

# HARINGEY COUNCIL

## EQUALITY IMPACT ASSESSMENT FORM for service delivery



**Haringey** Council

**Service:** Tottenham Regeneration Team

**Directorate:** Planning, Regeneration & Economy

**Title of Proposal:** Tottenham Regeneration Plan

**Lead Officer (author of the proposal):** Adam Hunt

**Names of other Officers involved:** Anne Lippitt

### Statement of purpose

In making this proposal, we have been mindful of our public sector equality duty to have due regard to the need to:

- eliminate discrimination;
- advance equality of opportunity between different groups and;
- foster good relations between groups in Haringey.

In addition we are committed to ensuring that we promote social inclusion in all council services making sure that they address the needs of those vulnerable residents who rely most heavily on them. The most socially excluded residents predominantly have the protected characteristics defined in the Equality Act 2010.

The purpose of this assessment is to:

- a) Identify whether and to what extent this proposal could produce disadvantage or enhance opportunity for any groups with the protected characteristic defined in the Equality Act 2010;
- b) Establish whether the potential disadvantage is significant enough to call for special measures to remove or reduce the disadvantage;
- c) Identify and set out the measures that will be taken to remove or reduce the disadvantage;
- d) Where mitigation measures are not possible, to set out and explain why;
- e) To ensure that Members are fully aware of the implications the proposal may have for the Council's public sector equality duty before they decide on the proposal.

## Step 1 - Identify the aims of the Proposal

### *State what problems the proposal is intended to address*

#### **Aims and objectives**

A Plan for Tottenham 2012 – 2025 sets out our approach to encouraging investment, development and regeneration that will lead to more jobs and businesses, better housing and improved transport and public realm.

This EqlA will look at current inequalities across Tottenham in relation to the proposals to encourage investment that leads to:

1. more jobs and successful businesses
2. more high quality housing
3. improved transport and public realm

Whilst it will seek to initially illustrate the gaps between the equalities strands with regard to economic opportunity, housing and access to transport as well as assessing how proposals for investment and improvement will seek to address them it is important to note two things in particular:

- A full Delivery Plan will be developed in the Autumn 2012 (following the completion of a programme of work led by Arup to inform the regeneration programme for Tottenham) and an EqlA will be undertaken on this
- This is a high level plan for change in Tottenham – individual EqlAs will be undertaken against specific programmes and major projects delivered through the overall regeneration programme

#### **Background**

The regeneration of Tottenham has long been a priority for the Council and this has been brought into even sharper focus by the riots of August 2011. Following the riots, we have made a public commitment to see positive change in Tottenham through the Tottenham regeneration programme.

The transformation of Tottenham requires comprehensive physical, economic and social regeneration and commitment from a wide variety of partners and statutory agencies. 'A Plan for Tottenham' focuses on the physical and economic activities that will contribute to this transformation.

### *State what effects it is intended to achieve*

#### **Purpose of the Regeneration Plan for Tottenham 2012 – 2025**

This Plan sets out a vision for Tottenham and the key economic and physical activities and investment that we would like to see brought forward to deliver our key five point plan for change:

1. Transform Northumberland Park into north London's premier leisure destination with new high quality housing and improved transport options
2. Create a fun, civic heart at Tottenham Green and turn Seven Sisters into an impressive gateway into Tottenham
3. Promote Tottenham Hale as a new centre for growth, exploiting excellent transport connections
4. Consolidate and revitalise the retail experience on the High Road
5. Improve the quality of life for everyone – encourage investment, jobs, economic growth, quality housing and strong neighbourhoods

### *State which group(s) it is intended to benefit and how*

Achieving regeneration and positive change requires the Council and its partners to overcome existing market failure in Tottenham and this requires some actions and resources to purposefully target one group over another – with the ultimate goal being greater equality and greater opportunity for all residents, businesses and users of services in Tottenham.

Particular focus is given in the regeneration plan to increasing positive opportunities for young people; improving accessibility for older people; providing employment and enterprise opportunities for young people, BME communities, people with disabilities, women and families; and improving housing conditions for those on low incomes.

As we succeed in achieving positive outcomes through our regeneration activities, we may need to reconsider whether those we have assisted still require our assistance. This will be done in a number of ways:

- 1) Monitoring of the implementation of the Delivery Plan as a whole
- 2) Evaluation of regeneration activities to assess whether the desired outcomes have been achieved and to what extent
- 3) Input of data through future releases of the Index of Multiple Deprivation
- 4) New guidance and priorities for investment from key funding agents

Our physical regeneration projects will always strive to be fully accessible and inclusive in the design of buildings and public realm. Complying with DDA requirements but also being sensitive of specific religious, gender, age, race and sexuality needs in the inclusion spaces intended as communal or shared.

## **Step 2 - Consideration of available data, research and information**

*2 a) Using data from equalities monitoring, recent surveys, research, consultation etc. are there group(s) in the community who:*

- *are significantly under/over represented in the use of the service, when compared to their population size?*
- *have raised concerns about access to services or quality of services?*
- *appear to be receiving differential outcomes in comparison to other groups?*

### Overview / key findings for Tottenham

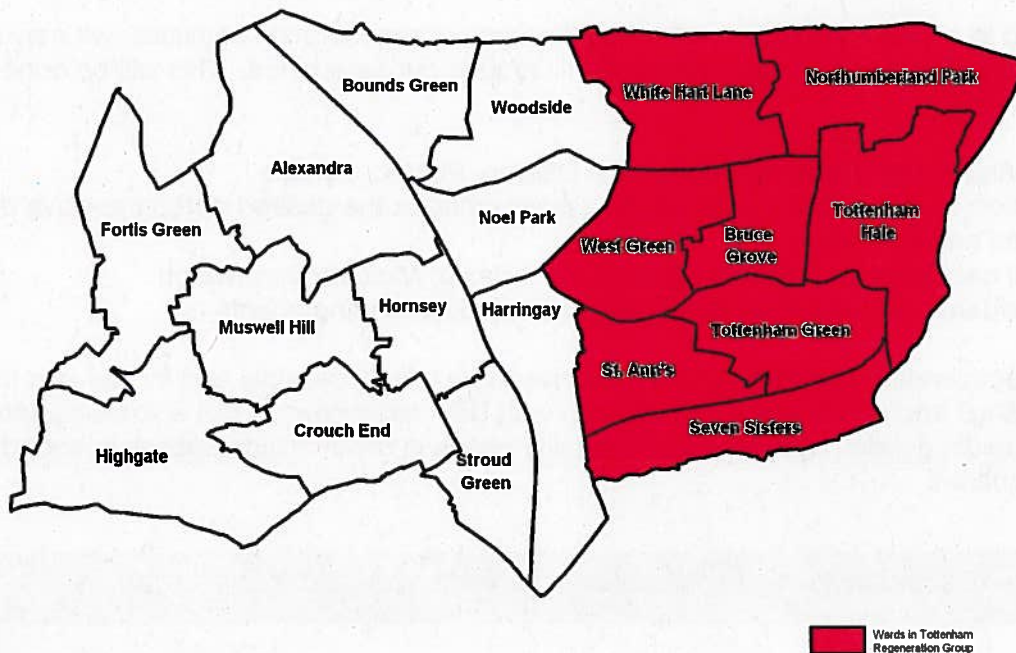
- 88% of Tottenham is in the top 20% most deprived nationally, 15% of Tottenham is in the top 5% most deprived.
- There is a high proportion of under 20s in Tottenham compared to Haringey and nationally suggesting an increased need for services aimed at mothers, children and young people.
- A higher than average proportion of residents are from ethnic backgrounds; most notably Black Caribbean, Black African and Other White groups.
- A high proportion of residents are employed in low level jobs or are receiving benefits.
- Crime is high in Tottenham compared to Haringey. Significant criminal activities in the ward include theft and handling and violence against the person.
- Male life expectancy is low compared to the Haringey average.

The ambitions of 'a Plan for Tottenham' are to increase jobs, business success and improve housing and transport options for people.

The area defined as Tottenham covers the 8 wards that are the most easterly in Haringey. These are: White Hart Lane, Northumberland Park, West Green, Tottenham Hale, Bruce Grove, St Ann's, Seven Sisters and Tottenham Green.

Figure 1: Wards in the Tottenham locality.

Wards in Tottenham Regeneration Group

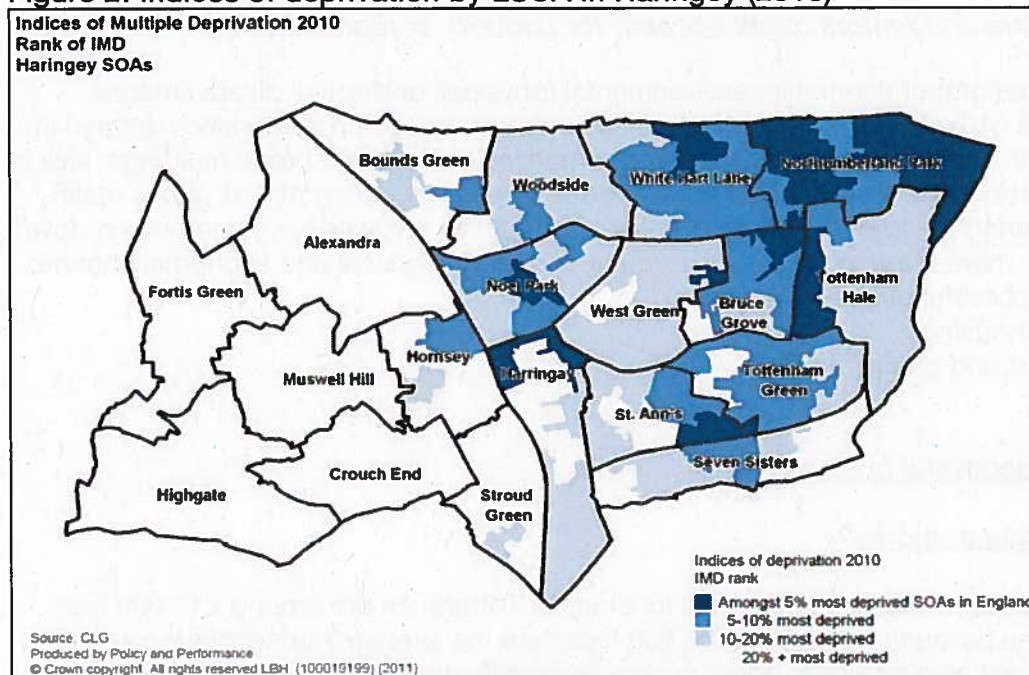


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Tottenham is made up of 65 Lower Super Output Areas<sup>1</sup> of which 57 (88%) are amongst the top 20% most deprived in the country, 34 (52%) amongst the 10% most deprived and 10 (15%) amongst the 5% most deprived (see figure 2). The indices of deprivation are published at Local Super Output Area (LSOA) level enabling an average deprivation score to be developed for a ward. Based on this Northumberland Park is the most deprived ward in Haringey, and of the top 10 most deprived wards 8 of them are in Tottenham.

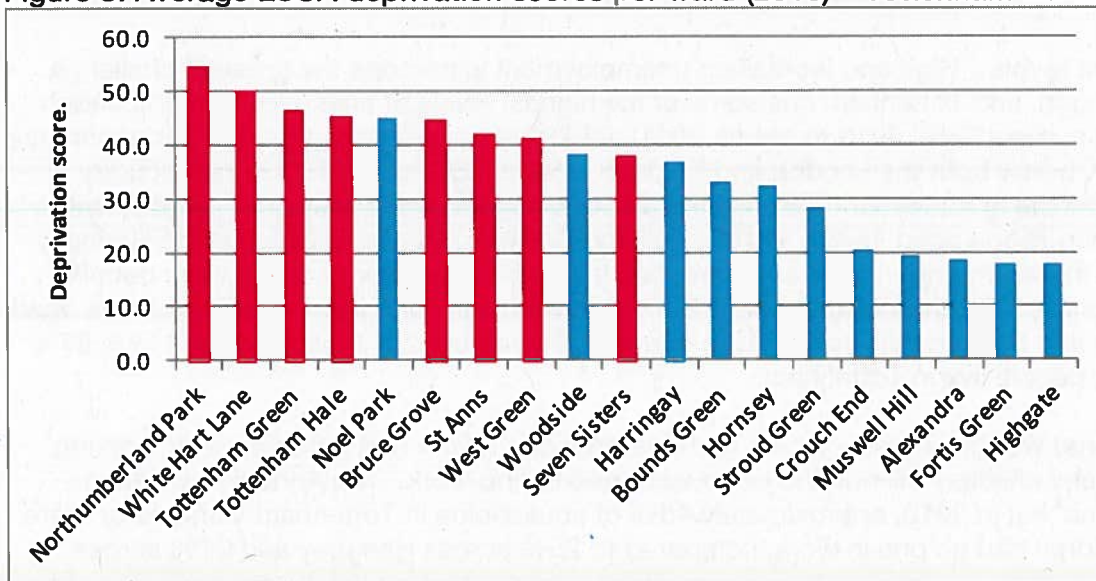
<sup>1</sup> A Lower Super Output Area is a low level geography that fits with an electoral ward. Wards in Haringey have either 7 or 8 in each ward. Census statistics are available at LSOA level geography.

Figure 2: Indices of deprivation by LSOA in Haringey (2010)



Source: Department for Communities and Local Government, Indices of Deprivation 2010

Figure 3: Average LSOA deprivation scores per ward (2010) – Tottenham wards highlighted.



Source: Department for Communities and Local Government, Indices of Deprivation 2010

The indices of deprivation are based on a number of different statistics; these include income deprivation, crime, housing, health and access to services.

*2 b) What factors (barriers) might account for this under/over representation?*

Market failure

*2c) What other evidence or data will you need to support your conclusions and how do you propose to fill the gap?*

n/a

## *2d) What barriers and factors might account for under/over representation?*

The barriers are in the form of economic, environmental (physical) and social disadvantages suffered by residents of Tottenham, most of whom have the protected characteristics defined in the Equality Act 2010. The disadvantages can be summarised under three broad headings: lack of job opportunities, poor housing and poor and inadequate access to transport and public realm. Therefore, in considering the impact of the proposed strategy, an analysis has been broken down into three key areas where we want to see investment and more physical and economic change:

1. More jobs and successful businesses
2. More high quality housing
3. Improved transport and public realm

### 1. More jobs and successful businesses

#### Overview – why is this a priority?

At just £25,138 per annum, average household incomes in Tottenham are around £17,000 less than in the west of the borough and around £8,000 less than the average household income for London. Low wages act as a barrier to home ownership and limit residents' housing options.

12.4% of Tottenham Hale's working age population is claiming Job Seekers Allowance. This is more than 2½ times the average rate for London (4.4%).

**Unemployment levels** - High and increasing unemployment is perhaps the greatest challenge facing the borough, and Tottenham has some of the highest levels of unemployment in London and the UK. At present (April 2010 to March 2011), 63.7% of people aged 16-64 in Tottenham are in employment, below both the London and England rates of 68.2% and 70.4% respectively. Some 17,430 people in Tottenham are claiming an out of work benefit (May 2011), equivalent to 22.3% of the population aged 16-64. A 10<sup>th</sup> of all Job Seekers Allowance claimants in Haringey (10,500) live in the Northumberland Park Ward, has the highest number of out of work benefits claimants in London. **Youth unemployment** is a particular issue, with the number of people aged 18-24 claiming Job Seekers Allowance (JSA) currently (November 2011) standing at 2,275; 61% of these young people live in Tottenham.

**Intergenerational worklessness** - where grandparents don't work and parents aren't working, the risk is that any children will not find or be equipped to find work. The Annual Population Survey shows us that in 2010, approximately 40% of households in Tottenham with one or more dependent children had no one in work, compared to 25% across Haringey and 21% across London.

**Low skills base** - over a third of the adult population in Tottenham have not achieved at least an NVQ level 1 qualification, and 18% have no qualifications.

**Self-employment** - the self employment rate in Tottenham has halved in the last 6 years – from just under 14% to 7% - this while the London rate has been steady at around 10%<sup>2</sup>. The rate in Tottenham is the lowest current rate in the Upper Lea Valley area. Despite national policy stimulus around self employment and entrepreneurship, current economic conditions are proving tough for start-ups.

**Business resilience** - During the 2011 riots Tottenham High Road was the scene of some of the worst civil disturbance in decades. The widespread looting and arson left the High Road scorched.

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<sup>2</sup> Annual Population Survey 2011

Over 200 businesses were disrupted, and nine closed because their properties were destroyed. Consumer confidence was badly shaken and when local retailers were surveyed they felt that footfall was down by over 50% in the weeks following the disturbances, and a drop of upwards of 90% of trade in the night time economy.

### Age

Approximately 48% of the children in Tottenham are living in poverty. Overall, 40 per cent of the children in Haringey live in poverty (8th highest in England).

Youth unemployment is a particular issue, with the number of people aged 18-24 claiming Job Seekers Allowance (JSA) currently (November 2011) standing at 2,275; 61% of these young people live in Tottenham.

### Disability

13% of those who are economically inactive are classified so because of long term sickness compared with 13.3% for all of Haringey and 16.2% for London (APS 2012)

### Gender Re-assignment

No specific information is available for this equalities strand.

### Marriage and Civil Partnership

No specific information is available for this equalities strand.

### Pregnancy and Maternity

No specific information is available for this equalities strand.

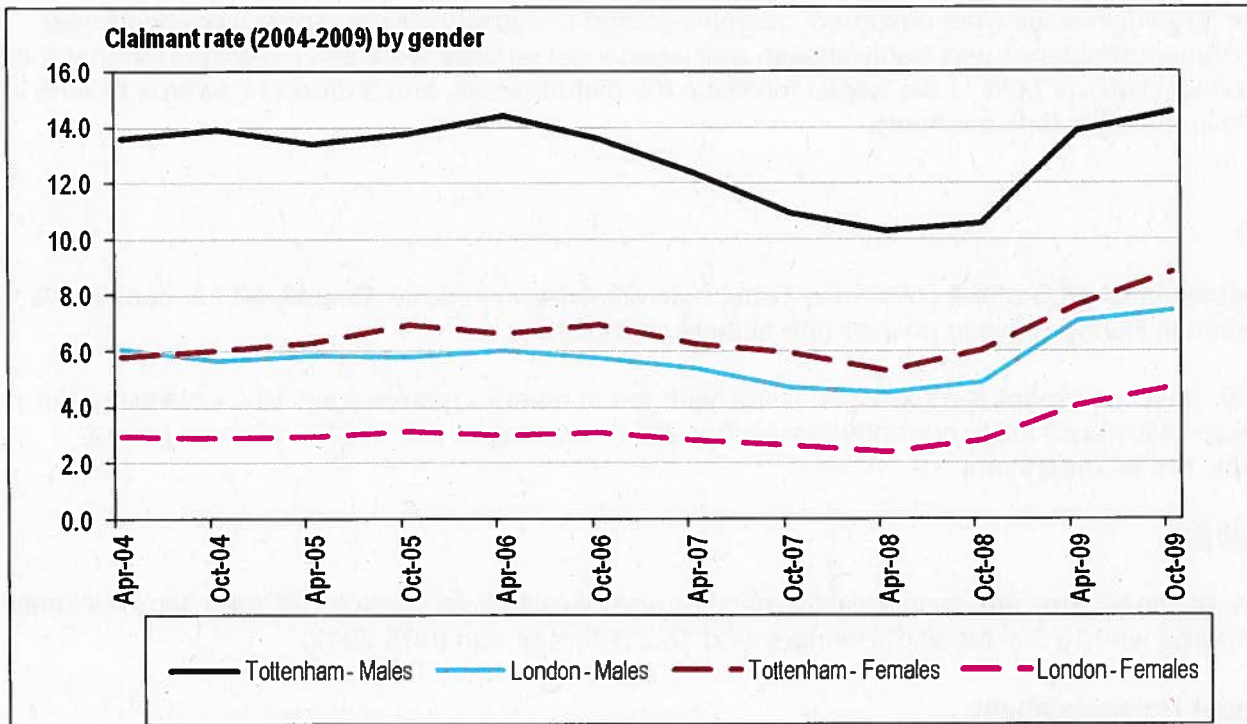
### Race, Religion or Belief

49.5% of BME people in Tottenham are employed compared with 61% of white people. For Haringey, 52% of BME people are employed compared with 72% of white people. (APS 2012)

### Sex (formerly Gender) and

63.2% of females in Tottenham are economically active compared with 68.1% of males and 65.6% of females in Haringey. The female unemployment rate in Tottenham is 15.9% compared with 17.3% for males and 11.2% for females across Haringey. (APS 2012)

The JSA rate is 6.5% for females in Tottenham compared with 9.8% for males. The graph below shows the trend between 2004-2009



**Sexual Orientation**

No specific information is available for this equalities strand.

**2. More high quality housing**

**Overview – why is this a priority?**

**Deprivation** - With between 5,000 and 6,000 households in each ward, the eight wards that make up Tottenham accommodate almost half of the people living in Haringey. They are ranked among the 10 per cent most deprived in England and among the 5 per cent most deprived against the 'Barriers to Housing and Services' element of the Index of Multiple Deprivation 2010.

**Low income:** At just £25,138 per annum, average household incomes in Tottenham are around £17,000 less than in the west of the borough and around £8,000 less than the average household income for London. Low wages act as a barrier to home ownership and limit residents' housing options. 12.4% of Tottenham Hale's working age population is claiming Job Seekers Allowance. This is more than 2½ times the average rate for London (4.4%).

**Child poverty:** Approximately 48% of the children in Tottenham are living in poverty. Overall, 40 per cent of the children in Haringey live in poverty (8th highest in England). Despite two decades of regeneration activity, the life chances of Tottenham residents have hardly improved, and the average male life expectancy in Tottenham Green (72) is five years less than the average male life expectancy in London.

**Temporary accommodation:** Although the Council has nearly halved its use of temporary accommodation during the last five years, there are currently just under 3,000 homeless households (including 1,884 families with children) living in temporary accommodation. Half of these households are living in Tottenham (Feb 2012).

**Tenure mix:** The Census data for 2001 highlighted significant variations in the tenure mix across Tottenham. In 2001, there were relatively high levels of social rented housing in the White Hart Lane, Northumberland Park and Tottenham Green wards. However, further south (in West Green,



Bruce Grove and Seven Sisters), there was less social rented housing and relatively high levels of private rented housing and owner occupation.

**Levels of private rented accommodation:** Until the publication of the 2011 Census data, we will not know exactly how much the tenure mix in Tottenham has changed since the Census of 2001. It is acknowledged, however, that the amount of private rented accommodation in Tottenham has increased substantially during the last decade. High house prices, stricter mortgage eligibility criteria and strong demand have fuelled an increase in the level of private renting in London with an estimated 25% growth over the last five years.

**Migrant workers in private rented accommodation:** Increased demand for low cost private rented accommodation has also resulted from a sharp rise in the number of migrant workers coming to Haringey. Between 2002/3 and 2010/11, the Department for Work and Pensions completed just over 91,000 new national insurance registrations for overseas nationals in Haringey (the 4th highest in London). 67% of these migrant workers recorded Tottenham as their home.

**Housing Benefit claimants (private rented sector) in Tottenham:** Evidence of the growth in Tottenham's private rented sector is reflected in the number of 'live' Housing Benefit claims for accommodation in Tottenham. Although not everyone living in private rented accommodation will be receiving Housing Benefit – so the actual figure will be higher than the 2011 figure quoted – a comparison of the number of claimants in each ward in 2011 with the number of private rented homes in each ward in 2001 suggests that, in a number of the wards in Tottenham, there has been a substantial increase in private rented housing during the last decade.

**Growing demand for low cost private rented accommodation:** The growing demand for low cost private rented accommodation – fuelled by the Government's welfare reforms that have prompted low income households to migrate from Central London to areas such as Tottenham where housing costs are lower – has created a housing market that is very lucrative for rogue landlords. Restrictions on the amount of Housing Benefit that can be claimed by single people under the age of 35 has substantially increased the demand for shared housing.

**Substandard accommodation:** Poor quality property conversions (often carried out without planning permission or building regulations approval) create overcrowding, compromise amenity and fire safety standards and result in substandard housing. Complaints about the standard of private rented accommodation are concentrated on properties that are situated in the east of the borough, with particularly high numbers in Bruce Grove and north of the High Road in Northumberland Park. The absence or inadequacy of fire precautions and home security are the main concern.

**Overcrowding:** According to the 2001 Census, 25.4% of households in Tottenham were overcrowded compared with 22.2% for Haringey and 17.3% for London.

#### **Empty homes in Tottenham**

Of the 141 empty homes brought back into use with funding from the North London Sub Region during the past 7 years, 111 of them (79%) are in Tottenham.

Of the 118 empty homes brought back into use through enforcement action in the past 5 years, 81 of them (69%) are in Tottenham. Of the 4 empty homes that the Council has compulsorily purchased to date, 3 of them are in Tottenham and, of the 22 empty homes that the Cabinet has agreed to compulsorily purchase, 15 of them (68%) are in Tottenham.

Of the 67 empty homes that are being dealt with under the Compulsory Purchase Order process, 38 of them (57%) are situated in N15 or N17. Thirteen of these properties are currently squatted. Of the 35 empty homes for which the Council is seeking an enforced sale, 18 of them (51%) are in Tottenham.

### **New housing supply**

Despite the economic downturn, 629 new homes were built in 2010/11 and, of these, 303 homes (48%) were defined as 'affordable'. This fell only slightly short of Haringey's target of 680 new units and 50% 'affordable', and was made possible by the significant funding provided during the 2008-11 funding programme.

Haringey's housing trajectory shows an upward trend in new housing delivery over the coming years, facilitated by major regeneration at Tottenham Hale, Haringey Heartlands and in Northumberland Park among others. Tottenham's brownfield sites account for much of the borough's future capacity for new development.

### **Age**

From the profile of homelessness in Haringey, we know that on average, 40% of priority needs are young people aged 16-24; (Haringey Homelessness Strategy 2011-2014)

### **Disability**

No specific information is available for this equalities strand, however it is Council policy to ensure that all new homes meet Lifetime Homes standards and that at least 10% of new units are fully wheelchair accessible.

### **Gender Re-assignment**

No specific information is available for this equalities strand.

### **Marriage and Civil Partnership**

No specific information is available for this equalities strand.

### **Pregnancy and Maternity**

No specific information is available for this equalities strand.

### **Race, Religion or Belief**

From the profile of homelessness in Haringey, we know that 34% are Black or Black British – three times their size in the local population (Haringey Homelessness Strategy 2011-2014)

Residents from Black and Black British backgrounds are over-represented amongst Haringey's social rented residents, with 40% of Black African and Asian households living in unsuitable accommodation.

### **Sex (formerly Gender) and**

From the profile of homelessness in Haringey, we know that lone female parents make up almost half of all households accepted by Haringey as in priority housing needs; (Haringey Homelessness Strategy 2011-2014)

### **Sexual Orientation**

No specific information is available for this equalities strand.

## **Outcome 3. Excellent public spaces and transport**

### **Overview – why is this a priority?**

- Barriers to public transport are experienced by all of the equality groups in London
- With the exception of women (who make a greater number of short trips), all equality groups tend to travel less than Londoners in general

- Apart from disabled Londoners and those aged 80+, the other equality groups travel more by bus compared to all Londoners
- The greatest barrier to public transport use across most equality groups, as for all Londoners, is overcrowding. However, for those aged 65+ and disabled Londoners the greatest barrier is concern about anti-social behaviour. For many, cost is also a significant barrier. The extent to which cost is a barrier depends on whether people own a pass or card that entitles them to free or discounted travel
- These and other barriers are more likely to affect BAME and younger Londoners. This is shown by higher proportions within these groups citing various barriers in comparison to white, older and all Londoners
- All equality groups are more likely to mention crime and anti-social behaviour as barriers to increased public transport use than Londoners as a whole
- Disabled Londoners are more likely to experience barriers relating to physical accessibility than other Londoners
- BME Londoners tend to give lower overall satisfaction ratings for various modes of public transport, and younger Londoners give marginally lower satisfaction ratings
- Londoners in all equality groups express concerns over safety and security. These concerns are most notable for BAME, younger Londoners and those from DE3 households, particularly at night. Women are more likely (than men) to be concerned about their personal security when using public transport, particularly when considering travel after dark

(Understanding the travel needs of London's diverse communities TfL 2012)

#### **Age**

Barriers to transport use affect BME and younger Londoners. This is shown by higher proportions within these groups citing various barriers in comparison to white, older and all Londoners. (Understanding the travel needs of London's diverse communities TfL 2012)

Feedback from recent consultations in relation to the Council's Equality Scheme (2010-2013) shows that Older people and disabled people do not feel able to use the parks because they fear for their personal safety, especially if they are on their own. This has the effect of excluding them from public parks.

#### **Disability**

Feedback from recent consultation on the Council's Disability Equality Scheme (2011) shows that disabled people do not feel that they have the opportunity to feed into planning and decisions about the built environment

#### **Gender Re-assignment**

No specific information is available for this equalities strand.

#### **Marriage and Civil Partnership**

No specific information is available for this equalities strand.

#### **Pregnancy and Maternity**

No specific information is available for this equalities strand.

## **Race, Religion or Belief**

Barriers to transport use affect BME and younger Londoners. This is shown by higher proportions within these groups citing various barriers in comparison to white, older and all Londoners. (Understanding the travel needs of London's diverse communities TfL 2012)

## **Sex (formerly Gender) and**

No specific information is available for this equalities strand.

## **Sexual Orientation**

No specific information is available for this equalities strand.

## **Gaps in data**

There are a number of gaps identified in the data including: data in relation to public spaces.

## **General**

Data for all outcomes on Sexual orientation, Gender Reassignment, Marriage and Civil Partnership, and Pregnancy/Maternity. This data is not yet collected on a regular basis.

### Step 3 - Assessment of Impact

Using the information you have gathered and analysed in step 2, you should assess whether and how the proposal you are putting forward will affect any of the existing barriers facing people who have any of the characteristics protected under the Equality Act 2010. State what actions you will take to address any potential negative effects your proposal may have on them.

**3 a) How will your proposal affect existing barriers? (Please tick below as appropriate)**

Increase barriers?	Reduce barriers? <input checked="" type="checkbox"/>	No change?
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Supported by the data detailed and analysed in Step 2 across a range of social outcomes, we find that the disadvantages suffered by residents of Tottenham across those protected characteristics defined in the Equality Act 2010 and for which relevant data exists, are significant enough to call for special measures to remove or reduce those disadvantages. 'A Plan for Tottenham' sets out the strategic framework for such measures. The overall ambitions of the Plan are to bring forward investment in physical and economic activities that improve the quality of life for everybody in Tottenham.

**3 b) What specific actions are you proposing in order to reduce the existing barriers and imbalances you have identified in Step 2?**

There is a lack of economic opportunity and fairly poor housing conditions in parts of Tottenham. A Plan for Tottenham identifies the need to bring in investment to improve physical and economic conditions in Tottenham. It does not mandate specific policies, programmes or projects – these will be brought forward through existing Council or partner services (and will contain their own EqlAs) or will be developed as part of the Delivery Plan (which will contain outputs from the Arup master planning work) which again will have its own EqlAs.

**3 c) If there are barriers that cannot be removed, what groups will be most affected and what Positive Actions are you proposing in order to reduce the adverse impact on those groups?**

n/a

## Step 4 - Consult on the proposal

Consultation is an essential part of an impact assessment. If there has been recent consultation which has highlighted the issues you have identified in Steps 2 and 3, use it to inform your assessment. If there has been no consultation relating to the issues, then you may have to carry out consultation to assist your assessment.

Make sure you reach all those who are likely to be affected by the proposal. Potentially these will be people who have some or all of the characteristics listed below and mentioned in the Equality Act 2010:

- Age
- Disability
- Gender Re-assignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race, Religion or Belief
- Sex (formerly Gender) and
- Sexual Orientation

Do not forget to give feedback to the people you have consulted, stating how you have responded to the issues and concerns they have raised.

### *4 a) Who have you consulted on your proposal and what were the main issues and concerns from the consultation?*

The development of the Regeneration Plan for Tottenham has involved wide ranging conversations and engagement with local people, businesses, community organisations, investors, public partner agencies and stakeholders in Tottenham.

Following the riots of August 2011, we immediately started engaging with the local community and having conversations with key stakeholders about what kind of actions were required to deliver positive change in Tottenham. This engagement included:

- Resident Committee meetings
- Area Forums and Committees
- Tottenham Traders Partnership
- Haringey Community Panel and other inquiry group meetings

These conversations informed our initial ideas and priorities for Tottenham that formed the basis for our 'Have your say on Tottenham's future' consultation that ran from November 2011 to January 2012. This included:

- Two 'have your say' events that attracted over 120 people
- Consultation questionnaires sent to all 45,000 households in Tottenham
- Almost 700 responses to the questionnaires with over 8,000 points raised
- Consultation at Area Forums and Residents Committees
- Visits to local schools to discuss priorities with young people
- Focus group discussions with local organisations and businesses
- Information in Haringey People – sent to all households in the borough
- Tottenham Community Stakeholder Summit May 2012 – over 100 attendees
- Setting up of Tottenham Taskforce – Haringey Councillors and Officers, GLA Officers and experts from the private, academic and third sectors to advise on priorities

We have continued to engage and consult with local people since then, particularly through area forums, the Tottenham Traders Partnership and resident Committees. This has culminated in the Tottenham Community Stakeholder Summit on the 8<sup>th</sup> May which brought together a variety of residents, businesses and partners to comment on the Council's draft priorities for regeneration

and to start to map out how all the community stakeholders will own and deliver positive change in Tottenham.

The key concerns, aspirations, messages and ideas from all this consultation is set out below into the three main themes of jobs and businesses, higher quality housing and improving transport and public realm.

### 1. more jobs and successful businesses

- **Training, support and skills** – basic up-skilling (Maths, IT and ESOL) opportunities (but needs to be affordable), supporting people to be more confident in looking for work and opportunities themselves and apprenticeship and work experience opportunities.
- **Better High Road offer** – less betting shops, fast food establishments and beauty parlours. More brands, more attractors, more variety (including quality independents)
- **Attracting new businesses and supporting existing ones** – local authority doing more to attract major employers through incentives and its own investment in the area, supporting existing businesses fiscally but also doing more to clean up and promote the High Road (shop front improvements, activities and events)
- **More effective marketing and promotion** – essentially, the Local Authority is being tasked with doing more to highlight the many positive things about Tottenham, to keep pushing a message that will attract different type of people to the area and to develop an image for Tottenham that will attract investment.
- **Events and activities** – music and sports events, food festivals and markets, street parties, exhibitions, cultural attractions – all these things are required to get people talking about Tottenham and getting people visiting the area. These types of events can also provide opportunities for young people.

### 2. more high quality housing

- **Realism about existing stock** – many people felt the existing stock was poor, many satisfactory, many good and many that it was a mix of good and bad.
- **Improvements and maintenance required** – internal repairs, new windows, painting etc were all thought to be needed to improve the stock, as were better maintenance and cleanliness of external areas. Improvement grants for householders.
- **The Council's role** – more activist role in building new homes, changing its allocations policies to improve access (particularly for local, younger people), bringing forward regeneration schemes to provide more housing and the Planning Service ensuring higher quality design and taking more enforcement action against inappropriate development or conversions.
- **Residents and landlords** – a lack of care and responsibility by residents, tenants and landlords were highlighted as key concerns. Lack of maintenance and repairs, dumped rubbish in front gardens, dog fouling, littering, anti-social behaviours – respondents wanted greater responsibility by residents and landlords. There was also concern generally about the amount, and the condition of, HMOs.

### 3. improved transport and public realm

- **Transport** – generally considered to be good and an asset to be utilised going forward. Improvements required to bus services, lack of orbital routes, lack of routes connecting Tottenham with central London, the City and Stratford, need for better transport options away from the High Road.
- **Northumberland Park** – recognised as an area of transport deficiency, many suggestions for a Victoria line extension there (and beyond), need for more frequent (and modern) trains serving this line.
- **Cleanliness** – access to open space was a positive, general cleanliness of public realm (and stations) and green space was a concern. Reduction in maintenance and resources noted, a strong push for stronger enforcement against anti-social behaviours in public spaces.

***4 b) How, in your proposal have you responded to the issues and concerns from consultation?***

By ensuring that the focus of investment will be on :

- „Maximising economic growth, jobs, investment, enterprise and new business in Tottenham
- Bringing forward high quality housing
- Making Tottenham a successful and attractive place to live and work

And that these themes underpin the ambitions for Tottenham of:

1. Transform Northumberland Park into north London's premier leisure destination with new high quality housing and improved transport options
2. Create a fun, civic heart at Tottenham Green and turn Seven Sisters into an impressive gateway into Tottenham
3. Promote Tottenham Hale as a new centre for growth, exploiting excellent transport connections
4. Consolidate and revitalise the retail experience on the High Road
5. Improve the quality of life for everyone – encourage investment, jobs, economic growth, quality housing and strong neighbourhoods

***4 c) How have you informed the public and the people you consulted about the results of the consultation and what actions you are proposing in order to address the concerns raised?***

A report of all the consultation responses was made available on the Council's website.

## **Step 5 - Addressing Training**

The equalities issues you have identified during the assessment and consultation may be new to you or your staff, which means you will need to raise awareness of them among your staff, which may even training. You should identify those issues and plan how and when you will raise them with your staff.

***Do you envisage the need to train staff or raise awareness of the equalities issues arising from any aspects of your proposal and as a result of the impact assessment, and if so, what plans have you made?***

\_N/a



## Step 6 - Monitoring Arrangements

If the proposal is adopted, there is a legal duty to monitor and publish its actual effects on people. Monitoring should cover all the protected characteristics detailed in Step 4 above. The purpose of equalities monitoring is to see how the proposal is working in practice and to identify if and where it is producing disproportionate adverse effects and to take steps to address those effects. You should use the Council's equal opportunities monitoring form which can be downloaded from Harinet. Generally, equalities monitoring data should be gathered, analysed and report quarterly, in the first instance to your DMT and then to the Corporate Equalities Board.

*What arrangements do you have or will put in place to monitor, report, publish and disseminate information on how your proposal is working and whether or not it is producing the intended equalities outcomes?*

- *Who will be responsible for monitoring?*
- *What indicators and targets will be used to monitor and evaluate the effectiveness of the policy/service/function and its equalities impact?*
- *Are there monitoring procedures already in place which will generate this information?*
- *Where will this information be reported and how often?*

We will develop a Delivery Plan for the Regeneration Plan in the Autumn 2012 that will detail specific projects and developments. A full EqIA (detailing monitoring arrangements) will be developed in line with the Delivery Plan.

## Step 7 - Summarise impacts identified

In the table below, summarise for each diversity strand the impacts you have identified in your assessment

Age	Disability	Race	Sex	Religion or Belief	Sexual Orientation	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity
A Plan for Tottenham recognises the age profile of the population in Tottenham. All projects and developments under the umbrella of the Tottenham regeneration programme will seek to positively improve this equalities strand.	A Plan for Tottenham recognises the profile of disabilities in Tottenham. All projects and developments under the umbrella of the Tottenham regeneration programme will seek to positively improve this equalities strand.	A Plan for Tottenham recognises the profile of the areas ethnicity. All projects and developments under the umbrella of the Tottenham regeneration programme will seek to positively improve this equalities strand.	A Plan for Tottenham recognises the gender profile in Tottenham. All projects and developments under the umbrella of the Tottenham regeneration programme will seek to positively improve this equalities strand.	n/a	n/a	n/a	n/a	n/a

**Step 8 - Summarise the actions to be implemented**

Please list below any recommendations for action that you plan to take as a result of this impact assessment.

Issue	Action required	Lead person	Timescale	Resource implications
Individual policies, development and projects will require separate Eq/As to be undertaken	Eq/As to be undertaken	TBC	TBC	TBC

**Step 9 - Publication and sign off**

*There is a legal duty to publish the results of impact assessments. The reason is not simply to comply with the law but also to make the whole process and its outcome transparent and have a wider community ownership. You should summarise the results of the assessment and intended actions and publish them. You should consider in what formats you will publish in order to ensure that you reach all sections of the community.*

*When and where do you intend to publish the results of your assessment, and in what formats?*

**Assessed by (Author of the proposal):**

Name: Adam Hunt

Designation: Principal Regeneration Officer

Signature: 

Date: 2nd August 2012

**Quality checked by (Policy, Equalities and Partnerships Team):**

Name: Inno Amadi

Designation: Senior Policy Officer

Signature: 

Date: 2/8/2012

**Sign off by Directorate Management Team:**

Name: Marc Dorfman

Designation: Assistant Director – Planning, Regeneration and Economy

Signature: 

Date: 6/8/12

**Ref: IA\PIP\PEP\EQUALITIES\equalities impact assessment for service delivery template (update November 2011)**