

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:	Kings Road Car Park N17
Service Area:	Capital Projects & Property
Officer Completing Assessment:	Amy Caul
Equalities Advisor:	Elliot Sinnhuber
Cabinet meeting date (if applicable):	n/a
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).

Purpose of the Project:

The Kings Road Car Park site, located to the rear of St James Place, Tottenham (N17 8NP), is a Council-owned parcel of land situated within a densely populated residential area. The site currently functions as a surface-level 40 space estate permit car park serving residents of the adjacent blocks on St James Place and Church Road. In addition to parking provision, the site includes six disused garages and a refuse and bulky waste storage area.

The new development will deliver nine much-needed affordable homes on Council-owned land. The inclusion of larger four-bedroom homes responds directly to a significant gap in the Council's existing housing stock, particularly for larger households currently placed in temporary or high-cost accommodation due to the lack of suitable provision. This scheme not only meets urgent housing needs but also supports long-term financial sustainability by reducing reliance on more expensive housing solutions. Additionally, the development contributes to the Council's strategic target of delivering 3,000 new Council homes by 2031.

The proposed development has been designed to address existing issues of anti-social behaviour through improved site layout, natural surveillance, and secure access arrangements. Upgraded refuse storage facilities will support the Council's efforts to reduce fly-tipping in the area, contributing to a cleaner and safer environment. Collectively, these improvements will enhance the overall quality of the public realm and promote a more positive living environment for existing and future residents.

Legal Context

Under the Equality Act 2010, the Council has a statutory Public Sector Equality Duty (PSED) to have due regard to the need to:

- Eliminate discrimination, harassment, and victimisation;
- Advance equality of opportunity between persons who share a protected characteristic and those who do not; and
- Foster good relations between persons who share a protected characteristic and those who do not.

This duty applies to the following protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. Marriage and civil partnership are relevant to the first limb of the duty. Haringey Council also considers socio-economic status as a local priority characteristic.

Local Demographic Context

The Kings Road Car Park site is located in the Bruce Castle ward, adjacent to Tottenham Central and Northumberland Park. The car park is used by residents of the adjacent blocks on St James Place and Church Road. This area is among the most diverse and socio-economically challenged in Haringey:

- **Ethnicity and Diversity:** Over 60% of residents in Bruce Castle identify as Black, Asian or Minority Ethnic (BAME), significantly higher than the London average.
- **Deprivation:** Bruce Castle falls within the 20% most deprived wards in England, with high levels of income deprivation, child poverty, and unemployment.
- **Housing Need:** Haringey has over 3,000 households in temporary accommodation, many of whom are families with children living in overcrowded or unsuitable conditions.
- **Disability and Health:** The area has a higher-than-average proportion of residents reporting long-term health conditions or disabilities.
- **Age and Family Structure:** The local population is younger than the borough average, with a high proportion of children and young adults under 35.

Impact on Parking Provision

The proposed development will result in the removal of 40 existing car parking spaces and six disused garages. While this constitutes a reduction in local parking capacity, the site is situated within a Controlled Parking Zone (CPZ) and benefits from strong public transport accessibility, with a PTAL (Public Transport Accessibility Level) rating of 4/5.

The area is well-served by multiple bus routes and lies within walking distance of both White Hart Lane and Bruce Grove stations. Existing residents will remain eligible to apply for parking permits in adjacent streets, which include designated disabled parking bays.

Impact on Residents with Protected Characteristics

The removal of 40 car parking spaces and six disused garages has the potential to disproportionately affect residents with disabilities, particularly those who rely on private vehicles for mobility and access to essential services. However, this impact is mitigated through several measures:

- The site benefits from strong public transport connectivity, with a PTAL rating of 4/5, supporting independent travel for residents without access to a car.
- Residents will remain eligible to apply for parking permits within neighbouring Controlled Parking Zones (CPZs), which include designated disabled parking bays.

The scheme is expected to deliver positive outcomes for several groups with protected characteristics:

- Families with children: The provision of larger, family-sized homes will help address overcrowding and support improved health, educational, and social outcomes.
- Low-income households: The delivery of secure, affordable council housing will provide stability and financial resilience for residents experiencing economic hardship.
- Homeless households: By increasing the supply of permanent accommodation, the scheme will contribute to reducing reliance on temporary housing and improving long-term wellbeing.

Environmental and Amenity Considerations

Although the scheme involves the loss of hardstanding car park space, it will deliver:

- Improved amenity space for residents with a focus on reducing ASB, fly tipping and use of the refuse stores by non-residents
- A more attractive and safer environment for all users, including children and older residents.

Conclusion

While the removal of 40 car parking spaces may result in some localised impact particularly for residents who rely on private vehicle access; the overall equalities impact of the Kings Road Car Park N17 scheme is assessed as positive.

The delivery of nine new family-sized council homes will directly benefit households in housing need, including those with protected characteristics. The scheme incorporates appropriate mitigations to address potential adverse effects, such as accessible design features, targeted parking provision, and enhanced public transport connectivity. As such, the proposal aligns with the Council's commitment to inclusive development and its statutory duties under the Equality Act 2010.

3. Consultation and engagement

Section 105 Consultation Overview

Under Section 105 of the Housing Act 1985, Haringey Council is legally required to consult secure tenants on matters relating to housing management, including changes to the maintenance, improvement, or demolition of properties let by the Council, as well as alterations to the provision of services or amenities.

In June 2025, the Council initiated a Section 105 consultation regarding proposals for a new housing development adjacent to Kings Road (N17), specifically on the car park located behind 1–43 (odd) James Place and 11–49 (odd) Church Road. The proposed development would result in changes to existing amenities affecting secure tenants in the area.

The proposals presented to residents included:

- The removal of 40 car parking spaces.
- The relocation and re-provision of two existing bin stores currently situated near 11–49 Church Road and 1–43 James Place.

A total of 38 households were consulted, comprising 21 secure tenants (as required by statute) and 18 leaseholders (13 resident and 5 non-resident). 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 Tuesday 24 June to Sunday 22 July 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 kingsroad.commonplace.is, where residents could submit responses online.

To facilitate direct engagement, three public events were held:

- Saturday 5 July, 11am–2pm: Pop-up event at Kings Road car park.
- Wednesday 9 July, 11am–2pm: Pop-up event at Kings Road car park.
- Tuesday 15 July, 6pm–8pm: Community meeting at Lancasterian Primary School Dinner Hall.

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

Consultation response

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

Overall consultation audience	Total responses		Secure tenant responses		Leaseholder responses	
	No.	% rate	No.	% Rate	No.	% Rate
39 (21 secure tenants, 18 leaseholders)	10	25.6	6	28.6	4	22.2

Note: no responses were received from non-resident leaseholders.

To understand the use of the amenities, consultees were asked three sets of questions relating to each amenity (car parking, bulky waste store, and the bin store).

To understand their use of the car park, consultees were asked:

- 'Do you use the car park?'
- 'If you answered 'yes', please tick how often you use the car park? ('everyday', 'weekly', 'occasionally', and 'friends, family, carer, when visiting')'

Overall consultation responses	Do you use the car park?				
	"Yes"	"Everyday"	"Weekly"	"Occasionally"	"Friends, family, carer when visiting"
Total	10	7		2	1
Secure Tenants	6	4		1	1
Leaseholders	4	3		1	

To understand their use of the bulky waste store, consultees were asked:

- 'Do you use the bulky waste store close to 11-49 (odd) Church Road?'
- 'If you answered 'yes', please tick how often you use the bulky waste store? (Please tick one of: 'everyday', 'weekly', 'occasionally', and 'never'.)'

Overall consultation responses	Do you use the bulky waste store close to 11-49 (odd) Church Road?			
	"Yes"	"Everyday"	"Weekly"	"Occasionally"
Total	8	4	2	2
Secure Tenants	5	3	1	1
Leaseholders	3	1	1	1

To understand their use of the bin store, consultees were asked:

- "Do you use the bin store close to 1-43 (odd) James Place?"
- If you answered yes, please tick how often you use the bin store? (please tick one of: 'everyday', 'weekly', 'occasionally', and 'never')]

Overall consultation responses	Do you use the bin store close to 1-43 (odd) James Place?			
	"Yes"	"Everyday"	"Weekly"	"Occasionally"
Total	9	7	1	1
Secure Tenants	5	4		1
Leaseholders	4	3	1	

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 40 car park spaces

All the responses were concerned about the loss of the 40 parking spaces at Kings Road.

Consultees raised specific issues relating to:

Concern about lack of parking in surrounding area

8 respondents (of which 4 were secure tenants) were concerned about the lack of parking in the surrounding area, which is already administered by a controlled parking zone and which, they explained, is already very heavily parked.

Mobility issue and need for a carer

1 secure tenant explained that they needed the onsite parking for their carer and due to their mobility issues.

Additionally, the following concerns relating to loss of parking were raised by leaseholders, but not by any secure tenants:

- That offsite parking would lead to more crime (from vehicle) and ASB was raised by 4 leaseholders.
- That it could restrict access for the Emergency Services into the estate, was raised by 1 leaseholder.
- That they could lose their job due to traffic delays was raised by 1 leaseholder.
- That the loss of parking would impact negatively on the sale or rental value of their home, was raised by 1 leaseholder.

Response and consideration: Removal of the 40 car park spaces

The council does appreciate the importance of car parking to some residents, especially those with carer responsibilities. However, we need to balance this with the urgent need to address the huge demand for settled, permanent housing for our residents especially those living in temporary accommodation. Currently, we have around 12,500 households on our housing waiting list, including many with children. Since the start of the council's ambitious housing programme to delivery 3,000 new council homes by 2031, we have completed over 800 new homes, building as many as possible on existing council-owned land. The proposed removal of the car parking spaces at Kings Road is part of this programme that is providing badly needed housing for our residents.

In terms of mitigations, and as was explained during the Section 105 consultation, current residents of 1-43 (odd) James Place and 11-49 (odd) Church Road will be offered the opportunity to purchase permits for the controlled parking zones covering the roads surrounding their estate. (Except for the wheelchair adapted home, none of the households in the proposed new homes would be eligible to apply for parking permits.)

Additionally, the project team will, as part of the planning application, be carrying out a traffic and parking survey of the surrounding roads.

In terms of the resident concerned about parking for their carer and mobility issues, the project team will provide information about how to apply for disabled permits and designated bays to relevant residents.

The council recently carried out a consultation on parking arrangements, including parking permits, as part of wider plans to improve the management of estate parking arrangements from 2027. Signage about this consultation was visible at the Kings Road car park.

Whilst not raised by a secure tenant, the issue of emergency access is an important concern for the project team. They have already contacted the London Fire Brigade to understand how access can be maintained for fire engines and other emergency vehicles to reach both the proposed new homes but also the car park side of the existing homes on the estate. Should development proposals be taken forward, confirming emergency access will be a key part of the final application.

Some leaseholders raised concerns that the loss of the car park and need to park on local roads would lead to more ASB and crime (from vehicles). The project team believes that the new homes (with extra surveillance of the public areas), possible new CCTV and more lighting should help reduce this risk. However, all parking carries an inherent risk and there is no evidence that on street parking close to existing homes should be more of a magnet to crime than parking in the current location.

Lastly, one leaseholder was concerned that the loss of parking could have potentially negative impact on the sale or rental value of his home.

Removal of the bulky waste store and relocation / re-provision of the bin stores

We note that there may have been a slight confusion of the bulky waste store with the bin store, as the project team understood that residents could not access the bulky waste store. Given this, the clear overlap in the issues raised, and the low numbers of the responses to the consultation, we have combined the discussion of the bulky waste store and bin waste store.

Loss of bulky waste store near 11-49 Church Road

4 secure tenants expressed concern about the potential removal of the bulky waste store, and 2 secure tenants were concerned that the bulky waste store would be relocated further from their homes.

Relocation of the bin store (near 1-43 James Place)

5 secure tenants were concerned that the existing bin store would be relocated further from their homes, with 1 secure tenant concerned that if it was moved closer to existing homes, there would be increased issues of smells, hygiene, and vermin.

However, 2 secure tenants saw the proposals more positively, as an opportunity to improve access for existing residents to the bin stores; 1 secure tenant responded that they might be better located vis-à-vis existing homes; another secure tenant saw the chance to improve them with better lighting and more security.

Response and consideration: Concern for loss / relocation of bulky waste store

The council understands residents' concerns about the location of bin stores when they are re-provided. For this reason, the project team is aiming to work with residents on the bin store arrangements (including bulky waste) to be closer and more easily accessible for existing residents. Indeed, the site's physical constraints would make it harder to relocate it further away.

Residents' concerns the bin stores might be re-provided further from their homes than the existing stores is more an issue of communication, which will be addressed if the development proposal proceeds.

We welcome the recognition by some secure tenants that the proposals could improve the bin stores' accessibility for existing tenants, enable better lighting and improve security.

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>.

4a. Age

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%)

Haringey Council proposes to build 9 new family-sized Council homes on the site of the existing Kings Road Car Park (N17), which currently accommodates 40 parking spaces. The scheme is part of the Council's wider commitment to deliver 3,000 new Council homes by 2031. A Section 105 consultation was recently held to gather feedback from residents on the proposals, which also include wider estate improvements.

This assessment focuses on how the proposal may impact residents and future occupants across different age groups, using borough-wide and local demographic data.

- Haringey State of the Borough Report (2025)
- Census 2021
- Haringey Housing Register and Lettings Data
- Kings Road Commonplace Consultation Feedback
- ONS Mid-Year Population Estimates
- Ward-level profiles for Northumberland Park and Tottenham Hale

Likely Target Population for New Homes

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

Whilst these homes have not yet been allocated, based on housing register trends and the family-sized nature of the proposed homes:

- Children (0–17): 30–35%
- Adults (25–49): 50–55%
- Older adults (50+): 10–15%

The existing parking provision serves 21 secure tenanted households and 18 leaseholder households. While demographic-specific data regarding the users of the car park is not available, the Council has gathered information on usage frequency through the Section 105 consultation. This data provides insight into how regularly the parking spaces are utilised, though it does not identify the protected characteristics of individual users.

Overall consultation responses	Do you use the car park?				
	“Yes”	“Everyday”	“Weekly”	“Occasionally”	“Friends, family, carer when visiting”
Total	10	7		2	1
Secure Tenants	6	4		1	1
Leaseholders	4	3		1	

Impact Analysis

Approximately 26% of consultees reported using the car park, with 70% of those users indicating daily use.

Among secure tenants, 19% use the car park daily, and 29% use it at least occasionally.

This suggests that while the car park is not universally used, it is a critical amenity for a subset of residents, particularly those with mobility needs or caring responsibilities.

Disproportionate Impact Due to Overrepresentation

Children and working-age adults (25–49) are likely to be overrepresented among the target population for the new homes.

This reflects the Council’s prioritisation of families in housing need, many of whom are currently living in overcrowded or temporary accommodation.

The scheme is expected to positively impact these groups by:

- Providing stable, secure housing for families.

- Supporting improved health, educational, and social outcomes for children.
- Reducing housing stress for working-age adults, particularly parents and carers.
- Enhancing safety and play opportunities through communal amenity space and improved pedestrian routes.

Disproportionate Impact Due to Age-Related Needs and Parking Loss

The removal of 40 parking spaces is likely to have a more pronounced impact on older residents, particularly those who rely on private vehicles for mobility and do not qualify for blue badge parking.

While only a minority of consultees reported daily use of the car park, the frequency data suggests that those who do use it, especially older adults and carers depend on it regularly.

Older Adults (65+): May experience reduced independence and increased difficulty accessing services if alternative parking is not readily available. This is mitigated by:

- The site's high PTAL rating (4/5), offering good public transport access.
- Planned improvements to lighting and pedestrian infrastructure, enhancing safety and walkability.
- Continued eligibility for CPZ permits in neighbouring streets, including access to disabled bays.

Young Adults (18–34): While less likely to be directly affected by the parking loss, this group may benefit from increased housing availability and public realm improvements.

Conclusion

The Kings Road Car Park N17 development is anticipated to have a mixed but overall positive equalities impact in relation to age.

It will significantly benefit children and working-age adults, who are overrepresented among those in housing need. However, the removal of parking may present practical challenges for some older residents, particularly those with mobility needs who rely on car access.

These impacts have been acknowledged and mitigated through accessible design, strong transport connectivity, and targeted parking provision.

The proposal supports intergenerational equity by addressing long-standing housing shortages while aiming to preserve accessibility and independence for existing residents affected by the loss of parking.

Potential Impacts

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

Overall Impact: Mixed (Positive for children and working-age adults; mitigated negative impacts for older residents)

The proposed development is anticipated to have a broadly positive impact across multiple age groups, with particularly strong benefits for children and working-age adults.

However, the removal of 40 parking spaces introduces a tangible challenge for some older residents, especially those who rely on private vehicles for mobility. While mitigations are in place, the impact of reduced parking access must be acknowledged as a potential barrier to independence and accessibility for this group.

Positive Impacts

Children and Young People (0–17 years)

- Access to secure, affordable housing promotes residential stability, which supports improved educational outcomes and emotional wellbeing.
- The inclusion of communal amenity space and enhanced pedestrian routes provides safer opportunities for outdoor play and social interaction.
- Alleviation of overcrowding is expected to yield positive physical and mental health outcomes for children.

Working-Age Adults (18–49 years)

- The scheme directly addresses housing need among families, many of whom are currently living in temporary or unsuitable accommodation.
- Stable housing contributes to improved employment prospects, financial resilience, and mental health.
- Enhancements to the public realm and walkability encourage active lifestyles and reduce dependence on private vehicles.

Neutral to Minor Negative Impacts

Older Adults (50–64 and 65+)

- The removal of 40 parking spaces may disproportionately affect older residents who rely on car access, particularly those with mobility challenges or caring responsibilities.
- While only a minority of consultees reported daily use of the car park, those who did, especially older adults, are likely to experience reduced convenience and independence.
- This impact is mitigated by:
 - The site's high public transport accessibility (PTAL rating 4/5), offering reliable alternatives to car travel.
 - Improvements to lighting and pedestrian infrastructure, enhancing safety and accessibility for older individuals.
 - Continued eligibility for CPZ permits in neighbouring streets, including access to disabled bays.

Health Impacts

- Improved housing conditions and reduced overcrowding are expected to deliver positive health outcomes for families and children.
- Infrastructure supporting active travel (e.g. walkable routes) promotes physical activity across all age groups.
- Enhanced housing security and public realm improvements are likely to support better mental health and wellbeing.
- For older residents, the loss of convenient parking may increase stress or limit

access to services, though mitigations aim to reduce this risk.

Conclusion

The Kings Road Car Park N17 development is expected to generate a net positive equalities impact in relation to age, with particularly significant benefits for children and working-age adults, who are disproportionately represented among those in housing need.

However, the loss of parking may present practical challenges for some older residents, especially those with mobility needs or limited access to public transport. These impacts have been identified and addressed through accessible design, targeted parking provision, and strong transport connectivity.

The scheme aligns with the Council's broader objectives of promoting health equity, social inclusion, and intergenerational fairness, while recognising and mitigating the specific needs of older residents affected by the proposed changes.

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

Kings Road Car Park N17 – Target Population Profile

The proposed development will deliver nine new family-sized council homes, which are likely to be allocated to households on the housing register. Based on borough-wide housing data, a proportion of these households are expected to include disabled adults or children, or individuals with mental health conditions. However, as allocations have not yet been made, the specific profile of future residents remains unknown.

Existing Parking Provision and Consultation Insights

The current car park serves 21 secure tenanted households and 18 leaseholder households. While demographic-specific data on car park users is unavailable, usage frequency was captured through the Section 105 consultation. Of the 10 respondents who reported using the car park, 7 indicated daily use, suggesting that

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>

for a subset of residents, including potentially disabled individuals, the parking provision is a critical amenity.

Impact Analysis

Disproportionate Impact Due to Overrepresentation

Disabled residents are overrepresented among those in housing need and on the housing register. Many live in unsuitable or inaccessible accommodation, and there is a significant shortfall in adapted housing across the borough. The scheme is therefore expected to have a positive impact on disabled individuals by:

- Increasing the supply of accessible, affordable housing.
- Supporting independent living and reducing reliance on temporary accommodation.

Disproportionate Impact Due to Disability-Related Needs

Impact on Existing Residents

The removal of 40 general parking spaces may disproportionately affect disabled residents currently living in the area, particularly those who rely on private vehicles for mobility but do not qualify for blue badge status. This could result in reduced independence, increased travel-related stress, and barriers to accessing essential services.

Mitigations include:

- The site's high PTAL rating (4/5), offering reliable public transport alternatives.
- Continued eligibility for CPZ permits in neighbouring streets, which include designated disabled bays.
- Planned improvements to lighting, footpaths, and surveillance, enhancing safety and accessibility for disabled pedestrians.
- Clear signage, accessible detour routes, and proactive communication during the construction phase to minimise disruption for residents with sensory sensitivities or mobility challenges.

Impact on Future Residents

The scheme is expected to deliver significant benefits for disabled individuals moving into the new homes:

- **Improved Public Realm:** Enhancements to the built environment will support safer, more inclusive movement for disabled residents, including those with visual or cognitive impairments.
- **Mental Health and Wellbeing:** Secure housing and improved environmental conditions are associated with better mental health outcomes, particularly for those experiencing stress or anxiety.

Conclusion

The Kings Road Car Park N17 development is expected to have a net neutral equalities impact in relation to disability.

While the removal of general parking spaces may present challenges for some existing disabled residents, particularly those who rely on car access but do not

qualify for blue badge parking, these impacts have been identified and mitigated through accessible design, transport connectivity, and targeted parking provision.

In addition, the scheme introduces public realm improvements that will benefit both existing and future disabled residents. These include enhanced lighting, footpaths, and refuse storage, which are expected to reduce fly-tipping and anti-social behaviour, contributing to a cleaner, safer, and more accessible environment.

The proposal aligns with the Council's duties under the Equality Act 2010 and its broader commitment to inclusive, equitable development—balancing the needs of current residents with the delivery of high-quality housing for those in greatest need.

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

Data Sources Used

To assess the impact of the proposal on people with disabilities, the following data sources have been used:

- Haringey State of the Borough Report (2025)
- Census 2021 – Disability and Health Data
- Haringey Housing Register and Lettings Data
- Kings Road Commonplace Consultation Feedback
- ONS Health and Disability Statistics
- Local Authority Parking and Accessibility Standards

Detail the findings of the data.

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

Potential Impacts – Disability

Overall Impact: Mixed (Positive for new residents; mitigated negative impacts for existing residents)

The proposed development is expected to have a broadly positive impact on disabled individuals, particularly those with mobility impairments, mental health conditions, and families with disabled children. However, the removal of 40 general parking spaces introduces a specific challenge for existing disabled residents who rely on car access but do not qualify for blue badge parking. While mitigations are in place, this change may affect independence, accessibility, and wellbeing for some individuals.

Positive Impacts

- Accessible parking is available on nearby streets within the Controlled Parking Zone (CPZ).
- Improved Public Realm and Safety: Enhancements to footpaths, lighting, and

surveillance will improve safety and accessibility for disabled residents, including those with visual or cognitive impairments. These improvements also support mental wellbeing by creating a more inclusive and secure environment.

- **Health and Wellbeing Benefits:** Secure, stable housing is associated with improved mental health outcomes. The provision of green space and communal areas promotes social inclusion and active lifestyles, which are beneficial for both physical and mental health.

Neutral to Minor Negative Impacts

- **Loss of General Parking Spaces:** Some existing disabled residents who do not meet the criteria for blue badge status but rely on private vehicles may be adversely affected by the reduction in parking. This could limit access to services and reduce independence. Mitigations include:
 - High public transport accessibility (PTAL rating 4/5).
 - Continued eligibility for CPZ permits in neighbouring streets, including access to disabled bays.
 - Improved pedestrian infrastructure to support non-vehicular mobility.
- **Construction Phase Disruption:** Temporary disruption during construction may affect disabled residents more acutely, particularly those with sensory sensitivities or mobility challenges. Mitigation measures will include clear signage, accessible detour routes, and proactive communication with affected households.

Conclusion

The Kings Road Car Park N17 development is expected to have a net positive equalities impact in relation to disability. It addresses critical housing and accessibility needs for individuals on the housing register, while also improving the public realm for all residents.

However, the loss of general parking spaces may present practical challenges for some existing disabled residents, particularly those who rely on car access but do not qualify for blue badge parking. These impacts have been identified and mitigated through inclusive design, targeted parking provision, and strong transport connectivity. In addition, the scheme introduces enhancements to the public realm that will benefit both existing and future disabled residents. These include improved lighting, footpaths, and surveillance, which support safer and more inclusive movement across the site.

The reconfiguration of refuse storage and the removal of disused garages are also expected to reduce fly-tipping and anti-social behaviour, contributing to a cleaner, safer, and more accessible environment.

The scheme aligns with the Council's duties under the Equality Act 2010 and its broader commitment to inclusive, equitable development, balancing the needs of current residents with the delivery of high-quality, accessible housing for those in greatest need.

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%

Kings Road Car Park N17 - 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.

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

Data Sources Used

To assess the impact of the proposal on trans and gender-diverse residents, the following data sources have been used:

- 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
- Kings Road Commonplace Consultation Feedback (qualitative insights)

Detail the findings of the data.

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

Impact Analysis

Disproportionate Impact Due to Overrepresentation

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

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

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.
- Providing a safer and more inclusive living environment, which is particularly important for trans individuals who may face harassment or exclusion elsewhere.

Disproportionate Impact Due to Gender Reassignment Related Needs

Trans and gender-diverse residents may have specific needs related to:

- Safety and privacy in communal areas.
- Inclusive design and signage.
- 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

Overall Impact: Neutral to Positive

Health and Wellbeing

- Positive: 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.
- Positive: If communal areas are designed with inclusivity in mind (e.g. gender-neutral signage, privacy considerations), this can foster a sense of safety and belonging.

Safety and Inclusion

- Positive: 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.
- Neutral: The development does not introduce any specific risks or barriers for trans residents, but the absence of targeted design features may limit its potential to fully meet their needs.

Impact of Parking Loss

- While trans residents are not specifically identified as disproportionately reliant on car access, the loss of 40 parking spaces may affect those with mobility needs or who rely on vehicles for safety and privacy, particularly if public transport feels unsafe or inaccessible.
- Mitigations include:
 - High PTAL rating (4/5), offering good public transport access.
 - Continued eligibility for CPZ permits and access to nearby parking.

- Improved lighting and surveillance, which may enhance safety for all residents, including trans individuals.

Conclusion

The Kings Road Car Park N17 development is expected to have a neutral to positive equalities impact in relation to gender reassignment. It contributes to addressing housing insecurity among trans and gender-diverse individuals and offers a safer, more inclusive environment than many private sector alternatives. While the loss of parking may present minor challenges for some residents, including those who rely on vehicles for safety or privacy, these impacts are mitigated through transport connectivity and public realm improvements.

The scheme aligns with the Council's duties under the Equality Act 2010 and its commitment to inclusive development. Continued engagement and inclusive design practices will be important to ensure the needs of trans and gender-diverse residents are fully considered in future phases.

Impact Analysis – Gender Reassignment

Disproportionate Impact Due to Overrepresentation

While there is no evidence to suggest that trans residents are overrepresented in the immediate area or among the target population, national and local research consistently shows that trans and non-binary individuals are disproportionately affected by housing insecurity, discrimination, and exclusion from safe, affordable housing options. As such, the proposed development may have a disproportionately positive impact by:

- Increasing access to secure, affordable housing for a group that faces systemic barriers.
- Providing a safer and more inclusive living environment, which is particularly important for trans individuals who may experience harassment or exclusion in other housing settings.

Disproportionate Impact Due to Gender Reassignment Related Needs

Trans and gender-diverse residents may have specific needs related to:

- Safety and privacy in communal areas.
- Inclusive design features, such as gender-neutral signage and facilities.
- Access to supportive, non-discriminatory services and environments.

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 – Gender Reassignment

Overall Impact: Neutral to Positive

Health and Wellbeing

- **Positive:** 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 in the private rental sector.
- **Positive:** If communal spaces are designed with inclusivity in mind (e.g. gender-neutral signage, privacy considerations), this can foster a sense of safety and belonging and reduce anxiety.

Safety and Inclusion

- **Positive:** A well-managed council housing scheme offers a safer and more supportive environment than many private sector alternatives, where trans individuals may face harassment or exclusion.
- **Neutral:** The development does not introduce any specific risks or barriers for trans residents, though the absence of targeted design features may limit its potential to fully meet their needs.

Access and Representation

- **Neutral:** Unless specific outreach or consultation with trans residents has been conducted, the scheme may not fully reflect their unique needs. However, Haringey's general commitment to equality and inclusive design provides a foundation for inclusive practice.

Impact of Parking Loss

- While trans residents are not specifically identified as disproportionately reliant on car access, the loss of 40 parking spaces may affect individuals who rely on vehicles for safety, privacy, or mobility, particularly if public transport options feel unsafe or inaccessible.
- Mitigations include:
 - High PTAL rating (4/5), offering reliable public transport alternatives.
 - Continued eligibility for CPZ permits and access to nearby disabled bays.
 - Improvements to lighting and surveillance, which may enhance feelings of safety for all residents, including trans individuals.

Conclusion

The Kings Road Car Park N17 development is expected to have a neutral to positive equalities impact in relation to gender reassignment. It contributes to addressing housing insecurity among trans and gender-diverse individuals and offers a safer, more inclusive alternative to private sector housing.

While the loss of parking may present minor challenges for some residents, including those who rely on vehicles for safety or privacy, these impacts are mitigated through transport connectivity and public realm improvements.

The scheme aligns with the Council's duties under the Equality Act 2010 and its commitment to inclusive development. Continued engagement and inclusive design

practices will be important to ensure the needs of trans and gender-diverse residents are fully considered in future phases.

Impact Analysis

Disproportionate Impact Due to Overrepresentation

There is no evidence that trans residents are overrepresented in the immediate area or among the target population. However, trans people are disproportionately affected by housing insecurity and discrimination, which increases their likelihood of being on housing waiting lists or in temporary accommodation.

Therefore, the scheme may have a disproportionately positive impact by:

- Increasing access to secure, affordable housing for a group that faces systemic barriers.
- Providing a safe and inclusive living environment, which is particularly important for trans individuals who may face harassment or exclusion in other settings.

Disproportionate Impact Due to Gender Reassignment Related Needs

Yes. Trans and gender-diverse residents may have specific needs related to:

- Safety and privacy in communal areas.
- Inclusive design and signage.
- 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.

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%)

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

- 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

Target population not known at this stage.

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

Detail the findings of the data.

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

Impact Analysis – Marriage and Civil Partnership

Disproportionate Impact Due to Overrepresentation

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.

Disproportionate Impact Due to Needs Related to This 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 – Marriage and Civil Partnership

Overall Impact: Neutral

Health and Wellbeing

- 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.

Impact of Parking Loss

- While 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 to the removal of 40 parking spaces.
- These impacts are mitigated by:
 - The site's high PTAL rating (4/5), offering reliable public transport alternatives.
 - Continued eligibility for CPZ permits in neighbouring streets.
 - Improvements to lighting and pedestrian infrastructure, supporting safer and more accessible movement for all household types.

Conclusion

The Kings Road Car Park N17 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 loss of parking may present minor practical challenges for some households, these are mitigated through transport connectivity and public realm improvements.

The scheme remains consistent with the Council's duties under the Equality Act 2010 and its commitment to inclusive, equitable development for all residents

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.

Data

Borough Profile ⁹

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

⁹ Births by Borough (ONS)

Live Births in Haringey 2021: 3,376

Target Population Profile

Kings Road Car Park N17 - Target Population Profile

The proposed development will deliver nine family-sized council homes, 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
- Kings Road 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?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

Impact Analysis

Disproportionate Impact Due to Overrepresentation

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.
- Improving access to safer, more accessible public spaces and pedestrian routes.

Disproportionate Impact Due to Pregnancy-Related Needs

Pregnant women have specific housing-related needs, including:

- Proximity to healthcare services and maternity support.
- Safe, accessible environments for mobility and future childcare.
- Reduced stress and physical strain associated with unstable or overcrowded housing.

The scheme supports these needs through:

- Improved pedestrian infrastructure and public realm enhancements.
- Good public transport connectivity (PTAL rating 4/5).
- Location within reach of local services and amenities.

Potential Impacts – Pregnancy

Overall Impact: Positive

Positive Impacts

- Secure housing can reduce stress and anxiety during pregnancy, supporting better maternal mental health.
- Family-sized homes help alleviate overcrowding, improving physical comfort and safety for expectant mothers.
- Enhanced walkability and public realm improvements support safer mobility during pregnancy.
- Proximity to transport and services improves access to antenatal care and community support.

Neutral to Minor Negative Impacts

Construction Phase Disruption:

Temporary noise, dust, and access limitations may affect pregnant residents more acutely. These impacts can be mitigated through clear communication, site management, and accessible detour routes.

Loss of Parking: The removal of 40 parking spaces may affect pregnant women who rely on private vehicles for accessing healthcare or managing mobility. Mitigations include:

- Continued eligibility for CPZ permits in neighbouring streets.
- High public transport accessibility.
- Improved lighting and surveillance to enhance safety for those travelling on foot or by public transport.

Conclusion

The Kings Road Car Park N17 development is expected to have a positive equalities impact in relation to pregnancy. It supports the housing and wellbeing needs of expectant mothers by providing secure, family-sized homes in a well-connected location. While the loss of parking may present practical challenges for some pregnant

residents, particularly those reliant on car access, these impacts are mitigated through transport connectivity, targeted parking provision, and public realm improvements.

The scheme aligns with the Council's duties under the Equality Act 2010 and its commitment to inclusive development that supports maternal health and family wellbeing.

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%
- 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%

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)

Target Population Profile

The specific ethnic breakdown of the target population is not yet known. However, borough-wide housing data indicates that Black and Minority Ethnic (BAME) residents are overrepresented on the housing register and among those in temporary accommodation.

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 – Ethnicity Data
- Haringey Housing Register and Lettings Data
- Kings Road Commonplace Consultation Feedback
- ONS Ethnic Group 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?
- 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. The proposed development is expected to have a disproportionately positive impact by:

- Increasing access to secure, affordable housing for groups overrepresented in housing need.
- Providing long-term stability and improved living conditions for BAME families.
- Supporting better health, educational, and employment outcomes through improved housing quality.

Disproportionate Impact Due to Race-Related Needs

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 – Race

Overall Impact: Positive

Positive Impacts

- 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.
- Loss of Parking: While not directly linked to race, some BAME residents, particularly those with caring responsibilities or working multiple jobs, may be more reliant on car access. The removal of 40 parking spaces could affect travel convenience and access to services. Mitigations include:
 - Continued eligibility for CPZ permits.
 - High PTAL rating (4/5), supporting public transport use.
 - Enhanced lighting and surveillance to improve safety for all residents.

Conclusion

The Kings Road Car Park N17 development is expected to have a positive equalities impact in relation to race. It addresses long-standing disparities in housing access for BAME residents and contributes to improved living conditions, stability, and wellbeing. While the loss of parking may present minor challenges for some households, these are mitigated through transport connectivity and inclusive public realm design.

The scheme aligns with the Council's duties under the Equality Act 2010 and its commitment to tackling racial inequalities through inclusive, equitable development.

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%

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

- Sikh: 0.3%

Target Population Profile

The specific religious composition of the target population is not yet known. However, given the borough's diversity and the location of the development in Tottenham, it is likely to include residents from a range of religious backgrounds, including Christian, Muslim, and those with no religion.

What data 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 – Religion Data
- Haringey Housing Register and Lettings Data
- Kings Road Commonplace Consultation Feedback
- Ward-level demographic profiles

Potential Impacts

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

Potential Impacts

Overall Impact: Neutral

Neutral Impacts

- 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.

Mitigating Considerations

- 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.
- Ongoing engagement with local communities will help ensure that any specific religious or cultural needs are identified and considered during the detailed design phase.

Health and Wellbeing

- Secure, stable housing and improved living conditions can positively affect mental and physical wellbeing across all religious groups.
- Access to safe, inclusive public spaces supports social cohesion, interfaith relations, and community resilience.

Impact of Parking Loss

- 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 removal of 40 parking spaces.
- These impacts are mitigated by:
 - Continued eligibility for Controlled Parking Zone (CPZ) permits in neighbouring streets.
 - The site's high Public Transport Accessibility Level (PTAL rating 4/5), offering reliable alternatives to car travel.
 - Improvements to lighting and pedestrian infrastructure, enhancing safety and accessibility for all residents, including those travelling to religious or cultural events.

Conclusion

The Kings Road Car Park N17 development is expected to have a neutral equalities impact in relation to religion or belief. The scheme does not introduce any barriers to religious practice and is designed to be inclusive and equitable.

While the loss of parking may present minor challenges for some residents participating in religious or cultural activities, these are mitigated through transport connectivity and public realm improvements.

The proposal aligns with the Council's duties under the Equality Act 2010 and its commitment to fostering inclusive communities that respect and accommodate religious and cultural diversity

4h. Sex

Data

Borough profile ¹³

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

Target Population Profile

The specific sex breakdown of the target population is not yet known. However, borough-wide housing data indicates that women, particularly single mothers are overrepresented on the housing register and in temporary accommodation.

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

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

Data Sources

- Haringey State of the Borough Report (2025)
- Census 2021 – Sex and Household Composition Data
- Haringey Housing Register and Lettings Data
- Kings Road Commonplace Consultation Feedback
- ONS Gender and Housing 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?
- b) Might members of this group be disproportionately affected by this proposal by dint of a need related to their protected characteristic?

Impact Analysis

Disproportionate Impact Due to Overrepresentation

Yes. 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.
- Reducing housing stress and improving access to education, employment, and childcare.

Disproportionate Impact Due to Sex-Related Needs

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.
- Stable housing to support family wellbeing and reduce vulnerability to economic hardship.

The scheme addresses these needs by:

- Delivering family-sized homes in a well-connected area.
- Enhancing lighting, surveillance, and pedestrian infrastructure to improve safety and mobility.
- Locating the development near public transport and essential services.

Potential Impacts – Sex

Overall Impact: Positive

Positive Impacts

- Women, particularly single mothers, are likely to benefit from improved housing stability, safety, and access to services.
- Enhanced public realm features (e.g. lighting, footpaths) support women's mobility and reduce risks associated with poorly lit or isolated areas.
- Secure housing can improve mental health, financial resilience, and family outcomes.

Neutral to Minor Negative Impacts

- **Loss of Parking:** The removal of 40 parking spaces may affect women who rely on private vehicles for childcare logistics, shift work, or accessing healthcare. This is particularly relevant for single mothers managing multiple responsibilities. Mitigations include:
 - Continued eligibility for CPZ permits in neighbouring streets.
 - High PTAL rating (4/5), supporting access to public transport.
 - Improved lighting and surveillance to enhance safety for those travelling on foot or by bus.
- **Construction Phase Disruption:** Temporary disruption may affect women with caring responsibilities or mobility needs. These impacts can be mitigated through clear communication, accessible detour routes, and site management.

Conclusion

The Kings Road Car Park N17 development is expected to have a positive equalities impact in relation to sex, particularly for women and single mothers who are disproportionately affected by housing need.

The scheme provides secure, family-sized homes and improves public realm safety, supporting better outcomes for women and their children. While the loss of parking may present practical challenges for some female residents, these are mitigated through transport connectivity and inclusive design.

The proposal aligns with the Council's duties under the Equality Act 2010 and its commitment to inclusive, equitable development that supports gender-responsive housing and community planning.

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%

¹⁴ Census, 2021 – [Sexual orientation, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/peoplepopulationandcommunity/sexualorientationandgenderidentity/articles/sexualorientationandgenderidentityinenglandandwales/2021)

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
- Kings Road Commonplace Consultation Feedback (qualitative insights)

Detail the findings of the data.

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

Impact Analysis

Disproportionate Impact Due to Overrepresentation

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.
- Providing a safer and more inclusive living environment, particularly for those who may face harassment or exclusion elsewhere.

Disproportionate Impact Due to Needs Related to This Characteristic

LGBTQ+ residents may have specific needs related to:

- Safety and privacy in communal areas.
- Inclusive and non-discriminatory housing services.
- 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 – Sexual Orientation

Overall Impact: Neutral to Positive

Positive Impacts

- Secure, affordable housing can significantly improve wellbeing for LGBTQ+ individuals, particularly those at risk of homelessness or discrimination.
- 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 to Minor Negative Impacts

- No specific negative impacts have been identified in relation to sexual orientation. However, continued inclusive engagement and monitoring are recommended to ensure the needs of LGBTQ+ residents are considered throughout the design and occupancy phases.

Impact of Parking Loss

- While sexual orientation does not directly correlate with reliance on car access, some LGBTQ+ residents, particularly those with mobility needs or safety concerns, may prefer private transport. The removal of 40 parking spaces could affect travel convenience and perceived safety.
- Mitigations include:
 - Continued eligibility for CPZ permits in neighbouring streets.
 - High PTAL rating (4/5), supporting access to public transport.
 - Enhanced lighting and surveillance to improve safety for all residents, including those who may feel vulnerable in public spaces.

Conclusion

The Kings Road Car Park N17 development is expected to have a neutral to positive equalities impact in relation to sexual orientation. It supports LGBTQ+ individuals by improving access to secure housing and fostering a safer, more inclusive environment.

While the loss of parking may present minor challenges for some residents, these are mitigated through transport connectivity and public realm improvements.

The scheme aligns with the Council's duties under the Equality Act 2010 and its commitment to inclusive development that reflects the needs of all residents, regardless of sexual orientation.

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
- 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

The specific socioeconomic profile of the target population is not yet known. However, the development is located in one of the most deprived areas of the borough and is intended to house residents on the housing register, many of whom are low-income households or in temporary accommodation.

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)
- Index of Multiple Deprivation (IMD) 2019
- Census 2021 – Education and Employment Data
- Haringey Housing Register and Lettings Data
- DWP and ONS Benefit 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?

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 \(local.gov.uk\)](#)

²⁰ LG Inform – [Data and reports | LG Inform \(local.gov.uk\)](#)

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

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

Impact Analysis

Disproportionate Impact Due to Overrepresentation

Yes. 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:

- Providing secure, affordable housing for households experiencing financial hardship.
- Reducing reliance on temporary or overcrowded housing.
- Supporting long-term stability and improved access to education, employment, and health services.

Disproportionate Impact Due to Socioeconomic-Related Needs

Low-income households face multiple barriers to stable housing, including:

- Affordability constraints and limited access to secure tenancies.
- Poor housing conditions that negatively affect health and wellbeing.
- Reduced access to safe public spaces and essential services.

The scheme addresses these needs by:

- Delivering high-quality, family-sized council homes.
- Improving the surrounding public realm, including lighting and pedestrian infrastructure.
- Locating the development in a well-connected area with good access to transport and local services.

Potential Impacts – Socioeconomic Status

Overall Impact: Positive

Positive Impacts

- Provides affordable housing for residents in financial hardship.
- Reduces reliance on temporary accommodation and overcrowded housing.
- Supports educational and employment outcomes by offering stable living conditions.
- Enhances wellbeing through improved housing quality, access to green space, and safer public realm.

Neutral to Minor Negative Impacts

- Loss of Parking: The removal of 40 parking spaces may 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. Mitigations include:
 - Continued eligibility for CPZ permits in neighbouring streets.
 - High PTAL rating (4/5), supporting access to public transport.

- Improved lighting and surveillance to enhance safety for those travelling on foot or by bus.
- Construction Phase Disruption: Temporary disruption may affect residents with limited flexibility in work or caregiving arrangements. These impacts can be mitigated through clear communication and site management.

Conclusion

The Kings Road Car Park N17 development is expected to have a positive equalities impact in relation to socioeconomic status. It directly supports low-income households by providing secure, affordable housing in one of the borough's most deprived areas.

While the loss of parking may present practical challenges for some residents, particularly those reliant on car access for work or care responsibilities, these impacts are mitigated through transport connectivity and inclusive public realm improvements.

The scheme aligns with the Council's duties under the Equality Act 2010 and its commitment to tackling inequality through inclusive, equitable development.

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?

The Kings Road Car Park N17 development is expected to impact individuals who hold multiple protected characteristics, and the intersection of these characteristics may amplify both the benefits and challenges associated with the proposal.

Groups Most Likely to Be Affected

1. Single Mothers from BAME Backgrounds

- These individuals are disproportionately represented on the housing register and are more likely to experience housing insecurity, overcrowding, and financial hardship.
- The provision of secure, family-sized homes directly supports their housing needs, while improved public realm features enhance safety and mobility.
- However, the loss of parking may present practical challenges, particularly for those managing childcare, shift work, or accessing services.

2. Disabled Residents from Low-Income Households

- Disabled individuals are overrepresented in housing need and may face barriers to mobility, employment, and accessing services.

- The removal of general parking spaces may affect those who rely on vehicles but do not qualify for blue badge status.
- Public transport accessibility and pedestrian improvements help mitigate these impacts, but construction-phase disruption may still disproportionately affect this group.

3. Pregnant Women or New Mothers with Limited Financial Means

- Secure housing is critical for maternal health and wellbeing, especially for those living in temporary or overcrowded accommodation.
- The scheme supports this group through improved housing and safer public spaces, but the loss of parking may affect access to healthcare and community support, particularly for those without reliable public transport alternatives.

Conclusion

The proposal does not affect protected characteristics in isolation. Instead, it interacts with overlapping identities such as race, gender, disability, and socioeconomic status, to shape the lived experience of residents.

The scheme's benefits are most significant for those facing multiple layers of disadvantage, and its mitigations must be responsive to these intersecting needs.

The Council's approach to inclusive design, targeted housing provision, and public realm improvements reflects a commitment to equity. However, ongoing engagement and monitoring will be essential to ensure that the development continues to meet the needs of residents with intersecting protected characteristics.

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. loss of 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

Please delete Y/N as applicable

No major change to the proposal: the EQIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.

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: Amy Caul

Timescale: On going, the scheme is currently at early design stage

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

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

N/A

7. Ongoing monitoring

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

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

Ongoing Monitoring

Who will be responsible for the monitoring?

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

What type of data will be needed and how often will it 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 will the policy 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 will relevant groups and communities continue to be involved in implementation and monitoring?

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.