

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:	Wood Green Business Improvement District (BID) Re-ballot
Service Area:	Placemaking & Housing
Officer Completing Assessment:	Peter Smith, Town Centre Regeneration Officer (Central).
Equalities Advisor:	Jim Pomeroy, Policy & Equalities Team Manager
Cabinet meeting date (if applicable):	8 November 2022
Director/Assistant Director	Peter O'Brien, Assistant Director Regeneration & Economic Development

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).**

Proposal being assessed:

This proposal is to support the Future Wood Green organisation's decision to hold a renewal ballot to operate a Business Improvement District (BID) for a five-year term from 1 July 2023 covering Wood Green Town Centre and Turnpike Lane, in consultation with the Council, the Metropolitan Police Service and other stakeholders. The Council has a duty to assess the BID's proposals and hold or commission the ballot.

Business Improvement Districts are led and funded by local businesses in partnership with local authorities and other public sector agencies. A BID is a defined area within which businesses pay a levy, separate and additional to Business Rates. The funds raised through the levy pay for projects and improvements directly related to the issues and concerns determined by local businesses. Baseline service delivery in the area will not be affected by the BID proposals, as the BID does not replicate or replace provision which is being provided by the Council as part of its statutory duties.

The direct impact of the BID proposals is limited to the catchment area of Wood Green and Turnpike Lane Town Centres (map Annex A). The BID catchment area covers four local authority wards (Noel Park, Woodside, Bounds Green and Haringay). Around 40% of the total trade in Wood Green Town Centre is derived from the population of these four wards, hence any projects and initiatives delivered by the Wood Green BID in the town centre will have the potential to impact on this population. There are 372 businesses in the proposed BID catchment area which will benefit individually and collectively from the additional services the BID will deliver in Wood Green and Turnpike Lane. A further 106 businesses fall below the levy threshold, so would not be liable to pay the BID levy. These are mostly smaller businesses, where their rateable value is below £15,000 per annum.

The data analysis conducted within this EQIA shows that there will either be a positive or neutral impact on individuals with protected characteristics covered by the Equality Act 2010 in the Wood Green BID area. No mitigations are envisaged because of this EQIA assessment.

Essentially the impact can be assessed against two main stakeholder groups, the business owners themselves (and their employees) and the residents/visitors to the town centre. Most of our data relates to residents with more anecdotal data

concerning business ownership and employee make-up. For instance we can assume that smaller businesses in the area will be owned by a higher proportion of BAME owners. The micro businesses (with a rateable value of below £15,000 p.a. will not be charged the BID levy but will indirectly benefit from BID activities such as events, marketing, public realm interventions etc. that would increase footfall and potential customers. This would also apply to family-run businesses and a proportion of employees.

Working with the BID will enable more accurate equalities data of their business members to be collected and also of the beneficiaries of their activities. Also one of the BID's activities will be to tackle hate crime and community safety (through initiatives such as the Business Crime Reduction Partnership, PubWatch for hospitality businesses and community events such as Haringey Pride and the Community Fun Day which will proactively support community cohesion.

The change which will occur if the Wood Green BID commences another five-year term would be that as laid out in the BID renewal (second term) Business Plan. Currently the Wood Green BID operates under four delivery themes (Safe & Secure, Place & Connectivity, Events & Marketing and Business & Investment) which collectively are designed to improve the look, feel and safety of the town centre creating a pleasant environment. It is not envisaged that there will be a wide departure from these four delivery themes as the BID has conducted a survey to assess which services businesses most value and these have remained popular.

This EQIA will be reviewed one year after the BID commences a new term from July 2023 (subject to the success of the ballot). This would then allow opportunity for ONS 2021 Census data to be compared to the data used to compile this EQIA which was mainly taken from the ONS 2011 Census, being the latest available data source at the time.

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.

There have been two recent relevant consultations involving residents and businesses on Wood Green town centre. The Wood Green Town Centre Vision Study (June 2022) and the Wood Green BID Feasibility Survey (August-September 2022). Both sets of consultations provided the opportunity to ask residents and businesses pertinent questions on their views of the town centre. Feedback has informed the Wood Green BID proposals in terms of shaping its future priorities and considering the characteristics of protected groups.

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

Wood Green BID Feasibility Survey (August-September 2022)

As part of a BID renewal feasibility study 60 independently conducted business surveys were undertaken by The Means, an external consultancy on behalf of the BID. This included an online survey and individual interviews with levy payers on the performance and progress of the BID and what should be prioritised in the new BID term. The questionnaire was also made available online. The questionnaire is included within the Cabinet report pack.

A sample of a further 20 businesses in the proposed new geographical area (Turnpike Lane) were contacted and interviewed face to face, to gauge appetite for becoming involved. This was undertaken in partnership with the Turnpike Lane Traders Association, who sent out a message and consulted with members prior to the interviews taking place. The emerging findings are that the environment of the town centre in terms of look and feel is a key priority for businesses as well as preventing anti-social behaviour and crime.

48% and 42% of businesses surveyed in WG and TPL respectively said they would vote yes to a BID with 46% and 38% not sure and only 6% and 21% saying no. This is before the ballot campaign and promotion of the services to be offered should the BID be successful at ballot.

Wood Green Town Centre Vision Study (June 2022).

A survey of residents, young people and businesses was conducted by The Means as part of the Wood Green Town Centre Vision Study (June 2022). A survey of 26 young people aged 16 -25 years from a variety of ethnic backgrounds was conducted. Safety and security featured highly as a concern among young respondents, with a majority holding the perception of Wood Green as unsafe, and suggesting they choose to visit other centres due to an increased feeling of safety and a more pleasant environment. A notably important aspect that young people feel is lacking, is areas for social activity, with many suggesting it needs more social space and activities for their age group.

Face to face interviews were also conducted with 34 businesses from a range of sectors. Retail made up 67% of the respondents, consisting mainly of clothes shops, phone shops and food shops. Of the businesses interviewed, 63% saw their turnover decrease over the previous 6 months, and just 9% saw it improve.

Emerging from the pandemic and at the time of conducting surveys, the most common challenges businesses expected to face were related to concerns over footfall and being able to meet sales targets. This is a realistic worry, as competition from other shopping destinations and online sales grows. Another challenge for businesses was the issue of recruiting suitable staff.

Businesses in Wood Green have been hit hard by the pandemic, which accelerated an existing trend of decline. All types of retail had seen a gradual decline in sales over recent years. There had been a loss of quality high street staples and seemingly a growing emphasis on convenience shopping and takeaways/eating out.

A variety of suggestions were made for improvements to Wood Green from the perspective of local businesses. The most common single suggestion was to bring

high quality brands to Wood Green, including bringing back high street chains like M&S, because these shops attracted people with a higher disposable income.

Some business owners mentioned that footfall is not an issue, but rather it is the type of customers, as they are less willing to spend which is an issue for shops selling more expensive goods. Suggestions for more leisure and more staple high street brands are linked to attracting people to the area and re-establishing Wood Green as a destination.

Safety was the second most common theme, with poor safety and anti-social behaviour seen as a hindrance for businesses in terms of shop lifting and deterring customers. Many noted an awareness of the 'rangers' scheme but thought more still needed to be done.

Other suggestions were related to improving the appearance of the high street through schemes such as shop front improvements, street cleaning and greenery. Others simply stated that more investment was needed as a way to address many of the issues experienced in Wood Green.

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.

The Retail and Town Centre Uses Study report by Lichfields (2021) states that the primary catchment area for Wood Green town centre falls across Noel Park, Woodside and Bounds Green wards, with a population of 56,700. The household survey carried out as part of that study indicates that 60% of respondents across the catchment area had used shops and services in Wood Green in the last year and 85% had visited the centre.

The Lichfield report suggests Wood Green town centre attracts about 40% of its trade from the local catchment area (Noel Park, Woodside, and Bounds Green wards). Haringay ward borders Turnpike Lane local centre which, although not currently part of the BID will be part of the Wood Green BID second term proposals. Haringay ward data has subsequently been included in this EQIA.

The Demographic information presented in this EQIA is based on ONS Census 2011 data for Noel Park, Woodside, Bounds Green and Haringay wards. Haringey Borough and London wide averages have been included for comparison.

<https://www.haringey.gov.uk/local-democracy/about-council/state-borough/ward-profiles>

4a. Age

Data

Borough Profile¹

56,718: 0-17 (21%)
72,807: 18-34 (27%)
68,257: 35-49 (25%)
44,807: 50-64 (17%)
28,632: 65+ (11%)

Target Population Profile

Noel Park – residents aged 20-44 represent around 47% of the ward population, which is higher than the Haringey borough average of 42.5%. Residents aged 65+ represent 9% of the ward population.

Woodside - those aged 20-44 make up the largest age group among residents (47.8%), while those aged 65+ make up the smallest proportion (9.3%). This follows the pattern seen in the wider borough, with 20–44-year-olds slightly over-represented compared to the wider borough (42.5%).

Bounds Green's overall population spread mirrors that seen in Haringey more widely, with just under half of residents aged 20-44 (43.4%), and a small proportion aged 65+ (9.7%). There is no major variation in age group composition across the ward compared to the wider borough averages.

Harringay ward reveals that the 0–19-year age group is significantly lower than the Haringey average and the 20–34-year group is significantly higher than the Haringey average.

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

The key data source used is based on ONS Census 2011 data. Haringey Borough averages have been included for comparison.

There is a higher number of adults aged 20-34 across the four wards than the Haringey average. The number of adults 65+ age reflects the Haringey average.

Potential Impacts

The BID proposals are not expected to have any negative impacts on service delivery for Wood Green residents based on age. There is a Post Office in the BID area which is more likely to be used by older people and / or people who are unable to conduct transactions online. The Rising Green Youth Hub in Lymington Avenue opened on 1 August 2022 and is aimed at young people aged 11-24. The Wood Green BID supports the Youth Hub and has been involved in its development.

¹ Source: State of the Borough

The ages of business owners (either levy paying or non-paying) are not collected.

The BID delivery themes (Safe & Secure, Place & Connectivity, Events & Marketing and Business & Investment) are designed to improve the look, feel and safety of the town centre, creating a pleasant environment for all ages.

The proposed policy/decision will have a positive impact for people of all ages.

For example, a survey of young people undertaken as part of the Wood Green Town Centre Vision Study (2022) highlighted safety and security as a key concern among young people. The Wood Green BID have deployed 4 street wardens during its first term which has contributed to reducing levels of crime in the town centre. It is envisaged that this initiative will continue should the BID continue into a second term, following a successful re-ballot and this will have a positive impact on the feelings of safety for young people. This service will also be expanded into Turnpike Lane in the second term.

During the first term of the Wood Green BID regular events have been aimed at families throughout the year. For example, Easter workshops involving pottery and gardening, Christmas themed activities and volunteer-led community gardening in the forecourt of Wood Green Library. The Wood Green BID have also delivered a Family Fun Day at Duckett’s Common for the past three years.

The proposed policy/decision will have a positive impact for people of all ages.

4b. Disability²

Data

Borough Profile ³

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

Ward	Residents with a limiting Long-term Health Problem or Disability
Bounds Green	In Bounds Green around 16.9% of residents have a limiting long-term health problem or disability. This is in line with the rates seen in Haringey (16.7%) and London (16.4%)

² 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.

³ Source: 2011 Census

Woodside	In Woodside 17.4% of residents have a limiting long-term health problem or disability. This is slightly higher than the rate seen in Haringey (16.7%) and London (16.4%) more widely.
Noel Park	In Noel Park around one in five residents (19.8%) have a limiting long-term health problem or disability. This is substantially higher than the rate seen in Haringey (16.7%) and London (16.4%) more widely.
Harringay	In Harringay 14.1% of residents have a limiting long-term health problem or disability. This is below the rate seen in Haringey (16.7%) and London (16.4%) more widely.

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

The key data source used for the borough wide profile is based on ONS Census 2011 data.

Potential Impacts

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

The BID delivery themes (Safe & Secure, Place & Connectivity, Events & Marketing and Business & Investment) are designed to improve the look, feel and safety of the town centre, creating a pleasant environment for all ages.

The Wood Green BID have delivered improvements to five business premises within the town centre, with three of them resulting in improved access for people with disabilities, for example a wider shop door. The BID has also advocated for better accessibility at Turnpike Lane and Wood Green Underground stations, for people with mobility challenges and families using pushchairs.

The BID proposals are not expected to have any negative impacts on service delivery for WG/TPL residents based on disability. Information on business owners with disabilities is not collected.

The proposed policy/decision is expected to have a positive impact for people with disabilities.

4c. Gender Reassignment⁴

Data

⁴ 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 ones preferred gender. This is because changing ones physiological or other gender attributes is a personal process rather than a medical one.

Borough Profile

There is no robust data at Borough level on transgender population, however central government estimates that there are approximately 200,000-500,000 transgender people in the UK. Assuming an average representation, this would mean between 800 and 2,000 Haringey residents are transgender.⁵

The key data source used is based on central government estimates.

Target Population Profile

The number of transgender residents living in the local catchment area/ward figures is not known and can only be extrapolated from the overall estimate of 800- 2,000 for Haringey. Across the four wards this would equate to approximately 200-500 trans residents.

Potential Impacts

The BID delivery themes (Safe & Secure, Place & Connectivity, Events & Marketing and Business & Investment) are designed to improve the look, feel and safety of the town centre, creating a pleasant environment for all residents and visitors to Wood Green.

We do not have local data regarding this protected characteristic, but there is consideration for this protected group. We do not have business related data regarding this protected characteristic. We do not envisage any inequalities based upon this protected characteristic because of the WG BID proposals.

People who are transgender will benefit from the community safety initiatives which are delivered by the Wood Green BID such as the presence of the Street Wardens which may reduce transphobic hate crime or fear of such crime.

The proposed policy/decision is expected to have a positive impact for transgender residents and visitors. The BID has also led on, in partnership with the Council, organising Haringey Pride events aimed at celebrating and highlighting LGBTQI+ communities in the borough. The next Haringey Pride event was planned to be held on 10 September 2022 and only postponed due to the death of Queen Elizabeth II (see www.Haringeypride.org) and is to be rearranged/reformatted in the coming months. The BID works closely with Haringey Council's LGBT+ Network. It is envisaged that the BID will continue to deliver an annual Haringey Pride Festival in its second term.

4d. Marriage and Civil Partnership

Data

Borough Profile ⁶

⁵ Transgender 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.

⁶ Source: 2011 Census

Married: (33.3%)

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

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

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

Noel Park – the level of marriage (28.6%) is below the Haringey borough level of (33.3%) and in a registered same-sex civil partnership is the same as the Haringey level (0.6%).

Woodside - the level of marriage (34%) is around the Haringey borough level of (33.3%) and in a registered same-sex civil partnership (0.4%) is below the Haringey level (0.6%).

Bounds Green - the level of marriage (32.4%) is around the Haringey borough level of (33.3%) and in a registered same-sex civil partnership (0.5%) is slightly below the Haringey level (0.6%).

Harringay - the level of marriage (28.5%) is significantly lower than the Haringey borough level of (33.3%) and in a registered same-sex civil partnership (0.7%) is slightly above the Haringey level (0.6%).

Single (never married or never registered a same-sex civil partnership): In Noel Park the level for single people (53.5%) is higher than the Haringey average (50.0%). In Harringay the level of single people (58.1%) is significantly higher than the Haringey average. Whilst in Bounds Green (49.5%) and Woodside (50.1%) is around the same as the Haringey average.

The key data source used is based on ONS Census 2011. Haringey Borough averages have been included for comparison.

The level of marriage in Noel Park and Harringay wards is lower than the Haringey average, whilst in the other two wards it is around the same as the Haringey average. The level of single people in Noel Park and Harringay wards is higher than the Haringey average whilst in the other two wards it reflects the Haringey average. Residents in a registered same-sex civil partnership across all four wards reflects the Haringey average.

Potential Impacts

The BID delivery themes (Safe & Secure, Place & Connectivity, Events & Marketing and Business & Investment) are designed to improve the look, feel and safety of the town centre, creating a pleasant environment for all residents and visitors to Wood Green.

We do not expect there to be any disproportionate impact or discrimination for Wood Green residents or visitors based upon marital, single or civil partnership status. We do not have information on business owners marital or civil partnership status.

The proposed policy will have a neutral impact on people with this protected characteristic.

4e. Pregnancy and Maternity

Data

Borough Profile ⁷

Live Births in Haringey 2019: 3,646

Target Population Profile

Ward	No. Live Births	Haringey Live Births Average (191)
Bounds Green	192	Around Haringey average
Woodside	214	Higher
Noel Park	172	Lower
Harringay	182	Slightly lower than average

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

Figures from ONS live births 2019.

Potential Impacts

The BID delivery themes (Safe & Secure, Place & Connectivity, Events & Marketing and Business & Investment) are designed to improve the look, feel and safety of the town centre, creating a pleasant environment for all residents and visitors to Wood Green.

We do not have local data regarding this protected characteristic, but there is consideration for this protected group. We do not have business related data regarding this protected characteristic. We do not envisage any inequalities based upon this protected characteristic because of the Wood Green BID.

Women who are pregnant may benefit from the community safety initiatives which are delivered by the Wood Green BID such as the presence of the Street Wardens which

⁷ Births by Borough (ONS)

may reduce the fear of crime and feeling vulnerable. Projects improving accessibility in the area will also assist parents with young children and pregnant visitors.

The Wood Green BID proposals are therefore expected to have a positive impact based on pregnancy and maternity.

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.⁸

Data

Borough Profile ⁹

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%**

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

⁸ [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](http://equalityhumanrights.com)

⁹ Source: 2011 Census

Noel Park has a larger than average proportion of residents whose ethnicity is White Other, compared to the wider Haringey population. This is the major ethnic group in Noel Park.

Those of White British ethnicity are under-represented in Noel Park, compared to other Haringey wards.

In **Woodside** those of White Other ethnicity represent the largest group (33.5%). Woodside has the largest proportion of residents of White Other ethnicity of all Haringey wards. Woodside also has the largest proportion of Asian residents of all Haringey wards (14.3%).

Those of White British ethnicity are under-represented in Woodside (23.3%) compared to the Haringey average (34.7%).

Bounds Green has a larger proportion of residents whose ethnicity is White Other (30.5%), compared to the wider Haringey population (25.9%).

While the proportion of White British residents in Bounds Green is similar to the proportion of residents of White Other ethnicity, this group is slightly under-represented in the ward (29.7% compared to 34.7% in Haringey).

Harringay

The proportion of White British residents has decreased in Harringay from 44.3% to 33.8% since the last census undertaken in 2001. The largest increase in ethnic group comes from the White Other group with a 6.8% increase.

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

The key data source used is based on ONS Census 2011 data. Haringey Borough averages have been included for comparison.

Compared to the Haringey, London and national average, there is a smaller White British population, but a larger White Other population. The majority group in the area is White Other, forming 28.70% (22.97% Haringey). It can be deduced that this includes a large Polish community, based on Polish being the second most spoken language in Woodside, and Turkish and Kurdish communities based on languages spoken in Noel Park. The study area has slightly larger proportions of Mixed White and Black Caribbean, Asian, Indian, Pakistani, Bangladeshi, Chinese and Arab groups than the Haringey averages.

Black African and Black Caribbean groups are proportionally less than the Haringey average, and the proportion of Black Other is higher than the Haringey average.

Woodside also has the largest proportion of Asian residents of all Haringey wards (14.3%). Those of White British ethnicity are under-represented in Woodside (23.3%) compared to the Haringey average (34.7%).

Potential Impacts

The BID delivery themes (Safe & Secure, Place & Connectivity, Events & Marketing and Business & Investment) are designed to improve the look, feel and safety of the town centre, creating a pleasant environment for all residents and visitors to Wood Green.

Specific data on the ethnicity of business owners is not available at present. However, based on Officers' business engagement activities it is evidenced that there is a significant level of ethnic minority business ownership in the area.

The Wood Green BID will attempt to benefit local businesses of all races and ethnicities, through providing opportunities to improve the safety of the public realm. People from BAME communities are more likely to experience hate crime and be victims of crime in general. The Wood Green BID will provide opportunities to tackle this.

The potential projects and positive impact of the Wood Green BID will benefit smaller businesses most (where within the BID catchment area there is a high level of minority ethnic ownership), as it will enable them access to improving their business in ways they could not usually afford. For example, shared procurement of insurance, marketing costs and additional security. Micro-businesses below £15,000 rateable value will not be charged the levy but can still benefit from some of the BID services.

Residents and visitors to the Wood Green BID catchment area may benefit from the community safety initiatives which are delivered by the Wood Green BID such as the presence of the Street Wardens which may reduce the fear of crime and feeling vulnerable.

The Wood Green BID proposals are therefore expected to have a positive impact on people from minority ethnic communities and a neutral impact on other races.

4g. Religion or belief

Data

Borough Profile ¹⁰

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

¹⁰ Source: 2011 Census

Compared to the rest of Haringey, **Noel Park** has a larger than average Muslim population (19.1%), and among the smallest proportions of Jewish residents in Haringey (0.4%).

Woodside residents are slightly more likely to be Christian (49.6%) or Muslim (17%), compared to the Haringey average (45% and 14.2% respectively). By contrast, residents that do not identify with any religion are under-represented in Woodside (18.9%), compared to the Haringey average (25.2%).

Religion in **Bounds Green** mirrors Haringey more widely, with the largest proportion of residents (49%) identifying as Christian. This is a slightly larger proportion compared to Haringey (45%).

Harringay ward has seen a 7.6% increase in the proportion of residents who stated they have no religion, compared to a 5.2% increase in Haringey (since the last census undertaken in 2001). The biggest increase in religion comes in the Muslim group, with a 1.3% increase from 12.8% in 2001 to 14.1% in 2011. The biggest decrease in religion comes in the Christian group, with a 6.2% decrease from 45.2% in 2001 to 39% in 2011.

The key data source used is ONS Census 2011 data. Haringey Borough averages have been included for comparison.

Potential Impacts

The Wood Green BID delivery themes (Safe & Secure, Place & Connectivity, Events & Marketing and Business & Investment) are designed to improve the look, feel and safety of the town centre creating a pleasant environment for all residents and visitors to Wood Green.

Residents and visitors to the Wood Green BID catchment area may benefit from the community safety initiatives which are delivered by the Wood Green BID such as the presence of the Street Wardens which may reduce the fear of crime and feeling vulnerable.

There will be opportunities to tackle religious hate crime including Islamophobia and Anti-Semitism through the street warden scheme, reporting crime through a dedicated crime information sharing website and app, and closer communication with the police. While religious establishments are exempt from paying the levy, the Wood Green BID will offer tangible benefit to religious communities and work with religious organisations as part of their wider stakeholder engagement. The BID board reaches out to people of all denominations and fosters good relations between people of all faiths.

The proposed decision will have positive impacts on the protected characteristic of religion.

4h. Sex

Data

Borough profile ¹¹

Females: (50.5%)

Males: (49.5%)

Target Population Profile

Noel Park- number of females (51.3%) slightly above Haringey average (50.5%), whilst number of males (48.7%) is slightly below Haringey average.

Woodside - number of females (50.2%) is around the Haringey average (50.5%), which is also the case for the number of males (49.8%).

Harringay- number of females (48.6%) slightly below Haringey average (50.5%), whilst number of males (51.4%) is slightly above the Haringey average.

The percentage of males and females in Bounds Green reflects the Haringey borough averages exactly.

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

The key data source used is based on ONS Census 2011 data. Haringey Borough averages have been included for comparison.

The ward data shows that the percentages for males and females across the four Wood Green catchment area wards are in line with the Haringey borough averages.

Potential Impacts

The Wood Green BID delivery themes (Safe & Secure, Place & Connectivity, Events & Marketing and Business & Investment) are designed to improve the look, feel and safety of the town centre creating a pleasant environment for all. Services provided by businesses within the Wood Green BID catchment area are open and accessible to all.

The percentage of companies (excluding sole traders) which are majority (51%+) owned by women within the Wood Green High Road catchment area is as below:

Noel Park – 5.06%

Woodside - 5.59%

Harringay -7.39%

Bounds Green – 8.27%

Data source: Beauhurst Data Platform (2022).

This does correlate with officer assessments of business ownership in the area, predominantly being male-led.

¹¹ Source: 2011 Census

Women and girls may benefit from the community safety initiatives which are delivered by Wood Green BID such as the presence of the Street Wardens which may reduce the fear of crime and feeling vulnerable

The proposed policy/decision will have a positive impact for both men and women.

4i. Sexual Orientation

Data

Borough profile ¹²

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

Statistics at ward level are not available for this protected characteristic.

The key data source used is based on ONS Integrated Household Survey for London and Haringey Borough averages included for comparison.

Potential Impacts

There is no specific data at ward level.

There may be some benefits for lesbian, gay and bisexual people in the Wood Green area such as increased community safety which may reduce homophobic hate crime. There will be opportunities to tackle homophobia through the on-street warden scheme, reporting crime through a dedicated crime information sharing website and app, and closer communication with the police.

Services provided by businesses within the Wood Green BID catchment area are open and accessible to all residents and visitors. The BID delivery themes (Safe & Secure, Place & Connectivity, Events & Marketing and Business & Investment) are designed to improve the look, feel and safety of the town centre creating a pleasant environment for lesbian, gay or bisexual people.

The BID has close ties to Wise Thoughts, an organisation based in Wood Green which creates dynamic local, national, and international arts initiatives and delivers services that help address social justice issues for the Lesbian, Gay, Bisexual, Transgender, Queer, Intersex (LGBTQI+) and Black, Asian & Minority Ethnic (BAME) communities.

The BID established and delivers the annual Haringey Pride Festival, the largest LGBTQI+ celebration event in the borough.

The proposed decision is expected to have positive impacts on the protected characteristic of sexual orientation.

4j. Socioeconomic Status (local)

¹² Source: ONS Integrated Household Survey

Data

Borough profile

Income

8.3% of the population in Haringey were claiming unemployment benefit on 9 December 2021.¹³

20.8% of the population in Haringey were claiming Universal Credit on 9 December 2021.¹⁴

29% of employee jobs in the borough are paid less than the London Living Wage.¹⁵

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.¹⁶

4.4% of Haringey's working age populations had no qualifications in 2020.¹⁷ 4.8% were qualified to level one only.¹⁸

Area Deprivation

Haringey is the 4th most deprived borough 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.¹⁹

Target Population Profile

The key data source used is based on ONS Census 2011 data. Haringey Borough averages have been included for comparison.

Socioeconomic Status (local)	WARD			
	Noel Park	Bounds Green	Woodside	Harringay
Life Expectancy	Male life expectancy in Noel Park is 77.4 years, substantially below the Haringey (79.9) and London (80.0) averages. Female life expectancy in Noel Park is 84.4 years, in line with the Haringey (84.3) and London (84.0) averages.	Male life expectancy in Bounds Green is 80 years, in line with the Haringey (79.9) and London (80.1) averages. Female life expectancy in Bounds Green is 84.4 years, below the Haringey (84.6) average and in line with the London average.	Male life expectancy in Woodside is 79.6 years, slightly lower than the Haringey (79.9) and London (80.1) averages. Female life expectancy in Woodside is 84.4 years, in line with the Haringey (84.6) and London (84.4) averages.	Female life expectancy in Harringay is 86.4 years, substantially higher than the Haringey (84.6) and London (84.4) averages. This is the third highest female life expectancy of all Haringey wards. Male life expectancy in Harringay is 79.6 years, slightly lower than the Haringey

¹³ [ONS Claimant Count](#)

¹⁴ [LG Inform](#)

¹⁵ ONS

¹⁶ Source: Annual Population Survey 2019 (via nomis)

¹⁷ [LG Inform - qualifications](#)

¹⁸ [LG Inform – level one](#)

¹⁹ [State of the Borough](#) (p.21)

				(79.9) and London (80.1) averages.
Educational Attainment	Noel Park has a smaller proportion of pupils meeting the expected standard at KS2 level (59.5%) than the average in both Haringey (67.4%) or London (71.4%). In Noel Park, the proportion of pupils achieving grades 9-4 in English & Maths GCSEs (58.2%) is lower than the Haringey and London averages (65.1% and 68.8% respectively). In Noel Park, the proportion of residents with qualifications at level 3 or higher (44.3%) is below the Haringey (50.4%) and London (50%) averages.	At KS2 Bounds Green pupils perform in line with the Haringey and London average, with 67.6% reaching the expected standard at this stage. Performance at KS2 in both Bounds Green and Haringey (67.4%) more broadly is slightly below the London average (71.4%). In Bounds Green, the proportion of pupils achieving grades 9-4 in English & Maths GCSEs (63.9%) is slightly below the Haringey and London averages (65.1% and 68.8% respectively). In Bounds Green, the proportion of residents with qualifications at level 3 or higher (47.2%) is below Haringey (50.4%) and London (50%).	The proportion of Woodside pupils meeting the expected standard at KS2 level (60.6%) is smaller than both the Haringey (67.4%) and London (71.4%) averages. Despite being below the average. Woodside is not amongst the lowest levels in the borough. In Woodside, the proportion of pupils achieving grades 9-4 in English & Maths GCSEs (61.2%) is below the Haringey average (65.1%) and the London average (68.8%) respectively. In Woodside, the proportion of residents with qualifications at level 3 or higher (42.2%) is below the Haringey (50.4%) and London (50%) averages.	In Haringey, the proportion of residents with qualifications at level 3 or higher (57.1%) is above the Haringey (50.4%) and London (50%) averages. In Haringey, the proportion of pupils achieving grades 9-4 in English & Maths GCSEs (55.9%) is below the Haringey and London averages (65.1% and 68.8% respectively). In Haringey the proportion of pupils meeting the expected standard at KS2 level (70.8%) is in line with the average in London (70.4%). Pupils in Haringey perform slightly above the borough average (67.4%).
Income	The median household income in Noel Park is £30,620 a year. This is substantially below the Haringey (£37,696) and London (£39,264) averages but is not among the lowest levels in Haringey.	The median household income in Bounds Green is £34,550 a year. This is lower than the Haringey (£37,696) and London (£39,264) averages	The median household income in Woodside is £32,010 a year. This is below the Haringey (£37,696) and London (£39,264) averages. This is not among the lowest levels of all Haringey wards.	The median household income in Haringey is £37,150 a year. This is in line with the Haringey (£37,696) average, and slightly below the London (£39,264) average.

Potential Impacts

Services provided by businesses within the Wood Green BID catchment area are open and accessible to all residents and visitors. The BID delivery themes (Safe & Secure, Place & Connectivity, Events & Marketing and Business & Investment) are designed to improve the look, feel and safety of the town centre creating a pleasant environment for all residents and visitors.

The Wood Green BID manages the website – Enjoy Wood Green (www.enjoywoodgreen.co.uk) which contains information on current job vacancies within the town centre and throughout Haringey. The site also lists business related events such as workshops on procurement and breakfast networking sessions. The site also allows businesses to publicise their services through a listings section.

The proposed decision will have neutral impact on the protected characteristic of socio-economic status.

5. Key Impacts Summary

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

The key findings of the data analysis are that the demographics of the four wards which encompass the main catchment area for a significant amount of retail spending in Wood Green town centre does not vary to a great extent to the Haringey demographic averages. In all cases there would be a positive or neutral impact on the protected characteristics.

Data on the protected characteristics of business owners is not collected nationally or locally. Anecdotally we know that most business owners in Wood Green are male.

Services provided by businesses within the Wood Green BID catchment area are open and accessible to all residents and visitors. The BID delivery themes (Safe & Secure, Place & Connectivity, Events & Marketing and Business & Investment) are designed to improve the look, feel and safety of the town centre creating a pleasant environment for all residents and visitors.

5b. Intersectionality

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

We are aware that certain groups in society face greater challenges which may cut across a number of protected characteristics, for example young men from African-Caribbean backgrounds are much more likely to be unemployed than their white-British counterparts, so cutting across several protected characteristics (age, race, sex and socio-economic status). Similarly, people with disabilities have greater challenges in entering the job market and are more likely to be reliant on welfare benefits.

The proposed decision for the Wood Green BID will not affect intersectionality adversely. The aims of the BID are to work with the business community to promote a healthy trading environment, this includes promotional activities to attract more people to the town centre which in turn creates opportunities for increased employment for local people who may be the subject of intersectionality.

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

Specific groups have not been consulted for the purpose of this EQIA. Information has been gathered from ward profiles with input from anecdotal data gathered by officers working closely with the BID and businesses over the past 5 years.

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?**

Services provided by Wood Green BID are open and accessible to all residents and visitors. The BID delivery themes (Safe & Secure, Place & Connectivity, Events & Marketing and Business & Investment) are designed to improve the look, feel and safety of the town centre creating a pleasant environment for all residents and visitors.

The Wood Green BID will support the wider regeneration of Wood Green town centre. The current Future Wood Green Business Plan states 10 key pledges which will improve the area for all businesses:

1. It will improve the image of Wood Green as a safe but exciting place to be.
2. Make sure that Wood Green is seen as the gateway to Alexandra Palace, and the best place to visit before or after, taking advantage of over 3 million visitors annually.
3. Work to make Wood Green attractive to key brands and new businesses.
4. Create a strong image of Wood Green, building on its unique assets such as its exciting and growing food offer, local creative talent, hub of consumer technology repair and status as a metropolitan retail centre.
5. It will ensure good working relations between businesses, the police and the Council, to improve prevention of and response to crime.
6. Create a more vibrant, attractive and cleaner environment, particularly at the welcome points around Wood Green and Turnpike Lane underground stations, and the main car parks.
7. It will save businesses money by arranging joint procurement of business services
8. Work towards delivering a long-term vision for Wood Green as an easily accessible, creative, and vibrant metropolitan centre, with attractive and spacious public realm and a strong business mix.
9. Ensure businesses have a voice in key debates such as those around parking restrictions and business rates.
10. Work with the council to ensure current cleaning services are more effective.

Based on the review of data prepared for this report the proposal will not result in any direct/indirect discrimination for any group that shares the relevant protected characteristics.

The Wood Green BID will be run as an independent company, and not by the Council. It will attempt to eliminate discrimination, harassment, and victimisation where possible. The proposal will help to advance equality of opportunity between groups who share one or more relevant protected characteristics and those who do not.

The Wood Green BID will provide opportunities to foster good relations between different businesses and people by providing a safer and more welcoming Wood Green.

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**

No major change proposed. 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

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**

No adjustment is proposed.

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**

No actual or potential avoidable adverse impacts envisaged on different protected characteristics.

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?

No further specific actions are proposed.

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?**

In the main, data from the ONS Census 2011 has been relied upon to complete this EQIA. Ideally data arising from the 2021 census would have helped to give a more accurate picture of the situation regarding the demographics of the protected characteristics, however at the time of compiling this EQIA, borough and ward demographics are not available, and are not envisaged to be available until 2023. Once the relevant data becomes available it would be timely to review it in the light of this EQIA and to take action and mitigations to ensure that the protected characteristics are not adversely affected.

The Council will recommend that the Wood Green BID endeavours to collect equalities data on protected characteristics of business owners in the area on an ongoing basis (perhaps via an annual survey).

Date of EQIA monitoring review:

To be determined once 2021 ONS Census data at ward level becomes available (expected in 2023).

8. Authorisation

EQIA approved by Assistant Director

Peter O'Brien,

Assistant Director Regeneration & Economic Development

Date

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.

Annex A: Map of the BID Area



Key:

Blue area: Existing BID Area; Orange Area: Proposed BID Expansion Areas