity

Data

Borough Profile ¹⁵ Live Births in Haringey 2019: 3,646	Target Population Profile (Ward / SOA Profile) Live Births in Northumberland Park 2019: 278 (highest of any ward in the borough)	Profile of Tenants on Love Lane Estate No data is currently held on this protected characteristic for the target population.
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¹⁵ Births by Borough (ONS)



Summary

The data indicates that, consistent with the data showing that the local area has a generally younger population in comparison with the rest of the borough, the number of live births is also high. The Council does not hold data on this protected characteristic for residents on the Love Lane Estate. The Council will collect more data on this protected characteristic through future consultations and ongoing housing need assessments.

Potential Impacts

The delivery of Plot A should have positive benefits for any residents who moves to the new homes and are pregnant or have young children. The new homes will be allocated to meet the needs of households, including the appropriate number of bedrooms, which will address issues of overcrowding.

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.¹⁶

Borough Profile ¹⁷	Target Population Profile (Ward / SOA Profile) ¹⁸	Profile of Tenants on Love Lane Estate ¹⁹
<u>Arab: 0.9%</u> Any other ethnic group: 3.9% <u>Asian: 9.5%</u> Bangladeshi: 1.7% Chinese: 1.5% Indian: 2.3% Pakistani: 0.8% Other Asian: 3.2% <u>Black: 18.7%</u> African: 9.0% Caribbean: 7.1% Other Black: 2.6% <u>Mixed: 6.5%</u>	<u>Arab: 0.9%</u> Any other ethnic group: 4.5% <u>Asian: 7.8%</u> Bangladeshi: 1.5% Chinese: 1.0% Indian: 1.3% Pakistani: 0.5% Other Asian: 3.5% <u>Black: 40.3%</u> African: 22.0% Caribbean: 13.5% Other Black: 4.8%	<u>Any other Ethnic Group: 7%</u> <u>Asian: 7%</u> Bangladeshi: <2% British Asian: <2% Chinese: <2% Indian or UK Indian: <2% Other: 2% <u>Black: 47%</u> African: 27% British: 8% Caribbean: 12%

¹⁶ [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](http://www.equalityhumanrights.com)

¹⁷ Source: 2011 Census

¹⁸ Census 2011

¹⁹ Source: Council housing data



White and Asian: 1.5% White and Black African: 1.0% White and Black Caribbean: 1.9% Other Mixed: 2.1% <u>White: 60.5% in total</u> English / Welsh / Scottish / Northern Irish / British: 34.7% Irish: 2.7% Gypsy or Irish Traveller: 0.1% Other White: 23%	<u>Mixed: 7.4%</u> White and Asian: 0.9% White and Black African: 1.7% White and Black Caribbean: 2.7% Other Mixed: 2.1% <u>White: 39.1% in total</u> English / Welsh / Scottish / Northern Irish / British: 16.6% Irish: 1.7% Gypsy or Irish Traveller: 0.1% Other White: 20.7%	<u>White: 31%</u> British: 8% Irish: <2% Kurdish: 2% Turkish: <2% Turkish Cypriot: 5% Other: 14% <u>Mixed: 4%</u> Black Caribbean and White: 2% Other Mixed: 2% <u>Unknown: 4%</u>
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Summary

The High Road West area and Northumberland Park ward is one of the most diverse wards in the borough and has large black African, black Caribbean, Turkish, Kurdish and East European communities. In addition to this, there are a range of inequalities, for these communities, often as a result of poverty and deprivation.

The data above shows that residents in the local area, including tenants on the Love Lane Estate, are more likely to be black. There is accordingly a lower proportion of residents who are white or Asian.

Potential Impacts

The delivery of Plot A should have long-term benefits for black residents. An overrepresentation of residents on the Love Lane Estate who share this protected characteristic means that they are likely to benefit from the availability of new Council homes which will meet the needs of individual households. Black residents are more likely to have a lower household income (discussed further in section 4j) – meaning they should feel more benefits from the security and affordability of accessing a Council home.²⁰ The new homes and environment have been developed with local residents and aim to meet their specific needs and preferences.

There is also a positive impact stemming from the creation of a safe and welcoming environment, which has used a Secured by Design Approach working with local stakeholders to promote community safety. Across multiple rounds of consultation

²⁰ [Which ethnic groups are most affected by income inequality? \(parliament.uk\)](https://www.parliament.uk/business/committees/committees-a-z/commons-select/equality-committee/written-evidence/2018-19/which-ethnic-groups-are-most-affected-by-income-inequality/)



on the scheme, residents have expressed a desire to improve public safety in the neighbourhood. The Council's Resident Survey 2021 found that 62% of residents in North Tottenham referenced crime and anti-social behaviour as the aspect they disliked most about their local area, and North Tottenham also reported the highest proportion of residents who felt unsafe during the day (10%) and after dark (40%) in the borough.²¹ Black residents are more likely to experience hate crime or be victims of crime and therefore may benefit more from these design interventions which respond to the aspirations of the community.²²

There may be an impact on residents in the surrounding area should they have rights on land/property interfered with as a result of the appropriation of land in Plot A for planning purposes, and its subsequent development. The diversity in the racial demographics of the local community could mean there are language barriers to understanding the effect of appropriation and how to participate in the process. This will be mitigated by the Council ensuring that information is provided in a range of community languages (or that recipients are offered the opportunity to access information in their first language), as well as interpreter support.

4g. Religion or belief

Data

Borough Profile ²³	Target Population Profile (Ward / SOA Profile) ²⁴	Profile of Tenants on Love Lane Estate ²⁵
Christian: 45% Buddhist: 1.1% Hindu: 1.9% Jewish: 3% Muslim: 14.2% Sikh: 0.3% No religion: 25.2% Other religion: 0.5% Religion not stated: 8.9%	Christian: 50.6% Buddhist: 1.0% Hindu: 1.1% Jewish: 0.2% Muslim: 24.2% Sikh: 0.2% No religion: 13.2% Other religion: 0.3% Religion not stated: 9.2%	Christian: 5% Muslim: 4% Unknown or other religion: 91%

Summary

²¹ Source: Resident Survey 2021

²² [Crime in England and Wales: Annual Trend and Demographic Tables - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/crime-in-england-and-wales/annual-trend-and-demographic-tables)

²³ Source: 2011 Census

²⁴ Source: 2011 Census

²⁵ Source: Council housing data



The data indicates that Northumberland Park has large Christian and Muslim communities. There is limited data on religion and faith within the High Road West area and its immediate environs however it is likely that this is also the case here. From consultation with the Grace Organisation, it is understood that many of their clients identify as Christian and this has informed the assessment of impacts below.

Potential Impacts

There is potential for a short-term negative impact resulting from the relocation of the Grace Organisation for individuals / groups who are Christian, due to them making up a significant proportion of clients who access their service. As noted, the Council has been working closely with the Grace Organisation to find suitable alternative premises for their important community service, and works are underway to provide an equivalent sized space and facilities at the Irish Centre located less than 500 metres north of the Grace Organisation's current location. These steps have been taken to mitigate the short-term impact on the Organisation and any groups who use these premises and ensure that there is no longer-term impact.

4h. Sex

Data

Borough profile ²⁶ Females: (50.5%) Males: (49.5%)	Target Population Profile (Ward / SOA Profile) Females 7,958 (48.8%) Males: 8,344 (51.2%)	Profile of Tenants on Love Lane Estate ²⁷ Females: (75%) Males: (25%)
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Summary

The data indicates that the demographics in the local area are broadly similar to the borough profile, albeit with a slightly higher proportion of males than females. For tenants on the Love Lane Estate however, there is a significantly higher proportion of females than males, reflecting a wider trend within the demographics of the housing waiting list – women make up around 76% of those with Band B rehousing priority on the housing register. ²⁸

Potential Impacts

²⁶ Source: 2011 Census

²⁷ Source: Council housing data

²⁸ Source: Council housing data



The delivery of Plot A is likely to particularly benefit women due to their overrepresentation on the Love Lane Estate, who will be prioritised to move to one of the new homes. Data indicates that in Haringey women are less likely than men to consider themselves to be managing well financially, more likely to have had their personal financial circumstances worsen, and more likely to be experiencing food poverty.²⁹ This suggests that women are more likely to benefit from the provision of secure and genuinely affordable housing through the delivery of Plot A.

There may also be benefits from a safer public realm which would particularly benefit women. A higher proportion of women feel unsafe after dark (47%) compared to men (67%) and North Tottenham has the highest proportion of residents who feel unsafe both during the day and after dark in Haringey.

4i. Sexual Orientation

Data

Borough profile ³⁰ 4% of Haringey residents are gay or lesbian ³¹ , representing the sixth largest gay and lesbian community in London and compared to 3.1% of London residents aged 16 or over identified themselves as lesbian, gay or bisexual in 2013.	Target Population Profile No data is held on this protected characteristic for the target population.
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Summary & Potential Impacts

The Council does not have data based on this protected characteristic. The Council does not envisage that the proposal will have a disproportionate impact on this particular protected characteristic.

Any individuals who are impacted by the delivery of Plot A will be treated the same regardless of their sexual orientation.

4j. Socioeconomic Status (local)

Data

²⁹ Source: Residents Survey 2021

³⁰ Source: ONS Integrated Household Survey

³¹ Source ONS Annual Population Survey 2013-15



Borough profile ³²	Target Population Profile
<p>Income</p> <p>8.3% of the population in Haringey were claiming unemployment benefit on 9 December 2021.³³</p> <p>20.8% of the population in Haringey were claiming Universal Credit on 9 December 2021.³⁴</p> <p>29% of employee jobs in the borough are paid less than the London Living Wage.³⁵</p> <p>Educational Attainment</p> <p>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.³⁶</p> <p>4.4% of Haringey's working age populations had no qualifications in 2020.³⁷ 4.8% were qualified to level one only.³⁸</p> <p>Area Deprivation</p> <p>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 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.³⁹</p>	<p>Income</p> <p>Northumberland Park has:⁴⁰</p> <ul style="list-style-type: none"> • Highest percentage of households in the borough in receipt of benefits (72%) and earning less than London Living Wage (21%) • Highest percentage of residents in borough who have been worried that their household would not have enough food (20%) • Lower percentage of households who could pay an unexpected expense of £100 in comparison to borough average (62% compared to 68%) <p>Educational Attainment</p> <ul style="list-style-type: none"> • Northumberland has the joint highest percentage of residents stating that they did not speak English well (5% compared to borough average of 3%)⁴¹ • Around 53% students Northumberland Park achieve Grade 9-4 in English and Maths, the fourth lowest in the borough <p>Area Deprivation</p>

³² Source: ONS Integrated Household Survey

³³ [ONS Claimant Count](#)

³⁴ [LG Inform](#)

³⁵ ONS

³⁶ Source: Annual Population Survey 2019 (via nomis)

³⁷ [LG Inform - qualifications](#)

³⁸ [LG Inform – level one](#)

³⁹ [State of the Borough](#) (p.21)

⁴⁰ Source: Residents Survey 2021

⁴¹ Source: Residents Survey 2021



	The Scheme is located in LSOAs which fall in the 20% most deprived in the country, with parts of the Love Lane Estate in the 10% most deprived, as measured by the IMD score 2019. ⁴²
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Summary

The ward-level data shows that residents in the local area, including secure tenants on the Love Lane Estate are more likely to occupy a lower socio-economic banding.

Potential Impacts

The proposal should have a positive impact on those who occupy a lower socio-economic banding. Evidence has shown that the provision of secure and affordable housing provides the foundation for better health. ⁴³ The delivery of 60 new Council homes for existing residents on the Love Lane Estate which will meet the needs of each household will help alleviate issues such as overcrowding. The new homes are also being designed to be more energy efficient than the existing homes, which should reduce the impact on household finances. Such factors often prevent barriers to obtaining and maintaining stable employment.

More widely, the delivery of 500 Council homes as part of the scheme (which the proposal will help unlock) will also provide more opportunities for households on the wider housing register in Haringey to access the most affordable type of housing.

5. Key Impacts Summary

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

The data analysis indicates that the following groups are likely to benefit more from the development of Plot A, which will deliver 60 new Council homes for existing residents and an improved environment:

- Women
- Younger residents
- Black residents, particularly those who are African or Caribbean
- Disabled residents

This is both due to their overrepresentation amongst tenants on the Love Lane Estate and more widely in the local area of the Scheme, as well as their specific needs –

⁴² [Haringey \(mysociety.org\)](https://mysociety.org/haringey)

⁴³ [Relationship between health and number of housing problems - The Health Foundation](#)



including housing which meets the requirements of their household and a safer, more welcoming environment to live in - which means they are more likely to benefit from the changes delivered by Plot A. There should also be broader benefits for residents of a lower socio-economic banding, as both the estate and the wider area represent some of the most deprived areas in the country.

There is potential for a short-term negative impact for clients of the Grace Organisation, who are predominantly elderly and/or have a disability. However, the Council has worked closely with the Grace Organisation to find a suitable alternative premises for their important community service in the local area. An equivalent sized space and facilities has been identified at the Irish Centre located less than 500 metres north of their current location, and refurbishment works are currently underway. This will minimise the short-term impact as far as possible and ensure that there is no longer-term impact on these groups.

The profile of the area suggests that parties who may have their property / land rights interfered due to the proposal includes a significant proportion of those with protected characteristics. However, it is not anticipated that the proposal will impact on those with protected characteristics disproportionately to others. Those third parties whose rights are affected may be entitled to statutory compensation. This would be calculated in the same way regardless of whether they share a protected characteristic or not, and all owners would be treated equally. Any impacts will be monitored through ongoing communication with those who may be affected.

5b. Intersectionality

The data indicates that single, black mothers may particularly benefit from the proposal. As well as the data highlighting this is as an intersection of protected characteristics within the demographics on the Love Lane Estate and in the local area of the Scheme, there are also clear benefits evident for this group. Single black mothers are more likely to occupy a lower socio-economic banding, feel unsafe in their local neighbourhood, have barriers to accessing employment opportunities, and have a need for access to childcare, schooling and healthcare facilities. The provision of 60 new Council homes with associated landscaping (including opportunities for play for children) will help respond to these needs. These needs will also be responded to through the wider delivery of Phase A of the scheme, which Plot A represents the start of, which will bring more community facilities, investment in socio-economic opportunities, and new public spaces.

5c. Data Gaps

The analysis has identified gaps in the available data on:

- The demographics of household members other than the lead tenant
- Sexual orientation
- Gender reassignment

A handwritten signature in black ink, appearing to read 'Det C. 30'.

In future consultation and engagement exercises on the Scheme, the Council will seek to identify any impacts on individuals related to this protected characteristic. Where information relates to residents on the Love Lane Estate, information may also be identified through ongoing housing need assessments. An updated EqIA for Phase A of the Scheme is planned to be produced in autumn 2022.

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

The development of Plot A will contribute significantly to the social, economic and environmental wellbeing of the immediate and surrounding area. This is through the delivery of 60 new Council homes for existing residents on the Love Lane Estate, as well as associated landscaping which will improve the place-making of the local area. The delivery of Plot A will also help unlock subsequent plots within Phase A of the Scheme, by providing new homes for existing residents to move into.

The proposal will help overall to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not. The delivery of the first 60 new Council homes at Plot A should have positive impacts for individuals across a range of protected groups. Benefits will particularly be felt by, but not be limited to, protected groups overrepresented in lower socioeconomic groups, including residents from a minority background, women (including single mothers), and residents with limiting health conditions or disabilities.

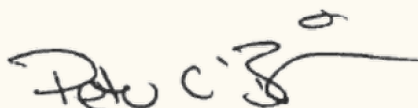
The proposal will help to foster good relations between groups who share a relevant protected characteristic and those who do not, by supporting the delivery of a safe and welcoming neighbourhood. Residents will continue to be engaged and consulted on the details of their new homes and the Plot A development, ensuring they can participate in this process.

7. Amendments and mitigations

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

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

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**

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**

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:

The Council will continue to work with residents on the details for the Plot A development to ensure that it furthers the aims of the Equality Duty, that any potential negative impact is mitigated or removed, and that the overall positive impacts of the development are enhanced.

The Council will maintain communication with any affected parties who may have property rights interfered with as a result of appropriating the land in Plot A for planning purposes and the subsequent development of the site. If any impacts are identified which disproportionately affected those with protected characteristics, then this will be considered and further mitigation measures will be developed.


The Council will continue to progress work to support the Grace Organisation to move to suitable alternative accommodation and ensure that any negative impact on its clients is minimised.

Lead officer: **Scott Mundy**

Timescale: **Development of Plot A anticipated to take place over a period of 2-3 years**

7. Ongoing monitoring

The High Road West team will be responsible for ongoing monitoring of the equalities impact of the proposal. This includes through engagement with residents who will be moving to Plot A and those living nearby the development, and through contact with any affected parties who may have rights interfered with as a result of appropriating the land in Plot A for planning purposes and the subsequent development of the site.



Date of EQIA monitoring review: Autumn 2022

8. Authorisation

EQIA approved by (Assistant Director/ Director)

Date

07/07/2022

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.

A handwritten signature in black ink, appearing to read "Peter O'Brien", with a stylized flourish at the end.

Peter O'Brien - Assistant Director – Regeneration & Economic Development - Date: 08/07/2022