

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:	Amendments to Estate Parking Management Scheme Report
Service Area:	Parking and Highways.
Officer Completing Assessment:	Chris Vavlekis
Equalities Advisor:	Elliot Sinnhuber
Cabinet meeting date (if applicable):	16 January 2024
Director/Assistant Director	David Joyce, Director of Placemaking and Housing

2. Executive summary

A new Estate Parking Management Scheme (EPMS) based on powers provided to local authorities under the Road Traffic Regulation Act 1984 is to be run by Haringey Council's own in-house Parking Service. The new scheme will amend the rules and charges associated with permissions to use the available parking on housing estates.

The proposals will affect anyone residing on a Haringey Council housing estate with an Estate Controlled Parking Scheme who wishes to make use of the available parking.

This scheme was previously approved in a report to Cabinet in 2020¹, included as Appendix 7.

Housing provision, previously delivered through Homes for Haringey, has now been brought back into the Council. Delivering housing provision through the Council provides an opportunity to better align housing and related services with delivery through one organisation. This includes how parking services and estate parking schemes are designed and delivered.

As part of this transition, the Haringey Deal launched in November 2022 provides an opportunity to reshape how residents are involved in the specifics of EPMS scheme design on their estate. Engagement with residents will reflect the Haringey Deal – employing a resident lead approach to ensure residents are fully involved in the process of change in the introduction of the EPMS.

The proposed EPMS permit offer has been reviewed and updated to consider changes since the original Cabinet report. Updates to the permit offer are in three key areas:

- Resident permit offer
- Alignment with CPZ offer
- Extended CPZ permit validity where appropriate

This offer is intended to better address parking space availability on estates (a limit of one estate resident permit per household); the potential financial impact on estate residents who may need both an estate and controlled parking zone (CPZ) permit; and to better align the permit offer to that being made to CPZ residents.

A key change from the previous report is that the introduction of emission based charges for Estate Resident Parking Permits, with charges set initially at a 60% reduction from the equivalent on street CPZ resident parking permit. Full details of the revised permit offer are available in **Appendix 1** of this report.

As approved in the 2020 Cabinet report, the scheme will be introduced on all affected estates; engagement focuses on the specifics of the design of the scheme for each estate.

The key objectives of the engagement process are that residents are engaged with and responsive and that the EPMS meets the needs and priorities of estate residents.

¹ 2020 Cabinet Report: <https://www.minutes.haringey.gov.uk/ielssueDetails.aspx?Ild=71385&Opt=3>

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.

Previous consultations in 2019 and 2020 informed the 2020 Cabinet report².

In 2019, a consultation exercise took place with all affected residents on estates. Residents were able to respond via a postal questionnaire, online and onsite at roadshows, libraries, receptions, and resident association meetings. For Secure Tenants, the consultation represented a formal consultation under Section 105 of the Housing Act 1985. Residents were provided with details of the proposal to develop a new parking scheme and the opportunity to respond via a questionnaire by post and online and on site at roadshows, libraries, receptions, and resident association meetings. Further engagement was undertaken via five Saturday daytime resident workshops in February and March 2020 to clarify the concerns and needs of residents during the consultation. Feedback from the consultation informed the proposed scheme described in the December 2020 Cabinet Report.

The methodology for resident consultation and engagement was originally set out in the 2020 Cabinet Report before Homes for Haringey re-joined Haringey Council in June 2022.

Amendments to the permit offer described in section 9 **Error! Reference source not found.** of this report and **Appendix 2** to this report need to be communicated to estate residents.

Further engagement will ensure residents are fully involved in the process of the introduction of the EPMS, and to bring it into scope with the Council's Haringey Deal approach. Further Statutory Consultation will be required after the initial engagement process to introduce the Traffic Management Orders required to enforce the new parking scheme. Details on the engagement and statutory consultation methodologies can be found in Appendix 3.

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

Resident responses to the consultation are summarised as follows:-

- There is a problem with parking on estates and not enough parking spaces.
- We do not manage parking well and the current scheme is ineffective
- We should improve parking management, but opinions varied on the best solution with majority support for keeping the current scheme despite the issues.

² 2020 Cabinet Report: <https://www.minutes.haringey.gov.uk/ielssueDetails.aspx?Ild=71385&Opt=3>

- Opinions were split regarding financing parking management between subsidies from rent/service charges and charging those who use the parking.
- There was not support for charging directly for permits but, if charges or subsidies are introduced, old-aged pensioner (OAP) and disabled residents should be protected.
- Parking should be for the benefit of residents, their visitors, and any service providers; we should not seek to rent spaces privately.
- A wider range of enforcement times and controls is required.
- Results indicated that older respondents felt that parking should be managed during weekdays whilst working age respondents indicated a preference of parking to be controlled at evenings, overnight and at weekends.

Resident engagement workshops revealed the following:-

- Support for the current scheme was caused by concerns a new one would lead to the same permit charges as controlled parking zones.
- The possible financial impact on residents is a significant issue which any scheme should be designed to mitigate.
- Any new scheme must tackle permit tampering, non-residents/businesses parking, abandoned vehicles, and car parks being used for ASB/crime
- Offer online access to permits and visitor parking.
- Encourage households with multiple vehicles to consider the needs of others
- Promote greener travel by offering bicycle parking and electric car charging.
- We need to offer designated parking for disabled residents and motorbike users.
- A wider range of enforcement times is needed to cover peak usage periods.
- Pilot the proposals to ensure that they operate correctly.
- Do not rely on this new scheme, use wider enforcement powers to combat anti-social behaviour (ASB).
- Ensure residents are consulted before the new scheme is introduced.
- Ensure charges for any permits are reduced or removed wherever possible.

The views and concerns of residents presented either during the consultation or subsequent engagement have been reflected in the proposals wherever possible. Where it has not been possible to meet the specific requirements of residents, the proposals have been adjusted to mitigate any negative impacts.

- Tenants who do not reside on an estate with controlled parking schemes will no longer subsidise the scheme.
- Specific measures are included to ensure potential financial impact are mitigated on households which include a member who is either an OAP, disabled, suffering from a long term limiting illness/condition or have a requirement for carers.

- The ability to offer designated parking spaces will improve the parking offer for residents who are disabled or suffering from a long-term limiting illness/condition and meet the criteria for a disabled parking bay.

4. Data and Impact Analysis

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

The borough profile has been updated to reflect recently published data from the 2021 Census. This can be found online here:

<https://www.ons.gov.uk/census/aboutcensus/censusproducts/topicsummaries>

Tenant Profile data includes information from the Haringey Council tenancy equalities profile previously presented in the equalities profile from the 2020 Cabinet report.

4a. Age

Data

Borough Profile³

- 54,422: 0-17 (21%)
- 71,660: 18-34 (27%)
- 63,930: 35-49 (24%)
- 46,516: 50-64 (18%)
- 27,706: 65+ (10%)

Tenant Profile⁴

- 0-24 = 210 (1%)
- 25-34 = 1168 (7%)
- 35-44 = 2277 (13%)
- 45-54 = 4123 (24%)
- 55-64 = 4528 (27%)
- 65-80 = 3569 (21%)
- 81+ = 1074 (6%)
- Unknown = 123 (<1%)

³ Census, 2021 – [Population and household estimates, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/census/aboutcensus/censusproducts/topicsummaries)

⁴ Haringey Council Tenancy equalities profile

Information on Haringey Council leaseholders and freeholders is limited and this EqIA relies on the wider population Haringey Borough profile for leaseholders and freeholders.

A number of age groups are over-represented in the tenancy client base in comparison with the general population of both Haringey and London in general. These include those over the state pension age (27% of tenants versus 10% in the general population) and those of working age (71% vs 61%).

Potential Impacts

Haringey has a relatively young population with a quarter of the population under the age of 20, and 91% of the population aged under 65 (89% London and 83% England). 38% of the borough's population is aged 25-39 higher than the London figure. The borough has a higher proportion of young adults and a smaller proportion of older people than in the rest of London. There are more children living in the east of our borough than in the west.

Haringey Council's Housing Service does not hold data on the characteristics of private renters, leaseholders, and freeholders of properties and/or garages. Young people under the age of 17 would be less likely than the rest of the population to be affected by the proposal as they do not drive. Older people, age 65 or over, represent 27% of the Tenant population, which is higher than the borough average of 10%. While charges will be in force for Estate Resident Permits and visitor permits, permits for carers and Blue Badge holders will remain free of charge. Older people may have more mobility or medical needs and so may be impacted disproportionately by changes to parking. This impact is mitigated by the availability of free disabled bays for blue badge holders, the introduction of dedicated disabled bays on estates and the availability of care at home permits for residents and the provision for holders of essential service permits (Doctors, Nursed, the NHS or care agencies for CPZs) to be valid for use on the estates as part of the proposed scheme.

Charges are being introduced for Resident Permits, in alignment with the charges for CPZ permits and for estate parking permits set by other London Boroughs to better address parking space availability on estates. A limit of one estate resident parking permit per household will also be introduced. The proposals reflect the results of the consultation where older respondents indicated a preference for parking to be managed during weekdays whilst working age respondents indicated a preference of parking to be controlled evenings, overnight and at weekends. Standard operational hours are provided within the policy along with a commitment to consult local estates on the specific operating hours of their scheme and adjust them accordingly.

Estate resident parking permits will only be available as virtual permits, using the same system and infrastructure as used by on-street enforcement, reducing the need to issue paper permits. This may impact people who are digitally excluded, most likely the elderly or people with disabilities. Applications for permits will be available online or through paper application forms. Certain types of permit (such as visitor permits, or care-at-home permits) will remain available as a physical permit as

well as a virtual permit. Residents will be informed of the availability of permits in writing as part of the consultation exercise and in advance of the start of enforcement of the new scheme. New tenants would get information on how they can obtain permits as part of their welcome pack. Residents who are digitally excluded can visit our customer service centres for assistance or to buy a permit.

The impact of this is considered neutral.

4b. Disability

Data

Borough Profile

- Disabled under Equality Act – 13.7%⁵
 - Day to day activities limited a lot – 6.1%
 - Day to day activities limited a little – 7.5%
- 7.5% of residents people diagnosed with depression⁶
- 1.7% of residents diagnosed with a severe mental illness⁷
- 0.4% of people in Haringey have a learning disability⁸

Tenant Profile⁹

- No = 4933 (29%)
- Yes = 2917 (17%)
- Unknown = 9222 (54%)

Information on Haringey Council leaseholders and freeholders is limited and this EqIA relies on the wider population Haringey Borough Profile.

The number of tenants presenting as having a disability or condition that limits their daily activities is slightly higher than the wider population of Haringey and London (17% vs 13.7%).

Potential Impacts

Haringey Council's Housing Client Group is governed by legislation and policy controlling access to social housing. As a result, in comparison with the general

⁵ Census, 2021 – [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/disabilityandlongtermhealth/bulletins/disabilityandlongtermhealthinenglandandwales/2021)

⁶ NHS Quality Outcomes Framework – [Prevalence of diagnosed depression among GP registered population age 18+](https://www.nhs.uk/quality-improvement/quality-outcomes-framework/prevalence-of-diagnosed-depression-among-gp-registered-population-age-18/)

⁷ NHS Quality Outcomes Framework – [Prevalence of diagnosed mental health diagnosis among GP registered population age 18+](https://www.nhs.uk/quality-improvement/quality-outcomes-framework/prevalence-of-diagnosed-mental-health-diagnosis-among-gp-registered-population-age-18/)

⁸ PHE Learning disability profiles – <https://fingertips.phe.org.uk/learning-disabilities#page/0/gid/1938132702/pat/6/par/E12000007/ati/102/are/E09000014>

⁹ Haringey Council Tenancy equalities profile

population of Haringey, individuals with disabilities are overrepresented in the client group.

Individuals who are either disabled or suffering from a long-term limiting illness/condition will benefit from access to Disabled Parking spaces, or, subject to assessment, Dedicated Disabled Bays for their exclusive use, at no cost. Permits for carers will remain available at no cost to the resident. Essential Service Permits used by Doctors, Nurses, the NHS or care agencies for CPZs will be valid for use on estates included in the proposed scheme.

Estate resident parking permits will only be available as virtual permits, using the same system and infrastructure as used by on-street enforcement, reducing the need to issue paper permits. This may impact people who are digitally excluded, most likely the elderly or people with disabilities. Applications for permits will be available online or through paper application forms. Certain types of permit such as visitor permits, or care-at-home permits will remain available as a physical permit as well as a virtual permit. This is to help mitigate any potential barriers to access. Permit applications may also be made in customer service locations. Tenants, leaseholders and freeholders will be made aware of the charges initially as part of the consultation process and subsequently as part of the information packs provided to new residents.

The proposals contain measures to assist those who require formal and informal care support to access permits for their carers. There are two permits which provide carers with parking

- Care at home permit – a free physical permit which residents apply for and which the resident can provide to their carer when parking on their estate.
- Essential services permits – for professional care services (e.g NHS or social care) and this permit is proposed to be valid in CPZs and estates and would be charged for at the prevailing CPZ charge.

Any estate resident with a disability or suffering from a long-term limiting illness/condition which affects their mobility can apply for a general use parking bay to be converted to a disabled one where there is insufficient available for their use.

Individual users will be able to apply for a designated disabled parking bay for their exclusive use on the same criteria as Haringey Council applies to dedicated disabled parking bays on the highway. In addition, where an estate has 10 parking spaces or more, both organisations will seek to designate a minimum of 10% as disabled parking bays, including any designated bays.

This provision prioritises parking in designated disabled parking spaces for residents on the estates with disabilities. This will enable the resident to more easily park at a location on the estate convenient to them. This may increase parking pressure on the estate, so availability of parking space will form part of the review process before a dedicated disabled bay can be provided.

Applications for dedicated disabled bays may be made online or through the estate management team for that estate, and would be subject to assessment before the bays could be introduced.

The impact of this is considered positive.

4c. Gender Reassignment¹⁰

Data

Borough Profile¹¹

- Gender Identity different from sex registered at birth but no specific identity given – 0.5%
- Trans woman – 0.1%
- Trans man - 0.1%

Tenant Profile¹²

Female = 10852 (64%)

Male = 6079 (36%)

Gender reassignment = unknown

Gender neutral = unknown

Haringey Council's Housing Service does not hold data on the number of people who are seeking, receiving, or have received gender reassignment surgery. The impact of the proposal is unknown.

Potential Impacts

At this stage, we do not have any data to suggest that this group would be any more or less likely than the rest of the general population or Haringey Council customer base to be affected by the proposal. Therefore, it is anticipated that the proposal will not have a disproportionate impact on this protected characteristic.

The overall impact is unknown.

¹⁰ 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.

¹¹ Census, 2021 – [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/people-and-population/demography-and-diversity/gender-identity)

¹² Haringey Council Tenancy equalities profile

4d. Marriage and Civil Partnership

Note: Only the first part of the equality duty (“*Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act*”) applies to this protected characteristic.

Data

Borough Profile ¹³

- Divorced or formerly in a same-sex civil partnership which is now legally dissolved: (9.9%)
- Married or registered civil partnership: (35.8%)
- Separated (but still legally married or still legally in a same-sex civil partnership): (2.9%%)
- Single (never married or never registered a same-sex civil partnership): (45.3%)
- Widowed or surviving partner from a same-sex civil partnership: (6.1%)

Tenant Profile

Haringey Council does not hold data on the marriage and/or civil partnership status of tenants.

Potential Impacts

We do not hold local data on the numbers of tenants or private renters who are married or are in civil partnerships. Should it be established that there are any tenants or private renters in a civil partnership, it is anticipated that the proposal will not have a disproportionate impact on either people in marriages or in civil partnerships. As long as individuals are registered as members of the household, they will be eligible to apply for use of available parking on the same basis as any other household members regardless of marital or civil partnership status. The impact of the proposal is considered neutral.

4e. Pregnancy and Maternity

Note¹⁴:

- 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.

¹³ Census, 2021 – [Marriage and civil partnership status in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/relationshipsandmarriage/articles/marriageandcivilpartnershipstatusinenglandandwales/2021)

¹⁴ Equality and Human Rights Commission, 2022 – [Pregnancy and maternity discrimination](https://www.equalityhumanrights.com/en/our-work/2022-03-22-pregnancy-and-maternity-discrimination).

Data

Borough Profile ¹⁵

Live Births in Haringey 2021: 3,376

Tenant Profile

Haringey Council's Housing Service does not hold data on the pregnancy and/or maternity status of tenants, or that of private renters and freeholders

The number of children born to Haringey residents has been increasing year on year since 2002 in line with the London and England trend. The birth rate (births per 1000 of the population) in Haringey has been consistently higher than London in this period until 2008 and is now level with London. In 2012, there were 4,209 births in Haringey

Potential Impacts

Regularising and optimising access to parking on estates might have a positive impact on people in late-stage pregnancy who are limited in mobility and might rely on cars. Therefore, it is anticipated that the proposal will have a positive impact on this protected 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.¹⁶

Data

Borough Profile ¹⁷

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%

¹⁵ Births by Borough (ONS)

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

¹⁷ Source: 2021 Census

- Other Black: 2.0%

Mixed: 7.0%

- White and Asian: 1.5%
- White and Black African: 1.0%
- White and Black Caribbean: 2.0%
- Other Mixed: 2.5%

White: 57.0% in total

- English/Welsh/Scottish/Norther Irish/British: 31.9%
- Irish: 2.2%
- Gypsy or Irish Traveller: 0.1%
- Roma: 0.8%
- Other White: 22.1%

Tenant Profile¹⁸

Asian/Asian British = 844 (5%)

Black/Black British = 5791 (34%)

Chinese = 81 (<1%)

Mixed Heritage = 228 (1%)

White British = 3031 (18%)

White Other = 3616 (21%)

Other = 1257 (7%)

Unknown = 2224 (13%)

Both White British and White Other are under-represented in the tenant population in comparison with the wider population of Haringey (39% vs 57%). This is reflected in the BAME tenant population with Asian, Asian British and Mixed Heritage groups all under-represented in the tenant population in comparison with the wider population. However, those of Black and Black British ethnicity are the largest tenant client group representing almost twice the level as in the wider population (34% vs 17.6%).

Potential Impacts

Haringey Council's Housing Service does not hold data on the characteristics of private renters and freeholders.

Haringey Council's client group is governed by legislation and policy controlling access to social housing. As a result, in comparison with the general population of Haringey, BAME individuals are overrepresented in the client group. At this stage,

¹⁸ Haringey Council Tenancy equalities profile

although BAME groups are overrepresented in the client group there is no evidence to suggest they would be disadvantaged by the proposals.

The key objectives of the co-production process are that residents are engaged and responsive and that the EPMS meets the needs and priorities of estate residents. As part of this, translation services will be available to improve engagement with residents where English may not be their first language.

The proposals are designed to ensure better management of parking for the benefit of all estate residents at a lower cost than offered to the general population using parking in Controlled parking zones.

The new scheme will follow the principle that those tenants who benefit from car parking provision will be making a financial contribution to reflect that benefit. The proposals are designed to ensure better management of parking for the benefit of all estate residents.

Therefore, it is anticipated that the proposal will have a positive impact on this protected characteristic as black residents will benefit from the improvements to the parking service.

4g. Religion or belief

Data

Borough Profile ¹⁹

- Christian: 39%
- Buddhist: 0.9%
- Hindu: 1.3%
- Jewish: 3.6%
- Muslim: 12.6%
- No religion: 31.6%
- Other religion: 2.3%
- Religion not stated: 8.0%
- Sikh: 0.3%

Target Profile

Haringey Council's Housing Service does not hold data on the religion of tenants. During the consultation, presented in the 2020 Cabinet report²⁰, respondents indicated the following: 32% Christian (Versus 39% in Haringey), 27% No religion

¹⁹ Source: 2021 Census

²⁰ 2020 Cabinet Report: <https://www.minutes.haringey.gov.uk/ielssueDetails.aspx?IId=71385&Opt=3>

(25%) and 9% Muslim (14%). With a further 24% indicating they did not know or would prefer not to say, versus 9% of the wider population of Haringey.

Potential Impacts

Haringey is one of the most religiously diverse places in the UK. The most common religion was Christianity, accounting for 39% of residents, less than London (48.4%) and less than England (59.4%). The next most common religions were Muslim (12.6%) – marginally higher than London (12.3%) - and Jewish (3.6%). Haringey had a lower percentage of residents who were Hindu (1.3%) and Sikh (0.3%) than London (5.0% and 1.5%, respectively). 31.6% of Haringey residents stated that they did not have a religion, higher than London (20.7%).

We do not have local data regarding the representation of this protected group among private renters and freeholders. At this stage, we do not have any data to suggest that individuals from minority religious groups would be any more or less likely than the rest of the population to be affected by the proposal. Therefore, it is anticipated that the proposal will not have a disproportionate impact on this protected characteristic, with the impact considered neutral.

4h. Sex

Data

Borough profile ²¹

- Females: (51.8%)
- Males: (48.2%)

Tenant Profile²²

- Females: 10,852 (64%)
- Male: 6,079 (36%)

Females are over-represented in the tenancy client base in comparison with the general population of both Haringey and London in general (64% of tenants versus 52% in the general population). Due to the allocation of social housing, this includes the female client base of Haringey Council's Housing Service includes a significant number of lone single parents of working age.

Potential Impacts

Haringey Council's Housing Service tenant client group is governed by legislation and policy controlling access to social housing. As a result, in comparison with the general population of Haringey, women are overrepresented in the tenant client group. Data on the wider population suggests that leaseholders, private renters and freeholders

²¹ Census 2021 – [Gender identity: age and sex, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/people-in-the-uk/population-and-demography/ethnicity-and-religion)

²² Haringey Council Tenancy equalities profile

residing on Haringey Council managed estates have a similar gender representation to the wider population. In London, women represent the majority (86%) of Lone Parents.²³

The proposed scheme will apply to all residents who have a right to use the available parking on estates regardless of tenure. Therefore, it is anticipated that the proposal will not have a disproportionate impact on the service users in this protected characteristic.

The new scheme will follow the principle that those tenants who benefit from car parking provision will be making a financial contribution to reflect that benefit. The proposals are designed to ensure better management of parking for the benefit of all estate residents. As women are over-represented in the tenant client group, the proposals will benefit women tenants via better management of parking on estates included in the estate parking management scheme. This is a positive impact.

4i. Sexual Orientation

Data

Borough profile ²⁴

- Straight or heterosexual: 83.4%
- Gay or Lesbian: 2.7%
- Bisexual: 2.1%
- All other sexual orientations: 0.8%
- Not answered: 11.0%

Tenant Profile

Haringey Council's Housing Service does not hold data on the sexual orientation of tenants. During the consultation, presented in the 2020 Cabinet report²⁵, 63% of respondents indicated they were heterosexual versus 35% not responding. Less than 1% indicated they were bi-sexual, gay or lesbian respectively which is below the London population of 4.84%.

Potential Impacts

At this stage, we do not have any data to suggest that this group would be any more or less likely than the rest of the population to be affected by the proposal. The proposals are designed to ensure better management of parking for the benefit of all estate residents at with one permit available free of charge. Therefore, it is anticipated

²³ Census 2021 -

<https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/families/datasets/familiesbyfamilytyperegionsofenglandandukconstituentcountries>

²⁴ Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

²⁵ 2020 Cabinet Report: <https://www.minutes.haringey.gov.uk/ielIssueDetails.aspx?IId=71385&Opt=3>

that the proposal will not have a disproportionate impact on this protected characteristic. The impact of the proposal is unknown.

4j. Socioeconomic Status (local)

Data

Borough profile

Income

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023²⁶
- 19.6% of residents were claiming Universal Credit as of March 2023²⁷
- 29.3% of jobs in Haringey are paid below the London Living Wage²⁸

Educational Attainment

- Haringey ranks 25th out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)²⁹
- 3.7% of Haringey's working age population had no qualifications as of 2021³⁰
- 5.0% were qualified to level one only³¹

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.³²

Tenant Profile³³

- Currently in receipt of full or partial Housing benefit = 7361 (43%)
- Currently in receipt of Universal Credit = 2795 (16%)
- Not in receipt of a state benefit excluding state pension) = 4434 (26%)
- Unknown = 2482 (14%)³⁴

Potential Impacts

²⁶ ONS – [ONS Claimant Count](#)

²⁷ DWP, StatXplore – [Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK \(www.gov.uk\)](#)

²⁸ ONS – [Annual Survey of Hours and Earnings \(ASHE\) - Estimates of the number and proportion of employee jobs with hourly pay below the living wage, by work geography, local authority and parliamentary constituency, UK, April 2017 and April 2018 - Office for National Statistics](#)

²⁹ DfE – [GCSE attainment and progress 8 scores](#)

³⁰ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

³¹ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

³² IMD 2019 – [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](#)

³³ Haringey Council Tenancy equalities profile

³⁴ Experian Cost of Living Interactive report Mar 2023'

The ECPS does propose new permit charges for residents, but this has been initially set at a reduction of 60% to the cost of the equivalent CPZ permit to reduce the impact on tenants. The proposed permit offer seeks to address the issue of limited estate parking availability through the limiting of estate parking permits to one per household; this reduces pressure on estate parking while improving fairness in access to this parking.

The new scheme will follow the principle that those tenants who benefit from car parking provision will be making a financial contribution to reflect that benefit. The proposals are designed to ensure better management of parking for the benefit of all estate residents.

The introduction of charges for estate resident parking permits may impact people who are digitally excluded. Applications for permits will be available online or through paper application forms. Certain types of permit such as visitor permits, or care-at-home permits will remain available as a physical permit as well as a virtual permit. This is to help mitigate any potential barriers to access.

The proposed permit offer has been balanced against the demand for parking spaces, the need to regulate parking on the estates and the need to meet Council objectives, including reduction in car usage and consideration of the environmental impact of car use. There is a positive impact from the improvement to parking on estates included in the scheme.

5. Key Impacts Summary

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

The proposals are not going to result in any direct/indirect discrimination for any group that shares the relevant protected characteristics.

The proposals are a step to meet the specific parking needs of relevant protected groups such as older people, disabled people and those with long term limiting illnesses/conditions.

It is not anticipated that the proposals will have an impact on good community relations.

5b. Intersectionality

The proposals will affect anyone residing on a Haringey Council housing estate with an Estate Controlled Parking Scheme who wishes to make use of the available parking.

The proposed scheme is expected to have an overall positive impact for all residents through improvements to parking enforcement, new provision for disabled persons and, through consultation and engagement, ensuring residents are fully involved in

the process and change and that their needs and priorities are at the centre of designing and implementing the scheme.

5c. Data Gaps

The consultation in 2019 and 2020 was with all estate residents. The equalities analysis presented in the 2020 Cabinet report³⁵ did not indicate any significant data gaps for that consultation, but the more detailed consultation approach to be undertaken as part of this project, in line with the Haringey Deal is expected to result in a higher return of responses from residents in all categories.

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

The proposals are not going to result in any direct/indirect discrimination for any group that shares the relevant protected characteristics.

The proposals are a step to meet the specific parking needs of relevant protected groups such as older people, disabled people and those with long term limiting illnesses/conditions.

It is not anticipated that the proposals will have an impact on good community relations.

7. Amendments and mitigations

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

No major change to the proposal: the EQIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. Applications for permits will be available online or through paper application forms. Certain types of permit such as visitor permits, or care-at-home permits will remain available as a physical permit as well as a virtual permit. This is to help mitigate any potential barriers to access for elderly or disabled residents.

7. Ongoing monitoring

Permitting and permissions to park will be subject to annual review, including equalities impact screening.

Date of EqIA monitoring review:

³⁵ 2020 Cabinet Report: <https://www.minutes.haringey.gov.uk/ielssueDetails.aspx?IId=71385&Opt=3>

Review of the EqIA will form part of the annual review process for the new EPMS.

8. Authorisation

EqIA approved by (Assistant Director/ Director) **[Type answer here].**

Date **[Type answer here].**

9. Publication

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

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