

Equality Impact Assessment (EQIA)

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

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

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

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

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

1. Responsibility for the Equality Impact Assessment

Name of proposal:	Park hire applications by Festival Republic Ltd to hire Finsbury Park for multi-event weekends including the Wireless Festival, and one other weekend of music concerts, in 2023, 2024, 2025, 2026 and 2027
Service Area:	Parks & Leisure Services
Officer Completing Assessment:	Sarah Jones, Events & Partnerships Manager
Equalities Advisor:	Joe Wills: Policy & Equalities Team Manager
Cabinet meeting date (if applicable):	Cabinet Member decision XX June 2023
Director/Assistant Director	Mark Stevens, Assistant Director Direct Services

2. Executive summary

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

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

The Council has received park hire applications from Festival Republic Ltd to hire part of Finsbury Park to stage a three-day festival in July and a three-day weekend of multi-events to take place in June/July each year between 2023 and 2027. For 2023 events include:

- Pulp – Friday 30 June
- Jamie T – Saturday 1 July
- The 1975 – Sunday 2 July
- Wireless Festival – Friday 7, Saturday 8 and Sunday 9 July

The Applicant has applied to hire the space known as the Bandstand Field to facilitate the main event area for both weekends.

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

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

The Applicant has approached the community-led sports charity, Access to Sport, with a view to hiring the tennis courts in the Park, over the consecutive major weekends to facilitate the placement of toilets. This arrangement was previously in place for the 2022 events.

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

Whilst located in Haringey, Finsbury Park sits on the borders of neighbouring boroughs of Hackney and Islington. Therefore, recognised stakeholders also include residents' associations and schools from the three boroughs, Hackney and Islington council officers, councillors from six adjoining wards including Hackney and Islington and all park user groups and leaseholders.

An EqIA was carried out at the time of developing the Outdoor Events Policy. However, it is recognised that major events do have different site layouts and therefore could have differing impacts on park users. To plan for and mitigate these effects, individual EqIA's for specific

major event applications will assess the level of potential impact on recognised groups with protected characteristics.

The proposal is for 2 consecutive weekends of events to take place in Haringey every year from 2023 until 2027. Wireless Festival, a three-day weekend of music headline acts, has taken place in Finsbury Park for a number of years.

Decision making process

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

- *expected attendance is over 10,000;*
- *events last more than 2 days with 5,000 or more in attendance;*
- *organiser occupies the site for more than 14 days including set up and take down periods.*

If authority is given, officers will give in-principle agreement to the Applicant for the event application to progress. The event will then be subject to discussions between the Applicant, the Safety Advisory Group and Council officers before final agreement is given. This is agreed through Delegated Authority, given by the Director of Environment and Resident Experience.

In adopting the Policy, the Council established its commitment to using the Park for a limited number of major events each year. Accordingly, the only other alternative option which would be considered would be to reject the application. This option was rejected, on the grounds that the events do not fall within any of the grounds set out in paragraph 5.3 of the Policy for automatic refusal.

As part of the approval process for every park hire application, the Policy stipulates the need for consultation to take place. Paragraph 5.1.6 of the Policy states “*Consultation will involve all stakeholders, including Friends Groups, Area Park Managers, Ward Councillors, Cabinet Member for Environment and the members of the Haringey Safety Advisory Group. Other consultees may be added where appropriate to the specific park or open space*”.

Users of Finsbury Park come from all ages, backgrounds and abilities. The park holds a wide range of facilities and recreational activities, aimed at both general park users and specific user groups.

However, we can infer that residents who live in the immediate area are more likely to use the park and be impacted by events. We also know that these impacts affect children, women and people with disabilities, who are vulnerable to due to their protected characteristic. This assessment addresses the Council and event organiser’s actions, which mitigate any impact.

The tables below summarise the demographic data for residents in Harringay, Stroud Green (LB Haringey); Brownswood (LB Hackney); Finsbury Park (LB Islington) wards.

3. Consultation and engagement

3a. How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff? Detail

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

The Council's Events Policy stipulates the need to consult recognised stakeholders, including Friends Groups, Area Parks Managers, Ward Councillors, the Cabinet Member for Environment and the members of the Haringey Safety Advisory Group. Other consultees may be added where appropriate for the specific park or open space.

The Council established the Finsbury Park Events Stakeholder Group, which meets regularly to update and inform all recognised stakeholders of Finsbury Park as event plans are developed. It is in this forum that issues and mitigating actions may be discussed in the lead up to major events. This group is chaired by the Cabinet Member for Culture, Communities and Leisure.

In discharging the requirement to consult, officers sent details of the applications to 38 external stakeholder groups by e-mail dated 9th March 2023. The Council requests that all responses are submitted within ten working days. A previous judicial review found this was an acceptable timeframe.

3b. Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

Of the stakeholders contacted, the Council received seven responses, as detailed below:

- (a) 1 response was received from a Stroud Green Ward Member
- (b) 1 response was received from Parkrun
- (c) 1 response was received from the Ladder Community Safety Partnership
- (d) 1 response was received from Edible Landscapes
- (e) 1 response was received from the Highbury Community Association
- (f) 1 response was received from Furtherfield
- (g) 1 response was received from the Friends of Finsbury Park

The comments are set out in full at Appendix 2. However, they can be summarised in the main as being concerns around: loss of the park area; safety concerns; loss of oversight; size and number of events; benefits to local area; hire fees; funding and income; disruption to activities; contract; management plan; inclusivity of shared spaces; loss of scrutiny of event planning; anti-social behaviour; effects of studying children; park biodiversity; five-year hire; outdoor events policy.

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

A cross-party working group has been created, attended by senior officers from Haringey, Hackney and Islington Councils, to focus on issues related to Finsbury Park. Officers will use the forum to discuss potential impacts on all three boroughs. Improved communication routes between the neighbouring boroughs and Festival Republic resulted in additional resources introduced for 2019. We expect these improvements will be built on for the 2023 events season and beyond.

The Council takes extensive steps to ensure the set up and dismantling of the events are sufficient for the safe installation of an event area, while retaining as much public access as possible. The Council will work closely with the event promoters' months in advance of the event to agree how a phased closure of the event space is managed as build progresses and to ensure that vehicle movement through the park is managed and controlled during these periods. These plans are shared with the Finsbury Park Event Stakeholder Group, to seek feedback and comments for improvement, which can be discussed in detail with the promoters. The proposed 2023 events season proposes to reduce the number of events, thereby reducing the build and break periods. This will mean that vehicle movement is further reduced.

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

An improved security and stewarding plan was introduced in 2018 to cover the Hackney side streets. Festival Republic committed to providing the same level of cover for the Hackney streets, as well as significantly increasing the number of security based in Islington streets in 2019 and 2022. Security is provided by a specialist, high-end security management company that is known for providing exceptional standards of specialised security, whilst providing high quality customer service. Festival Republic is committed to improving security in the local area year on year, and this continues to be an ongoing discussion.

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

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

4. Data and Impact Analysis

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

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

4a. Age

Data

	Harringay	Haringey	London
0 – 14	13.1%	17.1%	19.2%
15 – 64	78.5%	72.4%	68.8%
65+	8.4%	10.4%	11.9%

	Stroud Green	Haringey	London
--	--------------	----------	--------

0 – 14	17.3%	17.1%	19.2%
15 – 64	63.7%	72.4%	68.8%
65+	18.4%	10.4%	11.9%

	Brownswood	Hackney	London
0 – 14	13.9%	18%	19.2%
15 – 64	78.6%	74%	68.8%
65+	7.4%	7.9%	11.9%

	Finsbury Park	Islington	London
0 – 14	14.9%	14.4%	19.2%
15 – 64	77.1%	76.2%	68.8%
65+	8%	9.4%	11.9%

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic? Census 2021

Detail the findings of the data.

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

Ward profile data for Stroud Green, Haringay, Brownswood and Finsbury Park shows that, on average, 14.88% of the local population is aged between 0 – 14, which is lower than the London average of 19.2%.

Many of the play facilities within the Park are aimed at children under the age of 14. All these facilities remain open at all times during the events. Wayfinding signage is put in place at various locations around the Park, detailing this.

Strict noise controls for the event are in place and monitored by both noise consultants employed by the Applicant, and local authority noise officers. Events taking place on Fridays and Saturdays end at 22:30, on Sundays it will end at 21.30 (as required in the Live Nation Premises Licence), taking into consideration that the working week begins the following day.

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

Potential Impacts

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

Neutral Impact - The report identifies that children are more likely to use the Park's facilities and, therefore, they are more likely to be impacted by the proposed events. However, the

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

The Applicant and the Council will ensure, as in previous years that the Park is cleaned throughout the duration of the events. The wider park area (outside of the event perimeter) is restored to 'normal' on the night of the event being dismantled. In doing this, the Council seeks to minimise the impact on park users and ensure that the Park is left in a safe condition for residents to enjoy.

The Applicant is required to comply with standard Equality Act requirements in order to prevent any discrimination based on this characteristic.

4b. Disability¹

Data

Borough Profile ²

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

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

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

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

Target Population Profile

Disabled under the Equality Act	Haringey	Hackney	Islington	London	England and Wales
Day-to-day activity limited a lot	7.9%	9.6%	10.0%	5.7%	7.3%
Day-to-day activity limited a little	8.7%	9.6%	10.4%	7.5%	10.0%
Not disabled	83.4%	80.8%	79.6%	86.7%	82.7%

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic? Census 2021

Detail the findings of the data.

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

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

² Source: 2021 Census

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

Haringey has nearly double the proportion of people where day-to-day activity is limited to some extent as London, but slightly lower than the national average.

During the build and break for events, thoroughfares are kept open to park users to transgress the Park north to south, east to west.

On event days and the day after pedestrians and cyclists will be directed to use the pathway between Oxford Road and Finsbury Gate which runs parallel between the railway line and tennis courts.

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

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

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

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

By hosting major events in Finsbury Park, the Council is able to use some of the income to provide financial support to groups such as Pedal Power. Over the past few years, the Group has received over £50,000 in funding which has provided extra activity days, new equipment including a range of bikes allowing people of different abilities to benefit from cycling training and increased training sessions over the summer.

Parking for blue badges holders

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

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

Potential Impacts

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

Negative Impact - The Council ensures that the majority of footpaths and carriageways in the Park are accessible for park users with disabilities.

Sections of the carriageway will be closed during the event days and the day after to allow for cleaning, as previously outlined. The remaining footpaths and carriageways will remain open in the Park.

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

The Council will ensure that parking for Blue Badge holders is maintained and available throughout the duration of the events, including during the set up and dismantling phases.

By hosting the proposed events, the Council is able to use some of the revenue to support groups in the Park. For the last few years, Pedal Power, a cycling proficiency trainer aimed at young people with disabilities, has received over £50,000, allowing it to purchase new equipment and extend its activities.

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

4c. Gender Reassignment³

Data

Borough Profile

1.24% of Haringey's population gender identity is different as the sex registered at birth. Equating to 3275 of Haringey residents identifying as being Trans.⁴

Target Population Profile

Gender Identity	Haringey	Hackney	Islington	London	England and Wales
Gender identity the same as sex registered at birth	89.43%	89.28%	91.60%	91.2%	93.5%
Gender identity different as	1.24%	1.07%	0.95%	0.9%	0.5%

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

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

sex registered at birth					
Not Answered	9.32%	9.65%	7.46%	7.9%	6.0%

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic? Census 2021

Detail the findings of the data.

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

The 2021 Census for the first time collect data on people’s Gender Identity. It showed that 1.24% of Haringey’s population gender identity (including Trans men, Trans women, non-binary and other) is different as the sex registered at birth, which is the highest in the tri-borough area.

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

Potential Impacts

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

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

4d. Marriage and Civil Partnership

Data

Borough Profile ⁵

28% married or in civil partnership

Target Population Profile

	Married or in civil partnership
Haringay (LB Haringey)	29.8%
Stroud Green (LB Haringey)	30%
Haringey	33.7%
Brownswood (LB Hackney)	25.4%
Hackney	27.2%
Finsbury Park (LB Islington)	

⁵ Source: 2021 Census

Islington	25.8%
London	40%
England & Wales	44.7%

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic? Census 2021

Detail the findings of the data.

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

The number of married people and those in a civil partnership is significantly lower than in London and England.

Potential Impacts

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

Neutral Impact - It is anticipated that this event application will not have a disproportionate impact on this protected characteristic. The Applicant is required to comply with standard Equality Act requirements in order to prevent any discrimination based on this characteristic.

4e. Pregnancy and Maternity

Data

Borough Profile ⁶

Live Births in Haringey 2019: 3,646

Target Population Profile

	Proportion of 0-4 year olds
Harringay (LB Haringey)	5.2%
Stroud Green (LB Haringey)	5.4%
Haringey	5.7%
Brownswood (LB Hackney)	5.6%
Hackney	6.2%
Finsbury Park (LB Islington)	5%
Islington	5.2%
London	6%
England & Wales	5.4%

⁶ Births by Borough (ONS)

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic? Census 2021

Detail the findings of the data.

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

Haringey has a lower proportion compared to both the London and England / Wales.

Potential Impacts

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

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

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

4f. Race

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

Data

Borough Profile ⁸

Arab: 1.0%

Any other ethnic group: 8.7%

Asian: 8.7%

Bangladeshi: 1.8%

Chinese: 1.5%

Indian: 2.2%

Pakistani: 0.8%

Other Asian: 2.4%

Black: 17.6%

African: 9.4%

Caribbean: 6.2%

⁷ [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/our-work/anti-discrimination-law/race-discrimination)

⁸ Source: 2021 Census

Other Black: 2.0%

Mixed: 7.1%

White and Asian: 1.5%

White and Black African: 1.0%

White and Black Caribbean: 2.0%

Other Mixed: 2.6%

White: 57.1% in total

English/Welsh/Scottish/Norther Irish/British: 31.9%

Irish: 2.2%

Gypsy or Irish Traveller: 0.1%

White Roma: 0.8%

Other White: 22.1%

Target Population Profile

	Black and Minority Ethnic
Haringay (LB Haringey)	34.7%
Stroud Green (LB Haringey)	28.7%
Haringey	53%
Brownswood (LB Hackney)	39%
Hackney	56.9%
Finsbury Park (LB Islington)	49.9%
Islington	37.8%
London	46.2%
England	19.0%

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic? Census 2021

Detail the findings of the data.

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

The data shows us that the proportion of residents who are of Black and Minority Ethnicity in the wards immediately surrounding Finsbury Park is comparable to the London average. The proportion of BAME residents is considerably higher than the England average.

As a condition of hiring the Park, the Council requires applicants to install way-finding signage during the build and break, and on event days to inform people that facilities remain accessible to the public and thoroughfares used by park users remain open.

It is recognised that the affected wards contain a high number of different ethnic groups, whose first language may not be English. Therefore, all wayfinding signage is assessed and designed using maps and symbols, with limited use of the written words.

Potential Impacts

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

Neutral Impact - The proposed events will attract a considerable number of attendees, from a range of ethnicities. The immediate wards surrounding the Park are already some of the most diverse communities in the country.

During previous events, the Council has used pictures and symbols in its signage to ensure that communication to park users is clear and inclusive of the diverse range of communities in the area.

The Applicant is required to comply with standard Equality Act requirements in order to prevent any discrimination based on this characteristic.

4g. Religion or belief

Data

Borough Profile ⁹

Christian: 39.3%

Buddhist: 0.9%

Hindu: 1.3%

Jewish: 3.6%

Muslim: 12.6%

No religion: 31.6%

Other religion: 2.3%

Religion not stated: 8%

Sikh: 0.3%

Target Population Profile

	Haringay (LB Haringey)	Stroud Green (LB Haringey)	Brownswood (LB Hackney)	Finsbury Park (LB Islington)	London	England & Wales
Christian	36.1%	30.2%	28.5%	32.1%	40.7%	46.3%
Buddhist	1.1%	0.7%	1.1%	0.9%	0.9%	0.5%
Hindu	1.8%	0.6%	0.9%	0.6%	5.1%	1.8%
Jewish	1.0 %	1.9%	2.7%	0.7%	1.7%	0.5%
Muslim	11.1%	6.8%	10.5%	21.1%	15.0%	6.7%
Sikh	0.2%	0.2%	0.8%	0.2%	1.6%	0.9%
Other religion	1.4%	0.9%	2.4%	1.5%	1.0%	0.6%
No religion	39.9%	50.8%	45.1%	34.6%	27.1%	36.7%

⁹ Source: 2021 Census

Religion not stated	7.4%	6.9%	8%	8.3%	7.0%	6%
---------------------	------	------	----	------	------	----

What data will you use to inform your assessment of the impact of the proposal on people under this protected characteristic? Census 2021

Detail the findings of the data.

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

Potential Impacts

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

Neutral Impact - Under the Council’s existing Outdoor Events Policy, a major event is not permitted in a Haringey park if it excludes entry on a religious basis. Therefore, any major event that takes place in Finsbury Park will allow attendees of any or no religion. The proposed events in this report will comply with this direction.

The Applicant is required to comply with standard Equality Act requirements in order to prevent any discrimination based on this characteristic.

4h. Sex

Data

Borough profile ¹⁰

Females: (51.8%)

Males: (48.2%)

Target Population Profile

	Female	Male
Haringay (LB Haringey)	50.3%	49.7%
Stroud Green (LB Haringey)	52.7%	47.3%
Haringey	51.8%	48.2%
Brownswood (LB Hackney)	52.4%	47.6%
Hackney	52.2%	47.8%
Finsbury Park (LB Islington)	52.5%	47.5%
Islington	52.3%	47.7%
London	51.5%	48.5%
England	51%	49%

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic? Census 2021

¹⁰ Source: 2021 Census

Detail the findings of the data.

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

As in common with national and regional trends, there are slightly more females than males within the individual wards surrounding the Park.

Potential Impacts

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

Negative Impact - Although the ward-level data shows that the male to female ratio is broadly in line with national trends, we know that women are more likely to be carers to young children, who use the Park, and therefore the proposal disproportionately impacts this group.

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

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

4i. Sexual Orientation

Data

Borough profile ¹¹

5.63% of London residents aged 16 or over identified themselves as lesbian, gay or bisexual in 2013. Haringey has the 17th largest LGB+ Community in England and Wales.

Target Population Profile

Sexual Orientation	Haringey	Hackney	Islington	London	England and Wales
Straight or Heterosexual	83.38%	79.58%	82.34%	86.2%	89.4%
Lesbian, Gay, Bisexual or Other (LGB+)	5.63%	7.82%	8.01%	4.3%	3.1%
Not Answered	10.99%	12.60%	9.65%	9.5%	7.5%

¹¹ Source: ONS Integrated Household Survey

What data sources will you use to inform your assessment of the impact of the proposal on people under this protected characteristic? Census 2021

Detail the findings of the data.

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

The 2021 Census collected data for the first time on people's sexual orientation. It showed that 5.36% of Haringey's population identifies as LGB+ (Lesbian, Gay, Bisexual and other) which is the 17th largest LGB+ community in the country. Whereas Islington and Hackney have the 4th and 6th largest LGB+ communities in the country.

Potential Impacts

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

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

4j. Socioeconomic Status (local)

Data

Borough profile

Income

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

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

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

Educational Attainment

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

¹² [ONS Claimant Count](#)

¹³ [LG Inform](#)

¹⁴ ONS

¹⁵ Source: Annual Population Survey 2019 (via nomis)

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

Area Deprivation

Haringey is the 4th most deprived in London as measured by the IMD score 2019. The most deprived LSOAs (Lower Super Output Areas or small neighbourhood areas) are more heavily concentrated in the east of the borough where more than half of the LSOAs fall into the 20% most deprived in the country.¹⁸

Target Population Profile

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

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

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

Detail the findings of the data.

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

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

Potential Impacts

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

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

5. Key Impacts Summary

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

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

5b. Intersectionality

¹⁶ [LG Inform - qualifications](#)

¹⁷ [LG Inform – level one](#)

¹⁸ [State of the Borough](#) (p.21)

- **Many proposals will predominantly impact individuals who have more than one protected characteristic, thereby transforming the impact of the decision.**
- **This section is about applying a systemic analysis to the impact of the decision and ensuring protected characteristics are not considered in isolation from the individuals who embody them. Please consider if there is an impact on one or more of the protected groups? Who are the groups and what is the impact?**

Women with young children

We know that women are more likely to be carers to young children, and therefore the proposal is likely to impact disproportionately on this group. However, the impact is likely to be low because the Council and Applicant will take significant actions to mitigate the disruption caused to the Park. All of the Park's formal play and council managed sport facilities will be unaffected by the events, allowing women with young children to continue to use approximately 70/69% of the Park.

5c. Data Gaps

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

n/a

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

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

In your answer, please consider the following three questions:

- Could the proposal result in any direct/indirect discrimination for any group that shares the relevant protected characteristics?
- Will the proposal help to advance equality of opportunity between groups who share a relevant protected characteristic and those who do not?
- Will the proposal help to foster good relations between groups who share a relevant protected characteristic and those who do not?

Background to the major events proposals

The nature of any proposed event is considered and embedded in the application and planning process. The Council's Outdoor Events Policy also contains a list of events that would not be allowed to take place in a Haringey park. If an application does not fall within this immediate refusal, the individual event proposal is discussed between the Council and the Cabinet Member before any informal decision is made to progress the application.

Terms and conditions of the events (including entry)

The Applicant will ensure that entry to each of their events does not discriminate on the grounds of sex, gender reassignment, age, disability, race and ethnicity, sexual orientation, religion, pregnancy and maternity, marital and civil partnership status. In previous years, the events have attracted a significant number of attendees, from a diverse range of backgrounds. The proposed events provide a significant opportunity to foster good relations between groups who share a protected characteristic and those who do not. Previous events in the Park have attracted a range of communities that share a common interest and come together during the events. In previous years, volunteers from Manor House Development Trust, Haringey Council and Hackney Council have been engaged as 'Haringey Hosts', providing information and support to attendees. In total, approximately 150 event hosts are engaged on each day of the events. Representatives from the event, the Council and the Metropolitan Police are in attendance throughout the events to ensure that any potential conflict arising between attendees is extinguished or minimised.

7. Amendments and mitigations

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

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

Please delete Y/N as applicable

No major change to the proposal: the EQIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them **Y**

Impact of the proposal and mitigating actions:

In relation to the potential impact on park users and residents in the immediate area, the Council will take steps to ensure any impact is minimised. It is acknowledged that children and young people are a particular group that use the park and its facilities. The proposed event will occupy approximately 4% of the park's space and will close a small section of the internal carriageway. It is therefore accepted that the events will create a degree of disruption to the park. However, the majority of park space (96%) will remain open to park users during the event period and the Council and the event promoters will take steps to ensure that any appropriate signage that is needed directs park users to available park space and play equipment.

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

Benefits of the proposal:

The proposed events raise significant revenue for the Council, which is not only spent managing, maintaining and improving the Park, but is shared with relevant groups who are based or operate in the Park. In previous years, groups have received money, resulting from the event, to support activities in the Park and improve the offer to park users. This has a positive impact on the overall quality of the Park's facilities for residents.

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

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

In addition, an Environmental Impact Fee is charged for all events. The larger the event, the higher the fee. This fee is set aside and distributed between community groups who are based and operate in the Park. In 3 years alone, groups have received over £150k in funding, benefiting the local community.

These interventions have fostered good relations between the communities that use the Park and live in its immediate area. They have also sought to advance equality of opportunity between residents, providing funding for specific groups and charities that support groups who share a protected characteristic.

Adjust the proposal: the EQIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below **N**

Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision. **N**

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

Action:

Age: Ensure all Council-managed facilities remain open in the Park. Ensure that finishing times as set out under the Premises Licences are adhered to.

Disability: Find alternative and suitable locations for user groups which may be displaced by the events. Ensure agreed thoroughfares are maintained within the Park at all times, and when those agreed are closed, find alternatives which all abilities can access. Ensure wayfinding maps and signage is placed in visible locations to help park users maintain access while events are taking place.

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

Lead officer: Sarah Jones, Events & Partnerships Manager

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

Please outline any areas you have identified where negative impacts will happen because of the proposal, but it is not possible to mitigate them.

Please provide a complete and honest justification on why it is not possible to mitigate the:

N/A

7. Ongoing monitoring

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

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

Event information and park access information is provided in the run-up to all major events taking place in the Park. This is placed on Haringey's website, with both Hackney and Islington Council's encouraged to share it with their residents. This will remain the case for events planned for 2022. This includes contact details for the relevant Council services, encouraging anyone with complaints to report them.

Two weeks before the event build is due to start a letter is sent to approximately 20,000 households surrounding the Park (in all three boroughs) providing useful contact information.

Once the Applicant is on site, they are required to maintain a residents' information phonenumber, for anyone to report issues related to the event. Call details are shared with Council officers and appropriate action is taken.

Stakeholders are encouraged to feedback on any issues that may arise at the time, and these are responded to by officers.

Council officers are present in the Park daily during the time of build, break and the event, monitoring the effects the event may be having on park users. This provides an opportunity for any direct feedback during the events. Feedback is thoroughly assessed to ensure improvements and mitigations can be made both at the time and for future events.

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

Date of EQIA monitoring review:

March 2024

8. Authorisation

EQIA approved by (Assistant Director/ Director)

Mark Stevens, Assistant Director Direct Services

Date

17 May 2023

9. Publication

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

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