

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:	[Tiverton Estate].
Service Area:	[Housing Delivery].
Officer Completing Assessment:	[Andrew King].
Equalities Advisor:	[Elliot Sinnhuber].
Cabinet meeting date (if applicable):	[11 th November 2025].
Director/Assistant Director	[Robbie Erbmman].

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 proposal is to develop on area of open space in front of 24- 96 Tiverton Estate and build 17 new council homes to be let at social rent. The development will be split between two blocks, with an area of revised communal landscaping to remain between each block. The remaining open space will be enhanced with new tree planting,

seating and children's play space. To mitigate the loss of green space, further, 'greening' interventions will be undertaken in the immediate roads surrounding the site, the play area immediately north of the site and Tewkesbury Open Space – located south-east of the development.

The existing Tiverton estate parking bays will be reconfigured to accommodate the proposed development, with up to nine spaces being relocated to 2-24 Tiverton Road, approximately 150 metres away from development site. However, there will be no net loss of spaces. Excluding two blue badge parking bays - intended for the wheelchair homes - the proposed scheme will be car free and new residents will not be able to apply for CPZ, or estate permits (blue badge holders excepted).

The revised parking layout could potentially have a negative impact on elderly residents who live within Tiverton Estate. As the revised layout may result in a further walking distance to place of residents. Whilst the ward level figures for residents registered with a disability were broadly in line with Haringey and London averages, those who suffer with mobility issues, could also be negatively impacted by the revised parking layout, arising from increased travel distance to home. This will partially be mitigated through improved level access in and around the proposed development site.

The reduction in green space arising from the proposed development may negatively impact on the mental health of residents. However, as previously outlined, the council is looking to enhance landscaping to the new development and elsewhere on the estate to compensate for this loss. Whilst the new children's play space proposed within the development site is expected to have a positive impact on this demographic – results shows that children were not over-represented within Tiverton Estate ward.

The decision to redevelop a section of open space is a proportionate means of achieving a legitimate aim, namely addressing the acute shortage of affordable housing in the borough. The provision of 17 new social homes will help meet the needs of residents on the housing register, many of whom are from groups with protected characteristics disproportionately affected by housing insecurity.

The scheme is currently at a developed design stage. All community consultation and engagement activities are complete. However, the council will continue to take on board resident views – particularly at the planning stage and will actively engage with residents to during design and deliver stages, particularly around landscaping. The scheme has also undergone extensive input by an independent expert Quality Review Panel, who have highlighted the importance of ensuring the local residents are not alienated by the proposed development. The scheme Architects have taken these comments on board and are reflected in the scheme's open design for all residents to access and enjoy.

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.

In June 2025, the Council initiated a Section 105 consultation regarding proposals for a new housing development on an area of open space in front of 24 – 96, Tiverton Road, N15 6RR. The proposed development would result in changes to existing amenities affecting secure tenants in the area.

The proposals presented to residents included:

- A reconfigured layout of existing estate car parking spaces in front of 24 – 96. No net loss of parking spaces arising from the proposed development.
- Two blocks (17 homes) built on the existing green space – including a new centralised open access courtyard for new and existing residents.
- Potential improvements to surrounding areas, including: play area by the Faith Baptist Church (north of the site); potential improvements to open space 2-24 Tiverton Road with new grassed area and seating (south of site); and potential improvement to Tewkesbury Road Open Space (south-east of site).

A total of 447 households were consulted, comprising 293 secure tenants (as required by statute) and 154 leaseholders. While leaseholders are not legally required to be consulted under Section 105, the Council includes them as a matter of good practice.

The consultation period ran from 27th June to 3rd August 2025. All consultees received a comprehensive consultation pack, which included:

- A brochure detailing the proposed changes to amenities, including indicative design concepts and site plans, with an invitation to comment on the proposed bin store locations.
- A consultation questionnaire, including an equality and diversity monitoring form.
- A request form for alternative formats or translations.
- A Freepost envelope for postal responses.

Contact details for the engagement officer were provided to enable residents to request further information or alternative formats. The consultation materials were also made available on the Council's main website and the dedicated project hub at tiverton.commonplace.is, where residents could submit responses online.

To facilitate direct engagement, three public events were held:

- Saturday 19 July, from 11am – 2pm (pop-up event on the open space in front of 26-70 Tiverton Road, N15 6RR)

- Wednesday 23 July, from 4:30pm – 7pm (Indoor event at St Ann's Library, Cissbury Rd, London N15 5PU)
- Tuesday 29 July, from 11am – 2pm (pop-up event on the open space in front of 26-70 Tiverton Road, N15 6RR)

These events provided residents with the opportunity to speak directly with the Council's project team, ask questions, and share feedback on the proposals.

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

Consultation response

Table 1: A breakdown of the consultation responses by tenure is outlined below:

Overall consultation audience	Number of responses	Number of secure tenant responses	Number of leaseholder responses
447 (293 Secure Tenants / 154 Leaseholders)	81 18.1%	54 18.4%	27 17.5%

Other' respondents (renters, unknown, and unanswered) make up the remaining 15 responses.

To understand the use of the amenities, consultees were asked three sets of questions relating to each amenity (car parking and open space).

To understand their use of open space, consultees were asked:

- Do you use the open space in front of 26-70 Tiverton Road? Yes/No
- If you answered 'yes', please tick how often you use the open space at Tiverton Road? (please tick one) – Everyday, Weekly, Occasionally, Never,

Answered "yes" when asked if they used the open space	Answered "Daily" when asked to describe their use of the open space	Answered "Weekly" when asked to describe their use of the open space	Answered they used it when "occasionally" when asked to describe their use of the open space

75 (35/26)	59 (27/19)	9 (7/5)	7 (1/2)

To understand their use of car parking, consultees were asked:

- ‘Do you use the car parking spaces? Yes/No
- ‘If you answered ‘yes’, please tick how often you use the car parking spaces along Tiverton Road? – Everyday, Weekly, Occasionally, Never, Friends/family/carers when visiting

Answered “yes” when asked if they used the car parking spaces	Answered “Daily” when asked to describe their use of the car parking spaces	Answered “Weekly” when asked to describe their use of the car parking spaces	Answered they used it when “occasionally” when asked to describe their use of the car parking spaces
59 (34/24)	43 (24/13)	3 (1/1)	6 (6/0)

The below table provides a summary of the relevant comments submitted in relation to the terms of the Section 105 consultation, along with the council’s response, consideration, and proposed mitigations. It should be noted that this is not a record of every comment received. Individual comments on the same topic have been noted as one entry in the table.

Removal of the open space in front of 26-70 Tiverton Road

The vast majority of responses received during the consultation related to the impact the proposed development would have on the estate, in particular: parking, open space, daylight and sunlight, and community impact.

Twenty-three respondents from the consultation—across Secure Council Tenants, Resident Leaseholders, Introductory Council Tenants, and Non-Resident Leaseholders—expressed concerns about the condition of existing homes and estate management, urging the council to prioritise repairs and maintenance before proceeding with new developments. These issues remain outside of the scope of this consultation.

The answers to the questions on the removal of the open space were mainly split between comments and concerns raised regarding the loss of open and green space and the car parking arrangement around the estate. Nineteen council tenants (35%) and fourteen leaseholders (52%) raised concerns about losing green space that adds value to the area, and in many cases stated that this was the only nearby green area used for relaxation, dog walking, community gathering. In response to the questions regarding the open space, 17 council tenants (31%) and 11 leaseholders (40%) raised concerns regarding already limited parking spaces and increasing parking stress from the development.

Loss of open/green space

A large proportion of council tenants and leaseholders raised concern about the loss of open and green space due to the proposed development on Tiverton Road. Their responses emphasised the value of these areas for daily use, relaxation, and fostering community connections. Many described the green space as essential for children's wellbeing, outdoor gatherings, and mental health. The potential removal of trees, grass, and communal areas was seen as a threat to the quality of life for current residents, particularly those without private gardens.

Car parking

A considerable number of council tenants and leaseholders mentioned car parking in response to the questions on open space. Many described the existing parking situation as already strained, citing double parking, barriers between parking zones, and lack of accessible spaces. Several respondents expressed fears that the proposed development would worsen congestion and reduce available parking, especially for elderly residents, carers, and those with mobility needs. One respondent noted that the proposal would “increase noise, congestion, and a sense of being boxed in,” while another highlighted the environmental cost of losing green space that currently supports biodiversity and community wellbeing.

Daylight and sunlight

Concerns about the loss of daylight and sunlight were raised by 13 Council Tenants (24%) and 10 Leaseholders (37%) in response to the proposed development. These respondents expressed fears that new buildings would block natural light from their homes, leading to darker living environments and a diminished sense of wellbeing. Several noted that sunlight is essential not only for physical comfort but also for mental

health, especially in an already dense and urbanised estate. The potential obstruction of daylight was described as contributing to feelings of being “boxed in” or “trapped,” with some warning that it would exacerbate existing issues of overcrowding and poor living conditions.

Community impact

Concerns about community impact and social cohesion were raised by 13 Council Tenants (24%) and 5 Leaseholders (18%) in response to the proposed development. Many respondents described the existing open space as a vital area for neighbours to gather, socialise, and support one another—particularly for those experiencing isolation or mental health challenges. Several highlighted the role of the space in fostering informal community care, such as watching over children or checking in on vulnerable residents.

Increased anti-social behaviour

Residents raised that removing this communal “open space” area could lead to increased antisocial behaviour, crime, and a breakdown in the social fabric of the estate. The loss of visibility, openness, and shared outdoor space was seen as a threat to both safety and cohesion, with residents urging the council to protect the open space Tiverton Road.

Mental health and wellbeing

Concerns about mental health and emotional wellbeing were raised by 11 Council Tenants (20%) and 4 Leaseholders (15%) in response to the proposed development. Respondents described how the existing open space provides a vital outlet for relaxation, decompression, and social connection—particularly for those experiencing stress, anxiety, or isolation. Several noted that the removal of green space would leave them feeling “trapped” or “overwhelmed,” with one Secure Council Tenant explaining, “Myself and my husband tend to sit with our neighbours and use the open space weekly, during the summer – daily. It is a space to meet and check on each other's wellbeing.”

A lot of residents have issues and suffer from loneliness / isolation so it is an important space for us.” Others warned that the increased density and loss of natural light would exacerbate feelings of depression and reduce overall quality of life.

Children's play

Concerns about children's play and access to play space were raised by 6 Council Tenants (11%) and 6 Leaseholders (22%) in response to the proposed development. Respondents emphasised the importance of the existing open space as a safe and accessible area for children to play, socialize, and engage in outdoor activities. Several noted that the green space is one of the few places where children can play freely without safety concerns, and warned that its removal would negatively impact families and reduce opportunities for healthy childhood development.

One Council Tenant shared, “The children’s play area is in desperate need of a tidy up and upgrade. Hedges are overgrown, rats have been seen and it is currently not clean enough for kids to play safely.”

Environmental impact

Environmental concerns were raised by 3 Council Tenants (6%) and 5 Leaseholders (19%) in response to the proposed development. Respondents expressed worries about the loss of green space, trees, and natural habitats, highlighting the importance of these areas for biodiversity, climate resilience, and overall environmental wellbeing.

Reconfiguration of parking spaces

The majority of responses to the consultation questions on car parking reconfiguration focused on the impact the proposed changes would have on residents’ daily lives, particularly around parking availability, accessibility, and community wellbeing.

Concerns were raised by 22 Council Tenants (40%) and 13 Leaseholders (48%) regarding the existing strain on parking and fears that the proposed changes would exacerbate congestion, reduce available spaces, and limit access for residents and visitors. These concerns were often linked to broader issues such as mental health, safety, and infrastructure strain.

Parking

Parking was the most frequently cited issue in response to the proposed reconfiguration. Concerns about parking availability and increased competition were raised by 22 Council Tenants (40%) and 13 Leaseholders (48%). Many described the current parking situation as already inadequate, with fears that the development would worsen congestion and reduce access for existing residents.

Respondents noted that they already struggle to find parking, particularly in the evenings or on weekends, and that the addition of new homes would intensify this pressure. One resident explained that “parking lot is already full... taking away our existing parking spaces and putting another 17 families will make it significantly worse.”

Another described how “car park spaces is a problem currently in Tiverton... this idea would not solve the issue, it will only add to the existing problem.”

Accessibility

Concerns about accessibility were raised by 10 Council Tenants (18%) and 3 Leaseholders (11%). Respondents highlighted the importance of parking for carers, disabled residents, and those with mobility needs. Several described how they rely on nearby parking to maintain independence or receive essential support.

A blue badge holder noted, “I am not able to currently park on the estate... we need to have more parking especially for visitors and disabled residents.” Another respondent highlighted that “reducing or altering parking availability risks making these visits more difficult, which could directly harm vulnerable members of our community.”

Safety

Concerns about safety were raised by 6 Council Tenants (11%). These responses often linked parking changes to fears of increased crime or antisocial behaviour, particularly in areas that may become hidden or poorly lit. One respondent warned that “the new building will create a new space hidden from the view. This will definitely cause more crime going on there,”.

Community Impact

Concerns about community impact and social cohesion were raised by 6 Council Tenants (11%) and 3 Leaseholders (3%).

Several respondents described the current parking arrangement as essential for maintaining social connections and informal support networks. One resident explained that “car park spaces would become an even bigger problem... it will only add to the existing problem,” while another reflected that “the proposal would impact me and my neighbours very negatively... resulting in a road that feels heavily built up, oppressive and too dense.”

Mental Health and Wellbeing

Concerns about mental health and emotional wellbeing were raised by 6 Council Tenants (11%) and 1 Leaseholder (4%). Respondents described how the uncertainty around parking and the potential loss of access to green space contributes to stress, anxiety, and a diminished sense of wellbeing.

One council tenant wrote, “this green space is not just ‘unused land’, it’s a vital part of the neighbourhood’s character... I personally rely on it as a space to decompress.” Another added, “it will take a toll on my mental health as I feel the area will be overcrowded and overwhelming.”

Infrastructure Strain

Concerns about infrastructure strain were raised by 3 Council Tenants (5%) and 2 Leaseholders (7%). These responses focused on the impact of parking changes on emergency access and estate logistics. One respondent explained, “the ambulance crew and I experience difficulties when being transported to and from hospital due to insufficient parking spaces,” while others warned that the reconfiguration could hinder estate operations and emergency response.

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

Borough Profile¹

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

Target Population Profile

Hermitage & Gardens Population			Average Haringey Ward Population			Average London Ward Population		
8,585			12,467			12,868		
Under 18	18-64	65+	Under 18	18-64	65+	Under 18	18-64	65+
16.1%	75.2%	8.7%	20.6%	68.5%	10.9%	21.4%	66.5%	12.1%

Table One: Population profile versus Haringey and London.

Data Sources

- Ward-level profiles for Hermitage & Gardens

Detail the findings of the data.

- 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?

Based upon ward profile data, the percentage of 18-year-olds is 4.5% below the borough average. The percentage of adults 65 years of age plus, is 2.2% below the borough average. However, the percentage of adults between 18-64 years of age is 6.7% above the borough average. The data suggests this adult age bracket could be most disproportionately impacted by the proposed development. However, given the broad age range within this demographic, it is unclear where specific disproportionate

¹ Census, 2021 – [Population and household estimates, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/populationandhousehold/populationandhousehold/populationandhousehold/populationandhousehold)

representations may exist. For example, younger age profiles within 18-34, or older populations between 50-64 years of age.

It should be noted that during the community consultation period, a questionnaire seeking resident views on the proposed scheme was sent to all secure tenants and leaseholders within the Tiverton Estate. An equality form was included in the pack to collect the information on diversity to help us to better understand the age profile of people living on the estate. However, only very limited recorded results on age prevented the Council developing any further meaningful insight in this area.

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

Adult populations (18-64) are likely to rely on the existing green space as it provides an opportunity to relax and enjoy, which can provide both physical mental health benefits, with opportunities to sit and meet with other members from the estate, thereby providing supporting social cohesion. Whilst there are no play facilities currently within this area of open space, for those under 18 years of age, this area is most likely to provide a space for informal play, as well as an opportunity to socialise with friends and family. For these reasons both these age group profiles may be impacted by the proposals.

The scheme will result in a revised parking layout, but no loss of spaces. The new development will be car free – with the exception of two new disabled bays located on Tiverton Road. However, the revised parking layout will result in up to nine spaces being relocated to 2-24 Tiverton Road, which is approximately 150 metres away from development site. Older demographic groups who may have mobility issues may be disproportionately affected by the revised layout – owing to possible increase in walking distances to homes.

Potential Impacts

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

Whilst the proposed development will reduce the existing area of open space, the the revised landscaping seeks to enhance the quality of the remaining space. For adult and older population profiles, the scheme is expected to have a positive impacted, as new and improved seating arrangements will provide more opportunities to relax in a social setting. Furthermore, the proposed enhanced planting regime with more biodiversity, and improved lighting is expected to have a positive impact on overall mental wellbeing and sense of security for those who dwell in this area.

Whilst the existing open space does not include play facilities - owing to a reduction in open space, the proposed development may negatively impact teenagers and children who may use the area on this basis. This will be mitigated by proposals to improve the

play area north of the site, adjacent to the Faith Baptist Church and improved landscaping, including incidental play at Tewkesbury Open Space. Therefore, the overall impact is for this age profile is expected to be neutral. For younger children, there are proposals to provide doorstep play for children up to five years of age. Therefore, the scheme is expected to have an overall positive impact for this age group.

Owing to minor revisions in parking layout, no net loss of spaces and the new proposed development to be car free. The scheme will not increase pressure on existing parking provision. However, the relocation of some parking bays may negatively impact older residents owing to potential for longer travel distances to their residence.

4b. Disability

Data

Borough Profile

- Disabled under Equality Act – 13.7%²
 - 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 depression³
- 1.7% of residents diagnosed with a severe mental illness⁴
- 0.4% of people in Haringey have a learning disability⁵

Target Population Profile

- Very good health – 50.5%
- Good Health 33.7%
- Fair Health 11.1%
- Bad Health 3.7%
- Very Bad Health 1.1 %

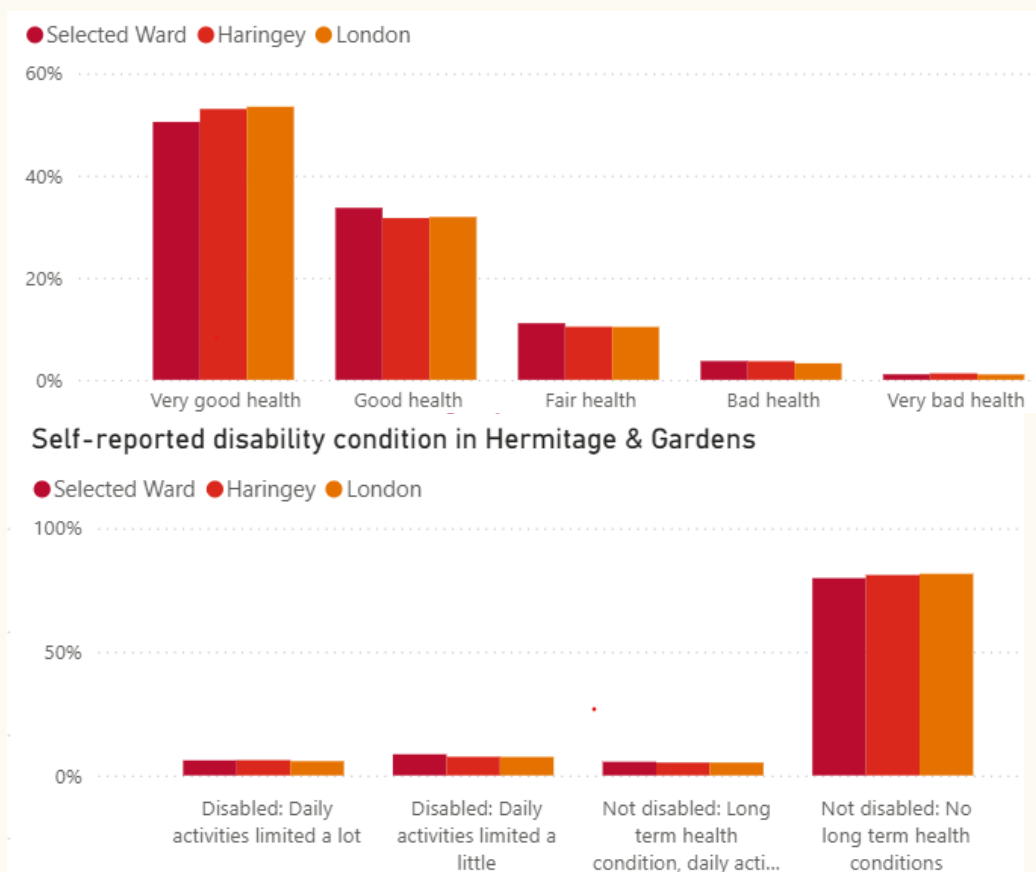
Source: Haringey Council Ward Data – Hermitage & Gardens

² Census, 2021 – [Disability, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-and-population/disability)

³ NHS Quality Outcomes Framework – [Prevalence of diagnosed depression among GP registered population age 18+](https://www.nhs.uk/quality-outcomes-framework/prevalence-of-diagnosed-depression-among-gp-registered-population-age-18/)

⁴ NHS Quality Outcomes Framework – [Prevalence of diagnosed mental health diagnosis among GP registered population age 18+](https://www.nhs.uk/quality-outcomes-framework/prevalence-of-diagnosed-mental-health-diagnosis-among-gp-registered-population-age-18/)

⁵ PHE Learning disability profiles – <https://fingertips.phe.org.uk/learning-disabilities#page/0/gid/1938132702/pat/6/par/E12000007/ati/102/are/E09000014>



Source:
Table 2
Haringey
Council
Ward Data –
Hermitage &
Gardens

Source: Table 3 Haringey Council Ward Data – Hermitage & Gardens

Data Sources

- Tiverton Section 105 and Community Engagement Feedback
- Ward Data Profiles for Hermitage and Gardens

Detail the findings of the data.

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?

Based upon data from table three, the ward figures indicate that for those ranging from severe disability '*limited a lot*', to '*not disabled -no health conditions*', are generally in line with Haringey borough averages, with notable over or under representation cited. However, ward profile data from table two reveals a below borough average for those who are stated to have '*very good health*'. This is compounded by slightly above borough average for those who are considered to have '*bad*' health. It could therefore be argued that those suffering from bad health may be disproportionately affected by the proposal owing to over-representation.

It should be noted that during the community consultation period, a questionnaire seeking resident views on the proposed scheme was sent to all secure tenants and leaseholders within the Tiverton Estate. An equality form was included in the pack to collect the information on diversity to help us to better understand the disability profile of people living on the estate. However, insufficient data was recorded which would allow the Council developing further insight.

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

For those suffering with mental health and who rely on the existing open space for mental wellbeing, the proposals aim to significantly improve the quality of the existing open space. New and improved planting regime, an increase in local biodiversity (planning requirement), improved seating layout and improved safety measures including CCTV will help ensure groups of this protected characteristic will not be disproportionately impacted by the scheme.

For residents who are disabled, or have limited mobility, the reduction in green space is not expected to disproportionately impact groups with these protected characteristics. Whilst there is a reduction in overall green space, the revised landscaping and adjacent roads, will be improved with new shared space and level access layout throughout.

Parking provision can make a considerable contribution to the independence and social inclusion of people with certain disabilities. The loss of a parking space for a disabled person who relies on a car for independence and mobility would be greater than for another person. As previously highlighted, there is no loss of parking bays arising from the proposed development.

However, whilst there is no net loss of parking, the proposed scheme will result in a revised parking layout, with up to seven bays in the immediate Tiverton Road being relocated to the adjacent parking area at the front of 2-24 Tiverton Road, approximately 150 metres away. The increase in walking distance may. There are currently three disabled parking bays in the immediate vicinity of Tiverton Estate. Owing to the Transport Consultant design considerations, there has been very minor adjustments to the location of disabled parking bays. For the proposed scheme, there will be two additional disabled parking bays located on Tiverton Road. Based upon these design revisions the proposed scheme is not expected to disproportionately impact those who have significant mobility issues.

Potential Impacts

The partial removal of the open space may impact on the mental health of residents. However, the Council is actively looking at enhanced landscaping to the new development and elsewhere on the estate to compensate for the loss – therefore impact is considered to be neutral.

The revised parking layout could potentially have negative impact upon residents.

The two additional blue badge parking bays proposed as part of the development will have a positive impact upon disabled residents who are blue badge users.

4c. Gender Reassignment

Data

Borough Profile⁶

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

Target Population Profile

While specific data on trans residents within the housing register is not available, national and local research indicates that trans and non-binary people are more likely to experience housing insecurity, discrimination, and barriers to accessing safe, affordable housing. Therefore, it is reasonable to assume that some individuals within the target population for the new homes may identify as trans or gender diverse.

During the community consultation period, a questionnaire seeking resident views on the proposed scheme was sent to all secure tenants and leaseholders within the Tiverton Estate. An equality form was included in the pack to collect the information on diversity to help us to better understand the gender re-assignment profile of people living on the estate. However, there were no recorded results on this preventing further estate specific insight in this area.

Data Sources

- Haringey State of the Borough Report (2025)
- Census 2021 – Gender Identity Data
- Stonewall and LGBT Foundation research on housing and safety
- Haringey Council Equality Objectives and Inclusion Strategy

Data Findings:

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?

⁶ Census, 2021 – [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/ethnicityandnationality/datasets/genderidentityenglandandwales)

Whilst the questionnaire during the community consultation did seek resident data on gender reassignment there were no recorded results on this preventing further estate specific insight in this area. The lack of ward specific data has prevented comparative data insights with the borough as whole.

Based upon borough data, the gender reassignment figures stand equal between trans men and trans women at 0.1%. The figures suggest there is no overrepresentation or bias between trans men and trans women.

Data Findings:

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

Although trans residents are not known to be overrepresented in the immediate area, they are disproportionately affected by housing insecurity and exclusion in the private rental market. The proposed development may therefore have a disproportionately positive impact by: Increasing access to secure, affordable housing for a group facing systemic barriers and providing a safer and more inclusive living environment, which is particularly important for trans individuals who may face harassment or exclusion elsewhere.

Furthermore, trans and gender-diverse residents may have specific needs related to: safety and privacy in communal areas; inclusive design and signage; and access to supportive, non-discriminatory services. While the scheme does not explicitly target these needs, the Council's broader commitment to inclusive design and community engagement helps ensure that the development is welcoming to all residents, including those with diverse gender identities.

Potential Impacts

From a housing perspective access to secure, affordable housing can improve mental and physical health for trans and non-binary individuals, particularly those at risk of homelessness or discrimination – therefore having a positive impact.

A well-managed council housing scheme offers a safer and more supportive environment than many private rental options, where trans individuals may face harassment or exclusion – therefore a positive impact is expected.

If the revised landscaped areas are designed with inclusivity in mind (e.g. gender-neutral signage, privacy considerations), this can foster a sense of safety and belonging, this can have a positive impact.

While trans residents are not specifically identified as disproportionately reliant on car access. The revised parking layout is therefore expected to have a neutral impact.

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 ⁷

- 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%)

Target Population Profile

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

- Haringey Borough demographic data (Census 2021)
- Local housing needs assessments
- Haringey Council Equality and Inclusion Framework
- Consultation feedback from the Tiverton Estate Commonplace platform (if applicable)

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?

There is no evidence to suggest that individuals who are married or in civil partnerships are overrepresented within the target population for this development.

The borough’s demographic profile reflects a diverse mix of marital statuses, and housing allocations are not determined by marital or partnership status. As such, this group is not expected to be disproportionately affected by the proposal.

⁷ Census, 2021 – [Marriage and civil partnership status in England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

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

There are no specific needs identified that would cause individuals in marriages or civil partnerships to be adversely affected by the development. The housing scheme is designed to be inclusive and equitable, with no policies or design features that disadvantage or exclude residents based on their marital or partnership status.

Potential Impacts

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

Overall impact is considered to be neutral

The proposal does not introduce any practices or design elements that would negatively affect the health or wellbeing of individuals based on their marital or civil partnership status.

Housing allocation and tenancy rights apply equally to individuals regardless of whether they are single, married, or in a civil partnership.

From a revised parking layout perspective marital status alone does not determine reliance on car access, some households—particularly those with caring responsibilities or dual working adults—may experience inconvenience due revised parking layout.

The Tiverton Estate development is expected to have a neutral equalities impact in relation to marriage and civil partnership. The proposal does not introduce any discriminatory practices or barriers for individuals based on their relationship status. While the revised parking may present minor practical challenges for some households, these are mitigated through transport connectivity and public realm improvements.

4e. Pregnancy and Maternity

Note⁸:

- 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.

⁸ Equality and Human Rights Commission, 2022 – [Pregnancy and maternity discrimination](#).

Data

Borough Profile ⁹

Live Births in Haringey 2021: 3,376

Target Population Profile

The Council does not have data on live births specifically within the Tiverton Estate.

The scheme totals 17 homes of which 14 are family sized homes. The proposed which are likely to be allocated to households on the housing register. Based on borough-wide housing trends. A proportion of the target population is expected to include pregnant women or new mothers, although the new homes have not yet been allocated.

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

- Haringey State of the Borough Report (2025)
- Census 2021 – Birth and Fertility Data
- Haringey Housing Register and Lettings Data
- Tiverton Estate Commonplace Consultation Feedback
- ONS Birth Statistics

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?

Although pregnant women are not known to be overrepresented in the immediate area, they are more likely to be affected by housing insecurity and unsuitable living conditions. The scheme may therefore have a disproportionately positive impact by: providing secure, long-term housing that supports maternal health and wellbeing; reducing overcrowding, which can negatively affect pregnancy outcomes; and improving access to safer, more accessible public spaces and pedestrian routes.

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

Pregnant women or recent mothers are less mobile so may rely more on parking. The revised parking layout may affect pregnant women who rely on nearby parking for accessing homes, or broader healthcare facilities.

⁹ Births by Borough (ONS)

Pregnant women or recent mothers are less mobile may also rely more on access to green space to provide respite for personal well-being, or that of their child.

Potential Impacts

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

By providing new family sized homes, the scheme is expected to have a positive outcome to pregnant or recent mothers by ensuring a long-term secure housing solution is provided. This can have a positive maternal health and physical wellbeing for both mother and child.

The provision of new homes can provide the opportunity to relocate pregnant women or recent mothers from overcrowded conditions, which can negatively affect pregnancy outcomes – thereby providing a positive outcome.

The revised landscaping with improved security measures (including CCTV) and are expected to provide a safer and more accessible public spaces for pregnant women and recent mothers.

Overall, the Tiverton Estate development is expected to have a positive equalities impact in relation to pregnancy and maternity. It supports the housing and wellbeing needs of expectant mothers by providing secure, family-sized homes in a well-connected location. While the revised parking may present practical challenges for some pregnant residents, particularly those reliant on car access, these impacts are considered to be minimal owing to only minor revisions to parking bay layouts.

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.¹⁰

Data

Borough Profile ¹¹

Arab: 1.0%

- Any other ethnic group: 8.7%

Asian: 8.7%

- Bangladeshi: 1.8%
- Chinese: 1.5%
- Indian: 2.2%
- Pakistani: 0.8%

¹⁰ [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://equalityhumanrights.com/)

¹¹ Census 2021 - [Ethnic group, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/ethnicgroup)

- Other Asian: 2.4%

Black: 17.6%

- African: 9.4%
- Caribbean: 6.2%
- 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%

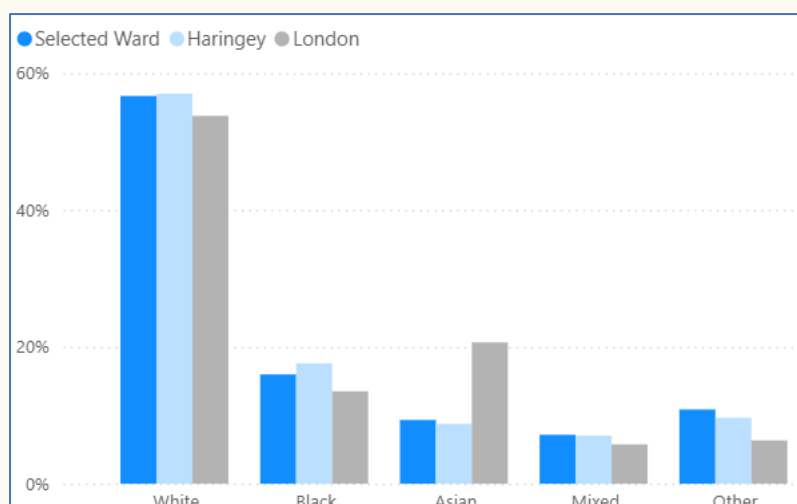
White: 57.0% in total

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

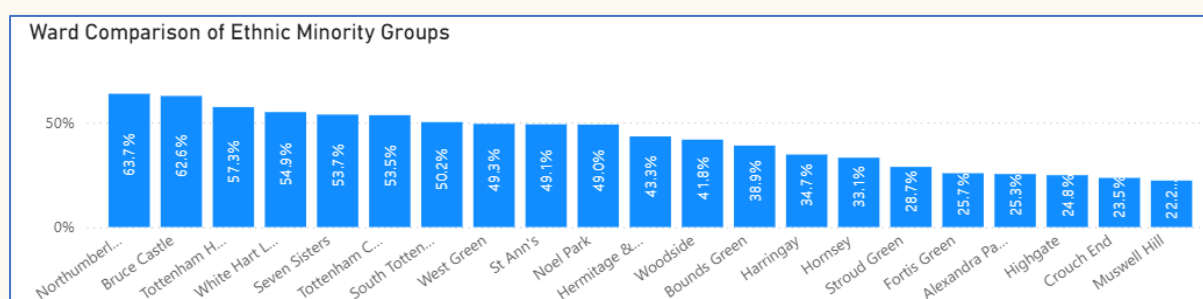
Target Population Profile

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

- Haringey Council Ward Data
- Haringey State of the Borough Report (2025)
- Census 2021 – Ethnicity Data
- Haringey Housing Register and Lettings Data
- Tiverton Estate Commonplace Consultation Feedback
- ONS Ethnic Group Statistics



Source: Table 4 Haringey Council Ward Data – Hermitage & Gardens



Source: Table 5 Haringey Council Ward Data – Hermitage & Gardens

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?**

The data (table four) reveals that within Tiverton Estate ward (Hermitage and Gardens), there is a higher than London average for those who identify as black, but below borough average. Based upon Haringey ward data, here is no further breakdown on the origin of Black populations – for example African, Caribbean, or those with mixed heritage.

Again, from table four, Asian population groups are significantly below the London average but broadly in line with Haringey borough. Those identifying as having mixed heritage, show there is no notable variation compared with the remaining borough, but slightly above London average.

In reference to table five, Tiverton Estate (Hermitage & Gardens ward), ranks 11th out of 21 wards, for those from ethnic minority groups – registered at 43%. The figures suggest that for Tiverton Estate, the percentage of those who are from ethnic minority groups are broadly in line with the borough average.

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

Yes. BAME residents are more likely to experience housing insecurity, overcrowding, and poor housing conditions due to systemic inequalities and socio-economic disadvantage.

BAME households may face additional barriers in accessing safe and inclusive housing environments, including:

- Experiences of discrimination in the private rental market.
- Greater exposure to overcrowded or substandard housing.
- Reduced access to culturally appropriate services and community support.

The scheme helps address these needs by:

- Delivering high-quality council homes in a well-connected area.
- Improving the public realm to support safety, inclusion, and wellbeing.
- Embedding inclusive design principles and engagement practices to ensure the development reflects the needs of diverse communities.

Potential Impacts

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

Positive impact: The scheme increases access to affordable housing for BAME residents, who are disproportionately affected by housing need.

- Secure housing supports improved health, educational attainment, and employment stability for BAME families.
- Public realm improvements contribute to safer, more inclusive environments, helping to reduce inequalities in housing access and quality.

Neutral to Minor Negative Impacts

- No specific negative impacts have been identified in relation to race. However, ongoing engagement with local communities will be essential to ensure the scheme meets the needs of all ethnic groups.

Overall, the Tiverton development is expected to have a positive equalities impact in relation to race. It contributes to addressing long-standing disparities in housing access for BAME residents and the quality of their living conditions, stability, and wellbeing. While the revised parking may present minor challenges for some households, these are mitigated through transport connectivity and inclusive public realm design.

4g. Religion or belief

Data

Borough Profile ¹²

- 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 Population Profile

- Christian: 35.4%
- Buddhist: 0.9%
- Hindu: 1.4%
- Jewish: 2.1 %
- Muslim: 13.5 %
- No religion: 35.9 %
- Other religion: 2.9 %
- Religion not stated: 7.6%
- Sikh: 0.3%

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

- Haringey State of the Borough Report (2025)
- Census 2021 – Religion Data
- Haringey Housing Register and Lettings Data
- Ward-level demographic profiles

Data findings:

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?

Overall, the figures across all religions, including those who have not stated, or do not have a religion are broadly in line with the borough average. The percentage of Muslims at 13.5% is marginally above the borough average at 12.6%. The largest deviation against borough figures relates to Christian religion – whereby ward level

¹² Census, 2021 – [Religion, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/religiousbeliefsandethnics/censuses/2021)

data is approximately four percent below the borough average. The data shows there are no members of this group to be disproportionately impacted.

Data findings:

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

The proposed development does not include any features that would directly impact religious practice or belief. There is no evidence to suggest that the scheme would disadvantage any religious group. Housing allocation is not based on religion, and the new homes will be available to all eligible households regardless of faith.

The design of communal spaces and the public realm should be inclusive and respectful of cultural and religious diversity, including considerations for privacy, quiet spaces, and culturally sensitive layouts.

Any revised parking layout is not expected to impact residents participating in religious or cultural activities.

Potential Impacts:

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

Positive impact: the scheme offers secure, stable housing and improved living conditions can positively affect mental and physical wellbeing across all religious groups.

Positive impact: through the revised landscaping the scheme aims to provide access to safe, inclusive public spaces supports social cohesion, interfaith relations, and community resilience.

Neutral: while religion itself does not determine reliance on car access, some residents, particularly those attending places of worship, participating in religious community activities, or supporting family members with mobility needs may be affected by the revised parking layout. These impacts are mitigated by the proposed scheme being car free – therefore not applying any additional parking pressure on the estate. The revised parking may present minor challenges for some residents participating in religious or cultural activities. These are not expected to have a negative impact across religious groups.

4h. Sex

Data

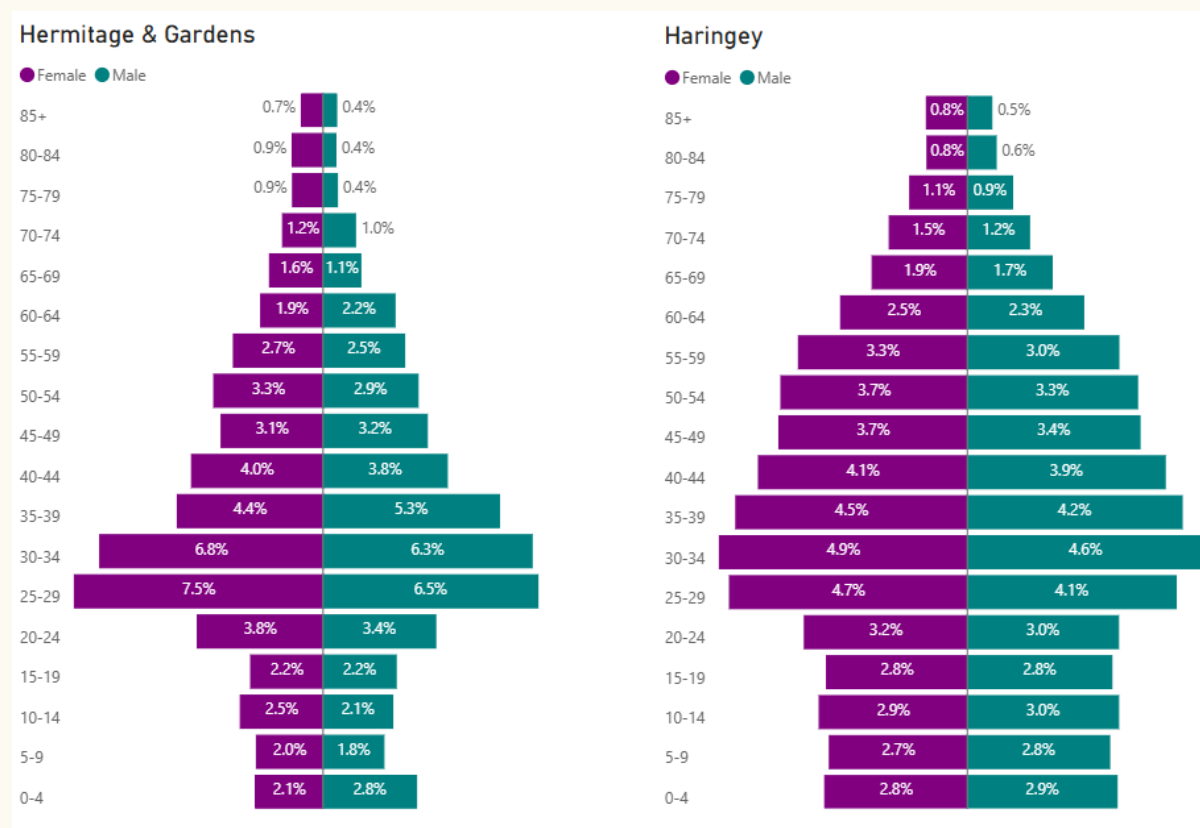
Borough profile ¹³

- Females: (51.8%)

¹³ Census 2021 – [Gender identity: age and sex, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/identityandgender/articles/genderidentityageandsexenglandandwales/2021)

- Males: (48.2%)

Target Data



Source: Table 6: Haringey Council Ward Data – Hermitage & Gardens

Hermitage & Gardens Population		Average Haringey Ward Population		Average London Ward Population	
8,585		4,467		12,868	
Female	Male	Female	Male	Female	Male
51.6%	48.4%	51.9%	48.1%	51.5%	48.5%

Source: Table 7: Haringey Council Ward Data – Hermitage & Gardens

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

Data Sources

- Haringey State of the Borough Report (2025)
- Census 2021 – Sex and Household Composition Data
- ONS Gender and Housing Statistics

Detail the findings of the data.

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?

As per table seven, the percentage gender breakdown between male and female is very closely aligned with the borough average, with less than one percent variation. A further breakdown of gender by age (see table six), shows that women between the ages of 25-29 and 30-34 yrs old, have a slightly higher representation compared with Haringey Borough. However, the percentage difference does not exceed three percent and is therefore considered marginal. Based upon the data presented members of this group are not considered to be disproportionately affected by the proposals.

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

Women especially single mothers and female-headed households—are more likely to experience housing insecurity, overcrowding, and financial instability. The proposed development is expected to have a disproportionately positive impact by: providing secure, long-term housing for women-led households; supporting improved health, safety, and wellbeing for women and their children; and reducing housing stress and improving access to education, employment, and childcare.

Women may have specific needs related to safety and security in the public realm, particularly when travelling alone or with children. Proximity to schools, childcare, healthcare, and community services; and stable housing to support family wellbeing and reduce vulnerability to economic hardship.

Woman may have specific needs related to safety and security when driving to and from place of residence. The opportunity park close to residence will help improve sense of security as walking distances are reduced. This sense of security maybe more pronounced at night.

Potential Impacts

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

Positive impact: Women, particularly single mothers, are likely to benefit from improved housing stability, safety, and access to services;

Positive: Enhanced public realm features (e.g. lighting, footpaths) support women's mobility and reduce risks associated with poorly lit or isolated areas.

Positive: Secure housing can improve mental health, financial resilience, and family outcomes.

Negative: owing to the revised parking layout there is a risk that travel distances to place of home may be in cases increase. The increase travel distance could potentially be up to 150m – therefore the negative impact is considered marginal.

4i. Sexual Orientation

Data

Borough profile ¹⁴

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

Target Population Profile

The specific sexual orientation of the target population is not known. However, national and local research indicates that LGBTQ+ individuals are more likely to experience housing insecurity, discrimination, and barriers to accessing safe, affordable housing.

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

Data Sources

- Haringey State of the Borough Report (2025)
- Census 2021 – Sexual Orientation Data
- Stonewall and LGBT Foundation research on housing and discrimination
- Haringey Housing Register and Lettings Data

Detail the findings of the data.

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?

While LGBTQ+ residents are not known to be overrepresented in the immediate area, they are more likely to be on housing waiting lists or in temporary accommodation due to systemic barriers in the private rental market. The proposed development may therefore have a disproportionately positive impact by increasing access to secure, affordable housing for LGBTQ+ individuals; and providing a safer and more inclusive living environment, particularly for those who may face harassment or exclusion elsewhere.

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

¹⁴ Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-and-population/population-and-demography/censuses/census2021/data-by-sexual-orientation)

LGBTQ+ residents may have specific needs related to safety and privacy in communal areas, inclusive and non-discriminatory housing services; or mental health support linked to experiences of marginalisation or isolation.

While the scheme does not explicitly target these needs, Haringey Council's broader commitment to inclusive design and equality ensures that the development is intended to be welcoming and safe for all residents.

Potential Impacts

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

Positive Impacts: the scheme aims to provide secure, affordable housing can significantly improve wellbeing for LGBTQ+ individuals, particularly those at risk of homelessness or discrimination.

Positive impact: the scheme aims to provide a well-managed council housing scheme offers a safer and more inclusive alternative to private sector housing.

Public realm improvements and community engagement support social inclusion and mental health.

Neutral Impact: No specific negative impacts have been identified in relation to sexual orientation and revised parking layout.

4j. Socioeconomic Status

Data

Borough profile

Income

- 6.9% of the population of Haringey were claiming unemployment benefit as of April 2023¹⁵
- 19.6% of residents were claiming Universal Credit as of March 2023¹⁶
- 29.3% of jobs in Haringey are paid below the London Living Wage¹⁷

Educational Attainment

- Haringey ranks 25th out of 32 in London for GCSE attainment (% of pupils achieving strong 9-5 pass in English and Maths)¹⁸
- 3.7% of Haringey's working age population had no qualifications as of 2021¹⁹

¹⁵ ONS – [ONS Claimant Count](#)

¹⁶ DWP, StatXplore – [Universal Credit statistics, 29 April 2013 to 9 March 2023 - GOV.UK \(www.gov.uk\)](#)

¹⁷ 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](#)

¹⁸ DfE – [GCSE attainment and progress 8 scores](#)

¹⁹ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

- 5.0% were qualified to level one only²⁰

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.²¹

Target Population Profile

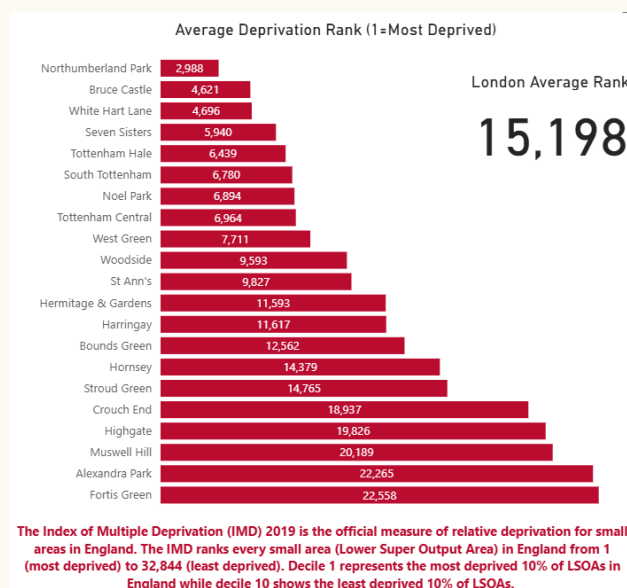


Table 8: Overall Deprivation

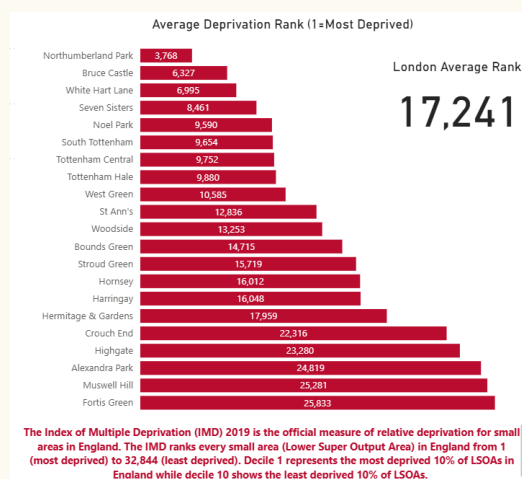


Table 9: Deprivation – subcategory ‘employment’

²⁰ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](https://www.local.gov.uk/data-reports)

²¹ IMD 2019 – [English indices of deprivation 2019 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/english-indices-of-deprivation-2019)

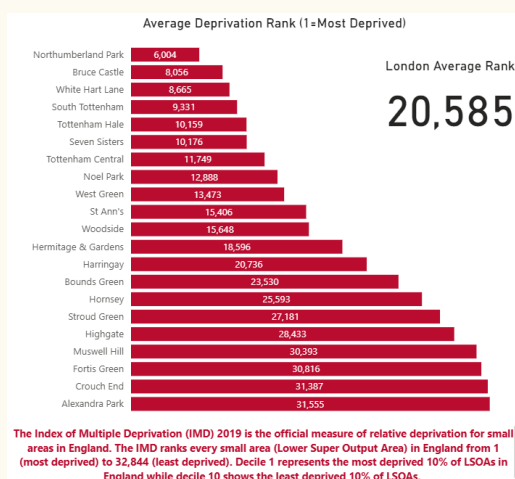


Table 10: Deprivation – subcategory ‘education skills and training’

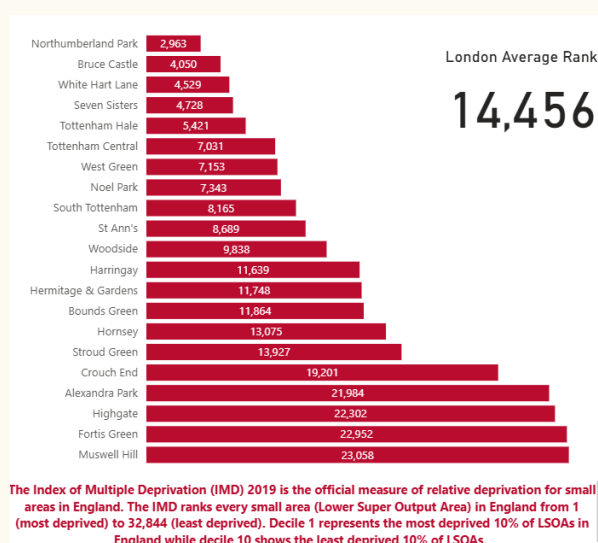


Table 11: Deprivation – subcategory ‘income’

- 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?

In terms of overall deprivation levels, the ward of Hermitage & Gardens, has higher than London average levels of deprivation, of 11,593 versus 15,198. Compared with the rest of Haringey Borough, Hermitage & Gardens ranks 12th out of 21 wards – indicating marginally lower levels of levels of deprivation versus the borough average.

From an employment perspective, the ward of Hermitage & Gardens reveals lower than London average levels of deprivation of 17,959, versus 17,241. Compared with borough wide data, the figures for Hermitage and Gardens reveal the borough performs above most wards, ranking as the sixth best performing ward for employment levels.

From an education, skills and training perspective, the Hermitage and Gardens ward performs marginally worse than the London average of 18,596 versus 20,585. Compared with other borough wards, Hermitage & Gardens ranks 10th out of 21, therefore performing broadly in line with Haringey average.

From an income perspective, Hermitage & Gardens ranks below London average for income levels. However, the ward ranks 9th highest out of 21 Haringey wards, and therefore above borough average levels for income.

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

Residents from lower socioeconomic backgrounds are disproportionately represented on the housing register and in temporary accommodation. The proposed development is expected to have a disproportionately positive impact by housing members of this group.

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

Positive Impacts: from a housing perspective, the introduction of new social housing will provide an opportunity for affordable housing for residents in financial hardship. The new homes at social rent will reduce reliance on temporary accommodation and overcrowded housing. It could be argued that new housing will support educational and employment outcomes by offering stable living conditions.

The revised parking layout and no net loss of parking spaces is not expected to affect low-income residents who rely on private vehicles for work, childcare, or accessing services, particularly those working irregular hours or in areas not well served by public transport. Therefore, the impact is considered neutral.

Whilst there is a reduction in green space within the development site, the overall enhancements and planned interventions to adjacent green spaces, are expected to improve overall access to safe public spaces. As individuals from lower income groups and higher levels of deprivation may traditionally have reduced access to green spaces, the scheme is expected to have a positive impact.

5. Key Impacts Summary

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

The data revealed higher than borough average for adult population. The revised layout of parking bays may negatively impact older residents, owing to potential for longer travel distances to place of residence. This negative impact may be more pronounced amongst older groups, who may suffer with mobility issues.

For those with registered levels of disability, the data did not show any pronounced levels of over-representation (either limited, or severe disability status) within the Tiverton Estate ward. Since the proposals will not impact the number of existing blue badge parking bays and will provide two additional blue badge bays as part of the new development - the scheme is expected to have a positive impact.

Whilst there is no ward level data found, which highlighted over-representation of people suffering from mental health issues. The results of the community engagement and S105 did highlight the loss of space as a concern for residents' mental wellbeing. In this regard, the Council is actively looking at enhanced landscaping to the new development and elsewhere on the estate to compensate for this reduction in green space – and therefore impact is considered neutral.

Whilst the data did not specifically reveal overrepresented younger, or older population profiles. The adult population 18-64 years of age was approximately 7% above the borough average. From a wellbeing perspective, it is reasonable to assume that this age group would be impacted by the partial loss of green space. However, the revised landscaping seeks to enhance the quality of the remaining space, with improved seating, security and lighting interventions. Thereby, having an overall positive impact.

Whilst ward level data did not find any pronounced levels of deprivation from a socio-economic perspective (education, income & employment); the Haringey borough does experience higher levels of deprivation versus the London average. Therefore, those these groups will positively benefit from building new council homes, arising from an increased likelihood in need for social housing.

The data did not reveal any notable over-representation of specific ethnic groups. Tiverton Estate (Hermitage & Gardens ward) ranked 11th out of 21 wards, for those from ethnic minority groups – registered at 43%. However, compared with the London average – Haringey does have an above average proportion of residents from ethnic minority backgrounds. Therefore, the building of new Council homes is likely to have a positive impact on BAME residents.

5b. Intersectionality

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

Owing to limitations around personal mobility, there is a risk that individuals registered with a physical disability, may be disproportionately impacted by mental health issues. The issue may become exacerbated amongst the higher than borough average percentage of older residents (65+), who are single and live alone. The re-routing of the footpath (affecting personal mobility) and green space (affecting mental wellbeing)

could negatively impact upon this older demographic, especially for those who intersect with physical disabilities and registered mental health problems.

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

There is limited or no estate-level data on:

- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Religion or belief

These gaps will be addressed through:

- Continued engagement with residents and community groups.
- Monitoring of housing allocations and outcomes post-occupancy.
- Inclusion of equality monitoring in future consultation phases.

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?

Could the proposal result in any direct/indirect discrimination?

No. The proposal has been designed to be inclusive and equitable. It does not introduce any policies, practices, or design features that would result in direct or indirect discrimination against individuals with protected characteristics.

The housing allocation process is governed by transparent criteria based on housing need, and the development includes accessibility features and public realm improvements that benefit a wide range of residents. Where potential impacts (e.g. revised general parking) could affect certain groups, these have been identified and mitigated through inclusive design and policy measures such as being able to apply for a parking permit in a local CPZ.

Will the proposal help to advance equality of opportunity?

Yes. The scheme directly contributes to advancing equality of opportunity by:

- Providing affordable, secure housing for groups disproportionately affected by housing insecurity, including BAME residents, women, disabled people, and low-income households.
- Locating the development in a high-deprivation area, thereby addressing spatial inequalities and improving access to quality housing and public space.
- Enhancing the public realm with safer walkways, lighting, and communal spaces, which support wellbeing and mobility for all residents.

Will the proposal help to foster good relations between groups who share a relevant protected characteristic and those who do not?

Yes. The development promotes social inclusion and cohesion by:

- Creating shared amenity spaces that encourage interaction among residents from diverse backgrounds.
- Improving the safety and attractiveness of the local environment, which benefits all users and reduces antisocial behaviour.
- Engaging with the community through consultation and co-design, ensuring that the voices of residents—including those with protected characteristics—are heard and reflected in the final scheme.
- Supporting mixed-tenure integration and inclusive neighbourhood development, which helps reduce stigma and foster mutual respect.

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

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.

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:

1. Inclusive Design and Accessibility

- Enhance lighting, footpaths, and passive surveillance to improve safety and accessibility for all, with particular attention to women, older residents, and disabled people.
- Ensure all public realm and building designs meet or exceed accessibility standards.

2. Targeted Housing Allocation

- Prioritise allocations for households on the housing register, including those in temporary accommodation, overcrowded housing, or with specific needs (e.g. disabled residents, single-parent households).
- Monitor allocations to ensure fair and equitable access across protected groups, including BAME and LGBTQ+ residents, where relevant to unit size and household composition.

3. Community Engagement and Co-Design

- Continue meaningful engagement with residents, including underrepresented and marginalised groups, through consultations, workshops, and feedback mechanisms.
- Provide accessible materials in multiple formats and languages to ensure inclusive participation.

4. Monitoring and Evaluation

- Implement equality monitoring throughout the allocation process to assess impacts on protected groups.
- Use resident feedback to inform future phases of housing delivery and public realm improvements, ensuring continuous learning and adaptation.

5. Construction Phase Mitigations

- Minimise disruption during construction through clear communication, accessible detour routes, and effective noise/dust control.
- Provide advance notice and tailored support for residents with specific needs, such as disabled or pregnant individuals.

6. Inclusive Public Realm

- Design communal spaces to be welcoming and safe for all, including families, older adults, and LGBTQ+ residents.
- Avoid features that may cause exclusion or discomfort, such as gendered signage, and incorporate gender-neutral alternatives where appropriate.

Lead officer: **[Andrew King].**

Timescale: **[Ongoing – scheme still in design phase].**

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?**

The Housing Delivery Project Manager (Andrew King) will be responsible for overseeing the monitoring of equalities impacts, supported by the Equalities Advisor.

- **What the type of data needed is and how often it will be analysed.**

- Equality monitoring data on housing allocations (e.g. age, sex, ethnicity, disability, household type).
- Feedback from residents gathered through post-occupancy surveys and ongoing engagement.
- Complaints or issues raised by residents relating to access, safety, or discrimination.
- Usage data for communal spaces and parking (e.g. blue badge bay occupancy).
- Data will be reviewed quarterly during the first-year post-completion and annually thereafter.

- **When the policy will be reviewed and what evidence could trigger an early revision**

The policy will be reviewed 12 months after first occupancy.

An earlier review may be triggered by:

A significant number of complaints from residents with protected characteristics.

Evidence of unequal access or outcomes in housing allocations.

Feedback from community groups or councillors indicating unintended impacts.

- **How to continue to involve relevant groups and communities in the implementation and monitoring of the policy?**

Residents will be engaged through:

- Resident liaison officers and estate-based meetings.

- Surveys and feedback forms distributed post-occupancy.
- Partnerships with local community organisations representing protected groups (e.g. disability forums, LGBTQ+ networks, BAME community groups).

Feedback will be used to inform future housing schemes and estate improvements, ensuring continuous learning and inclusive development.

Date of EQIA monitoring review:

TBC

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.