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High Road West Phase A Equality Impact Assessment (EqIA)

October 2022

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High Road West Phase A Equality Impact Assessment (EqIA)

October 2022

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Issue and Revision Record

Revision	Date	Originator	Checker	Approver	Description
A	02/09/22	Emma Will Emily Pittaway	Sarah Marshall	James Beard	First draft for client
B	21/09/22	Emma Will Nadia Luhr	Sarah Marshall	James Beard	Post client comment
C	27/10/22	Emma Will	Sarah Marshall	James Beard	Final report

Document reference:

Information class: Standard

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Executive summary

Overview of the commission

Mott MacDonald has been commissioned by Haringey Council ('the Council') to undertake an Equality Impact Assessment (EqIA) of Phase A of the High Road West Scheme, located in Tottenham in the London Borough of Haringey.

Phase A (which is alternatively known as "the Scheme") encompasses the part of the High Road West Scheme to the south of White Hart Lane (the "Site"). The majority of the Site is currently occupied by the Love Lane Estate. The Site also includes a row of commercial and residential properties fronting onto the High Road, located to the east of the estate, and 100 Whitehall Street and the Whitehall & Tenterden Community Centre, both located to the west of the estate and railway line.

About the EqIA

The EqIA focusses on the potential effects likely to be experienced by those living and working in the community in light of their 'protected characteristics', as defined under the Equality Act 2010. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation.

The EqIA identifies any differential or disproportionate effects (both positive and negative) on those with protected characteristics that may arise from the Scheme and sets out any embedded actions that the Council and its project partners have put in place throughout design and development of the Scheme to mitigate any risk. The EqIA then makes recommendations on further actions the Council could take to further mitigate any potential effects to groups with protected characteristics.

Approach to the EqIA

The EqIA considers the impacts of the redevelopment process – particularly the impact on existing residents, businesses, and users of community resources in the local area. The assessment also explores the impact of the delivery of the Scheme on the current and future community.

Assessment of equality effects has been undertaken in light of the characterisation of potential effects – including sensitivity of the affected parties to the Scheme, the distribution of those groups in the Site, the nature of the effect, and mitigation measures in place to address the effect.

The EqIA has identified several potential equality impacts that could arise from the Scheme. These have been split into three broad categories:

- potential impact on residents and users of community resources during redevelopment;
- potential impact on businesses during redevelopment; and
- potential impact on the community following the redevelopment process.

Findings of the EqIA

The Scheme intends to deliver new and improved affordable (including social rent) and market homes, new town centre and commercial outlets, new communal amenity space,

replacement Library and Learning Centre, and upgraded public realm, including a new public square.

The research and analysis process for this EqIA has identified several risks and opportunities which could arise due to the delivery of the Scheme. The High Road West community is likely to experience these effects differentially or disproportionately as a result of their protected characteristics. To mitigate against these potential risks, Haringey Council have embedded a series of measures within the design and delivery of the project including:

- Secure tenants, resident leaseholders, and non-secure tenants in temporary accommodation on the Site will have the right to return to new homes on the redeveloped site.
- New Council homes within the Scheme will be let at similar rent level as current Love Lane properties for eligible tenants in accordance with the Love Lane Landlord Offer.
- The Council has committed to ensuring that no resident or non-resident leaseholder will be worse off financially as a result of the redevelopment process on the basis of the Love Lane Leaseholder Offer.
- The Council is providing resident leaseholders with several options to assist with the purchase of a new home within the Scheme or elsewhere within the Borough.
- The phasing plan for the Scheme has been designed so that most residents will only need to make one direct move to their new home within the Scheme.
- The Council will provide relocation support and aim to relocate businesses within the Scheme (or wider High Road West Scheme) if possible, and the borough if not.
- In addition, the developer is obliged to submit a Business Relocation Strategy to assist with the temporary and permanent relocation of existing businesses, operating within the Site, to new premises within the Site or locations within the vicinity of the Site. This includes:
 - Securing local agent support in order to help prepare potential relocation options based on the individual businesses' requirements
 - Providing independent business and relocation advisory support for existing businesses
 - Prioritising existing businesses for new commercial workspace in the redevelopment to be offered to existing businesses with a combination of discounted rent for up to 5 years, rent free periods or capital contributions toward fit out or equipment purchase.
- Additional support offered to help owners and families throughout the process, such as organising events where affected parties can talk to others similarly affected.
- A series of engagement events have been held for residents, neighbours, businesses and the local community to ensure they are kept up to date with the details of the High Road West Scheme including the submitted masterplan as part of the planning consent. This will continue as the High Road West Scheme progresses.
- A Demolition Environmental Management Plan (DEMP) and Construction Environmental Management Plan (CEMP), Construction Logistics Plan and Air Quality Management Plan will be developed in order to reduce the negative health impacts of demolition and construction.
- A Safety Advisory Group established between the Council, Tottenham Hotspur Football Club (THFC) and the local Police will manage measures related to safety and busyness on matchdays.
- A Skills and Employment Plan has been developed to ensure the local area benefits from training and employment during the construction process.

In order to further mitigate any remaining equality risk within the scheme, the EqIA recommends a series of actions which the Council should consider, including:

- Ensure the process to access help with housing or signposting to services is clearly communicated to residents, including private tenants who may need additional support or may be at risk of homelessness.
- Temporary pop-up space should be considered for those businesses relocating to the Scheme, where a single move is not possible, to minimise disturbance to business operations.
- A market research exercise should be undertaken to identify suitable alternate accommodation (with respect to space and affordability requirements) for affected businesses who are not able to relocate into the Scheme.
- In the case where a business chooses to close (which the existing mitigation measures seek to avoid as far as possible), signpost training and employment opportunities to affected staff, and resources for wellbeing support if required.

This EqIA has also recommended that the Council consider the following reasonable and proportionate measures in order to enhance the positive effects of the Scheme for current and future communities in the area, and service users:

- Ensure local small and medium enterprises (SMEs) are prioritised for support and relocation to the new development
- Liaising with local people to develop further community uses on the site, including those as geared towards young people and teenagers, childcare facilities or support for older people.
- Ensure that there is a process in place for reporting and addressing incidents of anti-social behaviour and that the service is advertised to residents.

1 Introduction

This report outlines the findings of the Equality Impact Assessment (EqIA) of the Scheme, located in the London Borough of Haringey. It summarises the assessment of the Scheme programme and provides recommendations for mitigation and further enhancement where appropriate. This opening chapter sets out the purpose and scope of the EqIA, the requirements of the Equality Act 2010 ('the Equality Act'), and the approach and methodology applied.

Tasks required to deliver the EqIA

The purpose of the EqIA is to help Haringey Council ('the Council') understand the potential impacts of the Scheme, with a particular focus on people with characteristics protected under the Equality Act.

Protected characteristics include the following (as defined by the Equality Act):¹ age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation.

This report outlines the findings of the EqIA for the Scheme and provides recommendations for mitigation and further mitigation enhancement where appropriate.

The Equality Impact Assessment

1.1.1 Equality Impact Assessment and the Public Sector Equality Duty

The EqIA sets out the key potential equality impacts of the Scheme and has been undertaken as part of a process toward fulfilling the Council's obligations under current UK equality legislation, and in particular the Equality Act. The Act sets out a Public Sector Equality Duty (PSED), at section 149 and is set out in Figure 1.1.

The PSED is intended to support good decision-making. It encourages public authorities, and those carrying out public functions to better understand how different people will be affected by their activities. This means services and policies are appropriate and accessible to all and meet different people's needs. The Council must demonstrate that it has shown due regard to the aims of the PSED throughout the decision-making process to deliver the scheme. The process used to do this must take account of the protected characteristics which are identified in section 1.1.3.

¹ Government Equalities Office/Home Office (2010): 'Equality Act 2010' Available at: www.legislation.gov.uk

Figure 1.1: Article 149 of the Equality Act: The Public Sector Equality Duty

(1) A public authority must, in the exercise of its functions, have due regard to the need to—

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

(2) A person who is not a public authority but who exercises public functions must, in the exercise of those functions, have due regard to the matters mentioned in subsection (1).

(3) Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—

- (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
- (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

Source: Equality Act 2010

1.1.2 Assessing equality impacts

While the PSED does not specify a particular process for considering the likely effects of policies, programmes and schemes on different sections of society for public authorities to follow, this process is usually undertaken through some form of equality analysis. This can include EqIA.

By understanding the effect of their activities on different people, and how inclusive delivery can support and open up opportunities, public bodies can be more efficient and effective. The PSED therefore helps public bodies to deliver the Government's overall objectives for public services.

The PSED specifies that public bodies should minimise disadvantages experienced by people due to their protected characteristics, take steps to meet the different needs of people from protected groups, and encourage participation from these groups where participation is disproportionately low. Undertaking equality analysis such as an EqIA helps to demonstrate how a public body is complying with the PSED by:

- providing a written record of the equality considerations which have been taken into account;
- ensuring that decision-making includes a consideration of the action that would help to avoid or mitigate any negative impacts on particular protected groups; and
- supporting evidence-based and more transparent decision-making.

1.1.3 Protected characteristics

An EqIA provides a systematic assessment of the likely or actual effects of policies or proposals on social groups with the following protected characteristics (as defined by the Equality Act):²

Table 1.1: Groups with protected characteristics

Protected characteristic	Equality and Human Rights Commission (EHRC) definition
Age	A person belonging to a particular age (for example 32-year olds) or range of ages (for example 18 to 30-year olds).
Disability	A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
Gender reassignment	The process of transitioning from one gender to another.
Marriage and civil partnership	Marriage is a union between a man and a woman or between a same-sex couple. Couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
Pregnancy and maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Race	Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
Religion and belief	Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (such as Atheism). Generally, a belief should affect someone's life choices or the way they live for it to be included in the definition.
Sex	A man, woman or non-binary person.
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Source: Equality Act 2010 and Equality and Human Rights Commission, 2019

The analysis determines the likely or actual effects of the scheme on protected characteristic groups by:

- Assessing whether one or more of these groups could experience differential effects (whether effects are likely to be experienced differently to other members of the general population) as a result of the proposed development.
- Assessing whether one or more of these groups could experience disproportionate effects (over and above the effects likely to be experienced by the rest of the population) as a result of the proposed development.
- Identifying opportunities to promote equality more effectively.
- Developing ways in which any disproportionate negative impacts could be removed or mitigated to prevent any unlawful discrimination and minimise inequality of outcomes.

1.1.4 Groups with protected characteristics

For the purposes of this EqIA, groups with protected characteristics have been identified based on the desk-based evidence review to improve the assessment.

- Within 'age', all age ranges are considered, but specific sub-groups include children (aged under 16 years), younger people (aged 16-24 years), and older people (those aged 65 or over).

² Government Equalities Office/Home Office (2010): 'Equality Act 2010'. Available at: www.legislation.gov.uk

- Within 'race', all races and ethnicities are considered, but the sub-group of Ethnic Minority is identified to refer to non-White British communities.
- Within 'religion and belief', all religious and belief groups are considered, but the term 'Minority faith groups' refers to religious groups who are not Christian (Buddhist, Hindu, Jewish, Muslim, Sikh, and 'other').
- Within 'sexual orientation' and 'gender reassignment', all sexual orientations and gender statuses are considered, but the 'Lesbian, Gay, Bisexual, Transgender +' (LGBT+) community is considered together.
- Within 'sex', the sub-groups of men and women are used.
- Within 'pregnancy and maternity', pregnant women are reported as a sub-group where the effect only relates to pregnancy.

1.2 Overall approach to the EqIA

The approach to EqIA employs the bespoke Mott MacDonald INCLUDE toolkit, which sets out the following steps:



1.2.1 Tasks undertaken

Within the steps above, the following tasks were undertaken to deliver the assessment:

1.2.2 Understanding the project

Discussion with Haringey Council and project team: Initial discussions were undertaken with Haringey Council to gain a better understanding of the area and the approach to the Scheme. Further discussion was undertaken prior to subsequent report updates.

Review of the Scheme: A review of documentation associated with the Scheme and planned mitigation measures was undertaken. This included a detailed review of the Landlord Offer, Love Lane Leaseholder Offer, the Business Charter, Private Tenants Guide, Section 106 Planning Obligations, Planning Permission (and supporting documents including the Statement of Community Involvement), and previously completed Equality Impact Assessments for the High Road West Scheme.

1.2.3 Evidence, distribution and proportionality

Initial desk-based evidence and literature review: In order to better understand the potential risks and opportunities arising from the Scheme on residents, community facilities and businesses an initial desk-based review was undertaken. This allowed for the

characterisation of potential risks and opportunities typically associated with regeneration and relocation, to understand whether they applied in this instance.

Demographic analysis of the Site and surrounding area: A social and demographic profile of the area around Haringey High Road West has been collated using publicly available data and compared to wider social and demographic data for Haringey, London and England. Additional stakeholder engagement was undertaken with residents and businesses of the Site to supplement data collected through publicly available sources and to understand in greater detail which groups are more likely to be affected by the Scheme.

1.2.4 Engagement and analysis

Review of stakeholder engagement findings: Haringey Council has implemented a programme of consultation and engagement with residents to inform the Scheme process and design. The aim of the process has been to ensure that the residents are involved in the design of the masterplan and that they have influence on the process.

An analysis of stakeholder engagement for the project is being undertaken on an ongoing basis, to draw out equality themes and provide additional supporting evidence relating to potential impacts.

1.2.5 Impact assessment

Assessment of potential impacts: Potential impacts were examined using the research undertaken in the stages above. Assessment of equality impacts was undertaken in light of the sensitivity of the affected parties to redevelopment and relocation, and distribution of people with protected characteristics amongst residents of the Site. Any potential impacts were identified in the context of the mitigation measures implemented by the Council.

1.2.6 Recommendations

Making recommendations: A series of recommendations have been developed to help manage the Scheme process in a way that minimises the potential for adverse effects on protected characteristic groups where appropriate.

EqIA reporting: Setting out the findings of the assessment in this EqIA report.

1.3 Methodology for identifying and assessing equality effects

1.3.1 Assessing equality effects

The assessment of effects across the EqIA process is predominantly qualitative and outlines the nature of the impact on:

- residents living within the Site;
- commercial properties within and around the Site, including employees and customer bases of affected businesses;
- community facilities within and around the Site, their operators and their service users;
- non-resident owners of residential and commercial property within and around the Site; and
- the local community.

The assessment considers, where possible and applicable:

- whether the Scheme will have a positive or negative effect on the lives of those who live or work in the area;
- the relationship of the effect to the Scheme (e.g. direct relationship such as loss of property or indirect relationship such as loss of access to services);
- the duration, frequency and permanence of the impacts;
- the severity of the impact and the amount of change relative to the baseline; and
- the capacity of the affected groups to absorb the impacts (their resilience), including their access to alternative facilities, resources or services.

1.3.2 Types of equality effects considered

Potential effects arising from the Scheme will be assessed as either differential or disproportionate.

- **Differential effects** occur where people with protected characteristics are likely to be affected in a different way to other members of the general population. This may be because groups have specific needs or are more susceptible to the effect due to their protected characteristics. Differential effects are not dependent on the number of people affected.
- **Disproportionate effects** occur where there is likely to be a comparatively greater effect on people from a particular protected characteristic group than on other members of the general population. Disproportionate effects may occur if the affected community comprises of a higher than average proportion of people with a particular protected characteristic, or because people from a particular protected characteristic group are the primary users of an affected resource.

2 High Road West Phase A

This chapter sets out the context of the High Road West area and outlines the Scheme proposals. It provides background to the Scheme, including its history and current situation, before outlining the proposed Scheme details relevant to this EqIA.

2.1 Overview of the High Road West Scheme

The High Road West Scheme is located in north Tottenham, in the north-eastern part of the London Borough of Haringey. It is principally bounded by Tottenham High Road to the east and the railway line (including White Hart Lane Station) to the west. It is currently situated in the Bruce Castle ward, having been situated in the Northumberland Park ward prior to ward boundary changes in May 2022.

In February 2012, the Council's Cabinet agreed that a masterplan should be prepared to guide future change in the High Road West area. The Council envisaged that the masterplan would support the creation of new homes, jobs and public space for the benefit of the community. A number of key principles for change were agreed for further consultation with the community, informed by earlier consultation and analysis of the area.

In December 2014, following consultation with the community, Cabinet agreed the High Road West Masterplan Framework, which aims to reflect residents' desire for comprehensive redevelopment and sets out the vision for High Road West which is to create a vibrant, attractive and sustainable neighbourhood.

In December 2015, the Council's Cabinet agreed that the best way to deliver the objectives for High Road West was to procure a development partner. In December 2017, the Council entered into a Development Agreement alongside a Compulsory Purchase Order Indemnity Agreement (CPOIA) to facilitate the delivery of the High Road West Scheme.

In March 2021, Cabinet agreed a revised funding package with the GLA, to support the delivery of Phase A and the delivery of 500 Council owned social rented homes. In August and September 2021, a resident ballot took place on the Love Lane Estate (located within the Scheme), through which 55.7% of participating residents voted in favour of the regeneration of the estate as part of the High Road West Scheme.

In November 2021, Lendlease submitted a hybrid planning application for the High Road West Scheme, included detailed planning permission for Plot A (the first plot to be delivered within Phase A), and outline planning permission for the remaining plots within the High Road West Scheme. Planning Permission was granted on 31 August 2022.

2.2 Overview of the Scheme

2.2.1 Site Description

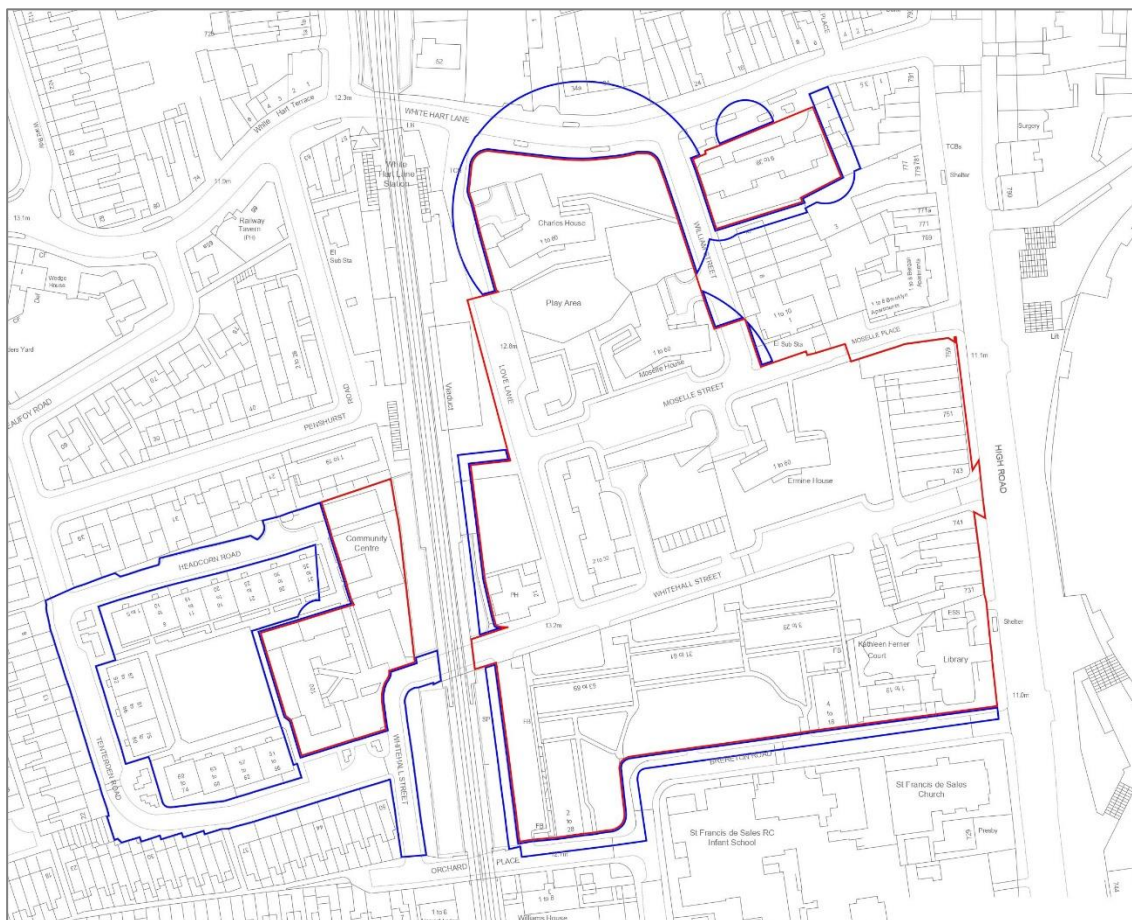
Phase A, referred to in this report as "the Scheme" and the subject of this EqIA, comprises Plots A-G of the High Road West Scheme. The Scheme encompasses the southern part of the High Road West Scheme, including the Love Lane Estate.

The Site or the Red Line Boundary for the Scheme is shown below in Figure 2.1. The main features within the Site are as follows:

- The Love Lane Estate, built in the early 1960s and comprising 297 homes across ten blocks ranging from low-rise 4 storey blocks to 10 storey towers;

- Coombes Croft Public Library, located on the ground floor of Kathleen Ferrier Court, a 5-storey residential building within the Love Lane Estate;
- Nos 731 to 759 High Road (odd numbers only) comprising a 3-storey Victorian terrace with ground floor retail and residential on the upper floors;
- 100 Whitehall Street, a two/three storey building of which one part is used for temporary accommodation for 22 households, and the remaining space comprising former community space;
- The Whitehall and Tenterden Community Centre, a single-storey building previously leased to a community organisation.

Figure 2.1: The Site



Source: London Borough of Haringey. Red boundary shows Phase A site. Blue boundary indicates rights to be created.

Figure 2.2 Scheme Illustrative Masterplan

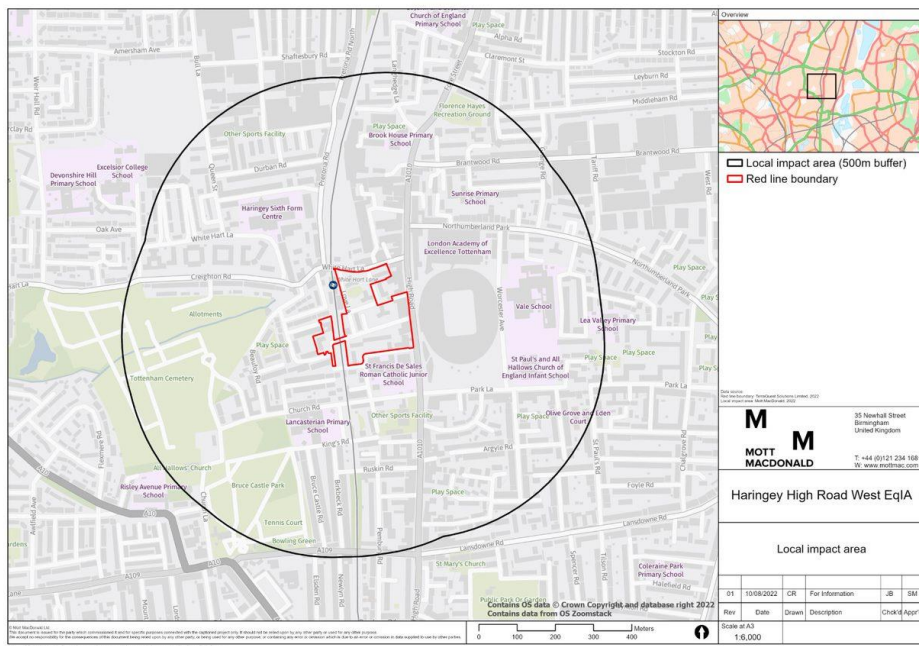


Source: High Road West Planning Application HGY/2021/3175

2.2.2 Local Impact Area

For the purposes of this EqIA, the Local Impact Area related to the Scheme extends for a 500m buffer around the Red Line Boundary, as depicted in Map 2.1 below.

Map 2.1: Local Impact Area (LIA)



Source: OS Zoomstack

2.2.3 Overview of Scheme Proposals

The Planning Permission grants consent for a mixed-use development. Aside from Plot A (for which detailed consent was granted), the precise quantum of floorspace and form of the remainder of the development will be decided through reserved matters applications. The proposals for the Scheme are summarised in the table below.

Table 2.1: Overview of Scheme proposals

Demolition and rehousing	<ul style="list-style-type: none"> • Demolition of properties on Love Lane Estate, units No.'s 731 to 759 High Road, 100 Whitehall Street and Whitehall & Tenterden Centre • Eligible resident leaseholders, secure tenants and temporary accommodation residents on the Love Lane Estate will have the right to return to new homes in the Scheme • Phasing plan has been designed to ensure that most residents will only need to make one move to their new home in the Scheme
Homes	<ul style="list-style-type: none"> • Delivery of between 127,500sqm and 156,500 sqm of residential floorspace, which equates to between 1,350 and 1,665 new homes • Provision of 40% affordable housing (by habitable room) which will include the provision of 500 social rented Council homes including replacement homes for existing residents on the Love Lane Estate • Homes for different needs, from one to four bedrooms • All buildings designed to be accessible, with a range of wheelchair adaptable homes available • New communal residents' amenity space
Retail offerings and community facilities	<ul style="list-style-type: none"> • New Library and Learning centre • Provision for new retail space of a range of sizes and types to extend and enhance the existing provision on the High Road • Provision for new leisure uses and public realm including indoor sports and public houses creating a vibrant area • Delivery of a new Healthcare Facility to replace the existing Tottenham Health Centre • A District Energy Network to serve the Scheme • Support for existing business occupiers to assist with temporary and permanent relocation to new premises within the scheme with rent free and capital contributions toward fit out or equipment purchase
Public realm offerings	<ul style="list-style-type: none"> • A new public square of a minimum of 3,500 sqm (Moselle Square), which will provide a range of benefits for the community, including leisure and social spaces and capacity for events, markets and other activities, as well as providing a more spacious and appropriate access to and from the Station and the Stadium, which will be used seven days a week • New public realm (in addition to Moselle Square) and a pedestrian link between Whitehall Street and Headcorn Road • New trees and landscaping across the Site including children's play space • Contribution toward resurfacing of existing highways and improvements to public transport • Commitment to improve street lighting, car parking zones and provision of street trees • Streets across the Site will be green, attractive, safe and easy to navigate for walkers and cyclists

2.3 Strategic Context

2.3.1 National Planning Policy Framework

At national level, the Scheme will contribute to several policies within the National Planning Policy Framework (NPPF)³, including:

- **Housing:** Chapter 5 of the NPPF seeks to significantly boost the supply of housing. Paragraph 65 states that in order to significantly boost housing supply, it is important that a sufficient quantum and variety of land can come forward where needed to meet specific housing requirements.
- **Town centres:** Paragraph 86 of the NPPF states that policies and decisions should support the role that town centres play at the heart of local communities, by taking a positive approach to their growth, management and adaptation.
- **Transport:** Paragraph 102 of the NPPF states that development should take opportunities to promote walking, cycling and public transport use as part of the earliest stages of development proposals.
- **Energy:** Paragraph 148 of the NPPF encourages proposals which support renewable and low carbon energy and associated infrastructure.

2.3.2 Greater London Plan

At regional level, the scheme will contribute directly to the several objectives and policies of the Greater London Plan⁴ such as:

- Creating a high-quality public realm that takes account of environmental issues, including climate change, and provides convenient, welcoming and legible movement routes and stresses the importance of designing out crime by optimising the permeability of sites, maximising the provision of active frontages and minimising inactive frontages.
- Ensuring all housing units are built with a minimum of 10% wheelchair accessible housing or be easily adaptable to be wheelchair accessible housing.
- Identifying, developing, and enhancing capacity to support viable local activities, including the strategic outer London development centres.
- Ensuring that London retains and extends its global role as a sustainable centre for business, innovation, creativity, health, education and research, culture, and art and as a place to live, visit and enjoy.
- Promoting and enabling continued development of a strong, sustainable, and increasingly diverse economy across all parts of London, ensuring the availability of sufficient and suitable workspaces in terms of type, size, and cost.
- Develop the most effective cross boundary working arrangements and groupings to address specific issues.
- Supports the development of London supports the spatial, economic, environmental, and social development of Europe and the United Kingdom, in particular ensuring that London plays a distinctive and supportive part in the UK's network of cities.
- Enabling boroughs and other stakeholders should, enhance the quality of life in outer London for present and future residents as one of its key contributions to London as a whole. The significant differences in the nature and quality of outer London's neighbourhoods must be recognised and improvement initiatives should address these sensitively in light of local circumstances, drawing on strategic support where necessary.

³ Ministry of Housing, Communities and Local Government (2019): 'National Planning Policy Framework'

⁴ Mayor of London (2016): 'The London Plan' Available at:
https://www.london.gov.uk/sites/default/files/the_london_plan_2016_jan_2017_fix.pdf

2.3.3 Tottenham Area Action Plan (TAAP)

High Road West is identified as a Site Allocation in the TAAP (Ref: NT5). The site allocation states the following proposals for High Road West:

“Masterplanned, comprehensive development creating a new residential neighbourhood and a new leisure destination for London. The residential-led mixed-use development will include a new high quality public square and an expanded local shopping centre, as well as an uplift in the amount and quality of open space and improved community infrastructure.”

The Site Allocation seeks the creation of a new residential neighbourhood through increased housing choice and supply (including re-provision of existing social rented council homes, the offer of alternative accommodation for secure tenants, and assistance in remaining within the area for resident leaseholders from the Love Lane Estate).

It also seeks increased and enhanced community facilities and social infrastructure, including a new library and learning centre alongside the provision of a new and enhanced public open space, including a high-quality public square.

2.3.4 Contribution to Council’s strategic priorities

The Scheme will support the Council in delivering the following priorities in the Council’s Borough Plan 2019-2023⁵:

Table 2.2: Councils strategic priorities

Borough Plan Priority	Objectives	Summary
Housing - a safe, stable, and affordable home for everyone, whatever their circumstances	<ul style="list-style-type: none"> Deliver as many new, good quality homes of all kinds as we can, in good quality neighbourhoods Ensure that new developments provide affordable homes with the right mix of tenures to meet the wide range of needs across the borough, prioritising new social rented homes Reduce the number of households in temporary accommodation 	<p>The Scheme will make a significant contribution to the borough’s housing targets, through the delivery of a minimum of 1,350 homes, including 500 Council homes at Council rents.</p> <p>The new Council homes will include replacement homes for those living within the Scheme, including eligible tenants in temporary accommodation, as well as new homes for the most in-need households on the housing waiting list.</p>
People - a Haringey where strong families, strong networks and strong communities nurture all residents to live well and achieve their potential	<ul style="list-style-type: none"> Children will grow up free from violence and fear of violence in the community wherever they live in the borough Healthy life expectancy will increase across the borough, improving outcomes for all communities 	<p>The Scheme will support the Council’s objectives in better linking local neighbourhood services, by providing new community facilities designed to meet the needs of local people, and support the Council’s focus on early intervention and prevention.</p>

⁵ The Borough Plan EqIA:
http://www.minutes.haringey.gov.uk/documents/s107023/_Borough%20Plan%20EQIA_FINAL.pdf

Borough Plan Priority	Objectives	Summary
<p>Place - a place with strong, resilient, and connected communities where people can lead active and healthy lives in an environment that is safe, clean, and green</p>	<ul style="list-style-type: none"> • Increase the levels of physical activity across the borough • Provide safer and accessible public spaces for everyone, especially children, young people, and people with disabilities • Foster strong and diverse cultural activities • Improve connectivity around the borough especially for pedestrians and cyclists • Improve community confidence and reduce the fear of crime 	<p>The Scheme will deliver a new public square and Library and Learning Centre, which will both provide a range of community benefits, including leisure and social spaces and capacity for events, markets and other activities.</p> <p>The new homes and spaces across the Scheme will be designed to promote safety (including by use of Secured by Design principles and consultation with the community and stakeholders), community cohesion, and good health and wellbeing.</p>
<p>Economy - a growing economy which provides opportunities for all our residents and supports our businesses to thrive</p>	<ul style="list-style-type: none"> • Maximise the benefits of Council, other public sector funding and private investment for the local area • Increase the numbers of entrepreneurs who develop new start-ups in the Borough and who choose Haringey as a place to grow their business • Support our town centres and high streets to thrive in a changing economy • Enable all residents to access opportunities to develop their skills, so that they can compete effectively for high quality jobs in the local and London labour market • Deliver new homes and jobs for the benefits of our communities, including at High Road West 	<p>The Scheme will include investment into employment, education and training opportunities for local people, to connect residents to sustainable and long-term jobs.</p> <p>It aims to reinvigorate the High Road by creating high-quality public realm including a new public square.</p>

2.4 Compulsory Purchase Order

Section 226 (1) (a) of the Town and Country Planning Act 1990 authorises a local authority to exercise its compulsory purchase powers. This is the case if acquiring the land in question will facilitate the carrying out of development, redevelopment, or improvement on, or in relation to, the land being acquired, and it is not certain that they will be able to acquire it by agreement.⁶

Additionally, a local authority must not exercise the power under section 226(1)(a) of the 1990 Act unless they think that the development, redevelopment, or improvement is likely to contribute to the achievement of any one or more of the following objectives:

- the promotion or improvement of the economic well-being of their area.
- the promotion or improvement of the social well-being of their area.
- the promotion or improvement of the environmental well-being of their area.⁷

Mott MacDonald understand that the Council's Cabinet will consider use its CPO powers to help facilitate the acquisition of land and new rights over land in order to facilitate the delivery of the Scheme (being the initial phase of the High Road West Scheme) and ensure the comprehensive redevelopment of the Site. This will be in tandem with continuing negotiations with land and property owners with the aim to reach mutual agreement on the acquisition of the outstanding interests within the Site.

This EqIA will support the Council to fulfil its equality duties in relation to the use of its CPO powers and provides consideration of potential equality impacts, both negative and positive, associated with the scheme.

⁶ Ministry of Housing, Communities & Local Government (2019) Guidance on Compulsory purchase process and the Crichel Down Rules

⁷ Legislation UK (1990): 'Town and Country Planning Act 1990'

3 Summary evidence review

This chapter sets out a summary of the existing evidence of risks and opportunities associated with the Scheme and associated protected characteristic groups who may be disproportionately affected, based on the initial desk-based review (summarised from the full literature review in Appendix B).

3.1 Summary

The tables below summarise the existing evidence of potential risks and opportunities and associated protected characteristic groups who may be disproportionately or differentially affected, prior to consideration of any mitigation measures in place. The tables do not summarise actual equality effects but rather the potential risks and opportunities that arise from regeneration and housing redevelopment schemes. Risks are defined as potential adverse effects resulting from the Scheme, and opportunities are defined as potential benefits. A full assessment of potential equality effects, based on the risks and opportunities identified below, is provided in Chapter 5. Protected characteristic groups include those defined in Chapter 1.

Table 3.1: Evidence summary

Risks and opportunities	Potentially affected groups
Effects on residents during the redevelopment process	
<p>Loss of social infrastructure and access to community resources:</p> <p>The redevelopment process can involve temporary or permanent resettlement of residents and demolition of housing and community resources. This can lead to a loss of access to these resources and knock on impacts on social cohesion. In particular, it can increase residents' distances from facilities or places of social connection located on or in close proximity to their neighbourhood. This can disproportionately impact ethnic minority communities, disabled people, older people and children.</p> <p>Loss of social cohesion and access to community resources can lead to increased stress and anxiety in children who may need to change school; and loneliness and isolation in older people which can turn to negative health outcomes such as poor mental health and obesity. Negative health impacts such as increased stress and anxiety can also be caused by a loss of social cohesion and access to community resources, which may disproportionately impact disabled people and pregnant women.</p> <p>Risks associated with relocation for these affected groups can be heightened if housed in temporary accommodation, due to the need to relocate more frequently.</p>	<ul style="list-style-type: none"> ● Children ● Older people ● Disabled people ● Pregnancy and maternity ● Minority faith groups ● People from ethnic minority backgrounds
<p>Costs associated with relocation</p> <p>Where redevelopment schemes require residents to resettle, it can lead to an increase in their financial outgoings due to costs associated with moving, particularly for single parent families (the vast majority of whom are led by women) and ethnic minority households.</p> <p>Relocation costs could include removal services, the need to adapt a new home or buy new furniture.</p> <p>Access to the required finance to assist with relocation may be most limited for those at risk of financial exclusion, who experience difficulty accessing appropriate and mainstream financial services, such as bank accounts and loans.</p>	<ul style="list-style-type: none"> ● Young people ● Older people ● Disabled people ● People from ethnic minority backgrounds ● Women

Risks and opportunities

Potentially affected groups

Access to finance

Access to the required finance to obtain new housing may be most limited for those at risk of financial exclusion, who may experience difficulty accessing appropriate and financial services, such as mortgages.

Homeownership has become increasingly more unaffordable for certain groups; and intermediate housing schemes such as Shared Ownership are often still too expensive for many groups such as disabled people and single parent families, the vast majority of whom are led by women.

A lack of financial means can limit the range of ownership options available to older people and relocation may cause older people to use savings and investments in order to secure a new home, potentially affecting their long-term financial independence and stability.

- Young people
- Older people
- Disabled people
- People from ethnic minority backgrounds
- Women

Appropriate and accessible housing

Where redevelopment schemes require the resettlement of many residents, issues can arise regarding sourcing suitable housing that meets the needs of diverse groups. This includes housing that meets the needs of people requiring adaptable and accessible accommodation, such as people with mobility impairments. Accessible housing would include at least the basic four accessibility features (level access to the entrance, a flush threshold, sufficiently wide doorways and circulation space and a toilet at entrance level).

It also includes housing suitable for multigenerational families and families with children. A lack of suitable housing can lead to families living in overcrowded conditions which can negatively impact the health of older people and children, putting them at increased risk of developing respiratory conditions. Overcrowding can also contribute to infections, psychological problems, Sudden Infant Death Syndrome (SIDS), and stress among children.

Homes without access to outdoor space can negatively impact the emotional wellbeing of residents, particularly children. Black people are four times less likely than white people to have access to a garden, or other form of outdoor space at home.⁸

- Children
- Older people
- Disabled people
- People from ethnic minority backgrounds
- Pregnancy and maternity

Health effects

Relocation health effects:

Home relocation can have a negative impact on mental health and well-being. Relocation can create a great deal of stress and anxiety amongst children, young people and older people due to the need to adapt to new routines, facilities and surroundings.

Involuntary relocation can have important health impacts for older people, with an increased mortality rate for those moved for urban redevelopment projects.

The health effects of relocation can also be particularly heightened for temporary accommodation households, many of which are households with dependent children led by single mothers. Women and children in these circumstances may see increased levels of stress and anxiety exacerbated by the uncertainty and instability of their circumstances.

Health effects as a result of the construction process

Physical health effects may also arise as a result of the environmental effects of demolition, refurbishment and construction processes

Older people, disabled people, and children are also likely to be disproportionately affected by changes in air quality that may arise during the construction period as increased air pollution can impact upon underlying respiratory conditions. Air pollution can contribute to health impacts in young children, including long term cognitive issues and neurodevelopment. Additionally, antenatal exposure to air pollution may alter the lung development of a baby whilst in the womb. If a baby is exposed to significant levels of air pollution, this can increase the risk of premature birth and low birth weight.

- Children
- Young people
- Older people
- Disabled people
- Pregnancy and maternity

⁸ Office for National Statistics (2020). 'One in eight British households has no garden'. Available at: [https://www.ons.gov.uk/economy/environmentalaccounts/articles/oneineightbritishhouseholdshasnogarden/20-05-14#:~:text=One%20in%20eight%20households%20\(12,Survey%20\(OS\)%20map%20data.&text=This%20is%20according%20to%20survey%20data%20from%20Natural%20England](https://www.ons.gov.uk/economy/environmentalaccounts/articles/oneineightbritishhouseholdshasnogarden/20-05-14#:~:text=One%20in%20eight%20households%20(12,Survey%20(OS)%20map%20data.&text=This%20is%20according%20to%20survey%20data%20from%20Natural%20England).

Risks and opportunities

Potentially affected groups

<p>Safety and security:</p> <p>In the lead up to the redevelopment process and during the decanting and demolition of properties in the area, properties will be vacated and can fall into disrepair. This can attract unwanted activity including anti-social behaviour and crime, which can affect those who are more likely to be a victim or witness of crime or those who are more fearful of crime.</p> <p>It has been suggested that fear of crime can contribute to social isolation, particularly for vulnerable groups such as women, older people, children and Ethnic minority groups.</p>	<ul style="list-style-type: none"> ● Children ● Young people ● Older people ● Disabled people ● People from ethnic minority backgrounds ● Men ● Women ● LGBT people
<p>Accessibility and mobility in the local area:</p> <p>Evidence indicates that during construction the accessibility and mobility of the local area can be affected. In particular, construction can cause difficulties in relation to increased traffic in the local area, reduced parking (construction vehicles and subcontractors in parking), construction activities blocking access to homes, shops, bus stops and pavements and safe routes, as well as effects on wayfinding. This may also limit the ability of children to move around the site safely alone, limiting outdoor play opportunities.</p> <p>For example, a reduction in parking bays, especially if they are spaces close to the site or blue badge spaces, can particularly adversely affect parents with young children, and disabled people who rely on such parking facilities in order to access a range of services and facilities, including their home. This can lead to knock-on effects on parents and disabled people's independence, exacerbating issues such as loneliness and social isolation.</p>	<ul style="list-style-type: none"> ● Children and people using buggies or pushchairs ● Older people ● Disabled people
<p>Information and communication:</p> <p>Complex material and information on the regeneration may present a challenge to those who have different information and communication needs. This includes but is not limited to people with cognitive or learning disabilities, people with low literacy levels, older people, people with visual or hearing impairments, and people who use English as a second language.</p> <p>Due to the COVID 19 pandemic, engagement and consultation has increasingly utilised digital tools. However this can exclude those who are less likely to be online, such as older people and disabled people.</p> <p>Some groups, such as children and young people, disabled people, and people from ethnic minority backgrounds, are more likely to face barriers to engagement. Consultation should 'go the extra mile' to speak with these groups, including holding events in a variety of different venues and times (COVID-19 regulations permitting).</p>	<ul style="list-style-type: none"> ● Children ● Young people ● Older people ● Disabled people ● People from ethnic minority backgrounds
<p>Effects on businesses during the redevelopment process</p>	
<p>Potential loss of business</p> <p>Independent small businesses including shops, cafes and restaurants, play an important role in supporting the vitality and vibrancy of local communities and often operate from smaller premises. Redevelopment can result in the permanent loss of such businesses, with the potential to affect self-employed business owners. Ethnic minority groups and older people may be particularly affected by the loss of business as they are more likely to be self-employed.</p>	<ul style="list-style-type: none"> ● Older people ● People from ethnic minority backgrounds
<p>Access to commercial finance</p> <p>For businesses, redevelopment may result in relocation or closure. This may result in a need to access finance to secure new premises, which can be more difficult for particular groups.</p> <p>Businesses owned by people from ethnic minority backgrounds are more likely to be denied a loan outright when compared to white owned business. Ethnic minority business owners are also less likely than non-ethnic minority business owners to access mainstream business support in the UK.</p> <p>Older people often lack the same financial means and income flexibility compared with other, younger age groups.</p>	<ul style="list-style-type: none"> ● Older people ● People from ethnic minority backgrounds

Risks and opportunities

Potentially affected groups

Potential redundancy of employees associated with business loss or relocation

Site redevelopments may require businesses to relocate and may result in extinguishment. These changes may create direct redundancies or result in indirect redundancies by current staff being unable to access future employment at a different location. This can affect groups who are more likely to face barriers to employment than others.

- Older people
- Disabled people
- People from ethnic minority backgrounds

Impact of redundancy on health and well-being

Involuntary job loss due to redevelopment and redevelopment can have disproportionate health and well-being effects for certain groups.

Older workers are at an increased risk of cardiovascular disease due to increased stress resulting from contributing factors such as a lower likelihood of re-employment, a substantial loss of income and the severance of work-based social interactions.

Redundancy can create an increased risk of family tension and disruption, and that job loss for a parent can have detrimental effects on children including lowered self-esteem and socio-psychological well-being.

- Older people
- Children

Impacts on the existing customer base of businesses

Site redevelopment has the potential to result in relocation of local businesses and community facilities currently operating in the Scheme area. Depending on the geography of where affected parties relocate to, such relocation from the local area might disrupt local customer bases that have been developed over time, ultimately resulting in a loss in business, and potentially the loss of an important service to certain groups.

- People from ethnic minority backgrounds

Effects on community following the redevelopment process

Improved housing provision:

Redevelopment can lead to improvements in housing provision within the regeneration area thereby improving appropriateness, accessibility and affordability, as well as its quality and efficiency in energy consumption, or housing stock.

Warm and insulated homes can help prevent against the health and wellbeing impacts of living in a cold home. Children living in cold homes are more than twice as likely to suffer from a variety of respiratory problems than children living in warm homes. Cold housing can negatively affect children's educational attainment, emotional wellbeing and resilience. Effects of cold housing are also evident among older people in terms of higher mortality risk, physical health and mental health.

- Children
- Older people
- Disabled people
- People from ethnic minority backgrounds

New employment opportunities:

Redevelopment can act as a means of promoting economic growth and supporting job creation. For example, property development can contribute to urban economic regeneration by enabling local stores to grow and expand, and through attracting investment to the area and revitalising neighbourhoods. It can also facilitate improved connectivity between communities and places of employment and education. Improved opportunities to access employment and education can serve to help address issues of inequality and improve social mobility.

- Young people
- Older people
- Disabled people
- People from ethnic minority backgrounds
- Women

Improved public realm and green space:

Redevelopment offers an opportunity to improve the public realm. The ability to access and use the public realm is vitally important to ensuring people feel that they are active members of their society. This includes basic activities such as using local shops or meeting up with people in a shared space outside close to home. In addition, the opening up of green space has been shown to impact positively on both physical and mental health.

Inner-city green space can promote social cohesion and instil a sense of community. Social contact is especially important for the health and wellbeing of older people. Green space can also have a positive role in a child's cognitive development, their wellbeing, and is linked to lower BMIs. Access to green space has also been shown to have positive health benefits for disabled people, and people with autism or learning difficulties in particular.

- Children
- Older people
- Disabled people
- People from ethnic minority backgrounds

Risks and opportunities

Potentially affected groups

<p>Provision of community resources and improved social cohesion:</p> <p>Community resources provide important places of social connection and promote wellbeing for many groups. For example, community hubs can provide an accessible centre point for local activities, services and facilities. They allow for a cross section of the community to be brought together in a safe place, allowing for better social cohesion and helping to address social isolation.</p> <p>An opportunity to socialise can have a positive effect on the loneliness of older people and disabled people, which may in turn provide positive health benefits. Social contact and out-of-classroom learning can also improve the wellbeing of children.</p>	<ul style="list-style-type: none"> ● Children ● Older people ● Disabled people ● Pregnant people ● People from ethnic minority backgrounds ● LGBT people
<p>Tackling crime and disorder:</p> <p>Levels of crime have in part been attributed to the urban environment. It has been argued that the opportunity for some forms of crime can be reduced through thought-out approaches to planning and design of neighbourhoods and towns. Reducing potential for crime can affect those more likely to fear crime or be a victim or witness of crime.</p>	<ul style="list-style-type: none"> ● Children ● Young people ● Older people ● Disabled people ● People from ethnic minority backgrounds ● Men ● Women ● LGBT people
<p>Improved access, mobility and navigation:</p> <p>Redevelopment processes open up opportunities to create spaces and places that can be accessed and effectively used by all, regardless of age, size, ability or disability, using principles of inclusive design. There are a number of protected characteristic groups who can experience difficulties with access, mobility and navigation who could benefit from improvements in this area.</p> <p>Improved streets and roads will promote active travel which will have a positive impact on people's health and wellbeing by providing spaces that are easily accessible and pleasant to pass through.</p> <p>Children who cannot move about safely and independently on foot and bicycle often become less physically active, reducing opportunities for children to develop certain cognitive, motor and physical skills – as well as contributing towards childhood obesity risks.</p>	<ul style="list-style-type: none"> ● Children ● Older people ● Disabled people

4 Area profile and proportionality

This chapter provides an overview of the socio-demographic profile of the Local Impact Area outlined in Chapter 2.

4.1 Overview of the socio-demographic profile of the Local Impact Area

The area profile summary in Table 4.1 provides a demographic characterisation of the LIA. The baseline compares the socio-demographic profile of the Local Impact Area with the London Borough of Haringey, the Greater London region, and England. The summary includes analysis of protected characteristic groups under the Equality Act 2010 and the current socio-economic context of the area. In comparing these regions, where the LIA deviates by more than 3%, the difference is considered to be disproportionate and is reported as such.

The data used in the baseline is the most current publicly available data from the Office of National Statistics. At the time of writing (September 2022), Census data for 2021 was not available. Where there are higher proportions of certain groups on the Site, this is written in **bold text**.

In order to analyse the demographic profile of the Local Impact Area (the Site, plus a 500m buffer extending from the Site), codepoint data – which includes a point representing each postcode area – for the site was used. Lower Super Output Area (LSOA) data is shared between the codepoints that fall within each LSOA, and is summed for where the codepoints fall within the LIA. An LSOA is the smallest geographical area (with an average of 1,500 residents and 650 households) for which most population data is published (beyond Census data).

A more detailed breakdown of the baseline can be found in Appendix A.

Table 4.1: Socio-demographic baseline

Protected Characteristic	Comparison with Haringey, Greater London and England ⁹
Age	<ul style="list-style-type: none"> • Population of children (under 16 years) living in the LIA (26%) is considerably higher than the figures for Haringey (20%), London (21%), and the England figure (19%). • Population of young people (16-24 years) (11%) is in line with the local average (10%) in Haringey, regional average in London (both 10%) and in England (11%). • Population of working age people (16-64 years) in the LIA (65%) is in line with the figure for London (67%) but lower than the comparable figures for Haringey (69%). It is higher than the figure for England (62%). • Population of older people (aged 65 and over) (9%) in the Local Impact Area is in line with the population in Haringey (11%) and lower than London (12%) and England (19%).
Disability¹⁰	<ul style="list-style-type: none"> • Population in the LIA who have a long-term health problem or disability that limits their day-to-day activities (16%) is in line with Haringey (14%), London (14%) and England (18%).
Gender reassignment	<ul style="list-style-type: none"> • No information is publicly available for the LIA.

¹⁰ Defined here as ‘People whose day to day activities are limited in any way as a result of being disabled or because of a long-term health condition’

Marriage and civil partnerships	<ul style="list-style-type: none"> Population of those who are married or in civil partnerships in the LIA (32%) is in line with the figure for Haringey (33%). It is considerably lower when compared to London (40%) and England (47%). Population of those who are single in the LIA (47%) is higher than London (44%) and England (35%). It is lower than the figure for Haringey (50%).
Pregnancy and maternity	<ul style="list-style-type: none"> The general fertility rate (live births per 1000 women aged 16-44 years) and total fertility rate (avg. number of children born per woman) of Haringey (1.64) is higher than the London (1.54) and England averages (1.59).
Race	<ul style="list-style-type: none"> The Black African population makes up 21% of the population in the LIA. This is considerably higher than the figures for Haringey (9%), London (7%) and England (2%). The proportion of the White British population in the LIA is 17%. This is considerably lower than the population in Haringey (35%) and London (45%), as well as in England (80%). The proportion of Other White people in the LIA (21%) is in line with the figure for Haringey (23%) but considerably higher than comparable figures for London (13%) and England (5%). The total minority ethnic population in the LIA (83%) is considerably higher than in Haringey (65%), London (55%) and England (20%).
Religion	<ul style="list-style-type: none"> The Christian population in the LIA (51%) is higher than the population in Haringey (45%) and London (48%) but lower than the figure for England (59%). The Muslim population in the LIA (25%) is considerably higher than the population in Haringey (14%), London (12%) and England (5%). Those with no religion in the LIA make up 13% of the population. This is considerably lower than the figure for Haringey (25%), London (21%) and England (25%). Those who belong to a minority religion in the LIA make up 27% of the population. This is considerably higher than those who belong to a minority religion in Haringey (21%), London (22%) and England (9%).
Sex	<ul style="list-style-type: none"> The proportion of women in the LIA (49%) is in line with the figures for Haringey (49%), London (50%) and England (51%).
Sexual orientation	<ul style="list-style-type: none"> No information is publicly available for the LIA

Source: Office for National Statistics Mid-Year Estimates 2019-2021 and Census 2011

4.2 Existing residential properties

The residential mix of properties affected by both the redevelopment which would be facilitated by and the potential use of compulsory purchase powers are described below.

4.2.1 Overview of the Love Lane Estate

The Love Lane Estate provides 297 homes across three Y-shaped ten storey blocks and several other four storey blocks with associated open space and parking areas. The addresses are as follows, and shown on the below plan:

- Charles House (Nos 1-60)
- Moselle House (Nos 1-60)
- Ermine House (Nos 1-60)
- Kathleen Ferrier Court (Nos 1-19)
- Brereton Road (Nos 4-18 Even)
- Orchard Place (Nos 2-28 Even)
- White Hart Lane (Nos 3-39)
- Whitehall Street (Nos 2-32 Even)
- Whitehall Street (Nos 3-29 Odd)
- Whitehall Street (Nos 31-61 Odd)

- Whitehall Street (Nos 63-89 Odd)

Figure 4.1: Love Lane Estate and associated addresses



Source: London Borough of Haringey

The tenancy profile of residents within Love Lane Estate is set out in the table below.

Table 4.2: Tenancy profile

Type of tenancy	Number of households
Secure tenants	38
Non-secure tenants in temporary accommodation	168
Resident leaseholders	21
Non-resident leaseholders (some with private tenants in situ)	22
Void properties	48
TOTAL	297

Of the tenancy types listed above, secure tenants, non-secure tenants placed in temporary accommodation on the estate by the Council and resident leaseholders have a Right to Return to a property on the new development on the basis of the Love Lane Landlord Offer, High Road West Local Lettings Policy and Love Lane Leaseholder Offer.

4.2.2. Additional socio-demographic data for the Love Lane Estate

To further enhance the understanding of the demographic makeup of the population, the Council have provided demographic data on the households within the Love Lane Estate. This was based on two datasets:

- A demographic survey of households in August and September 2022, undertaken by Council officers. Every household was either visited or contacted by phone at least once during the survey period. At the time of producing this report, 69 of the 249 households

on the estate at that time had completed the survey (28%). This dataset includes information for all members of the household.

- Housing management data for households. This dataset primarily relates to lead tenants and includes limited information for other members of the household.

Table 4.3: Additional socio- demographic data for the Love Lane Estate

Protected Characteristic	Summary of findings
Age	<p>The demographic survey identified that 220 people formed part of the 69 households within the Love Lane Estate who responded. The breakdown in age of this group was as follows:</p> <ul style="list-style-type: none"> • 95 (43.2%) people are under the age of 16 • 22 (10%) people are aged 16-24 years old • 23 (10.5%) people are aged 25-34 years old • 33 (15%) people are aged 35-44 years old • 29 (13.2%) people are aged 45-54 years old • 11 (5%) people are aged 55-64 years old • 4 (1.8%) people are aged 65-74 years old • 2 (0.9%) people are aged 75-84 years old • 1 (0.5%) person responded with Don't Know/Prefer not to say <p>The dataset relating to lead tenants records that of the 249 households living on the estate, 200 of the households (80%) reported that members of their household included people of working age (aged between 16 and 64); and 21 households (8%) reported that their household included older people (aged 65 and over).</p>
Disability¹¹	<p>The demographic survey included the question 'How many, if any, people in your household have a long-term physical or mental health condition, disability or illness?'. All 69 respondents answered this question, and the questionnaire showed:</p> <ul style="list-style-type: none"> • 50 households (72%) reported that no members of their household had a long term physical or mental health conditions, disability, or illness • 19 households (28%) responded that 1-2 people in their household did have a long term physical or mental health conditions, disability, or illness <p>The dataset relating to lead tenants indicates that 37 households on the estate (15%) reported having a member of the household with a disability.</p>
Gender reassignment	<p>In the demographic survey, none of the respondents identified as Trans. No further information on this protected characteristic is included in available resident data.</p>
Marriage and civil partnerships	<p>The demographic survey received 112 responses from individuals in relation to their relationship status. This identified that:</p> <ul style="list-style-type: none"> • 44 (38.9%) of respondents are single • 62 (54.9%) of respondents are married • 1 (0.9%) of respondents are separated • 1 (0.9%) of respondents are divorced • 4 (3.5%) of respondents are co-habiting • 1 (0.9%) of respondents are widowed
Pregnancy and maternity	<p>The demographic survey included the question 'How many in your household, if any, are currently pregnant or have been pregnant in the last year?'. Only 12 responses were recorded to this question, which showed:</p> <ul style="list-style-type: none"> • 3 residents are currently pregnant • 1 resident was pregnant in the last year • 8 residents said they did not know/prefer not to say

¹¹ Defined here as 'People whose day to day activities are limited in any way as a result of being disabled or because of a long-term health condition'

Race	<p>Of the 220 people recorded within the demographic survey, information relating to ethnicity was recorded for 218 of these individuals in the survey responses. The respondents found the following:</p> <ul style="list-style-type: none">• 46.8% of respondents identified as Black (including 36.2% Black African, and 10.6% Black Caribbean)• 16.5% of respondents identified as Turkish• 10.6% of respondents identified as White• 9.6% of respondents identified as any other ethnic group• 8.7% of respondents identified as Asian• 5% of respondents stated “don’t know/prefer not to say”• 2.8% of respondents identified as multiple/mixed ethnic group
Religion	<p>Out of the responses gained from the demographic survey, 206 people were accounted for with 53.4% of these identifying as Muslim, 33.5% identifying as Christian and 13.1% preferring not to say.</p>
Sex	<p>Out of the 220 people who have responded to the demographic survey, 98 people (44.5%) are male and 122 (55.5%) are female.</p>
Sexual orientation	<p>Of the 220 people recorded within the demographic survey, information relating to sexual orientation was recorded for 129 individuals in the survey responses. Of these, over 95% of the respondents identified as being heterosexual, with a very small proportion of residents identified as being bisexual or responding with ‘don’t know/prefer not to say’.</p>

4.2.3. 100 Whitehall Street

100 Whitehall Street is located in Plot A of Phase A and is primarily used to provide short-term emergency temporary accommodation for households while their homelessness application is under review by the Council. The provision of emergency accommodation will be met at other locations in the borough following its closure.

4.2.4. High Road residential properties

There are understood to be 15 residential units above the commercial properties on High Road. The majority of these are let under Assured Shorthold Tenancy (AST) agreements with some owner occupiers. The addresses are as follows:

- First Floor Flat, 757 High Road
- 755 High Road
- First Floor Flat, 753a High Road
- Second Floor Flat, 753b High Road
- 751 High Road
- 749 High Road
- 747 High Road
- 745 High Road
- 743 High Road
- 741 High Road
- 739a High Road
- 737 High Road
- 735 High Road
- 733a High Road
- 731 High Road

Additional stakeholder engagement has also been undertaken specifically with residents of affected properties on the High Road that are not within the Love Lane Estate in order to supplement data collected through publicly available sources and to understand in greater detail which groups are more likely to be affected by any redevelopment.

The engagement took place in the form of demographic surveys in August 2022, undertaken by Mott MacDonald and JTL Research Ltd on behalf of the Council. The fieldwork surveys were carried out with up to five visits made to each property understood to be occupied on the Site. The survey included:

- A notification letter distributed to properties to make participants aware of the upcoming survey, including details for translation support
- A letter distributed to properties with a unique link to the survey, so they could complete the survey in their own time
- In-person visits during day and evening hours, to encourage residents to complete the survey on a tablet, with the option to complete this in another language

All households were visited. None of the households opted to complete the survey out of 15 households within the Site. The Council will continue to seek to engage with these residents to understand any impacts resulting from the Scheme.

4.3 Existing community resources

There are a number of community facilities and resources located both within, and in close proximity to the Site which are likely to be accessed by protected characteristic groups, or if they were to be lost, would potentially adversely affect protected characteristic groups.

Within the Site, there is Coombes Croft Library, Whitehall & Tenterden Community Centre, Tottenham Health Centre, and a play area. The community centre and library and Health Centre are available for use by all residents in the Site and the wider community.

There are a range of different community facilities in the area surrounding the Site which are likely to be accessed by residents there. Table 4.2 lists the community facilities located within the Site.

Table 4.4: Community facilities within the Site

Name	Category	Address
Coombes Croft Library	Library	High Road
Whitehall & Tenterden Centre / Grace Organisation	Community Centre	Whitehall Street
Play area/Open Space	Play area/Open Space	Within the Love Lane Estate
Tottenham Health Centre	Health Centre	High Road

Source: OS AddressBase

4.3.1 Coombes Croft Library

Coombes Croft Library will be redeveloped as part of the Scheme, replaced by a new improved Library and Learning Centre delivered as part of the Scheme. The aim is for the library to be relocated to the new premises in a single move, and the local community has been and will be further involved in the co-design of facilities.

The new library will be larger, including provision for uses such as:

- A space for young people, including signposting, support and counselling, and career advice
- Services for adults with disabilities and additional needs, including social prescribing¹²
- Employment support, through Creative Enterprise and Business Hub support spaces and a Job Club
- Digital technology and training, within a new IT centre
- An expanded children's library, with the ability to host a programme of events
- Capacity to roll out borough initiatives such as Information Station and links to other libraries and providers
- Quiet places to study and focus
- Gallery space to showcase local creative talent

4.3.2 Whitehall & Tenterden Centre / Grace Organisation

The Whitehall & Tenterden Centre is located in Plot A of the Scheme. Currently, it is occupied and leased by the Grace Organisation, which provides day services for older people.

The Council has been working with Grace Organisation to relocate them to new refurbished premises at the Irish Centre, approximately 500m from their current location on the Site. The new premises will be of an equivalent size and provision to the current premises.

In working with the Grace Organisation, the Council has responded to the feedback related to the specific needs of the Organisation and its clients. The clients of the Grace Organisation are predominantly elderly and/or have a disability. 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

¹² Social prescribing is a way for local agencies to refer people to a link worker, and take a holistic approach to peoples health and well being, connecting people to community groups and statutory services. NHS England, *Social Prescribing*. Available at: <https://www.england.nhs.uk/personalisedcare/social-prescribing/>

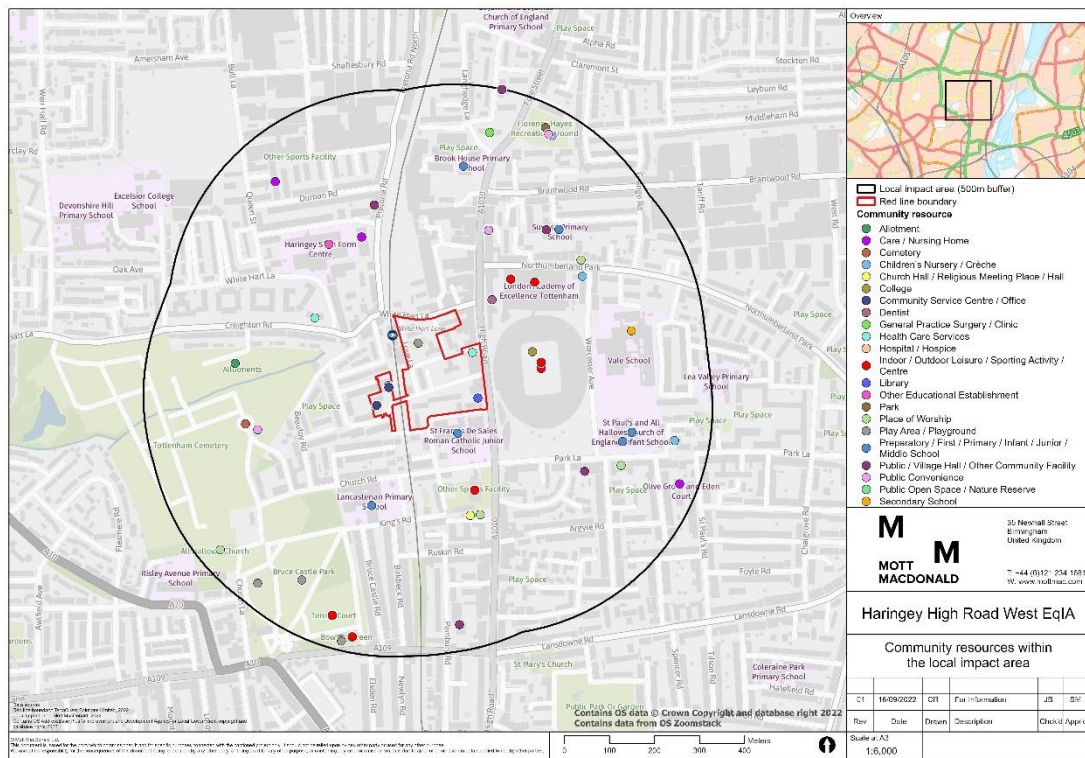
- Storage to accommodate equipment such as hoists

4.3.3 Tottenham Health Centre

Tottenham Health Centre is a GP clinic located on High Road. It is owned by the doctors of the surgery and discussions are ongoing regarding the needs of the new surgery.

The intention is that the GP clinic will have the option to move into new accommodation within the Scheme (assuming an alternative location isn't preferred by the clinic and CCG), and that this is a single move. The Section 106 agreement between the Council and Lendlease requires that a replacement health centre is built in the Scheme before the existing Tottenham Health Centre building is demolished (unless a replacement health centre is built in a neighbouring development).

Map 4.1: Community resources in the LIA



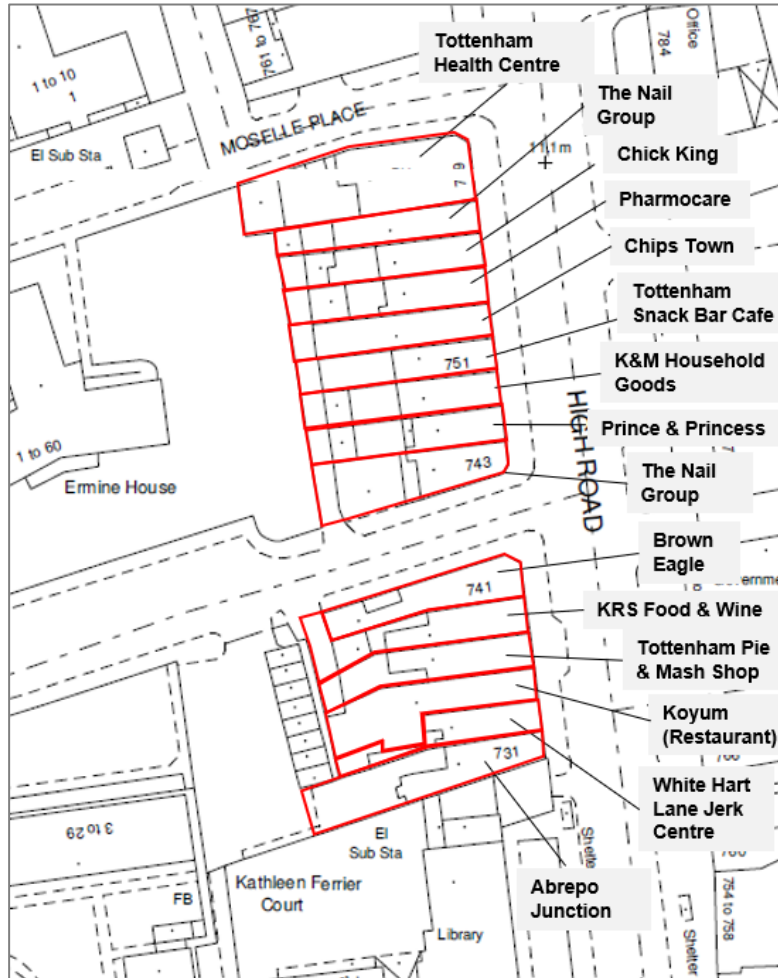
Source: OS Zoomstack

4.4 Existing businesses

4.4.1 Overview of existing businesses

There are a number of commercial units located on the Site, which will need to be relocated in order for the Scheme to go ahead. This could have equality impacts on owners and employees, and potentially local residents and others who are their customers.

Figure 4.2: Location of businesses within the Site (as of October 2022)



Source: London Borough of Haringey. Boundaries for individual properties are approximate.

The aspiration of the Council is to relocate the businesses into new premises within either the Scheme or the High Road West Scheme where possible. There are 15 commercial properties located within the Site. One of these is the Tottenham Health Centre, which is discussed in the community resources section, and the others are set out in the table below.

Table 4.5: Businesses within the Site (as of October 2022)

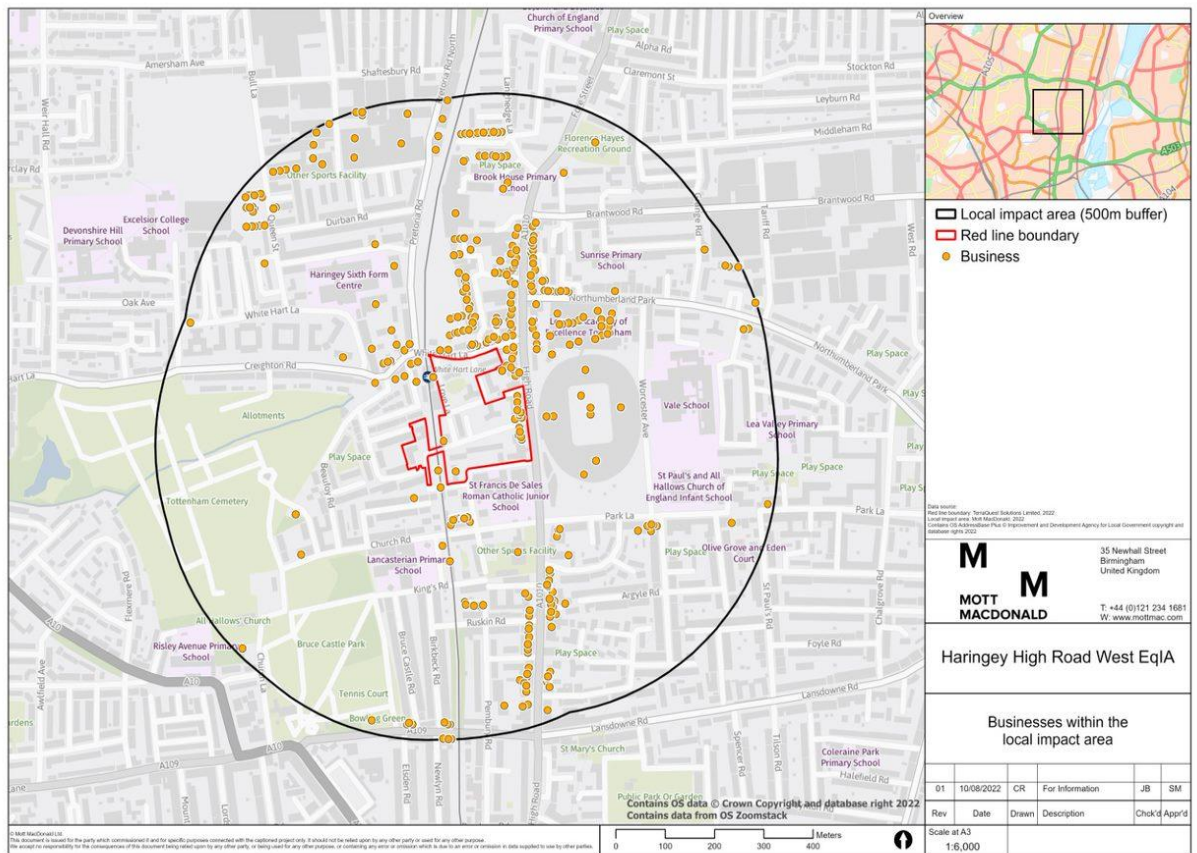
Address	Business name	Business type	Tenancy
757 High Road	The Nail Group	Nail salon	Tenants
755 High Road	Chick King	Takeaway	Freehold- occupiers
753 High Road	Pharmocare	Pharmacy	Tenants

Address	Business name	Business type	Tenancy
751 High Road	Chips Town	Takeaway	Tenants
749 High Road	Tottenham Snack Bar Café	Cafe	Tenants
747 High Road	Prince & Princess	Retail	Tenants
745 High Road	K & M Household Goods	Household supplies	Freehold- occupiers
743 High Road	The Nail Group	Nail salon	Tenants
741 High Road	Brown Eagle	Restaurant	Tenants
739 High Road	KRS Food & Wine	Off license	Tenants
737 High Road	Tottenham Pie & Mash Shop	Restaurant	Tenants
735 High Road	Koyum	Restaurant	Tenants
733 High Road	White Hart Lane Centre	Takeaway	Tenants
731 High Road	Abrepo Junction	African and Caribbean Grocer	Tenants

Source: London Borough of Haringey

As of October 2022, the Council and Lendlease have sought to open negotiations with all property owners regarding the purchase of their property. For owner occupiers, this has included discussions around the option to move into new accommodation within the Scheme, in line with the Council's Business Charter. Tenants have also been spoken to regarding the proposals, and as the Scheme progresses there will be further conversations around the design and letting arrangements for the new commercial spaces in the Scheme, with the aim that many existing business tenants have opportunity to relocate into the new spaces.

Map 4.2: Businesses within and around the Scheme



Source: OS Zoomstack

4.2.5. Additional socio- demographic data for existing businesses

A demographic survey of businesses within the Site was undertaken by Mott MacDonald and JTL Research Ltd on behalf of the Council in August 2022.

The objective of the demographic survey was to build better understanding of the businesses that may be affected by the scheme and the ways in which they might be affected. Questions were also asked in order to gauge respondents' awareness of the redevelopment process and how it might affect them, and to gain a better understanding of the potential needs of their businesses in the area, in order to provide the appropriate support.

The fieldwork surveys were carried out with up to five visits made to each property understood to be occupied on the Site, including business owners and employees of these businesses. The survey included:

- A notification letter distributed to properties to make participants aware of the upcoming survey, including details for translation support
- A letter distributed to properties with a unique link to the survey, so they could complete the survey in their own time
- In-person visits during day and evening hours, to encourage businesses to complete the survey on a tablet, with the option to complete this in another language
- An email to business owners, with a unique link to complete the survey online¹³

¹³ Where the email of the owner was known.

All businesses understood to be occupied were visited. A total of 4 businesses completed the survey out of 15 businesses on the Site (when including the Health Centre). Three of the surveys were completed by the owner of the business, and one by the business manager.

A summary of the findings is outlined below:

Table 4.4 Additional data for existing businesses

Feedback from the business	Summary of findings
Ownership	<p>The survey asked respondents to note how many people owned the business, and how many were employed. 2 businesses responded that there were two owners; whilst a further two noted one owner.</p> <p>Two business responded that they would prefer not to say how many employees were employed by the business. One business responded that they employed more than 10; and one responded that they employed 3 to 4 people.</p>
Employment	<p>For two businesses who responded, less than 25% of their employees live in the Borough of Haringey or adjacent boroughs.</p> <p>A further two businesses have 75-100% of employees from the Borough of Haringey or adjacent boroughs.</p> <p>One business reported that less than 25%, of their employees were employed part time One business reported that less than 25-50%; of their employees were employed part time One business reported that less than 50-75% of their employees were employed part time. One business preferred not to say what percentage of their employees were employed part time.</p> <p>Two businesses employed between 50 and 75% of their staff on a full-time basis, with one employing 75 and 100% of their staff full time. One business preferred not to say.</p> <p>Overall, the businesses who responded draw their employees from a large area stretching further than the Borough and those surrounding. The businesses tend to employ staff on a full time basis.</p>
Customer base	<p>The businesses were asked whether their businesses provided goods or services specifically tailored to groups with protected characteristics. Three responded that they would prefer not to say, and one responded that they did not know.</p> <p>Four businesses responded that their customer base came from Tottenham. Two responded that their customer base also extended into the boroughs of Haringey, Enfield, and Waltham Forest, while a further one responded that it extended into London.</p>
Views on the Scheme proposals	<p>Of the four businesses who responded to the survey,</p> <ul style="list-style-type: none"> • Three responded that they were somewhat aware of the proposals but not in detail. • One business responded that they were not aware of the proposals • Three of the four businesses noted that they were very concerned about the proposals and their potential impact. • One business reported being fairly concerned about the proposals and impact. • Three businesses raised concerns surrounding losing their jobs and income during the redevelopment, two raised concerns regarding relocation options and one raised concerns around losing customers. • Two businesses responded that they were very dissatisfied with the level of communication they have received from the Council about the Scheme process and what it means for them. One business reported that they were fairly dissatisfied.
Protected Characteristic	Summary of findings
Age	<p>Of the total six business owners, 1 is aged 35-44; 3 are aged 55 to 64; and a further two are aged 65 and 74.</p> <p>Of the total seventeen responses given for employee ages, 5 are aged between 35 to 44 and a further 5 between 45 to 54. Two are aged between 16 and 24; and two aged between 25 and 24. Four are aged between 65 and 74. One responded confirming that they would prefer not to say.</p>

Disability¹⁴	None of the businesses reported an owner with any long term physical or mental health condition, disability, or illness. One business reported that 1 to 2 employees had a long term physical or mental health condition, disability or illness, and one business responded that they would prefer not to say.
Gender reassignment	No business owner identifies as being transgender. Two businesses identified that they had no employees who identified as transgender. Two businesses preferred not to say.
Marriage and civil partnerships	Four business owners identify as being married. One owner co-habits, and one owner preferred not to say. Of the seventeen responses given for employees, all were don't know or prefer not to say.
Pregnancy and maternity	Of the four responses given for business owners, four selected prefer not to say. Of the sixteen responses given for employees, all confirmed that they preferred not to say.
Race	Of the six responses given for business owners, two identified as belonging to 'Any other white ethnic groups' and a further two as 'any other ethnic group'. One owner was identified as being African, and one owner as Caribbean. Of the seventeen responses given for employees, 12 were noted as belonging to 'Any other ethnic group'. Two employees identify as Indian, and one as African. One employee identifies as Turkish. One business preferred not to say.
Religion	Of the six responses given for business owners, four identified as Christian and two as Hindu. Of the sixteen responses given for employees, one employee was identified as Hindu and one as Muslim. 14 preferred not to say.
Sex	Of the five responses given, 3 of the business owners are male. Two are female. Of the seventeen responses given for employees, 11 are female. 5 employees are male, and one preferred not to say.
Sexual orientation	Five business owners identify as being heterosexual, whilst one preferred not to say. Of the seventeen responses given for employees, 13 were reported as being heterosexual; three were reported as don't know; and 1 responded prefer not to say.
Additional information	Summary of findings
Socio-economic status	Of six responses given, four owners stated that they did not receive any of the benefits listed. One owner preferred not to say. Of the sixteen responses given for employees, all were prefer not to say.
Qualifications	Of six responses given, three owners have qualifications at Level 3 and a further three have qualifications at Level 4. Of the sixteen responses given for employees, all were prefer not to say.
Language	Of the three responses given for owners, the preferred language of two owners is Greek; and the preferred language of one owner is English. Of the four responses given for employees, the preferred language of three employees is Greek, and one is Polish. One is Turkish.

¹⁴ Defined here as 'People whose day to day activities are limited in any way as a result of being disabled or because of a long-term health condition'

5 Impact assessment and recommendations

This chapter sets out the results of the Equality Impact Assessment of the scheme on protected characteristic groups and outlines existing mitigation measures. The impact assessment is split into three sections: Table 5.1 outlines the impact on residents and community resources during redevelopment, Table 5.2 outlines the impact on businesses during redevelopment and Table 5.3 outlines the impact on communities after the redevelopment process is complete.

5.1 Impact on residents and community resources during redevelopment

The following table describes the potential impacts of the Scheme on protected characteristic groups, with a focus on impacts for residents and local community resources during the redevelopment process. The term ‘residents’ refers to all households currently living in the Site or surrounding area that may be affected by the Scheme, either due to relocation or by other effects. Where mitigations relate to specific tenancy types (such as those set out in the Landlord Offer, which apply only to those living on the Love Lane Estate who need to be relocated), these are set out.

These impacts have been identified through a review of published literature and through engagement with residents. Potential differential effects are identified through published literature. Potential disproportionate effects on particular groups based on the demographic analysis of the area are also identified. The table sets out relevant feedback from resident consultation. Finally, existing measures in place to mitigate or enhance these potential impacts on residents and community resources during redevelopment are detailed.

Table 5.1: Impact on residents and community resources during redevelopment

Potential equality risks	Affected groups ¹⁵	Impact of Scheme	Key resident feedback	Existing Council mitigations or enhancements
Social infrastructure and access to community resources:	<ul style="list-style-type: none"> Children Younger people 	<p>Risks</p> <ul style="list-style-type: none"> Possible relocation of residents during 	Responses to consultation between 2018 and 2021 found that local residents	There are mitigations within the Council’s existing policies (i.e. the Landlord Offer) and the Section 106 agreement for the Scheme with Lendlease which have and will continue to reduce the impacts of the development:

¹⁵ Groups that are highlighted in bold are disproportionately represented in the study area.

Potential equality risks	Affected groups ¹⁵	Impact of Scheme	Key resident feedback	Existing Council mitigations or enhancements
<p>The redevelopment process is likely to involve the temporary or permanent resettlement of residents and demolition of housing and community resources. Community resources which residents may suffer from reduced access to include Coombes Croft Library, the Whitehall and Tenterden Centre (used by the Grace Organisation) and Tottenham Health Centre, as well as a play area. This can lead to a loss of access to these resources and spaces and knock-on impacts on social cohesion. In particular, it can increase residents' distances from facilities or places of social connection located on or in close proximity to their neighbourhood. Relocation can also lead to a loss of informal childcare support. This can disproportionately impact ethnic minority communities, disabled people, pregnant women, older people and children.</p> <p>Loss of social cohesion and access to community resources can lead to increased stress and anxiety in children who may need to change school or experience longer journeys to attend school; and loneliness and isolation in older people which can result in negative health outcomes such as poor mental health and obesity. Disabled people and pregnant women may also experience negative health impacts,</p>	<ul style="list-style-type: none"> • Older people • Disabled people • Minority faith groups¹⁶ • Pregnancy and maternity • Ethnic minority groups 	<p>redevelopment may create longer journeys to school for children and parents.</p> <ul style="list-style-type: none"> • Loss of informal childcare support due to resident relocation • Reduced access to community facilities and social infrastructure during redevelopment due to temporary loss of proximity to local community resources for residents that relocate. 	<p>felt strongly about the maintenance of community assets and ensuring facilities are suited to local people</p>	<ul style="list-style-type: none"> • Pursuant to the Landlord Offer, Love Lane Leaseholder Offer and High Road West Local Lettings Policy, secure tenants, resident leaseholders, and temporary accommodation tenants on the Love Lane Estate will have the right to return to new homes on the renewed Site. For temporary accommodation tenants to be eligible, they must have lived on the estate since January 2021. • Housing need assessments for secure and non-secure tenants eligible for rehousing onsite are regularly updated to ensure that the new home offer meets the need of each household. • There are several rehousing options for resident leaseholders, including a rent and interest free equity loan offer from the Council for both new homes within the Site and elsewhere in the borough if this is preferred. • The phasing plan for the Scheme has been designed on a rolling basis, so that most residents eligible for rehousing onsite will only make one move to their new home. • If residents eligible for rehousing onsite do have to move temporarily the Council will aim for this to be to a property on the estate or as close as possible. • Private tenants will be able to register interest for new private accommodation in the redeveloped Scheme. • Should private tenants find themselves in a position that they are at risk of becoming homeless due to the scheme's delivery, private tenants will be able to use Haringey's Housing Services to provide support and assistance in relation to their individual needs. • All existing tenants who move into Council properties in the Scheme will be offered a permanent lifetime tenancy. For existing secure tenants, tenancy rights will not be affected by moving into a new home and will remain with the Council, and tenants will retain their Right to Buy. For eligible households currently living in temporary accommodation they will move onto a permanent tenancy with the Council. • If a secure or non-secure tenant who is being rehoused within the Scheme (or a member of a resident's family who has been living with them for at least twelve months), requires any special adaptations to their home, for example grab rails or a wheelchair accessible kitchen, then their dedicated re-housing officer will

Potential equality risks	Affected groups ¹⁵	Impact of Scheme	Key resident feedback	Existing Council mitigations or enhancements
<p>including increased stress and anxiety due to the loss of social cohesion and access to community resources.</p> <p>Risks associated with relocation for these affected groups can be heightened if housed in temporary accommodation, due to the need to relocate more frequently.</p>				<p>ensure that an Occupational Therapist completes a full assessment and that all the correct adaptations are made to their new home before they move.</p> <ul style="list-style-type: none"> • The Council has appointed an Independent Tenant and Leaseholder Advisor (ITLA) to provide independent advice to all existing residents about the process and what it means for them. This advice will be on an individual basis and consider any impacts related to their specific needs, e.g. ensuring advice on rehousing options is mindful of the types of community resources that each household may need to access. • Community facilities will remain open during construction, including providing alternative local space if one move to the new facility is not possible. • The phasing plan for the Scheme has been designed to ensure existing green space is maintained for as long as possible and that new public space is delivered early within the Scheme. • The intention is that the Library will make a single move from its current premises to the new facility within the Scheme, if for any reason this is not possible, temporary facilities will be made available. • The Grace Organisation will make a single move to their new premises at the Irish Centre prior to their existing building being demolished. • There will be a replacement Health Centre in the Scheme to facilitate a single move (unless such a replacement healthcare facility is delivered in the vicinity). • The Council will continue to conduct face-to-face and other forms of engagement where possible with residents, keeping up-to-date records of changing needs and circumstances, particularly residents who will be most affected by the scheme. Fostering a sense of community through the engagement process can help remediate feelings of social isolation. • Turkish and other translators have, and will continue to be, provided at residential engagement events to assist with ease of communication. All communication material has and will continue to be translated with translations available on request.

Potential equality risks	Affected groups ¹⁵	Impact of Scheme	Key resident feedback	Existing Council mitigations or enhancements
<p>Costs associated with relocation</p> <p>Where redevelopment schemes require residents to resettle, it can lead to an increase in their financial outgoings due to costs associated with moving, particularly for single parent families (the vast majority of whom are led by women) and ethnic minority households. Relocation costs could include removal services, the need to adapt a new home or buy new furniture.</p> <p>Access to the required finance to assist with relocation may be most limited for those at risk of financial exclusion, who experience difficulty accessing appropriate and mainstream financial services, such as bank accounts and loans.¹⁷</p>	<ul style="list-style-type: none"> • Young people • Older people • Disabled people • Ethnic minority groups • Women 	<p>Risks</p> <ul style="list-style-type: none"> • Costs associated with resettlement such as securing new accommodation during the regeneration process and moving home. 	<p>At resident consultation events held through 2021, residents raised the following:</p> <ul style="list-style-type: none"> • Request for further information on moving support, including financial compensation 	<p>The Council have committed to a number of policies in order to reduce the impacts of the development:</p> <ul style="list-style-type: none"> • Residents eligible to move to the new homes will receive Disturbance Payments to cover the reasonable costs for moving (e.g. for mail redirection, removal costs, disconnection of white goods and loss of salary on moving day). • Secure tenants and resident leaseholders will receive a Home Loss payment in accordance with the Land Compensation Act 1973 (currently set at £7,800 for secure tenants, and 10% of the market value of the property for resident leaseholders). Non-resident leaseholders will receive a Basic Loss payment in in accordance with the Land Compensation Act 1973 (7.5% of the market value of the property). • Non-resident leaseholders will receive payments to cover the reasonable costs incurred as a result of selling their property and buying a new one. • The Council will continue to communicate proactively with residents through a range of channels, including face-to-face engagement where possible, keeping up-to-date records of changing needs and circumstances, particularly those who are most affected by financial exclusion. • The Council will continue to ensure that staff are available via telephone, online and in person to help residents understand their options and entitlements within the Landlord Offer document and are signposted to financial advice where possible.

¹⁷ Joseph Rowntree Foundation (2008): 'Financial inclusion in the UK: Review of policy and practice'. Available at: <https://www.jrf.org.uk/sites/default/files/jrf/migrated/files/2234.pdf>

<p>Access to finance</p> <p>Young people, older people, disabled people, ethnic minority groups and women all struggle with housing affordability issues.</p> <p>Homeownership has become increasingly more unaffordable for certain groups; and intermediate housing schemes such as shared ownership are often still too expensive for many groups such as disabled people and single parent families, the vast majority of whom are led by women.</p> <p>A lack of financial means can limit the range of ownership options, including intermediate options such as Shared Ownership, available to older people and relocation may cause older people to use savings and investments in order to secure a new home, potentially affecting their long-term financial independence and stability.</p> <p>If residents have to relocate, this can potentially lead to the financial implications of increased rent and issues finding similarly priced accommodation nearby.</p> <p>Residents may not be able to obtain a mortgage to remain on in the local area if new properties cost more than the value of existing homes.</p>	<ul style="list-style-type: none"> • Young people • Older people • Disabled people • Ethnic minority groups • Women 	<p>Risks</p> <ul style="list-style-type: none"> • Financial implications associated with resident homeowners who move to a Shared Equity or Shared Ownership home, including responsibility of 100% of the service charge liability. • Financial implications associated with the scheme for freeholders if they wish to buy into the works. • Council tax may increase for those in new homes. • New build Council rents in line with new homes across Haringey and bedroom numbers. • Financial impact on private renters with no Right to Return who are unable to afford alternative accommodation in the area 	<p>At resident consultation events held through 2021, residents raised the following:</p> <ul style="list-style-type: none"> • Requests for more information regarding the level of affordable housing on the new estate and the private/affordable split 	<p>The Council have committed to a number of policies in order to reduce the impacts of the development. These include:</p> <ul style="list-style-type: none"> • Commitment to secure tenants, temporary accommodation tenants and resident leaseholders that they will have an affordable home offer available to allow them to stay within the Scheme. • A number of options are available to resident leaseholders: <ul style="list-style-type: none"> – Buy a home in within the Scheme with an enhanced rent and interest-free equity loan from the Council, with the Council contributing up to 75% of the cost of the new property (the leaseholder is required to contribute the market value of their existing property and their home loss payment as a minimum)¹⁸ – Buy a home elsewhere in the borough with a rent and interest-free equity loan from the Council, with the Council contributing up to 40% of the cost of the new property – Request a leasehold swap¹⁹ – Other options if a resident leaseholder cannot raise sufficient funds for any equity loan, reviewed on a case-by-case basis. This could include alternative financing or a rental offer. • For resident leaseholders, the Council will cover the reasonable costs of an Independent Financial Advisor, who will advise on how much they can afford to contribute to a new home. • New Council homes within the Scheme will be let at similar rent level as current Love Lane properties. • The Council will aim to keep service charges as low as possible, working with Council tenants eligible for rehousing to understand the level and type of services they want and need. • Private tenants will be able to register interest for new private accommodation in the redeveloped Scheme • Should private tenants find themselves in a position that they are at risk of becoming homeless due to the scheme’s delivery, private tenants will be able to use Haringey’s Housing Services to provide support and assistance in relation to their individual needs. • New homes will be built to at least a BREEAM “very good” standard and aspire to achieve “Excellent”, making the new homes more energy efficient than current homes and potentially reducing costs for households.
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Potential equality risks	Affected groups ¹⁵	Impact of Scheme	Key resident feedback	Existing Council mitigations or enhancements
<p>Appropriate and accessible housing:</p> <p>Where redevelopment schemes require the resettlement of many residents, issues can arise regarding sourcing suitable housing that meets the needs of families with children as well as sourcing suitable housing that meets the needs of people requiring adaptable and accessible housing, such as people with mobility impairments. This may be a particular issue for vulnerable residents of the current Site. Accessible housing would include at least the basic four accessibility features (level access to the entrance, a flush threshold, sufficiently wide doorways and circulation space and a toilet at entrance level).</p> <p>A lack of suitable housing can lead to families living in overcrowded properties. Overcrowding can negatively impact the health of older people and children.</p> <p>Homes without access to outdoor space can negatively impact the emotional wellbeing of residents, particularly children.</p>	<ul style="list-style-type: none"> • Children • Older people • Disabled people • Ethnic minority groups 	<p>Risks</p> <ul style="list-style-type: none"> • Challenge finding appropriate temporary housing for those with specific housing needs (e.g. disabled people, families with children). 	<p>At resident consultation events held through 2021, residents raised the following:</p> <ul style="list-style-type: none"> • Request for more information regarding the accessibility of the homes • Request for more information around an updated needs assessment • Request for those currently living in overcrowded conditions to be suitably rehoused 	<p>The Council have committed to a number of policies in order to reduce the impacts of the development.</p> <ul style="list-style-type: none"> • The Council’s Rehousing Team will carry out a Housing Needs Assessment with each secure and non-secure tenant household to assess the requirements of each household before moving so that an appropriate offer may be made. This includes offering a home which has the appropriate number of bedrooms (in line with the Council’s Housing Allocations Policy). • Requirements for adaptations (e.g. grab rails, a wheelchair accessible kitchen) will be identified through an assessment by an Occupational Therapist, and these would be made to the new home prior to the move • If homes of a suitable size cannot be found for a family in a secure or non-secure tenant household, the Council will consider offering a ‘split household’ option on a case-by-case basis, where adult children move into their own accommodation. • Should private tenants find themselves in a position that they are at risk of becoming homeless due to the scheme’s delivery, private tenants will be able to use Haringey’s Housing Services to provide support and assistance in relation to their individual needs. • The Council will monitor the needs of private tenants to understand their protected characteristics and additional support needs during the rehousing process by undertaking demographic surveys annually and signposting identified vulnerable residents to key services. • Residents will have access to an Independent Tenant and Leasehold Advisor to provide impartial advice. This advice will be on an individual basis and consider any impacts related to their specific needs. • Pursuant to the Landlord Offer, existing secure and non-secure tenants rehoused within the Scheme will be provided with new homes with private outdoor space, such as a balcony, garden or patio.

¹⁸ In the event of a resident leaseholders death, the equity loan can be passed on to a partner whom they live with. If passed to anyone else it must be repaid in full. Adult children will be offered a grace period, and further discretion offered on a case by case basis.

¹⁹ The Council has noted that due to the available stock, choice will be limited and the property must be of equivalent value.

Potential equality risks	Affected groups ¹⁵	Impact of Scheme	Key resident feedback	Existing Council mitigations or enhancements
<p>Health effects</p> <p><i>Relocation health effects:</i></p> <p>Home relocation can have a negative impact on mental health and well-being. Relocation can create a great deal of stress and anxiety amongst children, young people and older people due to the need to adapt to new routines, facilities and surroundings.</p> <p>Involuntary relocation can have important health impacts for older people, with an increased mortality rate for those moved for urban redevelopment projects.</p> <p>The health effects of relocation can also be particularly heightened for temporary accommodation households, many of which are households with dependent children led by single mothers. Women and children in these circumstances may see increased levels of stress and anxiety exacerbated by the uncertainty and instability of their circumstances.</p> <p>Health impacts as a result of social isolation due to the COVID-19 pandemic, such as poorer mental health, obesity, alcoholism, and a greater risk of hospitalisation, may be exacerbated by the redevelopment process.</p>	<ul style="list-style-type: none"> ● Children ● Young people ● Older people ● Disabled people ● Pregnancy and maternity ● Women 	<p>Risks</p> <ul style="list-style-type: none"> ● Noise pollution from redevelopment, demolition and construction. ● Poorer air quality from demolition and construction. ● Health effects associated with relocation and moving, including stress and isolation. ● Impact of noise and air pollution during construction period on school pupils. 	<p>At resident consultation events held through 2021, residents raised the following:</p> <ul style="list-style-type: none"> ● Concerns about the impact of construction, particularly noise and dust impacts on residents neighbouring the works ● Concerns about the transport plan during construction; and desire for existing roads to remain quiet 	<p>As well as the support with rehousing to reduce stress as outlined above, the Council have also committed to the following:</p> <ul style="list-style-type: none"> ● Each household will have a dedicated re-housing officer to support residents through each step of the move process. This includes planning and facilitating removals, disconnecting and reconnecting appliances, and packing/unpacking. ● Additional and bespoke support will be provided where specific needs are identified, such as for elderly or disabled residents, working with other care or support providers where appropriate. The Council will identify and work with people whose protected characteristics may make them more vulnerable to adverse health effects to provide ongoing support to ensure relocation is as smooth as possible and signpost to additional wellbeing support if required. ● The phasing plan for the Scheme has been designed on a rolling basis, so that most eligible residents will only make one move to their new home. Residents will be kept up to date on the timescales for the Scheme as regularly as possible. ● In advance of the move, eligible residents will be able to customise the interior features of their new home in the new Scheme (e.g. colours). Residents will be kept up to date on when their new home is likely to be ready, and around 6 weeks before the move, visit the home and start to take measurements. This measures are intended to provide reassurance around the move process and to allow residents to start to make arrangements for their new home. ● The phasing plan for the Scheme has been designed to ensure existing green space is maintained for as long as possible and that new public space is delivered early within the Scheme. ● The developer is under an obligation pursuant to the s106 agreement to participate in the 'Considerate Contractors' scheme to keep disturbance to a minimum for local residents. A dedicated community liaison officer will be in place throughout the delivery of the Scheme ● Pursuant to the existing planning permission for the Scheme, the developer is also required to: <ul style="list-style-type: none"> – Submit a detailed Air Quality Dust Management Plan to the Council for approval prior to the commencement of any phase, which will set out the measures taken to safeguard residential amenity, protect air quality and the amenity of the locality.

Potential equality risks	Affected groups ¹⁵	Impact of Scheme	Key resident feedback	Existing Council mitigations or enhancements
<p><i>Heath effects as a result of the construction process</i></p> <p>Physical health effects may also arise as a result of the environmental effects of demolition, refurbishment and construction processes</p> <p>Older people, disabled people, and children are also likely to be disproportionality affected by changes in air quality that may arise during the construction period as increased air pollution can impact upon underlying respiratory conditions. Air pollution can contribute to health impacts in young children, including long term cognitive issues and neurodevelopment. Additionally, antenatal exposure to air pollution may alter the lung development of a baby whilst in the womb. If a baby is exposed to significant levels of air pollution, this can increase the risk of premature birth and low birth weight.</p>				<ul style="list-style-type: none"> – Submit a Construction Logistics Plan to the Council for approval prior to the commencement of any phase to provide the framework for managing vehicle activity, to seek to reduce overall vehicle numbers, to protect the amenity of neighbour properties and to maintain traffic safety. – Submit Demolition Environmental Management Plan (DEMP) and Construction Environmental Management Plan (CEMP) to the Council for approval, such plans to out measures to deal with noise, and air pollution during construction of the Scheme • The developer and Council will establish and maintain a Business and Community Liaison Construction Group prior to commencement of works to keep residents and businesses informed of pre-construction and construction activities, site hours, compliant procedures, advanced notice of exception works or deliveries and telephone contact details for the development in order to ensure satisfactory communication with residents, businesses and local stakeholders. • The Council will continue to hold community meetings, events and initiatives during the process of redevelopment, to help feelings of social isolation.
<p>Safety and security</p> <p>In the lead up to the redevelopment process and during the decanting and demolition of properties in the area, properties will be vacated and can fall into disrepair. This can attract unwanted activity including anti-social behavior and crime, which can affect those who are more likely to be a victim of crime or those who are more fearful of crime.</p>	<ul style="list-style-type: none"> • Children • Young people • Older people • Disabled people • Ethnic minority groups • Men • Women • LGBT people 	<p>Risks</p> <ul style="list-style-type: none"> • Potential for increased anti-social behaviour and vandalism during decanting and demolition period. 	<p>At resident consultation events held through 2021, residents raised the following:</p> <ul style="list-style-type: none"> • Concerns regarding existing safety and security issues on the Estate • Concerns regarding the current level of anti-social behaviour 	<p>The Council have committed to a number of policies in order to reduce the impacts of the development. These include:</p> <ul style="list-style-type: none"> • The phasing plan for the Scheme has been designed such that the Site is not ever entirely vacant (and therefore reducing the risk of anti-social behaviour and misuse of the Site area) as most residents move directly into the new homes. • A DEMP and CEMP will be approved by the Council pursuant to the planning permission for the Scheme, such plans will set out safety measures during construction. • A dedicated community liaison officer will be in place throughout the delivery of the Scheme.

Potential equality risks	Affected groups ¹⁵	Impact of Scheme	Key resident feedback	Existing Council mitigations or enhancements
<p>It has been suggested that fear of crime can contribute to social isolation, particularly for vulnerable groups such as women, older people, people from ethnic minority groups and LGBT+ people.</p>			<p>occurring in and around the estate</p>	<ul style="list-style-type: none"> • Scheme for CCTV will be implemented prior to the commencement of demolition and construction works. • The new homes and public spaces in the Scheme will be designed with Secured by Design principles in mind and in consultation with the community and local stakeholders, to promote a safer neighbourhood.
<p>Accessibility and mobility in the area: Evidence indicates that during construction the accessibility of the local area can be affected. In particular, construction can cause difficulties in relation to increased traffic in the local area, reduced parking (construction vehicles and subcontractors in parking), construction activities blocking access to homes, shops, bus stops and pavements and safe routes, as well as effects on wayfinding, which particularly affects older people and disabled people. This may also limit the ability of children to move around the local area safely alone, limiting outdoor play opportunities.</p>	<ul style="list-style-type: none"> • Children and people using buggies or pushchairs • Older people • Disabled people 	<p>Risks</p> <ul style="list-style-type: none"> • The presence of tradesmen's vehicles and construction vehicles during redevelopment may temporarily reduce access and parking. • The presence of more vehicles in the area may increase local traffic. • Potential for construction activities might block some access routes and could impact on wayfinding. • Potential for construction activities to impact upon public transport accessibility, for example bus routes 	<p>At resident consultation events held through 2021, residents raised the following:</p> <ul style="list-style-type: none"> • Participants were in support of incorporating details of interest such as cobbles, and varied architecture as long as it remains accessible to all and maintains some level of continuity throughout the development. 	<p>The Council have committed to a number of policies in order to reduce the impacts of the development. These include:</p> <ul style="list-style-type: none"> • A DEMP and CEMP will be approved by the Council pursuant to the planning permission for the Scheme, such plans will set out measures to ensure accessibility during construction, providing information and provision for interim wayfinding during the construction process. • A dedicated community liaison officer will be in place throughout the delivery of the Scheme. • Pursuant to the Landlord Offer, the aim is that all existing eligible households will have the option of a parking permit for a space within the Scheme or on nearby roads. All Blue Badge holders will be provided with the option of wheelchair parking near to their home.

Potential equality risks	Affected groups ¹⁵	Impact of Scheme	Key resident feedback	Existing Council mitigations or enhancements
<p>Information and communication:</p> <p>Complex material and information about the regeneration process may present a challenge to those who have different information and communication needs. This includes, but is not limited to, people with cognitive or learning disabilities, people with low literacy levels, older people, people with visual or hearing impairments and people who use English as a second language.</p> <p>Due to the COVID 19 pandemic, engagement and consultation has increasingly had to utilise digital tools, however this can lead to digital exclusion for those who are less likely to be online, such as older people and disabled people.</p> <p>Some groups, such as children and young people, disabled people, and people from ethnic minority backgrounds, are more likely to face barriers to engagement. Consultation should 'go the extra mile' to speak with these groups, including holding events in a variety of different venues and times</p> <p>Due to this, there can be concerns that some residents do not fully understand or appreciate the Scheme or are unable to engage properly with the process. Some residents may end up accepting an offer without fully understanding the implications of what is happening.</p>	<ul style="list-style-type: none"> ● Children ● Young people ● Older people ● Disabled people ● Ethnic minority groups 	<p>Risks</p> <ul style="list-style-type: none"> ● Residents do not fully understand or appreciate the Scheme, or are unable to engage properly with the process. Some residents may end up accepting an offer without fully understanding the implications of what is happening. 	<p>At resident consultation events held through 2021, residents raised the following:</p> <ul style="list-style-type: none"> ● Request for regular sessions between the developers and Residents Association ● Request for working relationship with Construction Liaison Officer ● Request for understanding of how residents will be kept involved in the development of the masterplan ● Concern that there were residents who had not been engaged in the process 	<p>The Council have committed to a number of policies in order to reduce the impacts of the development. These include:</p> <ul style="list-style-type: none"> ● A series of engagement events have been held for residents, neighbours, businesses and the local community to ensure they are kept up to date with the details of the submitted masterplan. Events have been advertised via a number of methods, including posters and flyers posted to residents. ● Existing residents were given the opportunity to vote whether the scheme should progress via the resident ballot on the basis of the Landlord Offer. Engagement will continue as the Scheme progresses, including co-designing the new homes and spaces with the community. ● Translation support has and will continue to be a priority, recognising the local demographics, including translated versions of engagement documents and interpreters present at events / available on request ● A series of videos have been created to clearly explain the proposals and these posted to the website. ● Site visits to similar regeneration projects have been put on for residents, and will continue to be offered. ● Commitment to regular clear communication and updates throughout all stages of the regeneration period, including a residents' newsletter. This provides the means for residents to understand the process in order to make an informed decision on what actions they should take and when. This includes timely delivery of information and keeping websites up to date. ● Each household will receive a dedicated rehousing officer and will be able to speak to the Council's engagement team about any wider issues, who will support and/or signpost to the relevant Council teams or partners as and when required. ● Residents will have access to an Independent Tenant and Leasehold Advisor to provide impartial advice. This advice will be on an individual basis and consider any impacts related to their specific needs. ● The developer and Council will establish and maintain a Business and Community Liaison Construction Group prior to commencement of works to keep residents and businesses informed of pre-construction and construction

Potential equality risks

Affected groups¹⁵

Impact of Scheme

**Key resident
feedback**

Existing Council mitigations or enhancements

The demographic profile for the LIA indicated that there are likely a high proportion of ethnic minority groups residing on the site and in the surrounding area. For some households, English may not be the primary language spoken.

activities, site hours, compliant procedures, advanced notice of exception works or deliveries and telephone contact details for the development.

5.2 Impact on businesses during redevelopment

The following table describes the potential impacts of the scheme on protected characteristic groups, with a focus on the businesses in the redevelopment area during the redevelopment process. These impacts have been identified through a review of published literature and through engagement with businesses. Potential differential effects are identified through published literature. Potential disproportionate effects on particular groups based on the demographic analysis of the area are also identified.²⁰ The table sets out relevant feedback from resident consultation. Finally, existing measures in place to mitigate or enhance impacts on businesses as a whole are set out.

Table 5.1: Impacts on businesses during redevelopment

Potential equality risks	Affected groups ²¹	Impact of Scheme	Key feedback	Existing Council mitigations or enhancements
<p>Potential loss of business</p> <p>Independent small businesses including shops, cafes and restaurants, play an important role in supporting the vitality and vibrancy of local communities and often operate from smaller premises. Redevelopment can result in the permanent loss of such businesses, with the potential to affect self-employed business owners. Ethnic minority groups and older people may be particularly affected by the loss of a business as they are more likely to be self-employed.</p>	<ul style="list-style-type: none"> Older people Ethnic minority groups 	<p>Risk</p> <ul style="list-style-type: none"> Relocation may cause businesses to close. 	<p>At consultation events held through 2021, business owners raised the following related to effects on businesses:</p> <ul style="list-style-type: none"> Queries regarding ownership and tenure of new development spaces Request for current local shops to stay in the area Concern that local businesses are not being prioritised in the masterplan 	<p>The Council have developed a Business Charter to set out their commitments to businesses which may be affected by the Scheme.²² Policies include:</p> <ul style="list-style-type: none"> The Council will provide relocation support and where space and use match the regeneration proposals the Council will aim to relocate businesses within the Scheme (or wider High Road West Scheme) if possible, and the borough if not. In addition, the developer is obliged to submit a Business Relocation Strategy to assist with the temporary and permanent relocation of existing businesses, operating within the Site, to new premises within the Site or locations within the vicinity of the Site. This includes: <ul style="list-style-type: none"> Securing local agent support in order to help prepare potential relocation options based on the individual businesses' requirements Providing independent business and relocation advisory support for existing businesses Prioritising existing businesses for new commercial workspace in the redevelopment to be offered to existing businesses with a combination of discounted rent for up to 5 years, rent free periods or capital contributions toward fit out or equipment purchase. Commitment to regular communication and consultation with businesses, including regular drop-in sessions and one-to-one meetings.

²⁰ Where there are higher proportions of certain groups on the Site, this is written in **bold text**.

²¹ Groups that are highlighted in **bold** are disproportionately represented in the study area.

²² Haringey Council, 2014. 'High Road West: Business Charter'.

Potential equality risks	Affected groups ²¹	Impact of Scheme	Key feedback	Existing Council mitigations or enhancements
<p>Access to commercial finance</p> <p>For businesses, redevelopment and renewal may result in relocation or closure. This may result in a need to access finance to secure new premises, which can be more difficult for particular groups.</p> <p>Specific risks arising from access to commercial finance for businesses include:</p> <ul style="list-style-type: none"> • Potential costs from disruption to business trading. • Cost of relocation and securing new premises, either on a temporary or permanent basis. • Difficulty finding affordable premises nearby may cause businesses to close. 	<ul style="list-style-type: none"> • Older people • Ethnic minority groups 	<p>Risk</p> <ul style="list-style-type: none"> • Potential costs from disruption to business trading. • Cost of relocation and securing new premises, either on a temporary or permanent basis. • Difficulty finding affordable premises nearby may cause businesses to close. 		<ul style="list-style-type: none"> • Commitment to work with businesses to help them develop individual business plans. • Each business will be assigned a dedicated officer to support them through the purchasing and relocation process. • Additional support offered to help owners and families throughout the process, such as organising events where affected parties can talk to others similarly affected. • Business support initiatives will be provided to help grow and diversify businesses, such as courses to promote digital skills, training advice or business planning. There will be engagement with local businesses to understand what type of initiatives they would like to see. <hr/> <ul style="list-style-type: none"> • Businesses will be offered a compensation to cover removal expenses, adaptation of replacement premises, temporary loss of profit during the move, diminution of goodwill following move and depreciation in value of stock, in line with the compensation code. • The property and/or the business will be independently valued by a surveyor who can be appointed by the business owner, with reasonable costs covered by the Council. • See above mitigation measures regarding the Council's relocation support and the obligations for the developer's Business Relocation Strategy, including within new space in the Scheme.

Potential equality risks	Affected groups ²¹	Impact of Scheme	Key feedback	Existing Council mitigations or enhancements
<p>Potential redundancy of employees associated with business loss or relocation</p> <p>Redevelopments may require businesses to relocate and may result in extinguishment. These changes may create direct redundancies or result in indirect redundancies by current staff being unable to access future employment at a different location. This can affect groups who are more likely to face barriers to employment than others.</p>	<ul style="list-style-type: none"> Older people Disabled people Ethnic minority groups 	<p>Risk</p> <ul style="list-style-type: none"> Relocation may cause businesses to close and staff to be made redundant. Relocation options for businesses on an interim or permanent basis may result in current staff not being able to access work. 		<ul style="list-style-type: none"> See above mitigation measures regarding the Council's relocation support and the obligations for the developer's Business Relocation Strategy, including within new space in the Scheme. All businesses will be met on a one-to-one basis to understand better their individual circumstances, including the requirements for their staff, in consideration of those with protected characteristics. In the event that a business owner chooses to extinguish the business instead of move to new premises, the Council will signpost affected employees to employment support, including the Employment Navigator.
<p>Impact of redundancy on health and well-being</p> <p>Involuntary job loss due to redevelopment and renewal can have disproportionate health and well-being effects for certain groups.</p> <p>Older workers are at an increased risk of cardiovascular disease due to increased stress resulting from contributing factors such as a lower likelihood of re-employment, a substantial loss of income and the severance of work-based social interactions.</p> <p>Redundancy can create an increased risk of family tension and disruption, and that job loss for a parent can have</p>	<ul style="list-style-type: none"> Children Older people 	<p>Risk</p> <ul style="list-style-type: none"> Relocation may cause businesses to close and staff to be made redundant. Redundancy may lead to increased levels of stress and anxiety for staff. Possible redundancy of parents may negatively impact children's wellbeing. 		<ul style="list-style-type: none"> See above mitigation measures regarding the Council's relocation support and the obligations for the developer's Business Relocation Strategy, including within new space in the Scheme. Additional support offered to help owners and families throughout the process, such as organising events where affected parties can talk to others similarly affected. Business support initiatives will be provided to help grow and diversify businesses, such as courses to promote digital skills, training advice or business planning. There will be engagement with local businesses to understand what type of initiatives they would like to see.

Potential equality risks	Affected groups ²¹	Impact of Scheme	Key feedback	Existing Council mitigations or enhancements
<p>detrimental effects on children including lowered self-esteem and socio-psychological well-being.</p>				
<p>Impacts on the existing customer base of businesses</p> <p>Regeneration projects have the potential to result in relocation of local businesses. Depending on the geography of where affected parties relocate to, such relocation from the local area might disrupt local customer bases that have been developed over time, ultimately resulting in a loss in business and employment. The relocation of businesses such as Abrepo Junction and White Hart Lane Jerk Centre would most likely result in an equality effect as they serve a particular community.</p>	<ul style="list-style-type: none"> Ethnic minority groups 	<p>Risk</p> <ul style="list-style-type: none"> Potential relocation of business and customers may result in a loss of business, which may cause staff to be made redundant. 		<ul style="list-style-type: none"> See above mitigation measures regarding the Council's relocation support and the obligations for the developer's Business Relocation Strategy, including within new space in the Scheme.

5.3 Impact on community following redevelopment process

Table 5.3 identifies the potential impacts on the future of the Haringey High Road West community (residents, businesses and community resources) following the redevelopment process, following completion of delivery. It shows the potential impact of risks and opportunities without mitigation, following mitigation measures that have been put in place and then highlights the likely overall equality effect if the Council adhere to the recommendations.

Table 5.2: Impact on community following redevelopment process

Potential equality risks or opportunities	Affected groups ²³	Key resident feedback	Impact of Scheme (Opportunity and Risk)
<p>Improved housing provision:</p> <p>Redevelopment can lead to improvements in housing provision within the redevelopment area therefore improving appropriateness, accessibility and affordability, as well as its quality and efficiency in energy consumption.</p> <p>Warm and insulated homes can help prevent against the health and wellbeing impacts of living in a cold home. Children living in cold homes are more than twice as likely to suffer from a variety of respiratory problems than children living in warm homes. Cold housing can negatively affect children’s educational attainment, emotional wellbeing and resilience. Effects of cold housing are also evident among older people in terms of higher mortality risk, physical health and mental health.</p>	<ul style="list-style-type: none"> • Children • Older people • Disabled people • Ethnic minority groups 	<p>At resident consultation events held through 2021, residents raised the following:</p> <ul style="list-style-type: none"> • Concerns about the proposed building heights and note that new buildings should be kept in line with existing buildings • Highlighted need for new homes to cater for people working from home • Residents wanted clearer commitments that rooms within the new development would not be smaller • Generally, people were supportive of the design • Request for homes for families and younger people 	<p>The Scheme provides the following:</p> <ul style="list-style-type: none"> • At least 1350 new homes, with 40% affordable housing (by habitable room), including 500 Council homes. • New homes will be more energy efficient and cheaper to run, built to modern building regulation standards. • Eligible existing residents moving to new Council homes will have the options to make their new home their own, with choices of fittings and layouts. • New homes will be built to London Plan space standards and exceed these in many cases. For existing non-secure and secure tenants, the living and bedroom sizes in the new home will be at least equivalent to the size their existing home. • Buildings will be designed to be accessible for all, with a range of wheelchair adapted homes available. • The Council will seek to locate new homes for residents in low to mid rise blocks, and where this is not possible, in no higher than 10 storeys.

²³ Groups that are highlighted in **bold** are disproportionately represented in the study area.

Potential equality risks or opportunities	Affected groups ²³	Key resident feedback	Impact of Scheme (Opportunity and Risk)
<p>New employment opportunities: Increased economic activity, employment and investment in the surrounding area, as well as sustained revenue for the council. Redevelopment can act as a means of promoting economic growth and supporting job creation. For example, property development can contribute to urban economic redevelopment by enabling local stores to grow and expand, and through attracting investment to the area and revitalising neighbourhoods. It can also facilitate improved connectivity between communities and places of employment and education. Improved opportunities to access employment and education can serve to help address issues of inequality and improve social mobility.</p>	<ul style="list-style-type: none"> • Older people • Disabled people • Ethnic minority groups • Women • Young people 	<p>At resident consultation events held through 2021, residents raised the following:</p> <ul style="list-style-type: none"> • Support for providing training opportunities for young people to get into good, well paid jobs • Ensure that the new retail offer is diverse and includes opportunities for independent businesses • Concern that the new improvements will not target local residents 	<ul style="list-style-type: none"> • Any required adaptations will be made to new homes for secure and non-secure in line with the Landlord Offer and based on their housing needs assessment. • A 'post-move' survey carried out with residents following their move to a new home in the Scheme. <p>The Scheme provides the following:</p> <ul style="list-style-type: none"> • Provision for new retail provision of a range of sizes and types to extend and enhance the existing provision on the High Road • Provision for new leisure uses, office space and public realm • A new Library and Learning Centre to act as hub for skills and training for local people • On the basis of the illustrative masterplan, the Scheme will²⁴: <ul style="list-style-type: none"> – Create an average of 422 direct FTE jobs in construction during each year of the demolition and construction phase – Support a further 418 FTE jobs across a range of sectors and services (through indirect / supply change and wider induced effects) during each year of the demolition and construction phase – Support the 89 FTE net additional jobs in retail, leisure, hospitality, catering and other services once the non-residential spaces within the Scheme is fully open and trading • Residents will get access to the benefits provided through the Scheme and as referred

²⁴ Lichfields (2022). High Road West Hybrid Planning Application – Socio Economic Benefits Statement

Potential equality risks or opportunities	Affected groups ²³	Key resident feedback	Impact of Scheme (Opportunity and Risk)
			<p>to in the Employment and Skills Plan in the S106 to provide support for those in the local community looking for work, both in the final scheme and to help people get involved in the construction industry.</p> <ul style="list-style-type: none"> • The Employment and Skills Plan will include an Equality, Diversity and Inclusion strategy which sets out an action plan for reducing barriers to employment for women, ethnic minority groups, disabled people and young people through the opportunities the redevelopment will bring. • A minimum 10% of commercial floorspace will be designated Affordable Workspace with rent set at no more than 75% of the Market Rent at the start of each lease to be offered to Affordable Workspace Occupiers including any persons or small to medium enterprises (SMEs). • The dedicated socio-economic programme enabled by the Scheme will include investment to better connect residents to sustainable, long-term jobs and training opportunities. The types of initiatives will be developed based on community feedback, respond to the current economic environment, and include a focus on growth sectors. • In the event that a business owner chooses to extinguish their business within the site instead of move to new premises, the Council should signpost affected employees to employment support, including the Employment Navigator.

Potential equality risks or opportunities	Affected groups ²³	Key resident feedback	Impact of Scheme (Opportunity and Risk)
<p>Improved public realm and green space:</p> <p>Redevelopment offers an opportunity to improve the public realm. The ability to access and use the public realm is vitally important to ensuring people feel that they are active members of their society.²⁵ This includes basic activities such as using local shops or meeting up with people in a shared space outside close to home. In addition, the opening up of green space has been shown to impact positively on both physical and mental health.</p>	<ul style="list-style-type: none"> • Children • Older people • Disabled people • Ethnic minority groups 	<p>At resident consultation events held through 2021, residents raised the following:</p> <ul style="list-style-type: none"> • Request for further understanding of how Moselle Square will be managed • Positive feedback on the proposed new community facilities and green space • Highlighted need for public spaces to be flexible to allow for the hosting of community events • Concern over the ongoing maintenance of green space • Request for more info over which buildings will have rooftop gardens 	<p>The Scheme provides the following:</p> <ul style="list-style-type: none"> • A new public square of a minimum of 3,500 sqm (Moselle Square), which will provide a range of benefits for the community, including leisure and social spaces and capacity for events, markets and other activities. • Communal gardens will be provided for residents only with quiet areas, areas for play and shelter. • Communal gardens will include space for community activities such as allotments and outdoor family dining. • The Scheme will deliver significant biodiversity enhancements through the delivery of new public realm, together with extensive tree planting and greening throughout. • Interactive landscape with space for children to play and adults to keep fit. • A management plan will be established to ensure that all streets and public open spaces are well managed and clean.
<p>Provision of community resources and improved social cohesion:</p> <p>Community resources provide important places of social connection and promote wellbeing for many groups. For example, community hubs can provide an accessible centre point for local activities, services and facilities. They allow for a cross section of the community to be brought together in a safe place, allowing for better social cohesion and helping to address social isolation.</p>	<ul style="list-style-type: none"> • Children • Older people • Disabled people • Ethnic minority groups • Pregnant women • LGBT people 	<p>At resident consultation events held through 2021, residents raised the following:</p> <ul style="list-style-type: none"> • Highlighted need for new library facilities to support learning and socialising • Highlighted need for public spaces to be flexible to allow for the hosting of community events 	<p>The Scheme provides the following:</p> <ul style="list-style-type: none"> • New Library and Learning Hub, with study space and an expanded children's library. • As above, the square will provide a range of community benefits, including leisure and social spaces and capacity for events, markets and other activities. • The dedicated socio-economic programme enabled by the Scheme will include investment to build community capacity. This

²⁵ House of Commons Women and Equalities Committee (2017): 'Building for Equality: Disability and the Built Environment'.

Potential equality risks or opportunities	Affected groups ²³	Key resident feedback	Impact of Scheme (Opportunity and Risk)
<p>An opportunity to socialise can have a positive effect on the loneliness of older people and disabled people, which may in turn provide positive health benefits. Social contact and out-of-classroom learning can also improve the wellbeing of children.</p> <p>Improved integration of academic and civic spaces can additionally allow for increased social cohesion among students (young people) and residents.</p>		<ul style="list-style-type: none"> • Support for providing further facilities and infrastructure to entertain children and young people, such as a skate park, cinema or swimming pool. • Support for inclusion of childcare and facilities for the elderly 	<p>is envisaged to include an Annual Community Fund, allocated to community-led projects to empower ideas and opportunities for local people</p>
<p>Tackling crime and disorder:</p> <p>Levels of crime have in part been attributed to the urban environment. It has been argued that the opportunity for some forms of crime can be reduced through thought-out approaches to planning and design of neighbourhoods and towns. Reducing potential for crime can affect those more likely to fear crime or be a victim or witness of crime.</p>	<ul style="list-style-type: none"> • Young people • Disabled people • Ethnic minority groups • LGBT people • Men • Older people • Women • Children 	<p>At resident consultation events held through 2021, residents raised the following:</p> <ul style="list-style-type: none"> • Highlighted need for safety and designing out anti- social behaviour to be a priority. • Highlighted need for safe routes, and request that CCTV used where necessary 	<p>The Scheme provides the following:</p> <ul style="list-style-type: none"> • Every new building will have better security features such as electronic entrance systems with fob only access and CCTV and will (by reason of the planning permission) be required to achieve Secured by Design Accreditation. • Good lighting across the Scheme in public spaces, buildings, and streets. • Scheme designed so that streets are well-overlooked. • Council and designers working with Secured By Design officers to enhance safety. • Ensuring the Scheme is well lit with good quality CCTV to improve safety.
<p>Improved access, mobility and navigation:</p> <p>Redevelopment processes open up opportunities to create spaces and places that can be accessed and effectively used by all, regardless of age, size, ability or disability, using principles of inclusive design. There are a number of equality groups who can experience</p>	<ul style="list-style-type: none"> • Children • Older people • Disabled people 	<p>At resident consultation events held through 2021, residents raised the following:</p> <ul style="list-style-type: none"> • Residents pleased that car parking will be provided for existing residents with cars 	<p>The Scheme provides the following:</p> <ul style="list-style-type: none"> • The Council and the developer will ensure that existing households moving to the new homes have the option of a parking permit within the new Scheme or nearby roads.

Potential equality risks or opportunities	Affected groups ²³	Key resident feedback	Impact of Scheme (Opportunity and Risk)
<p>difficulties with access, mobility and navigation who could benefit from improvements in this area.</p> <p>Disabled people may have reduced physical access opportunities, while children who cannot move about safely and independently on foot and bicycle often become less physically active, reducing opportunities for children to develop certain cognitive, motor and physical skills – as well as contributing towards childhood obesity risks.</p>		<ul style="list-style-type: none">• Hope that the new street plans will alleviate busyness on match days	<ul style="list-style-type: none">• All Blue Badge holders will be provided with the option of wheelchair parking near their home.• Well-designed pathways to allow easy access to open spaces.• The Scheme aims to put people movement first by minimising vehicle movements.• New cycle parking.• New pathways and routes through the Scheme with clear wayfinding to create an easy to navigate development to encourage walking and cycling. By reason of the planning permission, details of permanent wayfinding information will be submitted prior to landscaping works commencing in a phase.• The DEMP and to be approved pursuant to the planning permission will include details of interim wayfinding signage.• A Safety Advisory Group established between the Council, Tottenham Hotspur Football Club (THFC) and the local Police will manage measures related to safety and busyness on matchdays.

6 Overall equality impacts of the scheme

6.1 Overview: assessing equality impacts

The scale has been used to identify the potential extent of both risks and opportunities. Where there is more than one impact, the rating summarises the overall impact. Please note that the rating following recommendations captures where there may be possible further mitigation measures that could be put in place to further reduce the effect, or the impact has been reduced for identified protected characteristic groups to a level that is no worse than that experienced by the rest of the population.

Major risk	XXX
Moderate risk	XX
Minor risk	X
Neutral	0
Minor opportunity	✓
Moderate opportunity	✓✓
Major opportunity	✓✓✓

6.2 Impacts associated with scheme

Tables 6.1 and 6.2 identify the possible potential impacts on residents, and businesses in the Phase A area related to the scheme. It shows the potential impact of risks without mitigation, following mitigation measures that have been put in place and then highlights the likely overall equality effect if the Council adhere to the further recommendations listed.

Table 6.1: Impact on residents

Potential equality effect	Without mitigation	With Mitigation	Recommendations	Overall equality impact
Social infrastructure and access to community resources	XXX	X	<p>There are likely to be no adverse impacts for those with protected characteristics with a Right to Return if the proposed mitigations are implemented. However, there may be some minor adverse impacts for groups with protected characteristics who rent privately and may not be able to remain in the local area.</p> <p>The Council should consider the following additional measures to further reduce any potential impact:</p> <ul style="list-style-type: none"> Ensure the process for private tenants to access help with housing is clear and communicated to these residents. 	<p>There are likely to be limited impacts on groups with protected characteristics due to loss of social infrastructure and access to community resources.</p> <p>Overall, there are likely to be no adverse effects on those with a Right to Return, and minor impacts given the limited number of private tenants.</p>
Costs associated with relocation	XXX	0	<p>There are likely to be no adverse impacts on groups with protected characteristics related to the costs associated with relocation if the proposed mitigations are implemented.</p>	<p>Overall, there are likely to be no adverse impacts on groups with protected characteristics related to costs associated with relocation if the proposed mitigations are implemented.</p>
Access to finance	XXX	0	<p>There are likely to be no adverse impacts on groups with protected characteristics due to access to finance if the proposed mitigations are implemented. No further mitigation is proposed.</p>	<p>Overall, there are likely to be no adverse impacts on groups with protected characteristics due to access to finance.</p>
Appropriate and accessible housing	XXX	0	<p>There are likely to be no adverse impacts on groups with protected characteristics due to access to appropriate and accessible housing if the proposed mitigations are implemented.</p>	<p>Overall, there are likely to be no adverse impacts on groups with protected characteristics due to access to appropriate and accessible housing if the</p>

Potential equality effect	Without mitigation	With Mitigation	Recommendations	Overall equality impact
				proposed mitigations are implemented.
Health effects	XXX	X	<p>There are likely to be no adverse impacts on most groups with protected characteristics due to health effects if the proposed mitigations are implemented.</p> <p>However, there may be some minor adverse impacts for groups with protected characteristics who rent privately and may experience effects associated with relocation. No further mitigation is proposed, as existing mitigation is appropriate and proportionate.</p>	<p>There are likely to be limited impacts on groups with protected characteristics due to loss of social infrastructure and access to community resources.</p> <p>Overall, there are likely to be no adverse effects on those with a Right to Return, and minor impacts given the limited number of private tenants.</p>
Safety and security	XXX	0	<p>There are likely to be no adverse impacts on protected characteristic groups in relation to the issue of safety and security if the proposed recommendations are implemented.</p> <p>The Council should consider the following additional measures to further prevent any adverse impacts from arising:</p> <ul style="list-style-type: none"> Ensure that a process is in place for reporting and addressing incidents of anti-social behaviour and that the service is advertised to residents. 	<p>Overall, there are likely to be no adverse impacts on groups with protected characteristics due to safety and security if the proposed mitigations are implemented. Consideration should be given to implementing the recommendations here in order to further prevent any adverse impacts from arising.</p>

Potential equality effect	Without mitigation	With Mitigation	Recommendations	Overall equality impact
Accessibility and mobility in the area	XXX	0	There are likely to be no adverse impacts on protected characteristic groups in relation to accessibility and mobility if the proposed mitigations are implemented. No further mitigation is proposed.	Overall, there are likely to be no adverse impacts on groups with protected characteristics due to accessibility and mobility in the area if the proposed mitigations are implemented.
Information and communication	XXX	0	There are likely to be no adverse impacts on protected characteristic groups in relation to information and communication if the proposed mitigations are implemented. No further mitigation is proposed.	Overall, there are likely to be no adverse impacts on groups with protected characteristics due to information and communication if the proposed mitigations are implemented.

Table 6.2: Impact on businesses

Potential equality effect	Without mitigation	With Mitigation	Recommendations	Overall equality impact
Potential loss of business	XXX	X	<p>There may be adverse impacts on businesses due to the redevelopment Scheme, but if the mitigations are implemented these are likely to be limited.</p> <p>To mitigate any potential impacts as far as possible, the Council should consider the following:</p> <ul style="list-style-type: none"> Temporary pop-up space should be considered for those businesses relocating to the Scheme, where a single move is not possible, to minimise disturbance to business operations. 	<p>There are likely to be some limited impacts on groups with protected characteristics due to the effects of the Scheme on businesses.</p> <p>Overall, if the proposed additional recommendations are implemented, the potential for adverse effects on groups with protected characteristics will be reduced.</p>
Access to commercial finance				
Potential redundancy of employees associated with business loss or relocation				
Impact of redundancy on health and well-being				


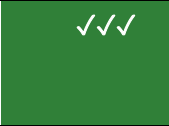

Potential equality effect	Without mitigation	With Mitigation	Recommendations	Overall equality impact
<p>Impacts on the existing customer base of businesses</p>			<ul style="list-style-type: none"> • A market research exercise should be undertaken to identify suitable alternate accommodation (with respect to space and affordability requirements) for affected businesses who are not able to relocate into the Scheme. • Ensure that there is continuous engagement with business owners before, during, and after the redevelopment to keep them up to date with current timescales, information about new facilities, and business need. • In the case where a business chooses to close, signpost training and employment opportunities to affected staff, and resources for wellbeing support if required. 	

6.3 Risks and opportunities

Table 6.3 Identifies the potential impacts on the future site community (residents, community resources and businesses) following implementation of the Scheme based on the conclusions drawn in Chapter 5 from existing mitigations and experience of previous similar projects. It shows the potential impact of risks and opportunities without mitigation, following mitigation measures that have been put in place and then highlights the likely overall equality effect if the Council adhere to the recommendations.

Table 6.3: Impact on High Road West community

Potential equality effect	Recommendation	Overall equality effect
Improved housing provision:	<p>✓✓✓</p> <p>The Scheme will provide improved housing, with respect to appropriateness, accessibility and affordability. No further enhancements are proposed.</p>	There are likely to be positive equality effects on protected characteristic groups due to improved housing provision after delivery of the Scheme.
New employment opportunities	<p>✓✓✓</p> <p>The Scheme will provide new employment opportunities through the demolition and construction phase of the Scheme, and in the new non-residential space when up and running. A new Library and Learning Centre will also act as hub for skills and training for local people, alongside a socio-economic programme with a focus on investment in new employment and training opportunities, particularly in growing sectors.</p> <p>In order to further enhance the positive effects of the Scheme, the Council should consider implementing the following:</p> <ul style="list-style-type: none"> • Ensure local small and medium enterprises (SMEs) are prioritised for support and relocation to the new development 	There are likely to be positive effects on protected characteristic groups due to changes in employment opportunities.
Improved public realm and green space	<p>✓✓</p> <p>The Scheme will provide new landscaping and public realm including a public square (Moselle Square) and amenity space for residents. No further enhancements are proposed.</p>	There are likely to be positive equality effects on protected characteristic groups due to improved public realm and green space after delivery of the Scheme.
Provision of community resources	<p>✓✓✓</p> <p>The Scheme will promote improved community cohesion and wellbeing through the creation of a Library and Learning Centre and public square, which will provide leisure and social spaces and capacity for events, markets and other activities. The socio-</p>	There are likely to be positive equality effects on protected characteristic groups due to the provision

<p>and improved social cohesion</p>		<p>economic programme will include investment to build community capacity including through an Annual Community Fund.</p> <p>In order to further enhance the positive effects of the Scheme, the Council should consider implementing the following:</p> <ul style="list-style-type: none"> • Liaise with local people to develop further community uses on the site, including those as geared towards young people • Develop further facilities on site to support the local community, such as childcare facilities or support for older people 	<p>of community resources and improved social cohesion after delivery of the Scheme.</p>
<p>Tackling crime and disorder</p>		<p>The Scheme will tackle crime and disorder through a range of design features in the new homes and spaces. No further enhancements are proposed.</p>	<p>There are likely to be positive equality effects on protected characteristic groups due to the impact on tackling crime and disorder after delivery of the Scheme.</p>
<p>Improved access, mobility and navigation</p>		<p>The Scheme will improve connectivity and accessibility, via safe and accessible walking and cycling routes which will encourage active travel, reducing vehicle use and increasing residents' health and wellbeing. No further enhancements are proposed.</p>	<p>There are likely to be positive equality effects on protected characteristic groups due to improved access, mobility, and navigation after delivery of the Scheme.</p>

7 Conclusion

7.1 Conclusion and recommendations

The EqIA has identified a number of potential risks, opportunities and effects that have the potential to arise for those with protected characteristics, as a result of the High Road West Phase A Scheme proposals. The details of these impacts are set out in detail in Chapter 5.

The assessment identifies that the Scheme has the potential to provide improved living conditions for local residents, as well as enhancements to housing quality, accessibility, the public realm, and other community facilities, which present a range of opportunities for local people.

Furthermore, the Council have embedded a series of mitigations through rehousing support and within the design and delivery of the Scheme in order to mitigate and manage risks associated with potential changes in social conditions which can arise from scheme programmes of this kind.

Existing private tenants

There may be some residual adverse impacts for groups with protected characteristics who rent privately and may not be able to remain in the local area, which is likely to particularly affect ethnic minority groups, children and women, who are overrepresented in the demographic makeup of this group. The impacts are likely to be minor given the limited number of private tenants, who make up less than 15% of the residents within the site.

The Council has set out mitigation measures to reduce these impacts as far as possible. The Rehousing and Engagement team will liaise with individual households to ensure they are aware of the phasing timelines and of the options available to them. Tenants will have access to Haringey's Housing Services to provide support and assistance, and to independent advice from the ITLA.

The Council should consider the following additional measures to further reduce any potential impact:

- Ensure the process for private tenants to access help with housing is clear and communicated to these residents.

Existing business owners and employees

There are 15 businesses within Phase A (including the Tottenham Health Centre) who will be impacted as a result of the redevelopment. For these business owners and their employees, there are likely to be limited adverse effects on persons sharing protected characteristics, particularly as a number of businesses on site are minority ethnic-owned. Any potential loss of business, potential redundancy of employees associated with business loss or relocation, or impact on the existing customer base, would particularly affect ethnic minority groups and children, due to these being disproportionately represented in the study area. It may also particularly impact older people and disabled people due to their specific needs.

The Council has set out mitigation measures to reduce these impacts as far as possible. These include:

- Provision of relocation support and aim to relocate businesses within Phase A if possible, or elsewhere within the borough if not

- Phasing of redevelopment to provide opportunities for businesses to make a single move to new accommodation in Phase A, or provide temporary space where this is not possible (where the business can be accommodated within Phase A)
- Commitment to regular communication and engagement with businesses, including to discuss relocation options and to develop the designs for the new commercial spaces in the Scheme and business support initiatives
- Businesses will be offered a compensation package for the loss of and any damage to the business, including removal expenses, adaptation of replacement premises, temporary loss of profit during the move, diminution of goodwill following move and depreciation in value of stock
- Businesses will be independently valued by a surveyor who can be appointed by the business owner, with reasonable costs reimbursed by the Council
- Commitment to work with businesses to help them develop individual business plans

In order to mitigate any remaining potential effects, the Council should consider the following:

- Temporary pop-up space should be considered for those businesses relocating to the Scheme, where a single move is not possible, to minimise disturbance to business operations.
- A market research exercise should be undertaken to identify suitable alternate accommodation (with respect to space and affordability requirements) for affected businesses who are not able to relocate into the Scheme.
- In the case where a business chooses to close (which the existing mitigation measures seek to avoid as far as possible), signpost training and employment opportunities to affected staff, and provide resources for wellbeing support if required.

This EqIA has also recommended that the Council consider the following reasonable and proportionate measures in order to enhance the positive effects of the Scheme for current and future communities in the area, and service users:

- Ensure local small and medium enterprises (SMEs) are prioritised for support and relocation to the new development.
- Liaising with local people to develop further community uses on the site, including those as geared towards young people and teenagers, childcare facilities or support for older people.
- Ensure that there is a process in place for reporting and addressing incidents of anti-social behaviour and that the service is advertised to residents.

A. Local Impact Area profile

A.1 Socio-demographic profile of the area

The area profile provides a wider contextual demographic characterisation of Haringey High Road West. The data includes the current social and economic context of the area and relevant comparators, namely Haringey, London, and England. In comparing these regions, where the area deviates by more than 3%, the difference is regarded as considerable and is reported as such.

The demographic data has been sourced from publicly available data and only applies to the resident population.

A.1.1 Age

The following tables and maps show the population by key age group including children, young people, the working age population, and older people within the LIA and the above comparator areas. The figures show both the proportion and density of each age group within the different areas.

Please note the following groups are not mutually exclusive and the columns are not intended to sum to 100%.

A.1.1.1 Children (under 16 years)

Table A.1 shows that children make up 26% of the total population of the LIA. This figure is considerably higher than the figures for Haringey (20%), London (21%) and England (19%).

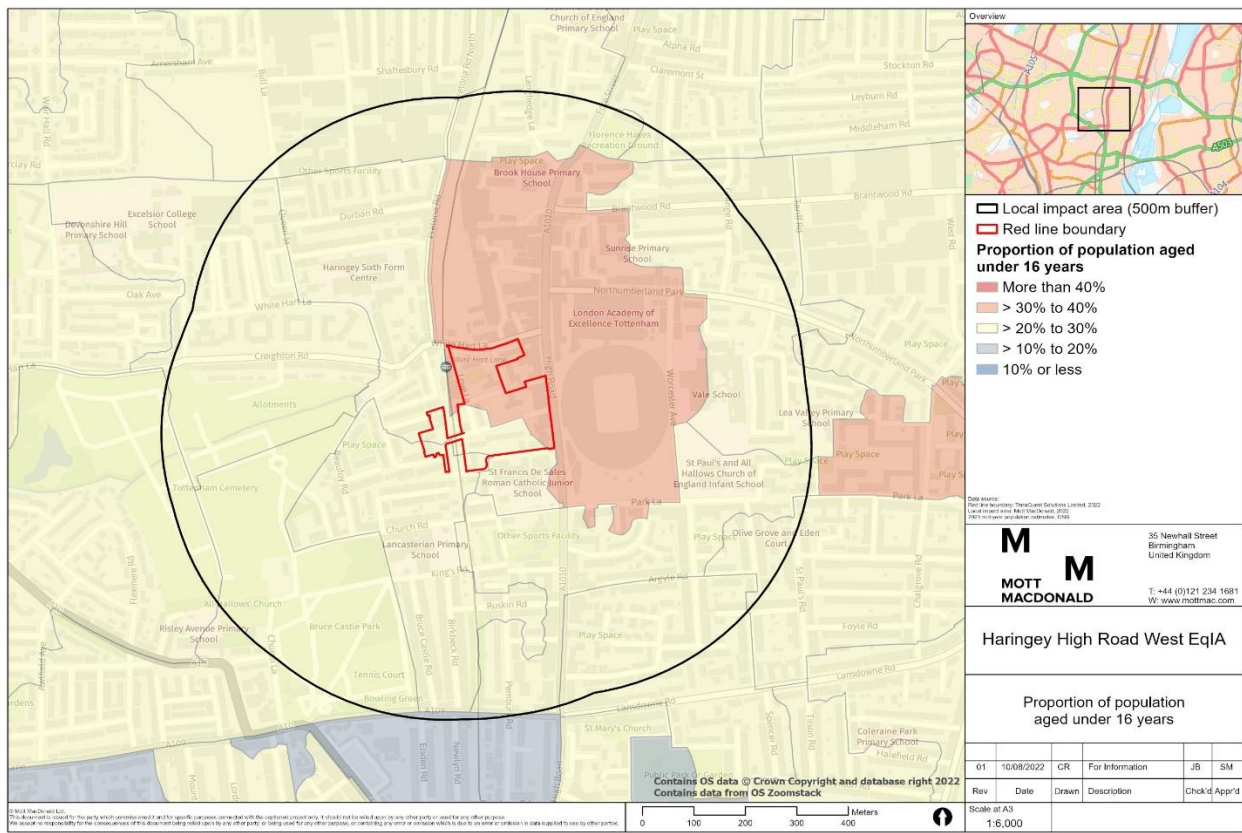
Table A.1: Children (under 16 years)

Location	Total population (2020)	Children (under 16 years)	%
Local impact area	13,026	3,363	26%
Haringey	266,357	53,484	20%
London	9,002,488	1,853,207	21%
England	56,550,138	10,852,240	19%

Source: ONS 2020 mid-year population estimates

Map A.2 demonstrates that the proportion of children under 16 years in the LIA falls between 30% and 40% around the north of the RLB and the northwest of the LIA. The rest of the population of the LIA has a proportion of children that falls between 20% and 30%. This figure is largely in line with the areas immediately surrounding the LIA, however to the southwest the proportion of children decreases,.

Map A.1: Proportion of children under 16 years



Source: ONS 2020 mid-year population estimates, OS Zoomstack

Source: Mott Macdonald, 2022

A.1.1.2 Young people (16-24 years)

Table A.2 shows that the proportion of young people in the local impact area (11%) is in line with the local average (10%) in Haringey, as well as both the regional (10%) and national average (11%).

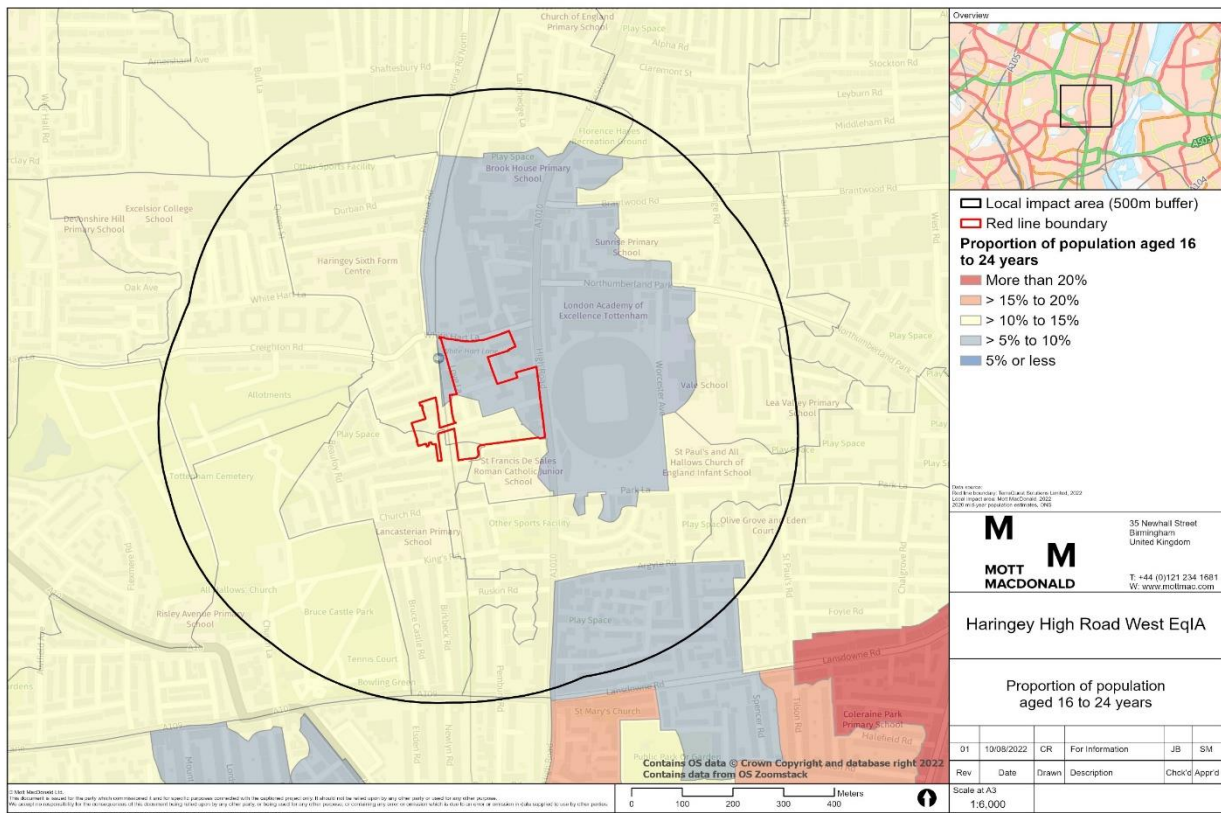
Table A.2: Young people (16-24 years)

Location	Total population (2020)	Young people (16- 24 years)	%
Local Impact Area	13,026	1,400	11%
Haringey	266,357	27,684	10%
London	9,002,488	930,728	10%
England	56,550,138	5,950,637	11%

Source: ONS 2020 mid-year population estimates

Map A.2 shows that the proportion of young people on the LIA is between 5% and 15%. This is largely in line with the areas immediately surrounding the LIA, however, to the southeast, the population of young people in the surrounding area increases.

Map A.2: Proportion of young people aged 16-24 years



Source: ONS 2020 mid-year population estimates; OS Zoomstack

A.1.1.3 Working age population

The following table shows that the working age population (people aged between 16 and 64 years) in the LIA (65%) is considerably lower than the figure for Haringey (69%), aligns with the figure for London (67%) but is higher than the figure for England (62%).

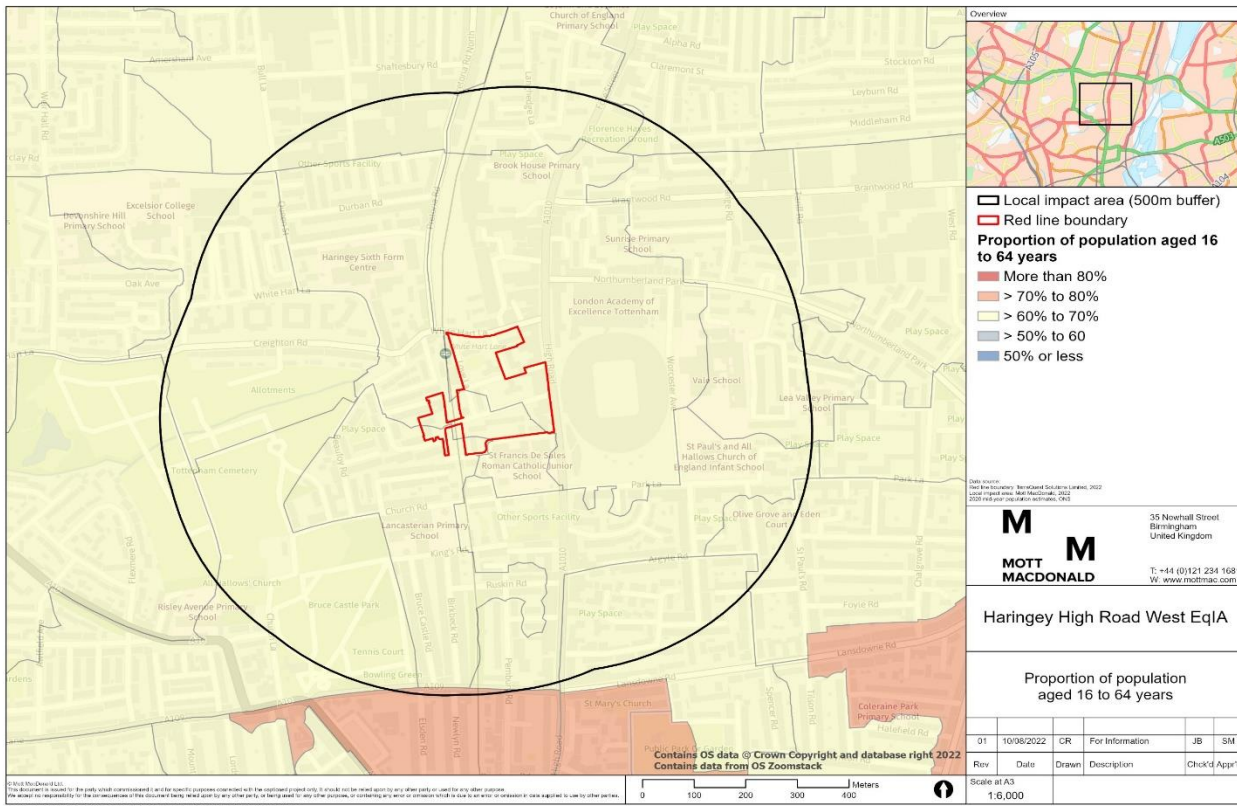
Table A.3: Working age population (16-64 years)

Location	Total population (2020)	Working age (16-64 years)	%
Local Impact Area	13,494	8,476	65%
Haringey	320,017	184,255	69%
London	9,002,488	6,050,828	67%
England	56,550,138	35,233,879	62%

Source: ONS 2020 mid-year population estimates

Map A.4 demonstrates that the proportion of working age residents in the LIA falls between 60 and 70%. The wider area is largely in line with the proportion of working age residents as the LIA, however, just south of the of the LIA has a population of 70%-80%.

Map A.3: Working age population



Source: ONS 2020 mid-year population estimates; OS Zoomstack

A.1.1.4 Older people

The following table shows that the proportion of older people (aged 65 and over) in the LIA (9%) is in line with the figure for Haringey (11%) but considerably lower than both London (12%) and England (19%).

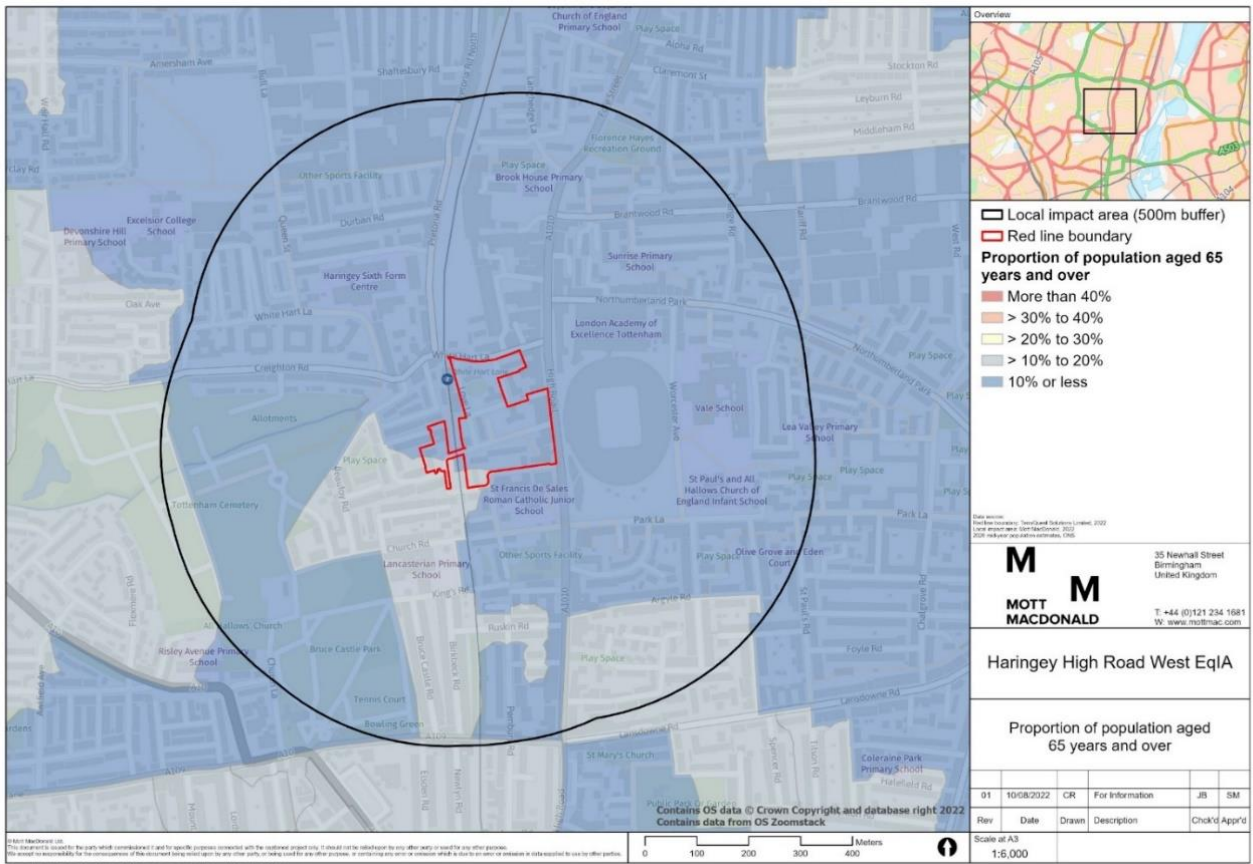
Table A.3: Population of older people (aged 65 and over)

Location	Total population (2020)	Older people (aged 65 and over)	%
Local Impact Area	13,494	1,187	9%
Haringey	320,017	28,618	11%
London	9,002,488	1,098,453	12%
England	56,550,138	10,464,019	19%

Source: ONS 2020 mid-year population estimates

Map A.4 demonstrates that the proportion of older people (aged 65 and over) living in the LIA is between 0% and 30%. This is largely in line with the surrounding areas.

Map A.4: Population of older people



Source: ONS 2020 mid-year population estimates, OS Zoomstack

A.1.2 Disabled people

Table A.4 shows the proportion of the population who have a long-term health problem or disability that limits their day-to-day activities. It shows that 16% of the total population in the LIA have a disability that limits their day-to-day activities either a little or a lot. This is in line with figures for Haringey (11%), London (14%) and England (17%).

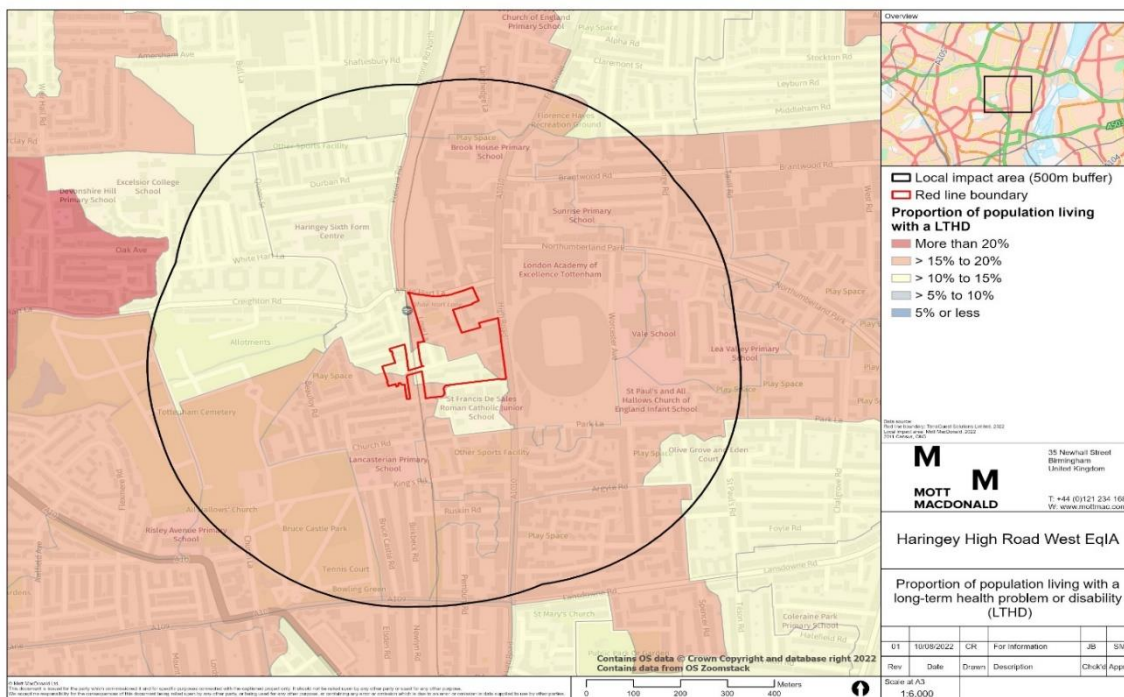
Table A.4: Population with a disability

Location	Day to day activities limited a lot	Day to day activities limited a little	Day to day activities not limited
Local Impact Area	8%	8%	84%
Haringey	7%	7%	86%
London	7%	7%	86%
England	8%	9%	82%

Source: 2011 Census, ONS - long-term health problem or disability

Map A.5 shows that the proportion of the population in the LIA with a long-term health problem or disability is between 10 and 20%.

Map A.5: Proportion of the population with a long-term health problem or disability



Source: ONS 2011 Census; US Zoomstack

A.1.3 Gender reassignment

There is no robust data for gender variant people in the study area or the UK more widely. However, Stonewall, the LGBT+ charity and campaign group estimates that around 1% of the UK population identify as transgender - around 600,000 people.¹⁴

The 2021 Census will include questions on gender identity which should provide a more accurate picture of the population.¹⁵

A.1.4 Marriage and civil partnership

Table A.5 shows the population who are married or in a civil partnership in the LIA, Haringey, London, and England. The data provided shows that the area has a lower proportion of single people (47%) compared to Haringey (50%) and a considerably higher proportion compared to London (44%) and England (35%). The table further shows that the proportion of people who are married or in civil partnerships in the LIA (32%) is in line with comparable figures for Haringey (33%) but considerably lower when compared to London (40%) and England (47%). There is a proportion of divorced people in the LIA (10%) is in line with the figure for Haringey (8%) and England (9%) but higher than London (7%).

Table A.5: Marital and civil partnership status

Location	Single (never married or never registered a same-sex civil partnership)	Married	In a registered same-sex civil partnership
Local Impact Area	47%	32%	0.2%
Haringey	50%	33%	0.6%
London	44%	40%	0.4%
England	35%	47%	0.2%

Location	Separated (but still legally married or still legally in a same-sex civil partnership)	Divorced or formerly in a same-sex civil partnership which is now legally dissolved	Widowed or surviving partner from a same-sex civil partnership
Local Impact Area	7%	10%	4%
Haringey	4%	8%	4%
London	3%	7%	5%
England	3%	9%	7%

Source: 2011 Census, ONS

A.1.5 Pregnancy and maternity

The following table shows the General Fertility Rate (GFR) and Total Fertility Rate (TFR) for Haringey, London and England. No data is available for the LIA itself.

Table A.6: General and total fertility rates

Location	General Fertility Rate	Total Fertility Rate
Local Impact Area	N/A	N/A
Haringey	58.6	1.64
London	56.4	1.54
England	55.3	1.59

Source: Office for National Statistics (2020) Live births in England and Wales

The General Fertility Rate (GFR) for Haringey is 58.6. This is in line with the GFR for London (56.4) and England (55.3).

A.1.6 Race and ethnicity

The following table provides a breakdown of the population of the LIA, Haringey, London, and England by ethnicity.

Table A.7: Race and ethnicity

Race and ethnicity		Local impact area	Haringey	London	England
White	English/Welsh/Scottish/Northern Irish/British	17%	35%	45%	80%
	White Irish	2%	3%	2%	1%
	White Gypsy or Irish Traveller	0%	0%	0%	0%
	Other White	21%	23%	13%	5%
Mixed/ multiple ethnic groups	White and Black Caribbean	3%	2%	1%	1%
	White and Black African	2%	1%	1%	0%
	White and Asian	1%	2%	1%	1%
	Other Mixed	2%	2%	1%	1%
Asian/ Asian British	Indian	1%	2%	7%	3%
	Pakistani	0%	1%	3%	2%
	Bangladeshi	2%	2%	3%	1%
	Chinese	1%	2%	2%	1%
	Other Asian	3%	3.2%	5%	2%
Black	Black African	21%	9%	7%	2%
	Black Caribbean	13%	7%	4%	1%
	Other Black	5%	3%	2%	1%
Other ethnic groups	Arab	1%	1%	1%	0%
	Any other ethnic group	5%	4%	2%	1%
Minority Ethnic (non-white British)		83%	65%	55%	20%

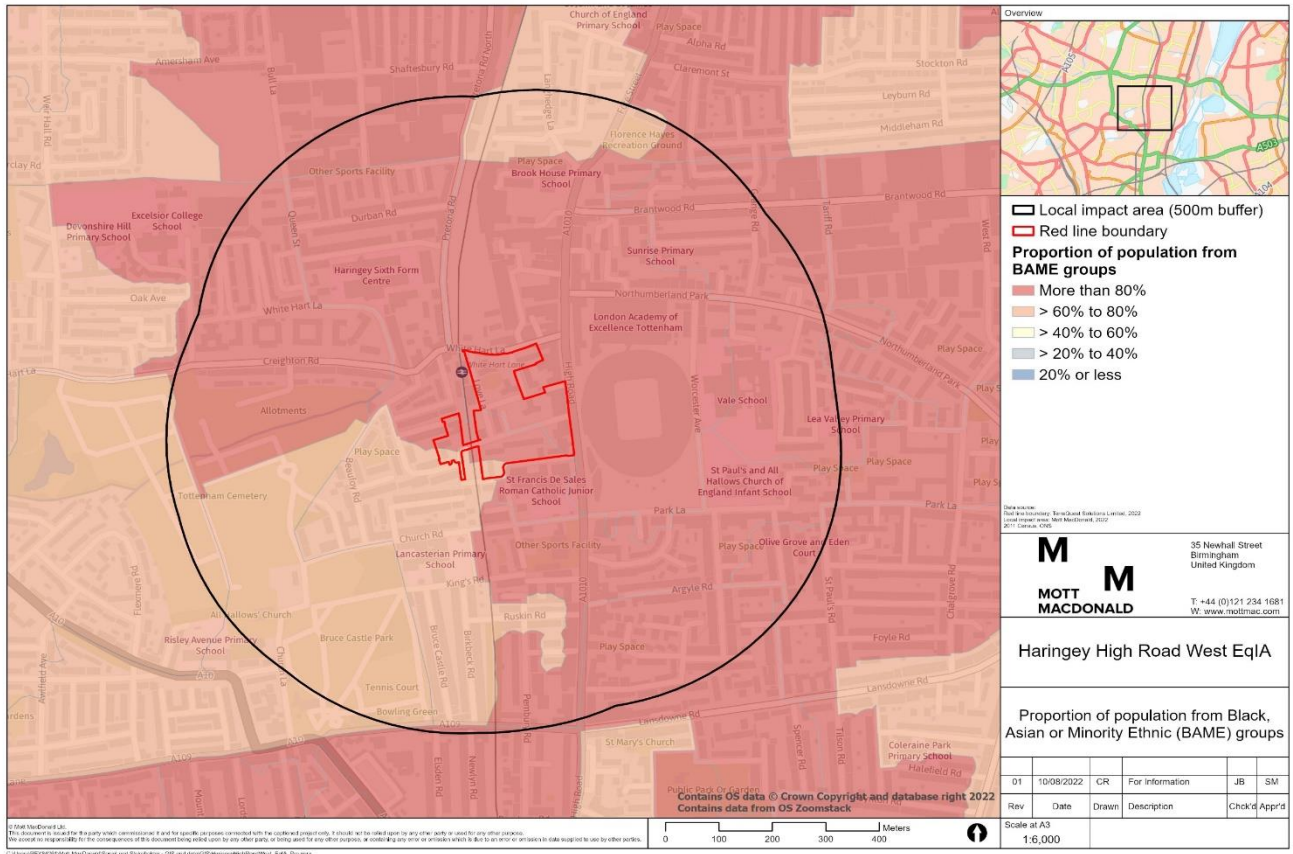
Source: 2011 Census, ONS - ethnic group

Table A.7 shows:

- The proportion of the White British population in the LIA is 17%. This is considerably lower than the population in Haringey (35%) and London (45%), as well as in England (80%).
- The Black African population makes up 21% of the population in the LIA. This is considerably higher than in Haringey (9%), London (7%), and England (2%).
- The total population of people from an ethnic minority in the LIA is 83%. This is considerably higher than in Haringey (65%), London (55%) and England (20%).

Map A.6 shows that the proportion of people in the LIA from a minority ethnic background more than 60%. This is in line with surrounding areas.

Map A.6: Proportion of people from a minority ethnic background within the LIA



Source: 2011 Census, OS Zoomstack

A.1.7 Religion and belief

Table A.8 provides a religious profile of the LIA, compared with Haringey, London, and England.

Table A.8: Population by religion and belief

Religion	Local impact area	Haringey	London	England
Christian	51%	45%	48%	59%
Buddhist	1%	1%	1%	0%
Hindu	0%	2%	5%	2%
Jewish	0%	3%	2%	0%
Muslim	24%	14%	12%	5%
Sikh	0%	0%	2%	1%
Other religion	0%	1%	1%	0%
No religion	13%	25%	21%	25%
Religion not stated	9%	9%	8%	7%
Minority religion	27%	21%	22%	9%

Source: 2011 Census, ONS - religion

Table A.8 shows:

- The Christian population in the LIA (51%) is considerably higher than the population in Haringey (45%) and London (48%) but considerably lower than the figure for and England (59%).
- The Muslim population in the LIA (25%) is considerably higher than the population in Haringey (14%), London (12%) and England (5%).
- Those with no religion in the LIA make up 13% of the population. This is considerably lower than the figure for Haringey (25%), London (21%) and England (25%).
- Those who belong to a minority religion in the LIA make up 27% of the population. This is considerably higher than those who belong to a minority religion in Haringey (21%), London (22%) and England (9%).

A.1.8 Sex

The following table shows the proportion of the population who are male and female in the LIA, compared to Haringey, London, and England. The proportion of women in the LIA (50%) is in line with the figures for Haringey, London (50%) and England (51%).

Map A.9: Population by Sex

Sex	Local impact area	Haringey	London	England
Male	51%	51%	50%	49%
Female	49%	49%	50%	51%

Source: ONS 2020 mid-year population estimates

A.1.9 Sexual orientation

There is no data available on this protected characteristic for the study area. However, emerging experimental statistics relating to sexual identity are available nationally and at a regional level.

In 2018 estimates from the Annual Population Survey (APS)¹⁶ showed that the proportion of the UK population aged 16 and over identifying as heterosexual or straight decreased from 95.3% in 2014 to 94.6% in 2018. The proportion identifying as lesbian, gay or bisexual (LGB) increased from 1.6% in 2014 to 2.2% in 2018. This comprised of:

- 1.4% identifying as gay or lesbian
- 0.9% identifying as bisexual
- A further 0.6% of the population identified themselves as “Other”, which means that they did not consider themselves to fit into the heterosexual or straight, bisexual, gay or lesbian categories.
- A further 2.5% refused or did not know how to identify themselves.

A.1.10 Deprivation

The Index of Multiple Deprivation (IMD) brings together data covering seven different aspects or ‘domains’ of deprivation into a weighted overall index for each Lower-layer Super Output Area (LSOA) in England.¹⁷¹⁸ The scores are then used to rank the LSOAs nationally and to calculate an IMD score for each local authority area. These are then divided into deciles or quintiles, with 1 being the most deprived 20% of LSOAs, and 5 the least deprived 20% of LSOAs (in the case of quintiles).

The following table shows the proportion of the population of the LIA who live in each deprivation quintile. The entire population of the LIA falls within the most deprived quintile. This is, therefore, considerably higher than the comparative population for Haringey (34%), London (16%) and England (20%).

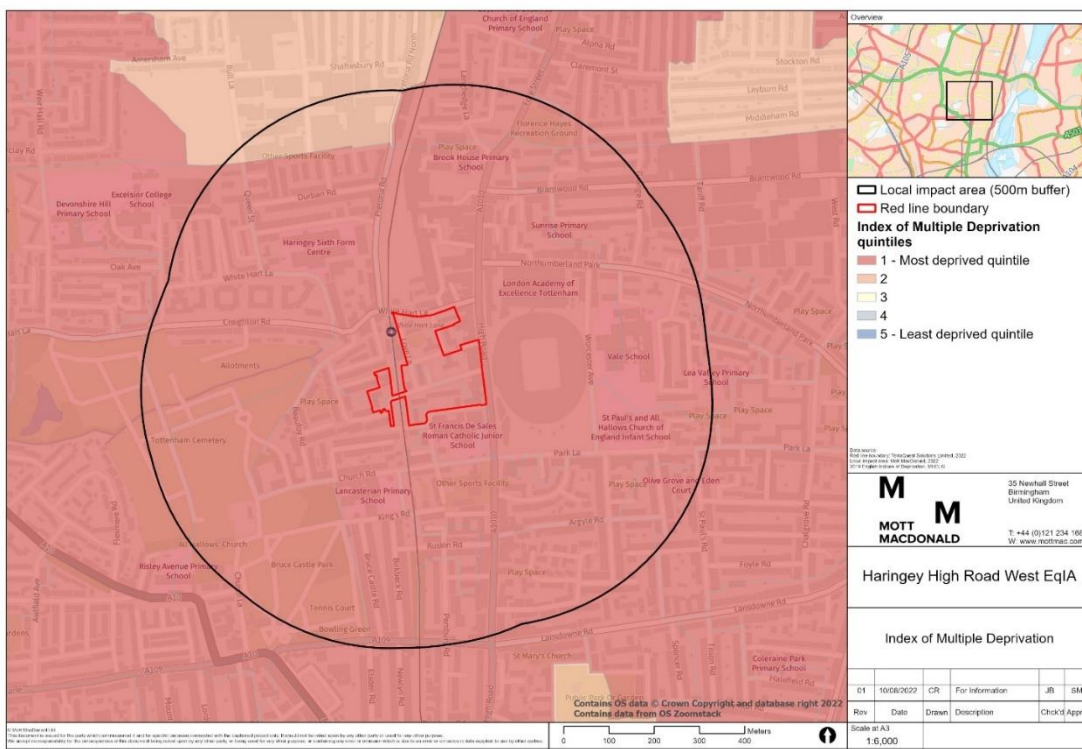
Table A.10: Population by deprivation

Location	Most deprived quintile (%)	Second most deprived quintile (%)	Third most deprived quintile (%)	Fourth most deprived quintile (%)	Least deprived quintile (%)
Local impact area	100%	0%	0%	0%	0%
Haringey	34%	36%	18%	9%	3%
London	16%	32%	23%	17%	12%
England	20%	21%	20%	20%	19%

Source: ONS 2020 mid-year population estimates and MHCLG 2019 Indices of Multiple Deprivation

Table A.10 shows that the entire population of the LIA are within the most deprived quintile. However, Map A.7 shows that there is a very small section of the LIA to the northeast where the population fall within the second most deprived quintile. This is in line with the immediate surrounding area.

Map A.7: Index of Multiple Deprivation quintiles



Source: ONS 2020 mid-year population estimates and MHCLG 2019 Indices of Multiple Deprivation; OS Zoomstack

In England, fuel poverty is more common with ethnic minority households when compared to white households.²⁶ Data shows that in 2015, 16% of ethnic minority households were living in fuel poverty compared to 10% of White households.²⁷

B. Literature review

This appendix sets out the finding of the desk-based review process, providing a literature review of the potential effects of the renewal on people with protected characteristics. All potential risks and opportunities of a typical housing scheme project have been considered.

Section B.1 discusses the potential effects on residents and community resources associated with rehousing. Section B.2 provides an overview of the potential effects of redevelopment on businesses and section B.3 sets out the community effects of redevelopment. All are segmented into key thematic areas.

B.1 Impact on resident and community resources during redevelopment

B.1.1 Loss of social cohesion and access to community resources

The redevelopment process can involve temporary or permanent resettlement of residents and demolition of housing and community resources. This could lead to the risk of loss of social cohesion and temporary or permanent access to this amenity provision. In particular, it can increase residents' distances from facilities or places of social connection located on or in close proximity to their neighbourhood. This can impact on all parts of the community, but can have a disproportionately negative effect on **children, older people, disabled people, people who are pregnant, people from ethnic minority backgrounds and people from minority faith groups**.

The instability caused by involuntary relocation has the potential to be particularly disruptive to **children**. Such disruption can be attributed to stress and anxiety relating to changing schools and the need to adapt to new routines, staff, facilities and peers. It is generally accepted that children develop better in stable environments with a degree of routine; sudden and dramatic disruptions can be both stressful and affect feelings of security, as has been evidenced in the COVID-19 pandemic.²⁸

Evidence outlined by the Centre for Social Justice has indicated that where residential moves are accompanied by school moves for older children, the impact can be severe. It suggests that school moves can disrupt learning and are associated with a weaker educational performance within secondary school, particularly for children from disadvantaged backgrounds.²⁹ Only 27 per cent of students who move secondary schools three times or more achieve five A* to C grade GCSEs, compared to the national average of 60 per cent.³⁰ Research from the Centre for Social Justice also found that two or more school moves before the age of twelve can lead to behavioural problems later in childhood.³¹

²⁸ Lionetti, F., Spinelli, M., Moscardino, U., Ponzetti, S., Garito, M., Dellagiulia, A., . . . Pluess, M. (2022). The interplay between parenting and environmental sensitivity in the prediction of children's externalizing and internalizing behaviors during COVID-19. *Development and Psychopathology*, 1-14. Available at: <https://doi.org/10.1017/S0954579421001309>

²⁹ The Centre for Social Justice (2016) '*Home Improvements, a social justice approach to housing policy*'. Available at: <https://www.centreforsocialjustice.org.uk/core/wp-content/uploads/2016/08/Home-Improvements-full-report.pdf>

³⁰ The Centre for Social Justice (2016) '*Home Improvements, a social justice approach to housing policy*'. Available at: <https://www.centreforsocialjustice.org.uk/core/wp-content/uploads/2016/08/Home-Improvements-full-report.pdf>

³¹ The Centre for Social Justice (2016) '*Home Improvements, a social justice approach to housing policy*'. Available at: <https://www.centreforsocialjustice.org.uk/core/wp-content/uploads/2016/08/Home-Improvements-full-report.pdf>

Children with autism spectrum conditions may also find new routines, expectations, and social relationships of a new school environment to be especially challenging, which can have further negative effects on educational attainment and wellbeing.³²

Relocation can often mean a longer journey travelling to school, which can result in negative effects on health and well-being due to increased time spent inactive. Research has found that the travel distance to school influences the transportation mode choice of children, and longer distances can result in a change from active transportation such as cycling or walking, to sedentary transportation, such as vehicular transport.³³

Children from low-income families may be particularly impacted by relocation due to loss of local informal childcare support. A study from the Joseph Rowntree Foundation showed that informal childcare support from grandparents was one important factor in enabling parents to work, generating income and preventing families from going without daily necessities.³⁴

Relocation can also have negative mental health effects on children and adolescents for a number of reasons, including: weakened social ties, disturbed social networks, household disruption, social isolation and a reduction in parent-child interactions.³⁵

Older studies show that a loss of relationships with peers and adults can cause anxiety and hinder both social development and educational attainment.³⁶ Children at key stage two experience an average of a twelve per cent drop in Maths and English attainment within a year of a changing schools.³⁷

The loss of facilities where children can socialise, and play could be particularly detrimental to children living in the local area. Demolition and resource relocation could adversely affect access to child social networks. Evidence suggests that early years provision plays an important role in a child's development and that free play in early childhood is a vital experience through which child learn social, conceptual and creative skills, as well as increasing their knowledge and understanding of the world.³⁸

Children who are living in temporary accommodation can experience worsened health impacts from home relocation. In the third quarter of 2019, 71% of households assessed by local authorities in England as homeless had dependent children, and half of all homeless people living in temporary accommodation are children.³⁹ The total number of children who were homeless and in temporary accommodation increased to 126 020 in England in 2019, of whom 88,080 were in London and, moreover, children living in temporary accommodation during the COVID-19 pandemic have reported immediate and long-term impacts to optimal health and

³² University of Manchester (undated) '*The impact of primary-secondary school transition for children with autism spectrum conditions: a longitudinal, mixed-methods study*'. Available at: <http://documents.manchester.ac.uk/display.aspx?DocID=20008%20>

³³ Juliane Stark, Ilil Beyer Bartana, Alexander Fritz, Wiebke Unbehauen, Reinhard Hössinger (2018). '*The influence of external factors on children's travel mode: A comparison of school trips and non-school trips*', Journal of Transport Geography, Vol. 68, 55-66. Available at: <https://doi.org/10.1016/j.jtrangeo.2018.02.012>

³⁴ Joseph Rowntree Foundation (2016) '*Falling short: the experience of families living below the minimum income standard*'. Available at: <https://www.jrf.org.uk/report/falling-short-experiences-families-below-minimum-income-standard>

³⁵ Morris, T, Manley D, Northstone, K, Sabel, C, (2017): '*How do moving and other major life events impact mental health? A longitudinal analysis of UK children*'

³⁶ Adam, Emma K., and P. Lindsay Chase-Lansdale. (2002): 'Home Sweet Home(s): Parental Separations, Residential Moves, and Adjustment in Low-Income Adolescent Girls.' *Developmental Psychology* 8(1) :792–80

³⁷ RSA. (2013): '*Falling between the cracks; Exploring in-year admissions in schools in England*'

³⁸ Nation Children's Bureau (2007): '*Free Play in Early Childhood*'

³⁹ Shelter (2020) '*Homeless and Forgotten: Surviving lockdown in temporary accommodation*'. Available at: https://england.shelter.org.uk/data/assets/pdf_file/0004/2036803/TA_report_FINAL_PDF.pdf

brain development as a result of their living situation.⁴⁰ Meanwhile, 50% of parents in a study reported a negative impact on their children's physical health, reporting an increase in respiratory problems, the physical impacts of sleep deprivation, and weight loss.⁴¹

The loss of long-standing community links risks creating feelings of isolation, particularly amongst **older people**. Age UK research indicates that physical isolation, a lack of social resources and a removal of familiarity can all contribute to feelings of isolation and loneliness amongst older people.⁴² Age UK research indicates that physical isolation, a lack of social resources and a removal of familiarity can all contribute to feelings of isolation and loneliness amongst older people.⁴³ This in turn can lead to negative health outcomes such as poorer mental health, a higher likelihood of developing certain health conditions (e.g. obesity and alcoholism) and a greater risk of hospitalisation.⁴⁴ Loneliness increases the likelihood of mortality by 26 per cent among those over the age of 65 and raises the risk of developing conditions, such as high blood pressure, heart disease and stroke.⁴⁵ The link between older people and the likelihood of experiencing feelings of isolation and loneliness indicates that this group may be disproportionately negatively impacted by relocation. This can equally be the case for older people remaining in or very close to an area being redeveloped.⁴⁶

As demolition proceeds, local amenities and services (such as shops, community centres and health facilities) may decide to close. Some community resources may be included in the demolition process. The loss of these resources can have a disproportionately negative effect on older people remaining in the neighbouring areas, who may find it more challenging to travel to new services outside of their neighbourhood.⁴⁷ Furthermore, for local businesses, the loss of their traditional customer base following the relocation of residents can force closures, further reducing the choice of services available to people in the community, with older people among the most likely to be affected. Research from Age UK found that reduced access to community facilities can, have serious negative effects on mental health and wellbeing, and increase rates of cardiovascular disease in older people.⁴⁸

The impact of the COVID-19 pandemic has already had an impact on feelings of social isolation amongst older people. In the UK, from March 2020, almost nine million people over the age of 70 were advised by the Government to 'strictly adhere' to social distancing rules, only leaving their home for essential purposes. Restrictions have increased social isolation and feelings of loneliness for older people.⁴⁹

⁴⁰ Rosenthal. Diana Margot, Ucci. Marcella, Heys. Michelle, Hayward. Andrew, Lakhanpaul. Monica (2020). '*Impacts of COVID-19 on vulnerable children in temporary accommodation in the UK*', 5(5). Available at: [https://doi.org/10.1016/S2468-2667\(20\)30080-3](https://doi.org/10.1016/S2468-2667(20)30080-3)

⁴¹ Shelter (2020) '*Homeless and Forgotten: Surviving lockdown in temporary accommodation*'. Available at: https://england.shelter.org.uk/_data/assets/pdf_file/0004/2036803/TA_report_FINAL_PDF.pdf

⁴² Age UK (2015) '*Evidence Review: Loneliness in Later Life*'. Available at: https://www.ageuk.org.uk/globalassets/age-scotland/documents/reports-and-publications/reports-and-briefings/health--wellbeing/rb_june15_loneliness_in_later_life_evidence_review.pdf

⁴³ Age UK (2015) '*Evidence Review: Loneliness in Later Life*'. Available at: https://www.ageuk.org.uk/globalassets/age-scotland/documents/reports-and-publications/reports-and-briefings/health--wellbeing/rb_june15_loneliness_in_later_life_evidence_review.pdf

⁴⁴ IoTUK (2017): '*Social Isolation and Loneliness in the UK*' Available at: <https://iotuk.org.uk/social-isolation-and-loneliness-report/>

⁴⁵ Age UK (2015): '*Campaign to end loneliness: threat to health*'.

⁴⁶ Age UK (2015): '*Loneliness and Isolation evidence review*'

⁴⁷ A. Power (2008) '*Does demolition or refurbishment of old and inefficient homes help to increase our environmental, social and economic viability*'. Available at: <https://www.sciencedirect.com/science/article/pii/S0301421508004709>

⁴⁸ Age UK (2015): '*Campaign to end loneliness: Threat to health*'

⁴⁹ Wu, Bei (2020): '*Social isolation and loneliness among older adults in the context of COVID-19: a global challenge*'. Available at: <https://ghr.biomedcentral.com/articles/10.1186/s41256-020-00154-3>

Relocation has the potential to cause stress, anxiety and uncertainty for **disabled people**. Changes, both minor and major, to some disabled people's routines and surroundings may adversely affect feelings of security and comfort. For example, research shows that people on the autism spectrum, tend to prefer set routines (such as traveling via the same routes) and rigid structures (such as preferences to room layouts or objects) as they can help to bring order to their daily life so that they know what is going to happen and when.⁵⁰

The loss of community links may also have a disproportionate impact on disabled people. Findings from the Jo Cox Commission on Loneliness found that over half of disabled people say they are lonely, with around one in four feeling lonely every day.⁵¹ The report also states that forming and maintaining social connections can be a challenge for people with a range of disabilities, including those with sensory impairments, learning disabilities, autism, physical and mobility impairments, mental health conditions, dementia, head and brain injury, neurological conditions, cancer and HIV. As disabled people can experience more barriers to forming social connections the loss of existing local social connections through residential displacement or loss of social resources could lead to disabled people experiencing further loneliness and isolation.

Relocation can also create stress, anxiety and uncertainty for people with disabilities regarding the accessibility of their new home. A report published by the EHRC identifies that across all housing tenures, there is a severe shortage of accessible housing. For example, one in three disabled people living in private rented properties live in unsuitable accommodation. This figure is one in five for disabled people living in social housing, and one in seven for disabled people who own their own home. Overall, in England, only 7% of homes offer the basic four accessibility features to make a home fully accessible (level access to the entrance, a flush threshold, sufficiently wide doorways and circulation space, and a toilet at entrance level).⁵² This suggests that disabled people are more likely to be concerned about the accessibility of their new home compared to other residents. Additionally, a report by Leonard Cheshire Disability highlights that only 4% of those with mobility impairments who have looked for accessible homes said they were easy to find. In addition, they also found that some disabled people have also experienced difficulties in terms of local authorities being reluctant to fund adaptations that would allow them to live independently.⁵³

The disruption of social networks caused by relocation may also cause negative health outcomes for people with mental health problems and autism, many of whom depend on social networks to maintain their standard of living⁵⁴. People with mental health problems may be disproportionately impacted by stress and anxiety, especially if relocation is unexpected or accompanied by financial stress⁵⁵. Research from Wilding (2017) found that increased rates of mental ill health are associated with involuntary residential relocation.⁵⁶

⁵⁰ National Autistic Society (2016) '*Obsessions, repetitive behaviour and routines*'. Factsheet. Available at: <https://www.autism.org.uk/about/behaviour/obsessions-repetitive-routines.aspx>

⁵¹ Sense for the Jo Cox Commission on Loneliness (2017) '*Someone cares if I'm not there*'. Available at: <https://www.sense.org.uk/support-us/campaign/loneliness/>

⁵² DCLG (2015). '*English Housing Survey: Adaptations and Accessibility Report*'. Available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/539541/Adaptations_and_Accessibility_Report.pdf

⁵³ Leonard Cheshire Disability (2014): '*The hidden housing crisis*'. Available at: <https://www.leonardcheshire.org/sites/default/files/Hidden%20Housing%20Crisis%20July%202014.pdf>

⁵⁴ National Autism Society. (2017): 'Moving house' URL: <https://www.autism.org.uk/movinghouse>

⁵⁵ Wilding et al., (2018): 'Place and preference effects on the association between mental health and internal migration within Great Britain' *Health and Place*. 52(1), pp 180-187

⁵⁶ Wilding et al., (2018): 'Place and preference effects on the association between mental health and internal migration within Great Britain' *Health and Place*. 52(1), pp 180-187

The impact of the COVID-19 pandemic and restrictions throughout 2020 have also had a negative impact on feelings of social isolation amongst disabled people. In May 2020 the Office for National Statistics found that nearly two thirds of disabled people said that COVID-19 concerns were affecting their wellbeing, compared with half of non-disabled people. One of the main reasons cited was feelings of loneliness or isolation.⁵⁷

Ethnic minority and **minority faith** communities are also likely to experience adverse effects as a result of relocation. It has been identified that these groups may be more reliant on social networks, faith and cultural facilities. They are likely to have concerns over loss of social networks and facilities, as well as fears of isolation, harassment or language barriers in new locations.⁵⁸ Ethnic minority communities also tend to experience greater difficulty in accessing health care when compared to other sections of the population, and rehousing may exacerbate the issue.⁵⁹

Evidence has suggested that women who move home while **pregnant** tend to experience an increase in stress and depression levels above and beyond that of women who move home when not pregnant.⁶⁰ Evidence also suggests that the stress and physical exercise involved with relocation can slightly increase the risk of miscarriage, preterm delivery, small for gestational age new-borns, low birthweight, preeclampsia / gestational hypertension and can exacerbate deep vein thrombosis which pregnant women are more at risk of.⁶¹

Relocation can result in adverse health effects on those who are pregnant. A 2015 survey carried out by the Care Quality Commission assessed the impact that having the same midwife had on pregnant women. The results showed that women who had the same midwife throughout pregnancy had more positive midwifery experiences than those who did not. The most negative experiences occurred with those who wanted to see the same midwife but were unable to.⁶² Should relocation result in the need to make changes to preestablished antenatal services and relationships, this could negatively impact pregnant individuals.

B.1.2 Financial implications of relocation

B.1.2.1 Costs associated with moving

The need for residents to resettle can lead to an increase in their financial outgoings due to costs associated with moving and obtaining new housing. Rehousing costs could include removal services, the need to adapt a new home or buy new furniture. Access to the required finance to meet relocation and furnishing costs may be most limited for those at most risk of financial exclusion, who experience difficulty trying to access appropriate and mainstream financial services, such as bank accounts and loans.

⁵⁷ ONS (2020): 'Coronavirus and the social impacts on disabled people in Great Britain: May 2020'. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/articles/coronavirusandthesocialimpactsondisabledpeopleingreatbritain/may2020>

⁵⁸ Della Puppa, Francesco and King, Russell (2019). 'The new 'twice migrants': motivations, experiences and disillusionments of Italian-Bangladeshis relocating to London.' *Journal of Ethnic and Migration Studies*, 45(11). Available at: <https://doi.org/10.1080/1369183X.2018.1438251>

⁵⁹ BME Health Forum (2010) 'Good Access in Practice: Promoting community development in the delivery of healthcare'. Available at: http://bmehf.org.uk/files/9013/6536/5135/Good_Access_in_Practice_final.pdf

⁶⁰ Tunstall, H., Pickett, K. and Johnsen, S. (2010): 'Residential mobility in the UK during pregnancy and infancy: Are pregnant women, new mothers and infants 'unhealthy migrants'?'

⁶¹ NHS (2016): 'Deep vein thrombosis'; Royal College of Physicians and Faculty of Occupational Medicine (date unknown): 'Advising women with a healthy, uncomplicated, singleton pregnancy on: heavy lifting and the risk of miscarriage, preterm delivery and small for gestational age'

⁶² Care Quality Commission (2015): '2015 survey of women's experiences of maternity care'. Available at: https://www.cqc.org.uk/sites/default/files/20151215b_mat15_statistical_release.pdf

Financial exclusion arises when an individual faces difficulty when trying to access appropriate and mainstream financial services. In the UK, certain groups are particularly vulnerable to financial exclusion, including **young people** not in employment, **lone parents**, **Ethnic minority groups** and **older people**, as it has been found that social exclusion can lead to financial vulnerability.⁶³

Low income **ethnic minority** households often have limited experience of institutional loan finance.⁶⁴ They may also be less able to access commercial loans due to poor credit-ratings or their location in 'high risk' postcodes. Furthermore, people from an ethnic minority background are also more likely to live in low income households compared to those who are White British or from Other White Ethnic groups.⁶⁵

Financial exclusion is also geographically focussed. It is often the case that large numbers of financially excluded individuals live in areas where there are high levels of **deprivation**. Research suggests that there are strong spatial patterns in the UK, including rural/urban clusters and a North/South divide, linked to digital banking and financial exclusion.⁶⁶

B.1.2.2 Access to finance

The need for residents to relocate can cause difficulty in accessing affordable housing. As above, access to the required finance to obtain new housing may be most limited for those at risk of financial exclusion, who experience difficulty trying to access appropriate and mainstream financial services, such as bank accounts, loans and mortgages. This is also exacerbated by the increasing unaffordability of homeownership for many people in England and Wales over the past decade.⁶⁷ Only 51% of households in London own their homes, and housing in the London Borough of Newham has become considerably less affordable in the last five years.⁶⁸

Rates of homeownership have fallen significantly for **young people** over the last 20 years due to the increasing unaffordability of housing in the country. Increases in property prices relative to incomes have made it more difficult to save for a deposit or access a mortgage, whilst a lack of social housing investment has made it more difficult to access affordable rented properties.⁶⁹

Women are disproportionately represented among lone parent households. Around 90% of single parents are women, and have the highest poverty rate amongst working-age adults, with 43% living in poverty (rising to 51% in London)⁷⁰ This makes the risk of financial exclusion higher as women who are single parents are more likely to spend a higher portion of their

⁶³ Fernández-Olit, B., Paredes-Gázquez, J.D. & de la Cuesta-González, M. (2018). 'Are Social and Financial Exclusion Two Sides of the Same Coin? An Analysis of the Financial Integration of Vulnerable People.' Soc Indic Res 135, 245–268. Available at: <https://doi.org/10.1007/s11205-016-1479-y>

⁶⁴ House of Commons Communities and Local Government Committee (2011) 'Regeneration Sixth Report of Session 2010–12'. Available at: <https://publications.parliament.uk/pa/cm201012/cmselect/cmcomloc/1014/1014.pdf>

⁶⁵ Department for Work and Pensions (2015) 'Low income'

⁶⁶ Sonea, A, Guo, W, and Jarvis, S (2019). 'An exploratory spatial analysis of access to physical and digital retail banking channels.' Technical Report, Think Forward Initiative.

⁶⁷ Office for National Statistics (2018): 'Housing affordability in England and Wales- 2018'. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/housing/bulletins/housingaffordabilityinenglandandwales/2018>

⁶⁸ Mayor of London (2020): 'Housing in London- 2020'. Available at: <https://data.london.gov.uk/dataset/housing-london>;
Office for National Statistics (2019): 'Housing affordability in England and Wales- 2019'. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/housing/bulletins/housingaffordabilityinenglandandwales/2019>

⁶⁹ Institute for Fiscal Studies, (2018). 'Barriers to homeownership for young adults'. Available at: <https://www.ifs.org.uk/publications/13475>

⁷⁰ Gingerbread (2019). 'Single parents- facts and figures'. Available at: <https://www.gingerbread.org.uk/what-we-do/media-centre/single-parents-facts-figures/>; Gingerbread (2020). 'Living standards and poverty'. Available at: <https://www.gingerbread.org.uk/policy-campaigns/living-standards-and-poverty/>

income on housing costs. This can increase the risk of homelessness, with single mother families accounting for one quarter of all homeless households in London in 2019.⁷¹

Disabled people may be impacted by the availability of affordable homes when moving to new areas, as they are more likely to live in poverty.⁷² Indeed, rising numbers of disabled people are becoming homeless - up 53% in 2019 alone.⁷³

Disabled people are less likely to be able to own their own home and are more likely to rent social housing than their non-disabled peers.⁷⁴ Whilst some Shared Ownership homes are specifically designed to be accessible for disabled people, only 1.1% of households who purchased a shared ownership home in London in 2017/18 included a disabled household member, likely due to the cost. Indeed, 36% of Londoners who live in families where someone is disabled live in poverty, after housing costs are paid.⁷⁵

People with a disability who live in social housing could experience particularly acute effects. The 'removal of the spare room subsidy' or 'bedroom tax' in 2013 has had a disproportionate impact on disabled people in social housing; two thirds of those affected have a disability. Research shows that disabled people have found it difficult to take up proposed mitigation measures, such as taking up work, working longer hours or downsizing, and thus have had their income reduced by £12 to £22 per week, depending on the number of spare bedrooms. These changes have resulted in increased poverty and adverse effects on health, well-being and social relationships of disabled residents in social housing.⁷⁶

Ethnic minority households may also be affected by the availability of affordable housing when relocating to new areas. It was reported in 2017 that rents are less affordable for most Ethnic minority groups when compared to White British households.⁷⁷ Two-fifths of people from an ethnic minority background live in low-income households.⁷⁸ 42% of ethnic minority or mixed ethnicity households living in the private rented sector earn below £30,000, making intermediate housing (such as Shared Ownership and Shared Equity buying schemes) less affordable.⁷⁹

For **older people**, research suggests that they (particularly those in major cities and in the rural or tourism-dependent municipalities) are more reluctant to move.⁸⁰ Older people often lack the same financial means and income flexibility that afford people from younger age groups and those in full time employment the widest range of home ownership options. Relocation may also

⁷¹ Mayor of London (2020): 'Housing in London- 2020'. Available at: <https://data.london.gov.uk/dataset/housing-london>

⁷² Joseph Rowntree Foundation (2019): 'Poverty rates in families with a disabled person'. Available at: <https://www.jrf.org.uk/data/poverty-rates-families-disabled-person>

⁷³ The Independent (2019). 'Homelessness amongst ill and disabled people rises 53% in a year, figures show'. Available at: <https://www.independent.co.uk/news/uk/home-news/homeless-disabled-ill-rough-sleeping-housing-crisis-a9251756.html>

⁷⁴ Office for National Statistics (2019): 'Disability and housing, UK- 2019'. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/bulletins/disabilityandhousinguk/2019>

⁷⁵ Mayor of London (2020) 'Intermediate housing: Equality Impact Assessment'. Available at: https://www.london.gov.uk/sites/default/files/intermediate_housing_-_equality_impact_assessment_for_part_1_consultation_response_report.pdf

⁷⁶ Moffatt, S., Lawson, S., Patterson, R., Holding, E., Dennison, A., Sowden, S., & Brown, J. (2015). A qualitative study of the impact of the UK 'bedroom tax'. *Journal of Public Health*, 38(2), 197-205.

⁷⁷ Shelter (2017) 'ethnic minority homelessness matters and is disproportionately rising – time for the government to act'. Available at: <http://blog.shelter.org.uk/2017/10/ethnic-minority-homelessness-matters-and-is-disproportionately-rising-time-for-the-government-to-act/>

⁷⁸ The Poverty Site (2017). See: <http://www.poverty.org.uk/06/index.html>

⁷⁹ Mayor of London (2020) 'Intermediate housing: Equality Impact Assessment'. Available at: https://www.london.gov.uk/sites/default/files/intermediate_housing_-_equality_impact_assessment_for_part_1_consultation_response_report.pdf

⁸⁰ Abramsson, M, and Andersson, E (2016). 'Changing Preferences with Ageing – Housing Choices and Housing Plans of Older People.' *Housing, Theory and Society* 33(2). Available at: <https://doi.org/10.1080/14036096.2015.1104385>

require older people who have savings and investments to use them in order to secure a new home, affecting their financial independence and stability.

When relocating, a lack of affordable and/or quality housing is more likely to adversely affect older people (and particularly pensioners) who have lower average incomes than working-age people and are therefore less likely to be able to secure additional sources of income to buy a new property.⁸¹ Research by the Joseph Rowntree Foundation found that older people often lack the same financial means and income flexibility compared to other age groups, especially younger people and those in employment.⁸² A lack of financial means can limit the range of ownership options, including intermediate options such as Shared Ownership, available to older people and relocation may cause older people to use savings and investments in order to secure a new home. This can potentially affect their long-term financial independence and stability.⁸³ Research from the Council of Mortgage Lending shows that older people only account for one per cent of all mortgage lending, which further indicates that they may experience difficulties in accessing finance to facilitate relocation.⁸⁴

Older people are also experiencing homelessness at increasing rates, with a 39% increase in the number of over 60s seeking help between 2013 and 2018.⁸⁵

B.1.3 Issues accessing appropriate and accessible housing

As redevelopment processes often involve the rehousing of many residents, issues may arise regarding sourcing suitable housing that meets the needs of the following groups:

Families with **children** may also find it difficult to find housing that can accommodate their needs. A 2016 report highlighted that 3.6 million children in England are thought to be affected by poor housing, and a higher proportion of children live in overcrowded conditions than any other age group.⁸⁶ Evidence suggests that children who live in overcrowded accommodation have an increased risk of emotional and behavioural problems, as well as negatively impacted maths and reading test scores.⁸⁷ It can also increase their risk of injury, for example, bed sharing, which is more likely to occur in overcrowded houses, has been identified as a factor contributing to Sudden Infant Death Syndrome (SIDS). Sleep disturbance is also more common amongst children in overcrowded households. Overall, overcrowded conditions present a potential source of stress and can negatively impact a child's emotional and physical health in the long term.⁸⁸

⁸¹ Council of Mortgage Lending. (2015): 'Pension tension: the challenges for older borrowers'

⁸² Joseph Rowntree Foundation. (2007): 'Demolition, Relocation and affordable rehousing: Lessons from the housing market redevelopment pathfinders.'

⁸³ Joseph Rowntree Foundation. (2007): 'Demolition, Relocation and affordable rehousing: Lessons from the housing market redevelopment pathfinders'

⁸⁴ Council of Mortgage Lending. (2015): 'Pension tension: the challenges for older borrowers'

⁸⁵ Shelter (2018): 'Highest number of older people homeless in a decade'. Available at:

https://england.shelter.org.uk/media/press_release/highest_number_of_older_people_homeless_in_a_decade

⁸⁶ National Children's Bureau (2016): 'Housing and the health of young children: Policy and evidence briefing for the VCSE sector'. Available at:

<https://www.ncb.org.uk/sites/default/files/field/attachment/Housing%20and%20the%20Health%20of%20Young%20Children.pdf>

⁸⁷ Clair, A. '(2019). *Housing: an Under-Explored Influence on Children's Well-Being and Becoming.*' Child Ind Res 12, 609–626. Available at: <https://doi.org/10.1007/s12187-018-9550-7>

⁸⁸ National Children's Bureau (2016): 'Housing and the health of young children: Policy and evidence briefing for the VCSE sector'. Available at:

<https://www.ncb.org.uk/sites/default/files/field/attachment/Housing%20and%20the%20Health%20of%20Young%20Children.pdf>

Disabled people (particularly those with mobility impairments) often experience difficulties trying to find a suitable, accessible home. A report by Leonard Cheshire Disability highlights that only 4% of those with mobility impairments who have looked for accessible homes said they were easy to find. In addition, they also found that some disabled people have also experienced difficulties in terms of local authorities being reluctant to fund adaptations that would allow them to live independently.⁸⁹

A report published by the Equality and Human Rights Commission has further highlighted some of the existing issues in terms of housing for disabled people. The report states that across all housing tenures, there is a severe shortage of accessible housing. For example, one in three disabled people living in private rented properties live in unsuitable accommodation. This figure is one in five for disabled people living in social housing, and one in seven for disabled people who own their own home. Overall, in England, only 7% of homes offer the basic four accessibility features to make a home fully accessible (level access to the entrance, a flush threshold, sufficiently wide doorways and circulation space, and a toilet at entrance level).⁹⁰ One conclusion of the report was that there are too many gaps in data held by local authorities. For example, 65% of local authorities do not know whether its social or affordable rented housing stock is accessible.⁹¹

Research by the Runnymede Trust highlighted that people from **all ethnic minority groups** are more likely to live in overcrowded housing when compared to the White British population. For example, around 40% of Black African and 36% of Bangladeshi people in the UK live in overcrowded housing.⁹²

Additionally, other evidence, also from the Runnymede Trust, suggests that ethnic minority communities are more likely to experience homelessness than their white counterparts.⁹³ Therefore, it is possible that ethnic minority households could experience difficulties in finding suitable housing that accommodates their needs.

Black people are four times less likely than white people to have access to a garden, or other form of outdoor space at home.⁹⁴ Furthermore, 21% of households in London have no access to outdoor space at home. Having access to outdoor space is linked with emotional wellbeing and stress reduction, and is explored further in section C.3.3 below.

Older people are also more likely to need specialist housing which meets their needs. Evidence estimates that the potential national demand for specialist retirement housing, which cannot be met from existing stock.⁹⁵ As such, it is likely to be more difficult for older people to

⁸⁹ Leonard Cheshire Disability (2014): 'The hidden housing crisis' Available at:

<https://www.leonardcheshire.org/sites/default/files/Hidden%20Housing%20Crisis%20July%202014.pdf>

⁹⁰ DCLG (2015). 'English Housing Survey: Adaptations and Accessibility Report' Available at:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/539541/Adaptations_and_Accessibility_Report.pdf

⁹¹ Equality and Human Rights Commission (2018): 'Housing and disabled people: Britain's hidden crisis'. Available at:

<https://www.equalityhumanrights.com/sites/default/files/housing-and-disabled-people-britains-hidden-crisis-main-report.pdf>

⁹² Runnymede Trust (2016) 'Ethnic Inequalities in London: Capital For All'. Available at:

<https://www.runnymedetrust.org/uploads/images/London%20Inequality%20report%20v3.pdf>

⁹³ Runnymede Trust (2014) 'Black and Asian Britons more likely to be homeless or live in overcrowded houses'.

<https://www.runnymedetrust.org/news/558/272/Black-and-Asian-Britons-more-likely-to-be-homeless-or-live-in-overcrowded-homes.html>

⁹⁴ Office for National Statistics (2020). 'One in eight British households has no garden'. Available at:

[https://www.ons.gov.uk/economy/environmentalaccounts/articles/oneineightbritishhouseholdshasnogarden/2020-05-14#:~:text=One%20in%20eight%20households%20\(12.Survey%20\(OS\)%20map%20data.&text=This%20is%20according%20to%20survey%20data%20from%20Natural%20England.](https://www.ons.gov.uk/economy/environmentalaccounts/articles/oneineightbritishhouseholdshasnogarden/2020-05-14#:~:text=One%20in%20eight%20households%20(12.Survey%20(OS)%20map%20data.&text=This%20is%20according%20to%20survey%20data%20from%20Natural%20England.)

⁹⁵ Housing Age UK (2014): 'Housing in later life'

relocate to appropriate housing. Health effects, such as increases in respiratory disease, have been associated with poor housing and could arise as a consequence of the need to relocate to a less well-suited property. Older people have a higher rate of health conditions such as respiratory disease, compared to the general population. This makes such effects more likely to arise amongst this group.⁹⁶

B.1.4 Health effects

Relocation can have a negative impact on an individual's mental health and well-being, as measured by the SF-12 Mental Health Composite Score⁹⁷ and Warwick-Edinburgh Mental Wellbeing Scale test.⁹⁸ These tests have shown that relocation can create increased levels of depression and anxiety.⁹⁹ The associated impacts have been found to be more severe when there is a lack or perceived lack of control over the decision.¹⁰⁰ This stress has been attributed to the anticipation of disruption, extra costs for residents and undermining of community stability and support networks.

The effects of relocation on the mental health and wellbeing of temporary accommodation tenants is likely to be heightened, as they are more likely to be going through difficult periods of their lives, dealing with greater levels of uncertainty, and having to relocate more frequently.

Relocation can create a great deal of stress and anxiety amongst **children** and **young people** due to the need to adapt to new routines, facilities and surroundings.¹⁰¹ Families in temporary accommodation are more likely to be lone parent families, and for children and young people in that situation, the effects of relocation are likely to be more significant, and can affect development.¹⁰²

There is also evidence that involuntary relocation can have a significant impact on **older people**. For example, it has been shown that mortality rates for those moved involuntarily due to urban redevelopment (either temporarily or permanently) can be higher than non-movers and those who move voluntarily.¹⁰³

As noted above, for older people and disabled people, the loss of community connections due to relocation may lead to feelings of isolation and loneliness, which are in turn linked to negative

⁹⁶ Housing Age UK (2014): 'Housing in later life'

⁹⁷ The SF-12 is a multipurpose short form survey with 12 questions, all selected from the SF-36 Health Survey (Ware, Kosinski, and Keller, 1996). The questions are combined, scored, and weighted to create two scales that provide glimpses into mental and physical functioning and overall health-related-quality of life.

⁹⁸ The Warwick-Edinburgh Mental Well-being scale was developed to enable the monitoring of mental wellbeing in the general population and the evaluation of projects, programmes and policies which aim to improve mental wellbeing. WEMWBS is a 14 item scale with 5 response categories, summed to provide a single score ranging from 14-70. The items are all worded positively and cover both feeling and functioning aspects of mental wellbeing.

⁹⁹ Cleland, C., Kearns, A., Tannahill, C. and Ellaway, A. (2016). The impact of life events on adult physical and mental health and well-being: longitudinal analysis using the GoWell health and well-being survey. Available at: <https://bmcresnotes.biomedcentral.com/articles/10.1186/s13104-016-2278-x>

¹⁰⁰ Thomson H, Petticrew M, Douglas M. (2003): 'Health impact assessment of housing improvements: Incorporating research evidence'. Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC1732281/pdf/v057p00011.pdf>

¹⁰¹ Sandstrom, H and Huerta, S (2013): 'The Negative Effects of Instability on Child Development'. Available at: <https://www.urban.org/sites/default/files/publication/32706/412899-The-Negative-Effects-of-Instability-on-Child-Development-A-Research-Synthesis.PDF>

¹⁰² Shelter (2004): 'Sick and tired: the impact of temporary accommodation on the health of homeless families' Available at: https://england.shelter.org.uk/_data/assets/pdf_file/0009/48465/Research_report_Sick_and_Tired_Dec_2004.pdf; Shelter (2018): 'Highest number of older people homeless in a decade'. Available at: https://england.shelter.org.uk/media/press_release/highest_number_of_older_people_homeless_in_a_decade

¹⁰³ Danermark BD, Ekstrom ME and Bodin LL (1996): 'Effects of residential relocation on mortality and morbidity among elderly people'. Available at: https://www.academia.edu/19474641/Effects_of_residential_relocation_on_mortality_and_morbidity_among_elderly_people

health outcomes such as poorer mental health, a higher likelihood of developing certain health conditions (e.g. obesity and alcoholism) and a greater risk of hospitalisation.¹⁰⁴

The number of older people and disabled people experiencing homelessness and living in temporary accommodation has risen sharply in recent years. Once again, the negative health effects of relocation on older people and disabled people is likely to be compounded for members of those groups living in temporary accommodation.¹⁰⁵

The link between poor or precarious housing situations and poor mental health is well documented, and can be both a cause and consequence of homelessness.¹⁰⁶ Living in temporary accommodation can have significant negative impacts on people's mental health, such as the development or worsening of depression and anxiety in both adults and children.¹⁰⁷

Older people and disabled people are also likely to be disproportionately affected by changes in air quality that may occur throughout the demolition and construction stages of a scheme. Older people with respiratory conditions such as asthma are likely to be more susceptible to the effects of air pollution when compared to other groups. This is particularly the case if they have underlying COPD (Chronic Obstructive Pulmonary Disease).¹⁰⁸ Disabled people with heart or lung conditions are also at an increased risk of becoming ill and needing treatment as a result of air pollution.¹⁰⁹

Noise pollution may arise as a result of demolition and construction. Research has linked noise pollution to several adverse outcomes for older people, including cardiovascular diseases, sleep disturbance, tinnitus, and stress.¹¹⁰

Expectant mothers and children

There are associated health effects related to the demolition of housing and the displacement from housing. For example, it has been found that the birth weight of babies can be affected by demolition and displacement. This is due to the potential for expectant mothers to experience an increase in stress and loss of social support when displacement occurs.¹¹¹ As the redevelopment is likely to involve both demolition and relocation, it is possible that this adverse impact may arise.

Children are likely to be disproportionately affected by changes in noise pollution and air quality that may occur throughout the demolition and construction stages of a scheme. Noise associated with demolition and construction can also impact the health of vulnerable people

¹⁰⁴ IoTUK (2017) '*Social Isolation and Loneliness in the UK*'. Available at: <https://iotuk.org.uk/social-isolation-and-loneliness-report/>

¹⁰⁵ Shelter (2018): 'Highest number of older people homeless in a decade'. Available at: https://england.shelter.org.uk/media/press_release/highest_number_of_older_people_homeless_in_a_decade; The Independent (2019): 'Homelessness among ill and disabled people rises 53% in a year, figures show'. Available at: <https://www.independent.co.uk/news/uk/home-news/homeless-disabled-ill-rough-sleeping-housing-crisis-a9251756.html>

¹⁰⁶ Centre for Mental Health (2016) 'More than shelter'. Available at: <https://www.centreformentalhealth.org.uk/publications/more-shelter>

¹⁰⁷ Shelter (2004): 'Sick and tired: the impact of temporary accommodation on the health of homeless families' Available at: https://england.shelter.org.uk/_data/assets/pdf_file/0009/48465/Research_report_Sick_and_Tired_Dec_2004.pdf

¹⁰⁸ Asthma UK (2017). '*Pollution*'. Available at <https://www.asthma.org.uk/advice/triggers/pollution/>

¹⁰⁹ Department for Environmental Food and Rural Affairs (2013): '*Guide to UK Air Pollution Information Resources*'. Available at:

¹¹⁰ World Health Organisation (2011): '*Burden of disease from environmental noise Quantification of healthy life years lost in Europe*'. Available at: http://www.who.int/quantifying_ehimpacts/publications/e94888.pdf?ua=1

¹¹¹ Kramer, M., et al. (2012): '*Housing Transitions and Low Birth Weight Among Low-Income Women: Longitudinal Study of the Perinatal Consequences of Changing Public Housing Policy*'. Available at: <https://www.ncbi.nlm.nih.gov/pubmed/23078464>

remaining in the nearby community. Research shows that noise can negatively affect children's cognitive learning and memory.¹¹²

Exposure to air pollution during infancy can result in neurodevelopment and long-term cognitive health problems.¹¹³ In addition, research from Asthma UK highlights that air pollution is more detrimental to children when compared to other age groups with the condition. This is due to children have faster breathing rates and lungs that are still developing.¹¹⁴

Lastly, antenatal exposure to air pollution may alter the lung development of a baby whilst in the womb. If a baby is exposed to significant levels of air pollution, this can increase the risk of premature birth and low birth weight.¹¹⁵

B.1.5 Safety and security

In the lead up to the redevelopment process and during the rehousing and demolition of properties in the area, properties will be vacated and can fall into disrepair. This can, if preventative steps are not taken, attract unwanted activity including anti-social behaviour and crime such as increased vandalism, arson, break-ins and other damage to neighboring homes.¹¹⁶

Children, young people, older people, disabled people, Ethnic minority groups, LGBT people, men and women

This potential increase in crime can impact a number of vulnerable groups remaining in the community during demolition, who are more likely to be a victim or witness of crime. An Ipsos MORI survey on public views of policing in England and Wales in 2016 determined that groups who were more likely to have had contact with their local police as a victim or witness include: young people aged 16-34 years, disabled people, those from ethnic minority backgrounds, and LGBT people.¹¹⁷

The Crime Survey for England and Wales (CSEW), has also identified that a number of protected characteristic groups are more likely to be victims to crime:

- Men are more likely to be victims of violent crime than women.¹¹⁸
- Mixed and Asian ethnic groups are more likely to have said they were victim of crime compared to white people.¹¹⁹

¹¹² Gupta, A. et al (2018): 'Noise Pollution and Impact on Children Health'. Available at: <https://link.springer.com/article/10.1007/s12098-017-2579-7>

¹¹³ Royal College of Physicians (2016) 'Every breath we take: the lifelong impact of air pollution'. Available at: <https://www.rcplondon.ac.uk/projects/outputs/every-breath-we-take-lifelong-impact-air-pollution>

¹¹⁴ Asthma UK (2017). 'Pollution'. Available at <https://www.asthma.org.uk/advice/triggers/pollution/>

¹¹⁵ British Lung Foundation (2016): 'How air pollution affects your children's lungs'. Available at: <https://www.blf.org.uk/support-for-you/signs-of-breathing-problems-in-children/air-pollution>

¹¹⁶ Power, A. (2010): 'Housing and sustainability: demolition or refurbishment?'. Available at https://uk-air.defra.gov.uk/assets/documents/reports/cat14/1406191156_060618_Guide_to_UK_Air_Pollution_Information_Resources-issue_2-FINAL.pdf <https://www.icevirtuallibrary.com/doi/abs/10.1680/udap.2010.163.4.205>

¹¹⁷ Ipsos MORI (2016): 'Public views of policing in England and Wales'. Available at: <https://www.ipsos.com/sites/default/files/migrations/en-uk/files/Assets/Docs/Publications/sri-public-views-of-policing-in-england-and-wales.pdf>

¹¹⁸ Office for National Statistics (2018) 'The nature of violent crime in England and Wales: year ending March 2018'. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/thenatureofviolentcrimeinenglandandwales/yearendingmarch2018>

¹¹⁹ Gov.uk (2019) 'Victims of crime'. Available at: <https://www.ethnicity-facts-figures.service.gov.uk/crime-justice-and-the-law/crime-and-reoffending/victims-of-crime/latest>

- Younger people aged 16 to 24 are more likely to be victims of violence than those in older age groups.¹²⁰

In addition, the fear of crime is also more prevalent amongst the following groups, and consequently this can have an effect on individual mental health and wellbeing.¹²¹

Evidence from Age UK suggests that although older people are generally at a lower risk of crime compared to other ages, they are often more fearful of crime.¹²²

Fear of crime can be an issue for women when they are travelling. Data from the ONS Crime Survey for England and Wales suggests that women fear more for their safety than men when walking alone at night – two fifths of women reported feeling ‘somewhat unsafe’ and one in eight reported feeling ‘very unsafe’.¹²³

A study by Transport for London highlights that ethnic minority individuals are more likely to express concerns over safety and security when travelling (particularly after dark) than white people and are more likely to say that their frequency of travel is affected ‘a lot’ or ‘a little’ due to these concerns.¹²⁴

Research from Stonewall demonstrates that LGBT people often fear for their safety and well-being in public spaces and on pedestrian journeys.¹²⁵

It has been suggested that fear of crime can contribute to social isolation, particularly for vulnerable groups such as children, older people, Ethnic minority groups and women.¹²⁶

B.1.6 Accessibility and mobility in the surrounding area

Evidence suggests that during construction the accessibility and mobility of the local area can be affected. In particular, construction can cause difficulties in relation to increased traffic in the local area, reduced parking (construction vehicles and subcontractors in parking), the construction activities blocking access to homes, shops, bus stops and pavements and safe routes, as well as effects on wayfinding.

Children

Changes in road traffic levels may reduce children’s access to community and recreational facilities due to road severance and traffic delays.¹²⁷ Increased traffic in proximity to schools, or community facilities that are frequently used by children can also impact their concentration and long-term cognitive development.¹²⁸

¹²⁰ Gov.uk (2019) ‘Victims of crime’. Available at: <https://www.ethnicity-facts-figures.service.gov.uk/crime-justice-and-the-law/crime-and-reoffending/victims-of-crime/latest>

¹²¹ Stafford, M et al. (2006) ‘Association between fear of crime and mental health and physical functioning’. Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2040373/>

¹²² Age UK (2006) ‘Crime and fear of crime: help the aged policy statement 2006’. Available at: https://www.ageuk.org.uk/documents/en-gb/for-professionals/communities-and-inclusion/crime_and_fear_of_crime_2006_pro.pdf?dtrk=true

¹²³ ONS (2015) Crime Survey for England and Wales. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/crimeinenglandandwales/2015-07-16>

¹²⁴ Transport for London (2013) ‘Attitudes to Safety and Security – Annual Report’. Available at: <https://tfl.gov.uk/corporate/publications-and-reports/safety-and-security>

¹²⁵ Stonewall (2017) LGBT in Britain: Hate Crime. Available at: <https://www.stonewall.org.uk/comeoutforLGBT/lgbt-in-britain/hate-crime>

¹²⁶ Lorenc, T et al (2013) ‘Fear of crime and the environment: systematic review of UK qualitative evidence’. Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3666893/>

¹²⁷ Hiscock, R. and Mitchell, R (2011) ‘What is needed to deliver places that provide good health to children?’ Available at: http://www.edphis.org.uk/Report_on_Place_and_Children.pdf

¹²⁸ Institute of Education (2001): ‘The effect of travel modes on children’s mental health, cognitive and social development: a systematic review’

Similar to disabled people and older people, the accessibility and design of physical spaces can also affect parents' ability to travel freely with small children, especially if using pushchairs. The presence of uneven surfaces, lack of dropped kerbs, use of shared spaces as well as lack of dedicated car parking space can all limit the mobility of parents with a small child, making use of the pedestrian environment more challenging for this group.¹²⁹

Disabled people

Research shows that the presence of vehicular traffic can present a barrier for disabled people accessing community resources. National Travel Survey data shows disabled people are generally more likely to experience travel difficulties in the daily trips that they make.¹³⁰ Disabled people who travel by car are more likely to report difficulties due to congestion and roadworks, especially where the severity of the disability increases.¹³¹ Many people with both physical and hidden disabilities have a parking concession through the Blue Badge scheme. This allows eligible disabled people to park close to their destination, providing them with an increased degree of independence and suitable access to a range of services and facilities, including their home. Short-term change to transport networks, road alignment and parking can act as a barrier for disabled people wanting to access community facilities, exacerbating issues such as loneliness and social isolation.¹³²

Older people

Changes to surface transport resulting from redevelopment of a housing site may affect how older people interact with community facilities.¹³³ Older people may find it difficult to access public spaces further away from their home or integrate into new social networks, due to severance caused by increases in road traffic.¹³⁴

B.1.7 Information and communication

Complex material and information on the regeneration may present a challenge to those who have different information and communication needs, this includes but is not limited to **people with learning disabilities**, people with low literacy levels, **older people**, **people with visual or hearing impairments** and **people who use English as a second language**.

Best practice guidance¹³⁵ and evidence suggests that the following processes can ensure that information documents are fully accessible to everyone and reduce concerns regarding access to information:

- information should be in short, concise sentences without jargon;
- pictures should be included where possible to support the text;
- the format, layout and length of document should be carefully considered;

¹²⁹ Pettersson, G., (2009), 'Priorities for the use of bus transport by disabled people, older people and parents with young children in buggies', Association of European Transport

¹³⁰ Department for Transport (2019): 'National Travel Survey: 2018'

¹³¹ Department for Transport (2017) 'Disabled people's travel behaviour and attitudes to travel' Available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/647703/disabled-peoples-travel-behaviour-and-attitudes-to-travel.pdf

¹³² Equality and Human Rights Commission (2017): 'Being disabled in Britain: a journey less equal'

¹³³ DfT (2017): 'Health impact analysis for the draft Airports National Policy Statement'

¹³⁴ NatCen (2019): 'Transport, health and wellbeing: an evidence review for the Department for Transport'

¹³⁵ Change (2015): 'how to make information accessible: a guide to producing easy read documents' Available at: [How-to-make-info-accessible-guide-2016-Final \(changepeople.org\)](https://www.changepeople.org/How-to-make-info-accessible-guide-2016-Final) Department for Health and Social Care (2010): 'Making written information easier to understand for people with learning disabilities' Available at: [Making written information easier to understand for people with learning disabilities - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/44444/making-written-information-easier-to-understand-for-people-with-learning-disabilities.pdf) MENCAP (date unknown): 'Making myself clear' Available at: [Making-Myself-Clear.pdf \(accessibleinfo.co.uk\)](https://www.accessibleinfo.co.uk/making-myself-clear.pdf)

- easy read, braille, audio and large print should be provided upon request; and
- information should be translated into people's first language upon request.

The COVID-19 pandemic has seen an increased shift to the use of digital tools to aid information and communication during engagement programmes. However, some groups are more likely to be digitally excluded, and an over-reliance on these forms of information communication could exclude many from the regeneration conversation. A third of **older people** are not online; whilst a fifth of **disabled people** are not internet users.¹³⁶ Level of education (associated with **deprivation**) is often also a factor in digital exclusion- just 36% of people with no qualifications are internet users.¹³⁷

'Seldom- heard' groups- such as **children** and **young people**, **disabled people**, **people from deprived areas**, and people from **ethnic minority** backgrounds- are at particular risk of exclusion from the engagement process.¹³⁸ It is recommended that engagement 'go the extra mile' to reach these groups by:

- meeting people 'on their own turf' and at times which suit them best
- offering a range of meeting times and venues
- reimbursing travel costs
- publicising events in languages other than English.

B.2 Impacts on businesses during renewal

B.2.1 Potential loss of business

Independent small businesses including shops, cafes and restaurants, play an important role in supporting the vitality and vibrancy of local communities and often operate from smaller premises, such as those that might be found on a housing Estate. Redevelopment can result in the permanent loss of such businesses, with the potential to affect self-employed business owners.¹³⁹ With regard to protected characteristic groups, BAME groups and older people may be particularly affected by the loss of business.

Research shows that **BAME** people are more likely to be self-employed in the UK when compared with White people.¹⁴⁰ BAME people are also twice as much likely to be in precarious work as White people, which includes self-employed workers working non-standard hours and with lower wages.¹⁴¹ In 2018, 20% of Pakistani or Bangladeshi workers were self-employed, whilst only 15% of White people were in self-employment. Research from the Joseph Rowntree

¹³⁶ Citizens Online (2020). 'Digital exclusion in population screening programmes'. Available at: <https://www.citizenonline.org.uk/wp-content/uploads/2020/05/ScreeningEIAReportSummaryProofedSignedOff.pdf>

¹³⁷ Citizens Online (2020). 'Digital exclusion in population screening programmes'. Available at: <https://www.citizenonline.org.uk/wp-content/uploads/2020/05/ScreeningEIAReportSummaryProofedSignedOff.pdf>

¹³⁸ Scottish Government (2017). 'Barriers to community engagement in planning: a research study. Available at: <https://www.gov.scot/binaries/content/documents/govscot/publications/factsheet/2017/05/barriers-to-community-engagement-in-planning-research/documents/barriers-community-engagement-planning-research-study-pdf/barriers-community-engagement-planning-research-study-pdf/govscot%3Adocument/Barriers%2Bto%2Bcommunity%2Bengagement%2Bin%2Bplanning%2B-%2Ba%2Bresearch%2Bstudy.pdf>

¹³⁹ Mayor of London (2020), 'The London Plan: The Spatial Development Strategy for Greater London'. Available at: https://www.london.gov.uk/sites/default/files/the_publication_london_plan_2020_-_clean_version_0.pdf

¹⁴⁰ House of Commons (2020): 'Unequal impact? – Coronavirus and BAME people'

¹⁴¹ LSE (2016): 'Self-employment is precarious work' Available at: [Self-employment is precarious work \(lse.ac.uk\)](https://www.lse.ac.uk/Research/Research%2Bpublications/2016/05/self-employment-is-precarious-work)

Foundation also shows that Pakistani men have the highest rate of self-employment in the UK, linked to the fact that they have limited labour market opportunities.¹⁴²

According to the Office for National Statistics (ONS), nearly one in five self-employed individuals are aged 60 and older in the UK, which has increased 57% in the last decade.¹⁴³ **Older people** are therefore more likely to be in self-employment than their younger counterparts. The number of people over the age of 55 who are self-employed is growing faster than any other demographic in the UK. Nearly half (46%) of the entire self-employed workforce in Britain is now over the age of 50, comprising 2.27 million people in 2019.¹⁴⁴

B.2.2 Financial implications associated with business relocation

Redevelopment may result in relocation of businesses. Should businesses relocate to new premises elsewhere, it is likely that access to finance will be required to secure a new location. BAME groups and older people are likely to be differentially affected by the financial implications of relocation.

Research by the Enterprise Research Centre shows that businesses owned by **BAME** people are more likely to be denied a loan outright when compared to white owned business. BAME business owners are also less likely than non-BAME business owners to access mainstream business support in the UK.¹⁴⁵ For example, Black African-owned businesses are four times more likely to be denied a loan outright, Black Caribbean are three and a half times more likely, Bangladeshi are two and a half times more likely and Pakistani are one and a half times more likely.¹⁴⁶ This highlights the difficulties that BAME owned businesses may have in securing finance to relocate, potentially forcing business closure.

Research from the Joseph Rowntree Foundation found that **older people** often lack the same financial means and income flexibility compared with other, younger age groups. Older people also face external barriers to financial resilience in terms of not knowing where to go for financial support.¹⁴⁷

B.2.3 Potential redundancy of employees associated with business loss or relocation

The possible relocation or closure of premises used by businesses currently trading on the Estate will result in the need to relocate and may result in extinguishment. Redevelopment may result in the need for businesses to relocate and may result in extinguishment. These changes may create direct redundancies due to business closure, or indirect redundancies as a result in staff being unable to access employment once it has relocated to a new location. Such changes are likely to particularly impact some protected characteristic groups including older people, disabled people and BAME groups.

Research suggests that **older people** who are made redundant face additional barriers to finding new employment compared to the other age groups, especially when attempting to secure interviews for potential new positions.¹⁴⁸ Once unemployed, only 23% of those over the

¹⁴² Joseph Rowntree Foundation (2015): 'Self-employment and ethnicity: An escape from poverty?'

¹⁴³ Human Resources Magazine (2019): 'Age discrimination driving over-50s to self-employment'

¹⁴⁴ Rest Less (2019) 'Nearly One in Two (46%) of the Entire Self-employed Workforce in the UK is now over the age of 50'

¹⁴⁵ Enterprise Research Centre (2020): 'Unlocking opportunity: the value of ethnic minority firms to UK economic activity and enterprise'

¹⁴⁶ Enterprise Research Centre (2013): 'Diversity and SMEs'

¹⁴⁷ Age UK (2018): 'Financial resilience during retirement: who is well placed to cope with life events?'

¹⁴⁸ Centre for Aging Better (2020): 'Supporting Over 50s back to work' Available at: [supporting-over-50s-back-to-work.pdf](https://www.ageing-better.org.uk/supporting-over-50s-back-to-work.pdf) ([ageing-better.org.uk](https://www.ageing-better.org.uk))

age of 50 gain employment within three months, compared to 35% of 35-49 year olds. Research by Anglia Ruskin University found that older white British men were also 22% less likely to be invited for interview when compared to their 28-year-old counterparts.¹⁴⁹ This suggests that older people who lose their job as a result of the redevelopment may be significantly adversely impacted compared to the general population.

Disabled people face more barriers when searching for employment when compared to those who are not disabled. Disabled people may be constrained by the type of employment that they are able to do, with 36% of disabled people in employment agreeing that this is the case. This figure increases to 66% for disabled people who are looking for work when unemployed. This means that disabled people could be disproportionately impacted by loss of employment, particularly if their current working conditions may be difficult to find or replicate elsewhere.¹⁵⁰

The proportion of **BAME** workforce in the UK is expected to rise to almost 21% by 2051 and this is currently not reflected in the majority of workplaces, with many ethnic minorities concentrated in lower paying jobs.¹⁵¹ According to the Chartered Institute of Personnel and Development (CIPD) research, people from BAME communities are significantly more likely to say that people's identity or background can have an effect on the opportunities they are given than white British employees.¹⁵² BAME people are also more likely to say that experiencing discrimination is a problem in their workplace.¹⁵³ Research by the Centre of Social Investigation (CSI) also highlights that British employers are more likely to discriminate against job applicants with an ethnic minority background when making hiring decisions.¹⁵⁴ The same CSI study also shows that Black Africans and applicants from the Middle East and North Africa (MENA) countries are more likely to be disproportionately discriminated against, when compared to the applicants of other minority ethnic groups.

B.2.4 Impact of redundancy on health and well-being

Redevelopment may cause staff redundancies, impacting the health and wellbeing of some groups. Those likely to be differentially impacted by the effects of redundancy include older people and the children of employees that are made redundant.

The health and wellbeing of **older people** is likely to be impacted by involuntary unemployment. Impacts of unemployment, such as a lower likelihood of re-employment, loss of income and social severance of work-based interactions, can negatively impact this group. These factors can lead to stress-related cardiovascular illnesses, of which older workers are at an increased risk.¹⁵⁵

Involuntary redundancy may also indirectly have a disproportionate impact on **children**. There is an evidenced link between parental unemployment and child wellbeing, with redundancy

¹⁴⁹ Age UK (2013): 'Older Workers at High Redundancy Risk'

¹⁵⁰ Equality and Human Rights Commission (2013): 'Barriers to unemployment and unfair treatment at work: a quantitative analysis of disabled people's experiences Available at: <https://www.equalityhumanrights.com/sites/default/files/research-report-88-barriers-to-employment-and-unfair-treatment-at-work-disabled-peoples-experiences.pdf>

¹⁵¹ The McGregor-Smith Review (2017): 'Race in the workplace' Available at: [Race in the workplace: The McGregor-Smith review \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/614441/race-in-the-workplace-the-mcgregor-smith-review.pdf)

¹⁵² CIPD (2017): 'Addressing the barriers to BAME employee career progression to the top' Available at: [*addressing-the-barriers-to-BAME-employee-career-progression-to-the-top_tcm18-33336.pdf \(cipd.co.uk\)](https://www.cipd.co.uk/media/1833336/addressing-the-barriers-to-bame-employee-career-progression-to-the-top-tcm18-33336.pdf)

¹⁵³ CIPD (2017): 'Addressing the barriers to BAME employee career progression to the top' Available at: [*addressing-the-barriers-to-BAME-employee-career-progression-to-the-top_tcm18-33336.pdf \(cipd.co.uk\)](https://www.cipd.co.uk/media/1833336/addressing-the-barriers-to-bame-employee-career-progression-to-the-top-tcm18-33336.pdf)

¹⁵⁴ CSI (2019): 'Are employers in Britain discriminating against ethnic minorities?' Available at: [Are employers in Britain discriminating against ethnic minorities? final.pdf \(ox.ac.uk\)](https://www.csi.ac.uk/research/are-employers-in-britain-discriminating-against-ethnic-minorities-final.pdf)

¹⁵⁵ Gallo, W.T., Bradley, E.H., Falba, T.A., Cramer, L.D., Bogardus Jr, St.T and Kasl,S.V (2004) 'Involuntary job loss as a risk factor for subsequent myocardial infarction and stroke: findings from the Health and Retirement Survey' American Journal of Industrial Medicine, 45(5), 408-416

increasing the risk of tension and disruption within the family. Consequently, job loss can have detrimental effects on children, including lowered self-esteem and socio-psychological well-being.¹⁵⁶ This is, in turn, is connected to effects on children's education attainment, Studies have shown that effects of parental redundancy on children including higher likelihood of grade repetition, dropout, suspension or expulsion from school, lower educational attainment and lower income of children in adulthood.¹⁵⁷

B.2.5 Potential impacts around customer base

B.2.5.1 Impacts on the existing customer base of businesses

Local residents may find that with the announcement of demolition, local businesses and community facilities could start to prematurely relocate. Such relocation may impact the customer base that businesses have accumulated from the local area should the new business premises be further afield from existing customers.

Market research has found that the cost of acquiring a new customer for small businesses can be six times more than maintaining the same customer.¹⁵⁸ Involuntary relocation of local businesses can therefore adversely impact its local customer base, increasing costs. Research on customer retention has also shown that **BAME**-owned businesses usually attract BAME customers in the UK, indicating how ethnic businesses may be more likely to have a focused and local customer base.¹⁵⁹ Any relocation might disrupt local customer base, increasing the overhead costs to obtain new customers and to achieve business continuity.

B.2.5.2 Impacts on local customers

Should the scheme result in local businesses and community facilities prematurely relocating out of the Estate, the availability and choice of services in the local area may be reduced. This has the potential to particularly affect several protected characteristic groups, including older people, disabled people and BAME groups.

Research suggests that **older people** may find it harder to access services and amenities that are located further away.¹⁶⁰ For **disabled people**, especially those who have mobility impairments, the relocation or closure of businesses can reduce accessibility to services and amenities which they rely on, potentially increasing social isolation and the likelihood of negative mental health outcomes. People belonging to **BAME** groups may also be more reliant on existing networks and links with local infrastructure when compared to other ethnic groups.¹⁶¹

¹⁵⁶ Brand, J.E. (2015) 'The far-reaching impact of job loss and unemployment'. Annual review of sociology, 41, 359-375. Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4553243/>

¹⁵⁷ Brand, J.E. (2015) 'The far-reaching impact of job loss and unemployment'. Annual review of sociology, 41, 359-375. Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4553243/>

¹⁵⁸ Entrepreneur Handbook (2019): 'The importance of customer retention' Available at: [The importance of customer retention - Entrepreneur Handbook](#)

¹⁵⁹ Staffordshire University (2020): 'Researchers investigate the impact of COVID-19 on BAME businesses'

¹⁶⁰ Graham et al (2018): 'The experiences of everyday travel for older people in rural areas: A systematic review of UK qualitative studies'

¹⁶¹ Peters et al (2018): 'How is neighbourhood of mixed social networks altered by neighbourhood deprivation for ethnic groups'

B.3 Impact on community following redevelopment process

B.3.1 Tackling crime and disorder

Levels of crime have in part be attributed to the urban environment. Using theoretical approaches such as Rational Choice Theory¹⁶² and Broken Windows Theory,¹⁶³ a strong argument has developed which links the design of neighbourhoods and towns to levels of crime and disorder.¹⁶⁴ It has been argued that the opportunity for some forms of crime can be reduced through better thought-out approaches to planning and design of neighbourhoods and towns. For example, concepts such as Crime Prevention Through Environmental Design (CPTED)¹⁶⁵ are more frequently used today to ensure buildings and public spaces are designed in a way that aims to reduce the occurrence of crime and alter the environmental factors that might encourage criminal behaviour. Indeed, evidence suggests that homes built to 'Secured by Design' principles can reduce burglary and crime rates by up to 75%.¹⁶⁶

Changes to the urban environment that affect crime and disorder can impact on those who are more likely to be a victim or witness of crime, including **young people, disabled people, people from ethnic minority backgrounds, men and LGBT people**. Changes may also affect those who are likely to be adversely impacted by fear of crime, including **children, older people, Ethnic minority groups, women and LGBT people**.

B.3.2 Improved access, mobility and navigation

Aging and being disabled can lead to a decline in physical or cognitive functions, resulting in decreased social activity and narrowing of social networks.¹⁶⁷ Leisure activities are considered to be effective mediators between social relationships and wellbeing of **older people and disabled people**. This is because leisure is scientifically proven to help people overcome their stress resulting from a chronic condition or negative life event. Leisure activities provide disabled and old people with social support, and further mediate their stress-health relationship. Availability of leisure services and facilities could therefore benefit older and disabled people, who are in a greater need for social interaction than the general population.¹⁶⁸

B.3.3 Improve public realm and green space

The ability to access and use the public realm is vitally important to ensuring people feel that they are active members of their society. This includes basic activities such as using local shops or meeting up with people in a shared space outside close to home.¹⁶⁹

However, it has been acknowledged that **disabled people** and **ethnic minority** communities are less likely to take part in public life than other sections of the population.¹⁷⁰ For disabled people,

¹⁶² Felson and Clarke (1998) 'Opportunity Makes the Thief, Practical Theory of Crime Prevention'. Available at: <https://pdfs.semanticscholar.org/09db/dbce90b22357d58671c41a50c8c2f5dc1cf0.pdf>

¹⁶³ Wilson and Kelling (1982) 'Broken Windows: The police and neighbourhood safety'. Available at: <https://www.theatlantic.com/magazine/archive/1982/03/broken-windows/304465/>

¹⁶⁴ See for example, Monahan and Gemmell (2015) 'Reducing Crime Hotspots in City Centres'. Available at: <http://www.bre.co.uk/filelibrary/Briefing%20papers/102417-Crime-Hotspots-Briefing-Paper-v4.pdf>

¹⁶⁵ Jeffery (1971) 'Crime Prevention Through Environmental Design'. Sage publications

¹⁶⁶ Secured by Design (2014) 'Secured by Design: Reducing crime by good design'. Available at: <https://mbp.co.uk/wp-content/uploads/2017/06/Secured-by-Design-Reducing-Crime-by-Good-Design-reduced.pdf>

¹⁶⁷ Wray et al. (2014): 'Social relationships, leisure activity and health in older adults' Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4467537/>

¹⁶⁸ Liu et al. (2018): 'Social interaction patterns of the disabled people in asymmetric social dilemmas' Available at: <https://www.frontiersin.org/articles/10.3389/fpsyg.2018.01683/full>

¹⁶⁹ House of Commons Women and Equalities Committee (2017): 'Building for Equality: Disability and the Built Environment'.

¹⁷⁰ Greater London Authority (2017): 'The Mayor's vision for a diverse and inclusive city: Draft for consultation'.

public spaces can often be inaccessible. The presence of vehicular traffic and lack of accessible design (such as the use of appropriate paving and lighting) can present a barrier to using outdoor, shared public spaces.¹⁷¹ And, evidence suggests that in areas where over 40% of residents are ethnic minority, there is 11 times less green space when compared to areas where residents are largely White.¹⁷²

The inclusion of community gardens and other public green spaces through redevelopment can also benefit **older people, children, and disabled people**. Research reports that interaction with nature or gardening can improve attentional functioning for children who have Attention Deficit Hyperactivity Disorder (ADD) and can also reduce stress levels and improve self-esteem for children. Such inclusion can also improve self-identity and a sense of purpose for those with dementia, and can generally improve social interaction, social mixing, and community building.¹⁷³

Better access to, and management of, the public realm is also important to the provision of play space for children. When children are able to play in an outdoor environment, they tend to be more active which supports positive mental health and wellbeing.

Disabled people

Research into the health benefits of urban green space has found that it can positively impact both physical and mental health. With physical health, a UK study found that those who live within 500 meters of accessible green space are 24% more likely to take part in 30 minutes of physical activity daily. In terms of mental health, green space can provide areas that encourage social interaction and integration and can indirectly benefit the wellbeing of users.¹⁷⁴

People from minority ethnic backgrounds

Research has found that in urban areas ethnic minority groups tend to have less access to local green space, and the space they can access is often of poor quality. For example, in the UK, wards that have an ethnic minority population of less than 2% have six times as much green space as wards where the ethnic minority population is over 40%.¹⁷⁵ The provision of green space is therefore likely to benefit this group.

Children

Children are likely to benefit from urban green space. Research carried out by UCL highlighted that urban green space can have a positive role in a child's cognitive functioning. The study found that children who lived in areas with more green space outperformed those from areas with less green space.¹⁷⁶ Exposure to green space is also important for a child's wellbeing and healthy development. However, children living in London can experience barriers in access to green space compared to the rest of the UK. This is due to the high population densities,

¹⁷¹ House of Commons Women and Equalities Committee (2017): 'Building for Equality: Disability and the Built Environment'.

¹⁷² CABE (2016): 'Community green: using local spaces to tackle inequality and improve health'.

¹⁷³ Maheshwari, S. (2017). 'Food in the City: Review of Psychological Impact of Growing Food in Urban Spaces'. *Journal of Innovation for Inclusive Development*, 2(1), 36-43.

¹⁷⁴ Houses of Parliament, Parliamentary Office of Science & Technology (2016): 'Green Space and Health'. Available at: <https://www.ethnicity-facts-figures.service.gov.uk/housing/housing-conditions/fuel-poverty/latest>
<http://researchbriefings.files.parliament.uk/documents/POST-PN-0538/POST-PN-0538.pdf>

¹⁷⁵ Commission for Architecture and the Built Environment (2010): 'Community green: Using local spaces to tackle inequality and improve health'. Available at:
<https://www.designcouncil.org.uk/sites/default/files/asset/document/community-green-full-report.pdf>

¹⁷⁶ UCL (2018): 'Greener neighbourhoods may be good for children's brains'. Available at:
<https://www.ucl.ac.uk/ioe/news/2018/sep/greener-neighbourhoods-may-be-good-childrens-brains>

deficiencies in green space and poor access to private gardens that are characteristic of London.¹⁷⁷

The presence of urban green space also presents an opportunity to incorporate play space into regeneration schemes. Research by Play England has highlighted the benefits of play to children, and how play is central to a child's physical, psychological and social wellbeing. Play space can enable children to form friendships, interact with others and feel part of a group, something that is important to levels of self-esteem. Play space can also encourage children to have familiarity with an area and identify as part of a community. Lastly, ensuring that outdoor play space is fun and enjoyable for children is a key motivator for physical activity and exercise.¹⁷⁸

Older people

Urban green space may also benefit older people. Evidence suggests that inner-city green space can promote social cohesion and instil a sense of community. Social contact is especially important for the health and wellbeing of older people as social isolation has been linked to poor health and increased mortality rates.¹⁷⁹

However, in order to ensure the best outcomes, the design and maintenance of green space is important. Well designed and maintained spaces that have attractive green areas and planted vegetation are perceived as safer and more 'walkable'. If green space is not maintained and becomes littered and derelict, the appeal of the green space decreases and anti-social behaviour can occur.¹⁸⁰ Evidence shows that safety of urban green space is particularly important to women and ethnic minority individuals. These groups may perceive themselves as vulnerable when visiting urban green spaces due to previous experiences of victimisation or harassment. Such experiences can result in these groups feeling fearful of urban green space.¹⁸¹

Overall, the provision and maintenance of green spaces in urban areas can make an important contribution to the health and wellbeing of several groups, specifically ethnic minority, children and older people. However, such space must be appropriately managed and maintained to ensure positive outcomes, and so that users (particularly women and ethnic minority individuals) feel safe.

B.3.4 Provision of community resource and improved social cohesion

Community resources provide important places of social connection and promote wellbeing for children, older people, disabled people, people from an ethnic minority background and pregnant women. Regeneration of areas can include both continued access to and the creation of community resources, improving social cohesion and community relations. This can impact on all parts of the community, but can have a disproportionate effect on the above groups

¹⁷⁷ London Sustainable Development Commission (2011): 'Sowing the seeds: Reconnecting London's children with nature'. Available at: https://www.london.gov.uk/sites/default/files/lfdc_-_sowing_the_seeds_-_full_report_2011.pdf

¹⁷⁸ Play England (2012): 'A literature review on the effects of a lack of play on children's lives'. Available at: <http://www.playengland.net/wp-content/uploads/2015/09/a-world-without-play-literature-review-2012.pdf>

¹⁷⁹ World Health Organisation (2016): 'Urban green spaces and health, a review of evidence'. Available at: http://www.euro.who.int/_data/assets/pdf_file/0005/321971/Urban-green-spaces-and-health-review-evidence.pdf?ua=1

¹⁸⁰ Houses of Parliament, Parliamentary Office of Science & Technology (2016): 'Green Space and Health'. Available at: <http://researchbriefings.files.parliament.uk/documents/POST-PN-0538/POST-PN-0538.pdf>

¹⁸¹ World Health Organisation (2016): 'Urban green spaces and health, a review of evidence'. Available at: http://www.euro.who.int/_data/assets/pdf_file/0005/321971/Urban-green-spaces-and-health-review-evidence.pdf?ua=1

Improved provision of affordable and accessible facilities for sports and physical activity would positively impact groups that often face barriers to participation, including older people, disabled people, ethnic minority communities, and those who identify as LGBT.¹⁸²

Improved provision of sports facilities has also been linked to reducing crime rates and anti-social behaviour amongst young people, by providing them with something to do and increasing social inclusion. Indeed, 70% of teenagers believe that anti-social behaviour occurs because young people are bored and have little else to do. By providing a diversion, which can lead to personal development in areas such as self-regulation and problem-solving abilities, sports clubs and facilities do lead to a decrease in anti-social behaviour.¹⁸³

B.3.5 New employment opportunities

Where done effectively, redevelopment and regeneration can act as a means of promoting economic growth and supporting job creation.¹⁸⁴ For example, property development can contribute to urban economic regeneration through the enabling of local stores to grow and expand, and through attracting investment to the area and revitalising neighbourhoods. It can also facilitate improved connectivity between communities and places of employment and education. Improved opportunities to access employment and education can serve to help address issues of inequality and improve social mobility, this may particularly benefit the protected characteristic groups who are more likely to face barriers to employment. These groups include older people, disabled people, and those from an ethnic minority background.

New opportunities may also positively affect other protected characteristics groups who are more likely to face unemployment, including young people and women. Statistics released in 2018 have shown that for the first time since the 1980s, British women are more likely to be unemployed than men. For young people, amongst those aged 16-24, 11.2% are Not in Education, Employment or Training (NEET). Recent unemployment statistics for the UK show that young people are around four times more likely to be unemployed than their adult counterparts aged 25-64.¹⁸⁵

B.3.6 Improved housing provision

Regeneration can lead to the relocation of residents. Whilst negative effects can arise as a result of relocation, positive effects may also arise. This is particularly likely to be the case should residents move to an area with more green space, and better air quality. Groups that are susceptible to air pollution (see section A.1.4), and may therefore benefit from relocation, include children, older people, disabled people and those who are pregnant.

Section 3.3.3 outlines the importance of appropriate, accessible, and affordable housing for particular protected characteristic groups, including children, disabled people, and people from an ethnic minority background. The regeneration of the area will improve the housing provision in

¹⁸² Assembly, N. I. (2010). 'Barriers to Sports and Physical Activity Participation'.

¹⁸³ Sport and Recreation Alliance (2012) 'Game of Life: How Sport and Recreation can help make us healthier, happier and richer'. Available at: <http://sramedia.s3.amazonaws.com/media/documents/2d77274e-af6d-4420-bdfb-da83c3e64772.pdf>

¹⁸⁴ Communities and Local Government (2012) 'Regeneration to enable growth: A toolkit supporting community-led regeneration'. Available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/5983/2064899.pdf

¹⁸⁵ UK Government (2018) 'Unemployment'. Available at: <https://www.ethnicity-facts-figures.service.gov.uk/work-pay-and-benefits/unemployment-and-economic-inactivity/unemployment/latest>

the local areas increasing capacity and quality. This can affect all parts of the community but can have a disproportionate effect on the above groups.

Children and older people

Through redevelopment, homes can be re-provided to a high standard, including better sound proofing and lower energy costs and consumption levels.¹⁸⁶ With regard to noise, reduced levels due to redevelopment can disproportionately impact children and older people.

With regard to insulation, the Decent Homes Standard (DHS) requires local authorities to make sure all social housing provides a reasonable degree of thermal comfort to its residents. This includes ensuring efficient heating is provided with use of minimum insulation levels. However, the DHS does not require local authorities to ensure all social housing is heated affordably, and therefore does not always automatically serve to address issues such as fuel poverty.¹⁸⁷

Fuel poverty and cold housing can have several detrimental effects on individual's physical and mental health. Children living in cold homes are more than twice as likely to suffer from a variety of respiratory problems than children living in warm homes.

Cold housing can negatively impact children's educational attainment, emotional wellbeing and resilience.¹⁸⁸

Effects of cold housing are also evident among older people in terms of higher mortality risk, physical health and mental health. Older people spend on average 80% of their time at home, making them more susceptible to cold or damp related health problems. Cold temperatures can increase the levels of minor illnesses such as colds and flu, contribute towards excess winter deaths, negatively affect mental health, and exacerbate existing conditions such as arthritis and rheumatism.¹⁸⁹

Disabled people

Research from disability charity Scope evidences that long term impairments or conditions have a significant impact on energy costs, with many disabled people consuming more energy because of their impairment or condition. In particular those with limited mobility report having to use more heating to stay warm.¹⁹⁰

People from a ethnic minority background

In England, fuel poverty is more common with ethnic minority households when compared to white households.¹⁹¹ Data shows that in 2015, 16% of ethnic minority households were living in fuel poverty compared to 10% of White households.¹⁹²

¹⁸⁶ City of Westminster Council (2018): 'My Ebury: Shaping the preferred scenario'.

¹⁸⁷ Centre for Sustainable Energy (2006): 'Tackling fuel poverty at local and regional level: opportunities to deliver action and policies to stimulate success'. Available at: https://www.cse.org.uk/downloads/reports-and-publications/fuel-poverty/tackling_fuel_poverty_at_local_&_regional_level.pdf

¹⁸⁸ Marmot Review Team (2011) 'The Health Impacts of Cold Homes and Fuel Poverty'. London: Department of Epidemiology and Public Health, University College London.

¹⁸⁹ The Housing and Ageing Alliance (2013) 'Policy Paper: Health, Housing and Ageing', Available at www.housingalliance.org/HAA/

¹⁹⁰ Scope (2018) 'Out in the Cold', Available at <https://www.scope.org.uk/Scope/media/Images/Out-in-the-cold.pdf>

¹⁹¹ This does not include White ethnic minority households.

¹⁹² Department for Business, Energy and Industrial Strategy (2017): 'Ethnicity facts and figures: Fuel poverty'. Available at: <https://www.ethnicity-facts-figures.service.gov.uk/housing/housing-conditions/fuel-poverty/latest>

