

*Wards Corner  
Compulsory  
Purchase Order  
(CPO)*

*Equality Impact  
Assessment*

*Haringey Council*

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# 1 Introduction

## 1.1 Report Structure

1.1.1 The structure of this report comprises:

- Chapter 1: Introduction
- Chapter 2: Summary of planning application and related measures
- Chapter 3: Equalities legislative and policy context
- Chapter 4: Assessment scope and methodology
- Chapter 5: Assessment of potential equality effects
- Chapter 6: Measures to mitigate disproportionate or adverse effects
- Chapter 7: Conclusions and recommendations

## 1.2 Background

- 1.2.1 In July 2012, planning permission was granted to the developer, Grainger Seven Sisters Limited (Grainger), by the London Borough of Haringey (LB Haringey) for the Seven Sisters regeneration project. Grainger is a housing and regeneration developer, whilst its parent company, Grainger Plc, is a specialist residential landlord. The project involves the redevelopment of the area above Seven Sisters underground station between Tottenham High Road, Seven Sisters Road, Suffield Road and West Green Road (planning permission HGY/2012/0915) (referred to as the 'Wards Corner' redevelopment). AECOM (then URS) was commissioned by LB Haringey to undertake an Equality Impact Assessment ('the 2012 EQIA') to inform its consideration of the planning application.
- 1.2.2 To facilitate regeneration at Wards Corner, it will be necessary for LB Haringey to exercise compulsory purchase of existing properties on the site.

## 1.3 Purpose of this EQIA

- 1.3.1 This EQIA comprises an update to the 2012 EQIA and considers how the Compulsory Purchase Order (CPO) process would contribute to the realisation of equality effects associated with the planned development, and any specific equality effects of the CPO itself. The EQIA has been prepared to accompany a report to LB Haringey's Cabinet recommending that LB Haringey will be implementing its CPO powers. This EQIA will support LB Haringey to fulfil its equality duties in relation to the exercise of its CPO powers. The specific objectives of the EQIA are to:
- i. identify any potential negative equality effects that might arise from the CPO itself, and from the planned development;
  - ii. assess whether any negative equality effects would give rise to unlawful discrimination for any identified group;
  - iii. identify any further measures to ameliorate any negative equality effects that may arise; and
  - iv. identify potential positive equality effects.

## 1.4 Scope of the CPO

- 1.4.1 The site of the proposed redevelopment is on land comprising 227-259 Tottenham High Road, 709-723 Seven Sisters Road, 1a-11 West Green Road and 8-30 Suffield Road. The CPO relates to properties lying within this area, which have not already been privately acquired by Grainger. The site includes a mixture of residential and business uses, including a market. The site ownership comprises a complex mix of individual freeholders, leaseholders, occupiers and tenants of affected properties, which number more than eighty in total. The market includes over 40 licensees. In addition, the CPO also covers the right to light<sup>1</sup>.

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<sup>1</sup> In your home, just over half the room should be lit by natural light and about half the room in a commercial building. A right to light may be acquired by 'anyone who has had uninterrupted use of something over someone else's land for

- 1.4.2 Grainger has already privately purchased the freeholds and/or leaseholds for a number of affected properties, so removing these from the CPO process. It is understood that Grainger has agreed in principle the private purchase or other private arrangements with respect to a number of other freeholder, leaseholder and/or occupier interests of affected residential and business properties.

## 1.5 Policy context

### *Equality Act 2010 and the Public Sector Equality Duty*

- 1.5.1 The Equality Act 2010 is a major piece of UK legislation which provides the framework to protect the rights of individuals against unlawful discrimination and to advance equal opportunities for all. Section 149 of the Equality Act sets out the Public Sector Equality Duty (PSED) to which LB Haringey, as a public body, is subject in carrying out all its functions, including in the exercise of its CPO powers.
- 1.5.2 Those subject to the PSED must, in the exercise of their functions, have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
  - Advance equality of opportunity between people who share a protected characteristic and those who do not; and
  - Foster good relations between people who share a protected characteristic and those who do not.
- 1.5.3 These are sometimes referred to as the three aims or arms of the PSED. The Act explains that having due regard for advancing equality involves:
- Removing or minimising disadvantages suffered by people due to their protected characteristics;
  - Taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
  - Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.
- 1.5.4 The Act states that meeting different needs involves taking steps to take account of disabled people's disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. It states that compliance with the duty may involve treating some people more favourably than others.
- 1.5.5 The duty covers the following eight protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 1.5.6 Public authorities also need to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. This means that the first arm of the duty applies to this characteristic, but that the other arms (advancing equality and fostering good relations) do not apply.

### *Compulsory Purchase Order (CPO)*

- 1.5.7 Compulsory purchase powers are provided to enable acquiring authorities to compulsorily purchase land to carry out a function which Parliament has decided is in the public interest. Anyone who has land acquired is generally entitled to compensation. Local authorities have CPO powers under the Acquisition of Land Act 1981, the Town and Country Planning Act 1990 and other specific Acts of Parliament in order to promote development and regeneration. The CPO process comprises a

number of stages, including Resolution, Inquiry, Decision and Compensation stages<sup>2</sup>. The acquiring authority does not have the powers to compulsorily acquire land until the appropriate Government Minister confirms the CPO. However, they can acquire by agreement at any time and they should attempt to do so before acquiring by compulsion.

- 1.5.8 Section 237 of The Town and Country Planning Act 1990 also includes a process for the local authority and the developer to enter into a Section 237 scheme to override private rights, including the right to light, where the land to be acquired by the Authority is actually required for development which will promote or improve the economic, social or environmental well-being of the area or contributes to a purpose which it is necessary to achieve for the proper planning of the area.

#### *London Plan and the Mayor's Equality Strategy*

- 1.5.9 The new London Plan was adopted with amendments in March 2015. The Plan includes strategic and planning policies to encourage equal life chances for all, in recognition of social inequalities existing within the city. A number of policies outlined in the Plan are relevant to the proposed regeneration, including tackling deprivation, promoting equality and enabling different groups to share in the benefits of development, specifically:
- Policy 2.9 Inner London Strategic planning requires that boroughs and other stakeholders should work to realise the potential of inner London in ways that sustain and enhance its recent economic and demographic growth while also improving its distinct environment, neighbourhoods and public realm, supporting and sustaining existing and new communities, addressing its unique concentrations of deprivation, ensuring the availability of appropriate workspaces for the area's changing economy and improving quality of life and health for those living, working, studying or visiting there.
  - Policy 3.1 'Ensuring Equal Life Chances for All' requires that development proposals should protect and enhance facilities that meet the needs of particular groups and communities. The plan does not support proposals involving loss of these facilities without adequate justification or provision for replacement.
  - Policy 3.2 'Improving Health and Addressing Health Inequalities' is also relevant, requiring due regard to the impact of development proposals on health inequalities in London.
  - Policies 3.17 - 3.19 concern the provision of social infrastructure, including health and social care, education, sports and recreation facilities.
  - Housing policies 3.3 - 3.16 concerning housing provision, affordable housing provision, mixed and balanced communities, housing choice and provision of associated play facilities, are all relevant to equal opportunities.
  - Policy 4.12 Improving Opportunities for all requires that Strategic development proposals should support local employment, skills development and training opportunities. The Plan notes continuing large inequalities in access to jobs and levels of worklessness, with Londoners from Black, Asian and minority ethnic (BAME) groups more than twice as likely to be unemployed as those from White groups.
  - Policy 7.1 Lifetime Neighbourhoods policy for development which enable people to live healthy active lives, and maximise opportunity for community diversity and inclusion, and design pf places that meet the needs of the community at all stages of people lives.
- 1.5.10 Equal Life Chances for All, the Mayor's equality strategy revised in June 2014<sup>3</sup>, sets out priorities for achieving equality across a range of dimensions. It emphasises enabling the most vulnerable and disadvantaged people to benefit from London's success; supporting deprived communities, vulnerable people and promoting community cohesion; supporting businesses to consider social

<sup>2</sup> See DCLG (2004) Compulsory Purchase and Compensation Compulsory Purchase Procedure booklet for a lay explanation of CPO process, one of a series on CPO available at:

<https://www.gov.uk/government/collections/compulsory-purchase-system-guidance>.

<sup>3</sup> Mayor of London (MoL), 2012, Equal Life Chances for All, available online at:

<http://www.london.gov.uk/sites/default/files/ELCFA%20FINAL%20.pdf> [accessed September 2015]

issues in their corporate planning to bring real change to people's quality of life; increasing the levels of employment of excluded groups; and decreasing the difference in income between the equality groups and others from deprived communities and the wider community.

#### *Haringey Local Plan and other local policy*

- 1.5.11 The Haringey Local Plan, formally adopted in March 2013<sup>4</sup>, includes strategic planning policies which are relevant to promoting equality and tackling existing disadvantage.

#### *Tottenham Area Action Plan*

- 1.5.12 The Tottenham Area Action Plan (Publication Version December-January 2015), sets out the vision and regeneration ambitions for Wards Corner as part of the Seven Sisters/West Green Road neighbourhood area<sup>5</sup>. It identifies it as a key site for redevelopment to deliver a mixed use development with town centre uses, a replacement market and residential uses.

#### *Other relevant local policy documents*

- 1.5.13 Other relevant local policy documents include:

- LB Haringey, 2004, Wards Corner/Seven Sisters Underground Development Brief<sup>6</sup>
- LB Haringey, 2012, Equal Opportunities Policy<sup>7</sup>
- LB Haringey, 2012, Corporate Equality Objectives 2012-2016<sup>8</sup>
- Haringey Strategic Partnership, 2007, Sustainable Community Strategy 2007-2016<sup>9</sup>
- The Tottenham

#### Community cohesion and relations between groups

- 1.5.14 Community cohesion is strongly identified as a priority in LB Haringey policy. The vision for the borough, as described in the Strategic Community Strategy (SCS), is to create 'a place for diverse communities that people are proud to belong to'.<sup>10</sup> The SCS identifies that Haringey is one of the most diverse areas in the country, and sets out a commitment to generate greater cohesion across neighbourhoods, cultures and generations.
- 1.5.15 Haringey - and the Tottenham area in particular - was one of the areas affected by riots and civil disturbances in the summer of 2011. In 2012, the Tottenham Community Panel published

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<sup>4</sup> LB Haringey, 2013, Local Plan: Strategic Policies, available online at: <http://www.haringey.gov.uk/housing-and-planning/planning/planning-policy/local-development-framework-ldf/local-plan-strategic-policies> [accessed August 2015]

<sup>5</sup> Available online at:

[http://www.minutes.haringey.gov.uk/Published/C00000118/M00007300/AI00046745/\\$AppendixGTottenhamAPPPublicationdraft.docx.pdf](http://www.minutes.haringey.gov.uk/Published/C00000118/M00007300/AI00046745/$AppendixGTottenhamAPPPublicationdraft.docx.pdf) [accessed October 2015]

<sup>6</sup> Available online at:

[http://www.haringey.gov.uk/sites/haringeygovuk/files/wards\\_corner\\_seven\\_sister\\_underground\\_development\\_brief.pdf](http://www.haringey.gov.uk/sites/haringeygovuk/files/wards_corner_seven_sister_underground_development_brief.pdf) [accessed August 2015]

<sup>7</sup> Available online at: [http://www.haringey.gov.uk/sites/haringeygovuk/files/equal\\_opportunities\\_policy\\_2012-13.pdf](http://www.haringey.gov.uk/sites/haringeygovuk/files/equal_opportunities_policy_2012-13.pdf) [accessed August 2015]

<sup>8</sup> Available online at:

[http://www.haringey.gov.uk/sites/haringeygovuk/files/appendix\\_a\\_corporate\\_equality\\_objectives\\_2012-2016.pdf](http://www.haringey.gov.uk/sites/haringeygovuk/files/appendix_a_corporate_equality_objectives_2012-2016.pdf) [accessed August 2015]

<sup>9</sup> Available online at: [http://www.haringey.gov.uk/sites/haringeygovuk/files/sustainable\\_community\\_strategy.pdf](http://www.haringey.gov.uk/sites/haringeygovuk/files/sustainable_community_strategy.pdf) [accessed August 2015]

<sup>10</sup> LB Haringey (2007) Haringey's Sustainable Community Strategy 2007-2016, available online at:

[http://www.haringey.gov.uk/sites/haringeygovuk/files/sustainable\\_community\\_strategy.pdf](http://www.haringey.gov.uk/sites/haringeygovuk/files/sustainable_community_strategy.pdf) [accessed September 2015]

recommendations to rebuild and improve the area, in After the Riots: Taking Tottenham Forward.<sup>11</sup>  
Key themes included:

- Attracting inward investment to create opportunities for the employment of local people, including by bringing more creative jobs to the area by encouraging the growth of a cluster of cultural industries; and ensuring that local investment and enterprise creates jobs for local people;
- Improving the image of the area to attract shoppers and investors, including revitalising the High Road and creating a better mix of types of shops and a stronger retail offer;
- Opportunities and activities for young people, particularly vulnerable young people; including by improving their employability; and when regeneration plans for Tottenham are produced, including details of how regeneration projects will support local employment;
- Ensure that any plans for regeneration improve the availability of a mixture of types of housing, to encourage people to continue to live in Tottenham through different stages of their lives; and.
- Strengthening community involvement and leadership.

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<sup>11</sup> Tottenham Community Panel (2012) After the Riots: Taking Tottenham Forward, available online at:  
[http://www.haringey.gov.uk/sites/haringeygovuk/files/after\\_the\\_riots-taking\\_tottenham\\_forward-final.pdf](http://www.haringey.gov.uk/sites/haringeygovuk/files/after_the_riots-taking_tottenham_forward-final.pdf) [accessed September 2015]

## 2 Summary of planned redevelopment

### 2.1 Introduction

- 2.1.1 This chapter seeks to summarise relevant information on the approved planning application for the Seven Sisters regeneration project to redevelop the Wards Corner site, which covers the area for which the CPO powers relate. The content of this chapter relies heavily on the Seven Sisters Regeneration at Wards Corner EQIA report ('the 2012 EQIA') which drew on information provided in documents submitted by the Applicant, Grainger Seven Sisters Ltd, in May 2012. It also draws on the S106 agreement between the Mayor and Burgesses of the LB of Haringey and Grainger. The chapter includes relevant detail on the existing site conditions.
- 2.1.2 The 0.71 ha redevelopment site is located in a highly accessible public transport area and comprises a group of two/three storey late Victorian and inter-war commercial buildings along Tottenham High Road, further commercial units along Seven Sisters Road and West Green Road and residential properties and parking to the rear along Suffield Road.

### 2.2 The planned development

- 2.2.1 The following is a review of the planned development and those measures secured pursuant to the Section 106 agreement. In addition to these measures, the applicant will be statutorily obligated to pay the Mayor's Community Infrastructure Levy liability contribution to Crossrail. Based upon gross increase of built floor space at 35/m<sup>2</sup>, this will amount to £524,160.

#### Housing provision

- 2.2.2 The existing 46 residential units, comprising predominantly a mixture of owner-occupied and private rented accommodation will be demolished prior to redevelopment of the overall site.
- 2.2.3 The replacement scheme proposes a total of 196 residential dwellings in a mix of studio, one, two and three bedroom units, as follows:
- Studio - 5 (2.5%)
  - 1 Bed - 48 (24.5%)
  - 2 Bed - 109 (56%)
  - 3 Bed - 34 (17%)
- 2.2.4 This equates to a net increase of 150 dwellings.
- 2.2.5 The proposed dwellings will be built to Lifetime Homes standards. Furthermore, 10% of the proposed new homes will be designed to be adaptable for wheelchair users.
- 2.2.6 The S106 agreement requires the Developer to develop and promote a marketing and letting strategy for the residential development which targets potential future owner-occupiers and tenants and is focused initially at local residents whilst not precluding simultaneous or subsequent marketing to other areas.

#### Affordable housing

- 2.2.7 An independent review of viability appraisals for the site concluded that the provision of affordable housing was not viable.

#### Public realm and streetscape provision

- 2.2.8 The Planning Sub-Committee Report (sometimes referred to as an Officers Report) for the Wards Corner Planning Sub-Committee on 25th June 2012 reported that the scheme was considered to be

of a high-quality design which would enhance the character and appearance of the conservation area and which 'addresses connectivity between people and places and the integration of new development into the built historic environment.' The scheme was found to comply with the National Planning Policy Framework and relevant London Plan and LB of Haringey policies. One of the elements central to the proposal is creating a new public square, corresponding to the underground entrances and bus stops.

- 2.2.9 The scheme is to also provide residents with private and shared outdoor space, including maintained podium gardens, open space and play space. The applicant will also seek to make improvements to the footways on West Green Road and Suffield Road, and aspects of the public realm proposed for the entrance of Seven Sisters underground station, through highways agreements. The conditions of the planning permission decision include the possible requirement for a contribution towards the interchange between rail and underground in order to widen corridors/walkways to the underground station.

#### Safety measures - natural and 'hard'

- 2.2.10 The new public realm seeks to provide a safe and secure environment. This includes reducing opportunities for crime and providing for the safety of users. Footway lighting will be provided to improve the security and safety of the new public realm, whilst also reducing ground level clutter. The public square on the High Road will be fully overlooked, as will the podium gardens. The entrance to the service road and the car park will be gated. The car park itself will be designed to avoid dark corners and blind spots.

#### Decluttering

- 2.2.11 All existing street clutter is to be removed. Elements that will remain are the mature London Plane tree and the two entrance stairs to the Underground station, which will be re-clad and covered by glass canopies. There are no changes to the Underground station itself as they are not included in the redevelopment, although the design allows for the future installation of lift access to the ticket hall. Two new retail kiosks are to be located next to the stairs.
- 2.2.12 High quality paving, street lighting, signage, bus stops, benches and other street furniture will be provided to avoid physical or visual clutter, and to keep clear routes and lines of sight along the High Road.
- 2.2.13 The existing building line to the High Road will be carved out to give more space to the public realm and to create a curved public place at the centre of the site.

#### Public art investment

- 2.2.14 A work or works of public art is to be incorporated into the fabric of the buildings. This will comprise redesign of the kiosks around the tube station entrances using salvaged windows from Wards Store to provide a frame for memory panels celebrating local history.

#### Business, retail and market floorspace

##### Reprovision of Seven Sisters Market

- 2.2.15 Information provided by Grainger indicates that the current market comprises 60 very small retail units, with 42 shops or other businesses, including the market office, occupying the units. This includes a number of businesses that occupy more than two units. The building is leased by a market operator, with market traders holding licenses with a 4 week break clause and a clause that vacant possession may be required for the purposes of redevelopment.
- 2.2.16 More recent information on the current rent paid by market traders and on the expected future rental payable by market traders has not been seen. The 2012 EQIA referenced information which

reported that '[then] current rental and service charges, estimated at £31/ft<sup>2</sup> per year, are below open market rate, reflecting the poor condition of the existing building'<sup>12</sup>. The 2012 EQIA also referred to a letter to all market traders dated 6th November 2008 from Grainger, which advised that the likely future rent payable by market traders would be around £90/ft<sup>2</sup> per year.

- 2.2.17 The approved planning application revised ground floor plan shows provision for the new market area of around 865 square metres, comprising 50 small units, fronting onto Seven Sisters Road and Tottenham High Road, including spaces for cafes and reprovision of a toilet within the market area. The S106 agreement sets out conditions for reprovision of the market and in Schedule 8 a draft heads of terms for market lease and plan of the new market area. The replacement market is slightly smaller than the existing one as it has a more efficient layout. However it will be large enough to accommodate the same number of stalls with the same amount of space per unit as in the existing market.

*Removal of existing market and temporary relocation*

- 2.2.18 In order to assist with relocation costs, the S106 agreement secures £144,300 in total as a Traders' Financial Assistance Sum. It is noted that as licensees, the market traders do not have any legal entitlement to compensation.
- 2.2.19 The S106 agreement sets out a number of commitments by the developer to enable existing market traders to relocate to a temporary market and the new market area, as set out in the S106 agreement Schedule 4. These include:
- Traders Financial Assistance Sum. This is provided by way of a contribution towards the costs incurred by the Traders in relocating to the temporary market and is payable to the Council within a specified time frame. In turn, Schedule 5 - Council's Covenants of the S106 agreement requires that the Council pay the apportioned release sum to each trader immediately on satisfaction of the Payment Conditions
  - Requirement for that market operator offer to each of the traders the right to take a lease or licence of a stall in the new market area equivalent in size to their existing one, at a 30% discount less than the rent or fee chargeable based upon market valuation within use class A1 for the first eighteen months of occupation, with the rent or license fee at open market value thereafter
  - Requirement to consult with the Traders about the internal layout of the new market area and to take traders' representations and views into account
  - To provide a draft of the market lease to the Mayor of London 28 days in advance and to take into account any representations from the Mayor of London prior to entering into the market lease
  - To use reasonable endeavours to enter into the market lease and to keep the Council and the Greater London Authority regularly informed about progress of the market lease and the satisfaction of the market condition
  - To provide a temporary market and not to permanently close the market unless and until the temporary market is ready for occupation
  - To appoint a market facilitator to work with the traders to identify a location for the temporary market within the LB of Haringey (or other location agreed with the Council), promote the interests of Spanish-speaking traders in the temporary market; provide appropriate business support and advice to all traders so as to maximise the number of traders who elect to return to the new market area; assist traders in continuing to trade from the market; and assist individuals working at the market to find suitable alternative employment in the event that they decide not to relocate to the temporary market and/or the new market area .
  - To offer each trader a stall in the temporary market and a three month rent-free period for the stall in the temporary market.

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<sup>12</sup> This data is reproduced from the previous EQIA report, in the absence of updated data

- To provide the Council with a report every six months specifying the measures that have been taken, with the first report sent no later than 12 months after the granting of the planning permission.
- 2.2.20 In addition as part of his response to the Grainger planning application (ref. HGY/2012/0915), the Mayor of London agreed to enter into arrangements with the London Borough of Haringey to provide financial support to the small businesses in the existing market during the regeneration period. This is expressly to support the Latin American market, recognising that it is a 'specific case, which provides a platform for small businesses and provides a specialist, culturally specific amenity for the local community, supporting the vitality and cultural diversity of the local Seven Sisters retail offer'. The Mayor of London has delegated to TfL to enter into this agreement with the Council to provide £284,500 to 'assist in resourcing the temporary relocation of Seven Sisters market following its temporary closure as planned to allow for the regeneration of Wards Corner'. This will be additional to the Traders Financial Assistance Sum agreed between Grainger and the Council in the S106 agreement. *Request for Mayoral Decision 'Wards Corner Regeneration' dated 17 August 2012 GLA.*

#### *Proposed retail floorspace provision*

- 2.2.21 The scheme provides 14 shops, of which seven are suitable for high street names along Tottenham High Road, six suitable for independent businesses along West Green Road, and one on Seven Sisters Road. The scheme also provides for a new market hall for the Seven Sisters Market, one café or restaurant at first floor level and two kiosks and a public space around the entrances to the underground station.
- 2.2.22 The proposed scheme replaces 3,182m<sup>2</sup> of floorspace, found within the existing retail accommodation and the indoor market, with 3,792m<sup>2</sup> of new floorspace. The net increase of retail floorspace is 610m<sup>2</sup>.
- 2.2.23 For the units located on West Green Road, a Marketing and Letting Strategy will be developed and promoted through the S106 agreement. The first lettings of these units would need to be approved by LB Haringey and prior approval will need to be given for the amalgamation of any of the units to form larger units.

#### *Existing residents*

- 2.2.24 The S106 agreement includes a requirement of the Local Authority that the Housing Authority engage in direct dialogue with tenants regarding their requirements and choices for alternative accommodation within the local area, where this is their preference.
- 2.2.25 The S106 agreement also requires that the Housing Authority offer appropriate assistance to private tenants residing on the site in relation to their requirements and choices for alternative accommodation within the local area, where this is their preference; and that the Housing Authority brief the Circle 33 housing association with the objective of identifying suitable alternative accommodation for tenants who are required to relocate as a result of the development.

#### *Monitoring*

- 2.2.26 The S106 agreement also included requirements regarding monitoring by LB Haringey, paid for by the developer.

#### *Community engagement*

- 2.2.27 The S106 agreement requires the Developer to prepare, submit, implement and report against a community engagement strategy, with the submission required 'no later than twelve months after the Unconditional Date or three months after the Council resolves to make a compulsory purchase order to facilitate the carrying out of the Development (whichever is the later).' The strategy will be required

to include regular diversity monitoring, reporting on the engagement process, and any further identified mitigation measures.

### West Green Road Environmental Improvement Fund

2.2.28 The S106 agreement includes developer contributions to create a West Green Road Environmental Improvement Fund of £150,000, to provide for any or all of the listed items below and also includes a provision for other environmental improvements in the vicinity of the site as agreed between the Council and the developer:

- Shop/building frontage improvements;
- Street decoration and enhancements;
- Servicing improvements that allow vehicle and pedestrian traffic to have improved access and servicing; and/or
- An Improvement Strategy for businesses/markets, open space and parking.

## **2.3 Scope of the CPO**

2.3.1 Table 1 provides summary information on the CPO interested parties affected by landtake, including occupiers. Information provided indicates that a number of these interests will be secured privately prior to CPO inquiry.

Table 1: Summary of CPO Interests

Freehold interests	Lessees or reputed lessees	Occupiers, including market licensees
12 freeholder interests	5 leaseholder interests	50 resident occupants 9 business occupants 40 market occupiers of 60 units

## 3 Assessment scope and methodology

### 3.1 Introduction

- 3.1.1 This section sets out the approach to assessment of equality effects of the CPO, both directly and in contributing to the realisation of potential equality effects of the planned development.

### 3.2 Scope of the assessment

- 3.2.1 The EQIA considers the potential equality effects of the CPO powers to purchase land on affected landowners, commercial and residential leaseholders, tenants, occupiers and market licensees who share protected characteristics. In considering the direct effects of the CPO, it takes a 'worst case scenario' to include those for whom private arrangements are not yet confirmed. The EQIA includes consideration of equality effects of a possible Section 237 scheme to override private rights, including rights to light, for affected neighbouring commercial and residential properties.
- 3.2.2 In considering the effects of the CPO in contributing to the realisation of potential equality effects of the planned development, it considers effects for commercial and residential leaseholders, tenants, occupiers and market licensees who share protected characteristics within the footprint of the proposed development. It also considers the effects for those employees and customers of affected businesses who share protected characteristics, as well as for local residents sharing protected characteristics, in terms of the effects for the development for them, including their use of the public realm immediately surrounding the site.

### 3.3 Methodology and approach

#### Review of 2012 EQIA

- 3.3.1 A review was undertaken of the 2012 EQIA. This included reviewing and updating relevant policy and baseline information where appropriate. The assessment and findings were reviewed, in light of the signed S106 agreement commitments, to identify which assessments remained relevant. The findings were compared against new information provided by Grainger concerning CPO interests and the status of private purchases.

#### Update baseline using 2011 census data

- 3.3.2 The baseline data was updated to include 2011 census data, with a comparison made to check for any notable changes in comparison to the baseline reported in the EQIA of the planning application. This data is reported in Appendix 1.

#### Comparison of latest data on market stall holders against survey findings

- 3.3.3 The profile of affected market stall holders was reviewed, by comparing data provided by Grainger against the 2012 survey data. See Appendix 2. The up to date information was obtained via observation and informal conversation. It was not a survey and did not ask people to self-identify their ethnic or nationality status. For this reason, actual numbers are not reported. However, the information is considered adequate to give confidence that the ethnic/nationality profile of market stall occupants is consistent with that reported in the 2012 EQIA. However, it is apparent that there has been turnover in the market stall occupants, so it is not necessarily the same individuals affected.

#### Review of documentation regarding CPO

- 3.3.4 A review was undertaken of relevant documentation regarding the proposed CPO, as provided by Grainger and its agent.

*Conduct appraisal of equality effects and prepare updated EQIA report*

- 3.3.5 The appraisal of equality effects was undertaken, reviewing the 2012 EQIA and taking into account the signed S106 agreement measures, to make a judgment on how the CPO process would contribute to the realisation of equality effects of the planned development for affected people with protected characteristics. The appraisal also specifically considered specific equality effects of the exercise of CPO powers.
- The assessment considers effects for the following protected characteristic groups:
  - Children aged 0-18 (age)
  - Young people aged 18-25 as employees and local residents (age)
  - Older people aged 65 and over (age)
  - Disabled people (disability)
  - Black, Asian and minority ethnic people, including Hispanic/Latin American people (race)
  - Pregnant women (pregnancy & maternity)
  - Christians, Muslims and members of other faith groups (religion and belief), and
  - Female lone parent households and women (sex).

- 3.3.6 This reflects protected characteristics defined in the Equality Act 2010 and the profile of affected groups. No specific effects were identified on grounds of sexual orientation, gender reassignment or maternity protected characteristics.

*Report submission*

- 3.3.7 This final report incorporates feedback following a review by LB Haringey and a further review by their legal counsel.

## 4 Assessment of potential equality effects

### 4.1 Introduction

- 4.1.1 The appraisal considers the potential impacts on affected people sharing protected characteristics arising from the exercise of CPO powers and the CPO process associated with the Seven Sisters regeneration project at the Wards Corner site. The appraisal first reports on direct effects of the CPO process for interested parties of affected residential and business properties.
- 4.1.2 It then considers how the exercise of CPO powers and the CPO process would contribute to the realisation of equality effects arising from the planned development for affected people with protected characteristics. The appraisal addresses impacts in relation to relevant key themes, as used in the EQIA 2012.

**A summary of all identified affects and agreed mitigation is included in Table 2, and a summary of identified benefits and any potential barriers to these being shared by groups sharing protected characteristics in Table 3.**

Table 3

### 4.2 Direct effects of the CPO Process - Affected residential properties

- 4.2.1 The CPO resolution is expected to require the compulsory purchase of six freehold or leasehold residential properties, which include BAME interested parties as freeholder or leaseholder. The CPO of these properties would result in shorthold tenants living in the affected private rented accommodation, which includes one property divided into bedsits, needing to find alternative accommodation. The occupiers include BAME households. Such accommodation generally has high rates of turnover. Affected short hold tenants are considered likely to be able to find suitable alternative provision within the locality.
- 4.2.2 Amongst the occupants of affected households, those that may be particularly sensitive to the impact of the CPO are:
- Households that include school-aged children, who will either need to find suitable alternative affordable provision which enables children to continue attending their current school. Otherwise children may have to change schools if this is not possible, though the area has good transport links, which improves the chances that children will be able to continue at their current school. This is a recognised risk normally associated with shorthold tenure. It is considered likely that suitable alternative affordable accommodation is available in the vicinity.
  - Households that include older people may be more vulnerable to disruption and other adverse impacts associated with the requirement to move away from their current home. This is a recognised risk normally associated with shorthold tenure. It is considered likely that suitable alternative affordable accommodation is available in the vicinity.
  - Households that include people with BAME status may lose important social and community ties if they need to move away from the area. It is nevertheless considered likely that suitable alternative affordable accommodation is available in the vicinity. It is also recognised that this is a risk that already exists associated with shorthold tenure. It is considered likely that suitable alternative affordable accommodation is available in the vicinity.
- 4.2.3 It is considered that the impacts of the CPO process on AST tenants will be limited and will not give rise to negative equality effects.
- 4.2.4 The CPO also includes a social housing property with a secure tenant household with relevant protected characteristics. Homes for Haringey has undertaken appropriate consultation with the

tenant under s105 of the Housing Act 1985. Once the consultation comments have been considered (and assuming the demolition is still to go ahead), the specific needs of the tenant will be considered and appropriate steps will be taken to enable the tenant to be re-housed with as little inconvenience as is possible, taking into account any relevant needs identified, including in relation to protected characteristics. Suitable compensation will be paid to the tenant owing to 'home loss and disturbance'.

- 4.2.5 It is considered that the planned measures for addressing effects for the secure tenancy household are appropriate to mitigate negative equality effects.

#### **4.3 Direct effects of the CPO process – Businesses**

- 4.3.1 The CPO process is expected to result in the compulsory purchase of six freehold or leasehold interests in business properties, amongst which are a number of BAME interested parties as freeholder or leaseholder. All other affected businesses have already either been acquired or it is considered there is a strong likelihood that they will be purchased prior to the CPO resolution. The CPO of these properties would result in affected businesses having to relocate. This may result in the closure of a number of BAME-owned businesses, where they are unwilling or unable to relocate the business, with some associated loss of employment, including amongst BAME employees. This is likely to be particularly important for any family-run businesses, where more than one member of the family works for the business. Compensation will cover relocation costs and it is considered likely that alternative suitable sites are available in the locality. Furthermore, the S106 agreement includes a number of measures to avoid or reduce these effects, including payment of the West Green Road Environmental Improvement Fund to pay for shop/building frontage improvements; investment in street decoration and enhancements; service improvements; improved parking; and an Improvement Strategy for businesses/markets. It also requires that the developer use reasonable endeavours to develop and promote a Marketing and Letting Strategy, as well as to construct the retail units in accordance with the agreed ground floor plan. It may be possible for some affected businesses to relocate within the site, though they would need to find an alternative temporary site during the construction phase.
- 4.3.2 From the available information, it is considered that the CPO process will not give rise to any illegal discrimination. The proposed redevelopment of the site is considered to provide potential benefits that will include opportunities that can be shared by BAME business owners and BAME job-seekers.

#### **4.4 Direct effects of the CPO process - Right to light**

- 4.4.1 The schedule of interests identifies a number of residential and commercial properties on roads surrounding the development site - on Seven Sisters Road, Suffield Road, West Green Road and Tottenham High Road - where their right to light may be affected by the proposed development. For many of these properties, the effects may not lead to a significant loss of light. For properties, particularly residential properties, which do experience a loss of light, equality effects may arise for residents who share protected characteristics. This may arise in particular where a resident is more sensitive than other people, related to their protected characteristic. This may be particularly the case for people with a relevant health condition or disability. In such instances, there would be a need to consider whether reasonable adjustments are required.
- 4.4.2 It is considered that the benefits of the proposed development, in contributing to the improved economic and social wellbeing of the area, including through the increased supply of housing, outweigh the potential for possible negative equality effects of loss of light.

#### **4.5 Direct effects of the CPO process - Market**

- 4.5.1 In the case that the market site is included in the CPO process, the effects for market stallholders, as described below in 4.7 below, would occur as a direct effect of the development realised by the CPO.

## 4.6 Residential properties - Effects of the development realised by the CPO

### Social Housing

- 4.6.1 All but one of the long-term tenants of Council-controlled properties on the site have been re-housed. All households living in housing association houses or flats on the site are on assured short hold tenancies (ASTs). The effects for the affected secure tenant are addressed above.
- 4.6.2 In enabling the development to commence, the CPO will result in the loss of two family-sized council homes, one housing association house, as well as a three council flats and eight housing association flats - without alternative re-provision either as part of the development, off-site or through payments. This is considered to be a potential negative indirect impact affecting children in Haringey living in households experiencing housing need. The development will not provide affordable housing on site, which conflicts with local and London-wide policy requirements. The loss of affordable housing from this site will detract from the overall supply of affordable housing within the borough, which is considered to result in an indirect negative equality impact for groups identified as experiencing disproportionately high rates of housing need, including BAME households, young people, and female-led single parent households. However, it is noted that there are plans for substantial numbers of new affordable housing elsewhere in the borough, which will outweigh this loss.
- 4.6.3 The Local Plan Strategic Policies identifies Tottenham High Road and the Seven Sisters Corridor as an area for growth including housing and the Publication Draft of the Tottenham AAP sets out a strategic housing policy (Policy AAP3 Housing) for Tottenham which aims to improve the diversity and choice of housing and seeks to deliver 10,000 new homes in Tottenham by 2026. Haringey Council has also had GLA approval for a Housing Zone, with an initial focus on Tottenham Hale, enabling 2,000 more homes than would otherwise be possible, including an ambition for 50 per cent affordable homes.
- 4.6.4 For those existing short hold residents of council housing and housing association homes, the S106 agreement schedule 5 sets out measures to support them to find suitable alternative accommodation, as summarised below.
- Schedule 5, paragraph 4.3 of the S106 document states that the housing authority (LB Haringey) should brief the housing association (Circle 33 Housing Trust) with the objective of identifying suitable alternative provision for affected tenants who are required to relocate as a result of the development.
  - Schedule 5, paragraphs 4.1 and 4.2 state that LB Haringey should engage with existing tenants - including private tenants and owner-occupiers - regarding their requirements and possible alternative accommodation choices within the local area, where this is their preference.
- 4.6.5 It is considered that the planned supply of new affordable housing in Tottenham as part of the wider housing growth set out in existing and emerging policy framework and supported by Tottenham's Housing Zone designation, as well as the provisions for the current residents are appropriate to prevent negative equality effects from the loss of social housing on the site.

### Private rented accommodation

- 4.6.6 In enabling the development to commence, the CPO will result in the need for households on short hold tenancies to relocate to new accommodation. This includes households occupying flats and houses for which the freehold and/or leasehold interests have already been acquired. The occupiers include BAME households and households with children. It is understood from the survey conducted in 2012 that there are two households that both live on the development site and run a business on the site.
- 4.6.7 Private rental accommodation generally has high rates of turnover. Affected short hold tenants are likely to be able to find suitable alternative provision within the locality. Households that may be particularly sensitive to the impact of the development are:

- Households that include school-aged children, who will either need to find suitable alternative affordable provision which enables children to continue attending their current school. Otherwise children may have to change schools if this is not possible, though the area has good transport links, which improves the chances that children will be able to continue at their current school. This is a recognised risk normally associated with shorthold tenure. It is considered likely that suitable alternative affordable accommodation is available in the vicinity.
- Households that include older people may be more vulnerable to disruption and other adverse impacts associated with the requirement to move away from their current home. This is a recognised risk normally associated with shorthold tenure. It is considered likely that suitable alternative affordable accommodation is available in the vicinity.
- Households that include people with BAME status may lose important social and community ties if they need to move away from the area. It is nevertheless considered likely that suitable alternative affordable accommodation is available in the vicinity. It is also recognised that this is a risk that already exists associated with shorthold tenure. It is considered likely that suitable alternative affordable accommodation is available in the vicinity.

- 4.6.8 The development will provide 37 three-bed housing units, an increase on current provision on the site (understood to include approximately nine three-bed houses). Baseline data set out in Appendix 1 indicates that there are high levels of overcrowding and housing deprivation in the area, and it is considered that this increase in the provision of housing suitable for families may have a positive impact for children.
- 4.6.9 It is considered that the planned supply of new housing (as set out in 4.6.3 and 4.6.5 ) is appropriate to prevent negative equality effects from the loss of existing private rental housing on the site.

## 4.7 Market: Business and employment - Effects of the development realised by the CPO

### Context, including market stall holder perceptions of effects

- 4.7.1 The business survey conducted in 2012 identified that market traders then working from units on the site included people from a range of ethnic backgrounds. Over 50% of respondents to the business survey identified themselves as belonging to a Latin American or Hispanic background, and 21% of respondents self-identified themselves as belong to other backgrounds, including, Mediterranean, Turkish / Turkish British and Iranian. 14% of respondents identified themselves as from Asian backgrounds, whilst 8% of respondents identified themselves as either Black African or Black Caribbean.
- 4.7.2 The business survey also identified considerable ethnic diversity amongst employees of businesses on the site. The largest group represented are those of Latin American or Hispanic background (55.6%) followed by 'other ethnic groups' (28%), which includes self-identified, Iranian, Turkish/Turkish-British, Mediterranean and Romanian. Indian and other Asian backgrounds comprised 20% of employees identified in the survey, whilst other employees identified as Black African, Black Caribbean or mixed race.
- 4.7.3 The business survey responses identified perceived potential negative equality impacts arising from possible loss of livelihoods and employment for Latin American/Hispanic and other BAME-owned businesses and their employees, following closure of existing shops and markets. A particular concern amongst respondents was around the ability of current employees to find work within the new development.
- 4.7.4 The business survey generated substantial evidence regarding market traders' views on the proposed mitigation measures, as set out in the (then) proposed S106 Heads of Terms. The survey findings demonstrated a lack of confidence and uncertainty amongst respondents concerning whether the measures set out in the S106 agreement would be adequate to enable their business to continue to operate. 45% of respondents were very concerned that they wouldn't be able to afford to

operate within the new development, whilst 40% of respondents were uncertain whether their business would be able to afford to operate within the new development.

- 4.7.5 Respondents expressed concern about the period of demolition and construction, during which it is proposed to identify an alternative space for stallholders to operate. Two thirds of business survey respondents (12) felt that the mitigation measure of a market facilitator to work with traders to identify a suitable temporary location for the market was either unlikely, or highly unlikely, to support their business to continue to operate. Four respondents (26%) were unsure. One respondent felt this measure was highly likely to support their business to operate.
- 4.7.6 There was a more mixed response to the measure of funding towards relocation costs and a three month rent free period in the temporary location. Three respondents felt this was either likely, or highly likely, to support their business to continue to operate. Six respondents felt this was either unlikely, or highly unlikely, to support their business to continue to operate. Again, four respondents felt unsure.
- 4.7.7 The findings of the business survey raised concerns as to whether the agreed mitigation measures would be sufficient to enable affected businesses to continue to operate.
- 4.7.8 Limited promotion and a lack of capital investment in improvements to the current market site, and uncertainty over the future of the market are likely to limit the current ability of businesses at the market to increase their turnover. As part of the community engagement with market stall-holders which is required by the S106 agreement, appropriate rent levels, including variations to reflect position and user type, would be an important issue for negotiation between the developer and market stall-holders.

#### Effects of the redevelopment realised by the CPO

- 4.7.9 The CPO, by bringing a step closer the commencement of the development, has the potential to give rise to negative equality effects for Latin American business owners and employees who find they are unable to adapt to the changes to the market.
- 4.7.10 The S106 Schedules 4, 5 and 8 set out a number of committed measures to mitigate these effects, including:
- Payment of a Traders Financial Assistance Sum;
  - Provision of a temporary market prior to the closure of the existing market;
  - To appoint a market facilitator to work with the traders to identify a location for the temporary market within the LB of Haringey (or other location agreed with the Council), promote the interests of Spanish-speaking traders in the temporary market; provide appropriate business support and advice to all traders so as to maximise the number of traders who elect to return to the new market area; assist traders in continuing to trade from the market; and assist individuals working at the market to find suitable alternative employment in the event that they decide not to relocate to the temporary market and/or the new market area.
  - To offer each trader a stall in the temporary market and a three month rent-free period for the stall in the temporary market.
  - To offer each trader a stall in the new market equivalent in size to their existing stall, at an initial 30% discounted rate on open market valuation within use class A1 for the first eighteen months, with an open market valuation rate thereafter.
  - To provide the Council with a report every six months specifying the measures that have been taken, with the first report sent no later than 12 months after the granting of the planning permission.
  - To undertake a community engagement strategy and implement any associated mitigation measures (see 4.14.6 for more detail).
  - In addition as part of his response to the Grainger planning application (ref. HGY/2012/0915), the Mayor of London agreed to enter into arrangements with the London Borough of Haringey

to provide financial support to the small businesses in the existing market during the regeneration period. This is expressly to support the Latin American market, recognising that it is a 'specific case, which provides a platform for small businesses and provides a specialist, culturally specific amenity for the local community, supporting the vitality and cultural diversity of the local Seven Sisters retail offer'. See section 2.2.20 for more details.

- 4.7.11 The proposed package of measures is expected to minimise the number of BAME business owners and employees, including Latin-American business owners and employees who experience negative effects of the development. It is considered that the package should enable many of the Latin American businesses and other BAME-run businesses to successfully relocate to the new market. There remains the possibility that some businesses and their employees may struggle to continue to operate a viable business paying an open market rent beyond the initial discounted period, so there may be some loss of BAME-operated market stallholder businesses, with some associated loss of employment. Whilst the 2012 survey responses by market stall holders demonstrate understandable uncertainty concerning the ability to afford open market rates, the committed S106 measures include; the community engagement commitment, offer of support to enable existing stallholders who themselves fully commit to achieving a successful relocation to share in the benefits of the redevelopment, three month rent-free period at a temporary market and the initial 18 month period at a below-open market rate. The measure to assist individuals working at the market to find suitable alternative employment in the event that they decide not to relocate to the temporary market and/or the new market area should help affected employees to gain alternative employment.

#### *Effects of the redevelopment realised by the CPO - Residual effects*

- 4.7.12 It is considered that the planned measures are appropriate to minimise negative equality effects on Latin American and BAME-run businesses from the closure of the existing market and to enhance positive benefits for Latin American run businesses as part of the planned development.

### **4.8 Shops - Effects of the development realised by the CPO**

#### *Impacts identified in the EQIA*

- 4.8.1 It is understood that the freehold and leasehold interests for a number of the businesses have either already been purchased or will be purchased prior to CPO resolution. Responses to the business survey show that shop-based businesses on the site are run by people from diverse ethnic backgrounds. The development will provide six small shop units along the West Green Road intended to be suitable for local and independent retailers. However, it is not clear whether there will be the opportunity for existing businesses to relocate into these units. The lack of temporary re-provision measures aimed at shop-based businesses indicates that the expectation is that existing businesses will relocate elsewhere. The commencement of the redevelopment may see some shops successfully relocating within the site, whilst others may relocate elsewhere in the area. It is possible that a small number of BAME-owned businesses will cease to operate.

#### *Agreed measures included in the S106*

- 4.8.2 The S106 agreement includes a number of mitigation measures, in particular:

- Schedule 4 Section 4 payment of the West Green Road Environmental Improvement Fund to pay for shop/building frontage improvements; investment in street decoration and enhancements; service improvements; improved parking; and an Improvement Strategy for businesses/markets;
- Schedule 4 Section 11 Developer to use reasonable endeavours to develop and promote a Marketing and Letting Strategy, as well as to construct the retail units in accordance with the agreed ground floor plan; and

- Council covenants set out in Schedule 5 which includes relevant measures to support existing residents who also operate businesses on the affected site.

#### *Effects of the redevelopment realised by the CPO - Residual effects*

- 4.8.3 The agreed mitigation measures should support BAME-owned businesses that have to relocate to share in the revitalising effects of the development for local shops. It remains possible that a number of businesses on the affected site may cease to operate. However, it is not considered that this effect gives rise to illegal discrimination.

### **4.9 Employment - Effects of the development realised by the CPO**

#### *Impacts identified in the EQIA*

- 4.9.1 Consultation responses in support of the planning application identified new jobs and new investment as benefiting employment, whilst some responses objecting to the planning application considered that the proposal would result in a loss of employment affecting BAME people. Figures presented by Grainger indicate that there would be a net increase in employment as a result of the redevelopment. The local employment and procurement policy is also expected to generate local employment during the construction phase. The baseline evidence indicates that unemployment is higher than average in the study area.
- 4.9.2 Responses to the business survey conducted in 2012 identified significant concerns about the effects of the development for existing employees, who come from a highly diverse range of backgrounds, including over 50% of whom are from Latin American/Hispanic backgrounds.
- 4.9.3 The development will generate new construction jobs, new jobs associated with the development as well as further indirect job creation<sup>13</sup>. As identified at 4.7 above there may be some loss of existing full- or part-time employment amongst market stall employees, mainly affecting people from Latin American/Hispanic or other BAME backgrounds. The site redevelopment, by re-providing the market as well as bringing increased footfall and spending, will help to minimise losses.

#### *Agreed measures included in the S106*

- 4.9.4 S106 agreement Schedule 4 Section 14 includes commitments to use local labour where possible during construction of the planned development, and to work with the Council and relevant local employment training agencies to identify job opportunities and the skills required within the development. Section 14 also commits Grainger to offer employment on an apprentice basis to 20 individuals. Measures in the S106 described 4.7.10 above concerning the temporary and the new market, and measures set out in Schedule 4 Section 11 regarding the promotion and marketing of the retail units, will indirectly help to safeguard existing jobs. Schedule 4 also requires the developer assist individuals working at the market to find suitable alternative employment in the event that they decide not to relocate to the temporary market and/or the new market area.

#### *Effects of the redevelopment realised by the CPO - Residual effects*

- 4.9.5 In so far as the overall CPO triggers the start of the development, it may result in some loss of jobs amongst people of Latin American/Hispanic and other BAME backgrounds working for businesses that choose not to relocate to the temporary or new market or elsewhere. It may also result in some loss of employment amongst existing businesses on the site that are unable to employ the same number of employees as currently. Taking into account proposed mitigation, the potential loss of employment amongst Latin American/Hispanic employees and other BAME employees who work at

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<sup>13</sup> See Nathaniel Lichfield & Partners (2015) Seven Sisters Regeneration Project Economic Benefits Assessment Final Draft Report.

the market and other affected businesses should be minimised. It is not considered that any negative effect will give rise to illegal discrimination.

#### **4.10 Goods, services and facilities - Effects of the development realised by the CPO**

##### *Impacts identified in the EQIA*

- 4.10.1 The market includes a variety of Latin American/Hispanic and other culturally diverse stalls/shops selling specialist goods and services for Latin American and other cultural groups of customers, as well as serving a more general clientele.
- 4.10.2 In line with the findings regarding effects for business and employment, there is a risk of a potential negative equality effect in terms of access to goods and services specifically aimed at Latin American/Hispanic customers and in terms of promoting good relations between different groups, particularly people of Latin American/Hispanic heritage and other racial groups.

##### *Agreed measures included in the S106*

- 4.10.3 S106 measures to support the market traders as set out in Schedule 4 sections 8, 9 and 24, and described in paragraph 5.3.2, are intended to mitigate these effects.

##### *Effects of the redevelopment realised by the CPO - Residual effects*

- 4.10.4 The occurrence of residual effects will depend on how many Latin American market stalls are able to continue to operate following CPO and the commencement of development, making best use of the S106 mitigation commitments. If a majority of stalls continue to operate, it is considered that residual effects are not likely to be significant. However, if a majority of Latin American owned stalls cease to operate, or are dispersed, then the residual effects could be significant. The community engagement and diversity monitoring provide appropriate mechanisms to keep this effect under review and, as necessary, to develop further appropriate mitigation.

#### **4.11 Community cohesion and relations between groups - Effects of the development realised by the CPO**

##### *Impacts identified in the EQIA*

- 4.11.1 The 2012 EQIA identified that the proposal may have the effect of worsening community cohesion by displacing predominant BAME groups among existing residents, market traders, shop owners and employees. Consultation responses identified the development as threatening community cohesion and cultural connections, both for the Latin American community and for the wider ethnic diversity arising out of the multi-ethnic mix of the existing market. Responses to the business survey included concerns about the potential impact of the redevelopment on the market as an area of congregation and socialising for Latin American and other ethnic groups, with strong links to cultural identity.
- 4.11.2 Equality legislation emphasises the importance of supporting positive relations between different groups, whilst local community cohesion policy supports group interaction, fair treatment, equal opportunity, and a sense of common belonging, including empowering local communities to shape decisions affecting their lives.
- 4.11.3 The loss of the existing shops and market poses a potential threat to the cultural connections of the Latin American community employed at and visiting the market, given the evidence that the market provides a hub for social as well as commercial interaction for this group. The proposed measures to safeguard the future of the Latin American businesses that operate together seek to mitigate this. The design's emphasis on improved public spaces also has the potential to provide an improved physical space for this social aspect of the market.

- 4.11.4 The loss of the existing shops and market poses a potential threat to the interactions between different racial groups at the existing site that contribute to community cohesion. High levels of concern and uncertainty regarding the ability of existing businesses to continue to operate, either on a temporary or a permanent basis, supported by the proposed mitigation suggest that there is a risk of a potential negative impact for community cohesion and relations between the Latin American/Hispanic community and other groups.

#### *Agreed measures included in the S106*

- 4.11.5 The S106 agreement includes measures to ensure that the marketing and promotion of retail units is consistent with the promotion of the West Green Road area as a district centre with a focus on independent trading. It also includes measures to promote the interests of Spanish-speaking traders in the temporary market; provide appropriate business support and advice to all traders so as to maximise the number of traders who elect to return to the new market area

#### *Effects of the redevelopment realised by the CPO - Residual effects*

- 4.11.6 There is the potential for residual indirect equality effects for community cohesion and relations between different groups and for access to specialist goods and services, affecting people from Latin American/Hispanic backgrounds. There may be an opportunity to strengthen the marketing of the completed development to capitalise on the Latin American market and local ethnic diversity of the local area to support its success, and to support wider community cohesion objectives.

### **4.12 Inclusive public spaces and transport - Effects of the development realised by the CPO**

#### *Impacts identified in the EQIA*

- 4.12.1 Consultation responses to the planning application expressed dissatisfaction with the quality of the existing public realm, including cluttered pavements. The existing buildings do not meet current access standards. The future development, following the CPO process, would be built to current access standards.
- 4.12.2 The 2012 EQIA identified potential impacts for disabled people in relation to accessible transport. The baseline evidence indicates that Seven Sisters underground station includes some accessibility features but does not have a lift and is not accessible to wheelchair users. Funding is approved to make Seven Sisters station fully accessible by 2019. All main TfL bus services are now wheelchair accessible. This will enable new residents and visitors to the new development at Seven Sisters to enjoy equal access to travel, realised both from the proposed development's improvements to the public realm.

#### *Agreed measures included in the S106*

- 4.12.3 The proposed public realm and landscaped areas would be designed and constructed in line with latest access requirements. The S106 agreement Schedule 4 Section 15 Open Space requires improvements to footways on West Green Road and Suffield Road, public realm works to the entrance of Seven Sisters underground station, and replacement bus stops on the High Road. It also requires an approved scheme for provision and future maintenance of open space.

#### *Effects of the redevelopment realised by the CPO - Residual effects*

- 4.12.4 The CPO is likely to move the planned development forward towards the achievement of improved accessibility of open spaces, public realm and inclusive transport provision in the area.

### **4.13 Safety and crime - Effects of the development realised by the CPO**

### *Impacts identified in the EQIA*

- 4.13.1 Both supporters and objectors to the development identified crime and safety as a particular issue, with divergent views as to whether the new development will attract more crime or address existing crime and safety problems. Current crime data identifies a recent significant increase in crime levels in the local area. Evidence informing Haringey's corporate equality objectives identify young people as particularly affected by crime.
- 4.13.2 The proposed replacement of existing run-down buildings with new buildings with more active frontages, as well as newly designed public realm, in line with designing out crime principles is likely to enhance safety and reduce opportunities for crime. AECOM considers that the completed development is likely to enhance safety, with positive equality benefits for young people and other local residents sharing protected characteristics, including women, LGB people and local residents from different ethnic backgrounds.
- 4.13.3 During demolition and construction following completion of the CPO process, the presence of a large inactive frontage may adversely affect perceptions of safety, without suitable mitigation measures. This may result in negative equality impacts, particularly affecting young people and others.

### *Agreed measures included in the S106*

- 4.13.4 The S106 agreement includes in Schedule 6 a Considerate Contractors Scheme, which includes safety and neighbourliness requirements. Schedule 4 includes a requirement for installation of a suitable CCTV system and central monitoring suite prior to occupation of the development, and for a management company to have responsibility for security of the development.

### *Effects of the redevelopment realised by the CPO - Residual effects*

- 4.13.5 Even with agreed measures, fears about safety may arise amongst young people and other people sharing protected characteristics who have concerns during the construction phase following completion of the CPO process. However, the measures proposed are appropriate to prevent crime, in support of integral design measures to design out crime.

## **4.14 Wide ranging consultation and enabling participation - Effects of the development realised by the CPO**

### *Impacts identified in the EQIA*

- 4.14.1 Consultation responses to both the current application and the previous application raised criticisms with regards to the quality of consultation undertaken in relation to the planning application. Respondents to the business and residents surveys conducted in May 2012 included expressions of dissatisfaction of the consultation undertake by the applicant.
- 4.14.2 Analysis of the consultation process indicates that LB Haringey took account of equal opportunities and took measures to enable people from protected groups to participate in consultation. It undertook diversity monitoring of respondents, although it is unclear whether the results of the monitoring informed subsequent consultation.
- 4.14.3 An independent review of consultation undertaken by Grainger concluded that the 2007/8 consultation was structured and delivered in a professional manner, including that it consulted widely and deeply and worked to ensure all those who wished to take part were able to. It concluded that the consultation met the seven best practice principles (integrity, visibility, accessibility, transparency, disclosure, fair interpretation, and publication) contained in the Consultation Institute's Consultation Charter.

- 4.14.4 The developer used a range of methods, including leaflets, website, newspaper adverts, letters and e-newsletter updates to inform the local community about the planning application in 2012, with further updates undertaken since then.
- 4.14.5 The developer has commenced discussions to establish a stakeholder group to maintain dialogue with the relevant stakeholders interested in the redevelopment. The forum would provide the opportunity to discuss issues pertinent to the redevelopment. Likely stakeholders would include traders, landowners, tenants and Ward Councillors. In addition to this the developer will continue to run drop-in sessions with the public to discuss the CPO.

#### *Agreed measures included in the S106*

- 4.14.6 The S106 Schedule 4 Section 21 commits Grainger to submit and implement a community engagement strategy no later than 12 months after the unconditional date or 3 months after the Council resolves to make a CPO to facilitate the development (whichever is the later), to include details on:
- Regular diversity monitoring regarding the impact of the development on affected third parties;
  - Reporting on the engagement process and how representations from third party stakeholders have been taken into account; and
  - Any further identified mitigation measures (including a programme for implementation) that are identified as a result of ongoing monitoring and that are both necessary and directly related to the development.
- 4.14.7 It requires that Grainger implement the approved community engagement strategy, together with any identified mitigation measures.
- 4.14.8 Section 21 further commits Grainger to providing the Council with an annual report containing details of how the strategy has been implemented each year, until 12 months after the completion of the development.

#### *Effects of the redevelopment realised by the CPO - Residual effects*

- 4.14.9 During the CPO process undertaken by LB Haringey, stakeholders who have limited or no legal rights to compensation within the CPO process, including market licensees and employees of businesses, may be unclear about the process, potentially giving rise to negative equality effects, particularly for Latin American and other BAME stallholders and employees.

#### *Further recommended mitigation*

- 4.14.10 The timely exercise of CPO powers and measures by LB Haringey to inform stakeholders, including market licensees, about the CPO process, will contribute to keeping them informed about this stage prior to commencement of the development.

Table 2: Summary of identified impacts of CPO and proposed development and committed mitigation

Nature of Impact	Affected group	Committed mitigation (if any)	Indicative timeframe for implementing mitigation measures
<b>Direct Effect of CPO:</b> Loss of assured short hold tenancy housing on site; no guarantee of re-provision on site within new private housing	A wide range of different ethnicity households living in private rental housing  Children in affected households	S106 Schedule 5 Section 4 measures	During CPO
<b>Direct Effect of CPO:</b> Loss of owner-occupied housing on site, including family-sized houses	BAME households living in owner-occupied housing, including older people  Children in affected households	S106 Schedule 5 Section 4 measures	Pre CPO
<b>Direct Effect of CPO:</b> Loss of right to light for surrounding residential and commercial properties	Certain disabled people  Other protected characteristic groups	Not specified. It is understood that the developer is committed to negotiation of appropriate compensation on a case by case basis where significant effects arise.	During CPO
<b>Indirect:</b> On-site loss of affordable housing, exacerbating existing barriers to housing	BAME households, female-headed lone parent households and children in these households, young people (Haringey Corporate Equality Objectives evidence)	New affordable housing provision planned within east Haringey at other site resulting in net increase. NB Re-provision of affordable housing on site judged unaffordable by Valuation Office.	Over timeframe of site preparation and construction

Nature of Impact	Affected group	Committed mitigation (if any)	Indicative timeframe for implementing mitigation measures
<b>Potential Direct Effect of CPO:</b> Business closure/ non-viability of business following permanent loss of the existing low-rent market site.	Latin American/Hispanic ownership businesses  Other diverse BAME ownership businesses	S106 agreement Schedule 4 Sections 3, 8, 9, 24 & Schedule 6  S106 agreement Schedule 4 Sections 3, 8, 9, 24 & Schedule 6	Post CPO.  Site preparation phase  Post CPO  Site preparation phase
Potential negative impact for equality and for community cohesion (relations between Latin American people and other ethnic groups)			
Interim loss of existing market site during redevelopment, affecting the temporary operation of business and the long term continuation of businesses	Latin American/Hispanic ownership businesses		
Potential negative equality impact	Other diverse BAME ownership businesses		
<b>Potential Direct Effect of CPO:</b> Break-up of Latin American market affecting the viability of individual stallholder businesses & overall vibrancy.	Latin American/Hispanic ownership businesses	S106 agreement Schedule 4 Sections 3, 8, 9, 24 & Schedule 6	Post CPO  Site preparation phase
Potential negative equality impact and for community cohesion (relations between Latin American people and other ethnic groups)			
<b>Potential Direct Effect of CPO:</b> Loss of employment due to stall	Latin American/ Hispanic employees	S106 agreement Schedule 4 Sections 3, 8, 9, 24 & Schedule 6	Post CPO

Nature of Impact	Affected group	Committed mitigation (if any)	Indicative timeframe for implementing mitigation measures
business closure / restructure  Potential negative equality impact and for community cohesion (relations between Latin American people and other ethnic groups)	Other diverse BAME employees		Site preparation phase
<b>Direct Effect of CPO:</b> Loss of shop / business property on site	Diverse BAME ownership shops and businesses	S106 agreement Schedule 4 Sections 4 & 11	Post CPO  Site preparation phase / construction phase
<b>Potential Direct Effect of CPO:</b> Business closure due to inability to afford new market-rate rental/leasehold	BAME-ownership shops and businesses (understood to include Asian, African, Afro-Caribbean and Latin American owned businesses)	Pre-CPO private purchase  S106 agreement Schedule 4 Sections 4 & 11	Pre & Post CPO  Site preparation phase/construction phase
<b>Indirect:</b> Loss of employment following any closure/restructure of affected shops / businesses	BAME Employees	S106 agreement Schedule 4 Sections 4 & 11	Pre or Post CPO  Competed development – recruitment by businesses  Construction phase
<b>Potential Direct Effect of CPO:</b> Permanent worsening of access to outlets for goods & services specific to race/ethnic/cultural groups  Potential negative equality impact despite proposed mitigation measures	Diverse BAME and cultural communities in London	S106 agreement Schedule 4 Sections 3, 8, 9, 24 & Schedule 6  Variety of alternative suitable retail outlets within wider Seven Sisters / North London	Post CPO  Site preparation phase
<b>Potential Direct Effect of CPO:</b> Permanent worsening of access to outlets for goods & services specific to race/ethnic/cultural group	Latin American/Hispanic communities in London	S106 agreement Schedule 4 Sections 3, 8, 9, 24 & Schedule 6  Variety of alternative suitable retail outlets within wider Seven Sisters /	Post CPO Ongoing from planning permission granted – site preparation - construction phase – completion  Following planning permission granted –

Nature of Impact	Affected group	Committed mitigation (if any)	Indicative timeframe for implementing mitigation measures
Potential negative equality impact despite proposed mitigation measures		North London	site preparation
<b>Potential Direct Effect of CPO:</b> Temporary worsening of access to outlets for goods & services specific to race/ethnic/cultural identity	Latin American/Spanish- speaking ownership businesses	S106 agreement Schedule 4 Sections 3, 8, 9, 24 & Schedule 6	Post CPO Following planning permission granted – site preparation
Potential negative equality impact despite proposed mitigation measures			
<b>Indirect:</b> Share in benefits of improved public realm and shopping facilities	Disabled people, particularly those with physical or sensory impairments.  Latin American / Hispanic community  Afro-Caribbean  African  Other BAME communities	De-cluttered pavements, public realm to latest access requirements.  S106 agreement Schedule 4 Sections 3, 8, 9, 24 & Schedule 6	Construction phase  Post CPO – site preparation, continued through to construction and completion
Worsening community cohesion by displacing predominant BAME groups amongst existing residents, shop owners, market traders and employees.			
Potential negative equality impact for relations between groups where mitigation measures prove inadequate to safeguard majority of Latin American businesses			
<b>Potential Direct Effect of CPO:</b> Loss to cultural connections and social interaction amongst specific community with shared racial	Latin American, including Spanish-speaking people	S106 agreement Schedule 4 Sections 3, 8, 9, 24 & Schedule 6	Post CPO – site preparation, followed through in construction and completion.

Nature of Impact	Affected group	Committed mitigation (if any)	Indicative timeframe for implementing mitigation measures
identity  Potential negative equality impact for relations between groups where mitigation measures prove inadequate to safeguard majority of Latin American businesses			
<b>Potential Direct Effect of CPO:</b> Threat to ethnic diversity of the area associated with the multi-ethnic mix of the existing market, where mitigation measures prove inadequate to enable majority of existing businesses to continue to operate.	All BAME groups reflecting make-up of existing market stall-holders and clientele.	Various measures set out in s106 S106 agreement Schedule 4 including Sections 3, 8, 9, 24 & Schedule 6	Post CPO – site preparation, followed through in construction and completion.
<b>Potential Direct Effect of CPO:</b> Worsening community cohesion by displacing predominant BAME groups amongst existing residents, shop owners, market traders and employees.  Potential negative equality impact for relations between groups where mitigation measures prove inadequate to enable the majority of existing businesses to continue to operate.	Latin American & Spanish-speaking community  Afro-Caribbean  African  Other BAME communities	S106 agreement Schedule 4 Sections 3, 8, 9, 24 & Schedule 6	Post CPO – site preparation, continued through to construction and completion
<b>Potential Direct Effect of CPO:</b> Loss to cultural connections and social interaction amongst specific community with shared racial identity	Latin American, including Spanish-speaking people	S106 agreement Schedule 4 Sections 3, 8, 9, 24 & Schedule 6	Post CPO – site preparation, followed through in construction and completion.

Nature of Impact	Affected group	Committed mitigation (if any)	Indicative timeframe for implementing mitigation measures
Potential negative equality impact for relations between groups where mitigation measures prove inadequate to safeguard the majority of Latin American businesses			
<b>Indirect Effect:</b> Need to ensure redevelopment contributes to addressing crime levels and fear of crime associated with the site	BAME people, women, young people (both men and women), children, older people, lesbian, gay & bisexual people, disabled people.	Active, overlooked frontages in new development.  New public realm designed with consideration of security.	Post CPO  Completed development
Risk of increased fear of crime / increased opportunities for crime during demolition & construction phase	Young people (both men and women), BAME people, women, children, older people, lesbian, gay & bisexual people, disabled people.	S106 Schedule 6 Considerate Contractors Scheme  Schedule 4 section 12 CCTV  S106 agreement Schedule 6 Considerate construction scheme provides mechanisms for minimising this risk	During Construction  Completed development
<b>Indirect Effect:</b> Effective consultation with affected community, recognising diversity and different interest groups, to contribute towards sharing of benefits of regeneration.	All equality groups, including BAME residents, employees & business owners, visitors & customers.	S106 Schedule 4 Section 21 sets out appropriate provision	Post CPO  During Construction  Completed development
<b>Indirect Effect:</b> Diversity monitoring to understand effects on equality protected groups	All	S106 Schedule 4 Section 23 sets out to cover costs.  LB Haringey responsible for undertaking appropriate diversity	Post CPO  During Construction  Completed development

Nature of Impact	Affected group	Committed mitigation (if any)	Indicative timeframe for implementing mitigation measures
		monitoring.	

Table 3: Summary of identified benefits of the development, barriers to their being realised by people sharing protected characteristics, and committed mitigation measures

Potential benefit of redevelopment	Affected group	Barriers	Mitigation measures to overcome barriers to realisation of benefits
<b>Indirect Effect:</b> Provision of new housing	BAME groups – African, Afro-Caribbean (but also affects low income households from different racial/ethnic backgrounds)	Affordability barriers, related to low income/savings levels & unemployment/ economic inactivity and low pay.	Valuation Office identifies development as unable to afford inclusion of affordable housing. Planned delivery of new affordable housing in Tottenham as part of the wider housing growth set out in existing and emerging policy framework and supported by Tottenham's Housing Zone designation.
<b>Indirect Effect:</b> Provision of new housing	Single-parent households, largely female-headed	Affordability barriers, related to low income/savings levels  Cost/availability of child-care, particularly affecting women who are economically inactive, unemployed or in low- to middle-income employment.	National strategies to tackle child care affordability as well as help to buy scheme may offer some help.  Valuation Office identifies development as unable to afford inclusion of affordable housing.  Marketing and Letting Strategy to focus initially on local residents.  Planned delivery of new affordable housing in Tottenham as part of the wider housing growth set out in existing and emerging policy framework and supported by Tottenham's Housing Zone designation.
<b>Indirect Effect:</b> Provision of new	Children in low income households	Affordability barriers, related to low	National strategies to tackle child care

Potential benefit of redevelopment	Affected group	Barriers	Mitigation measures to overcome barriers to realisation of benefits
housing		<p>income/savings levels</p> <p>Cost/availability of child-care, impact on household income, particularly where parents in low- to middle-income employment.</p>	<p>affordability as well as help to buy scheme offer some help.</p> <p>Valuation Office identifies development as unable to afford inclusion of affordable housing.</p> <p>Planned delivery of new affordable housing in Tottenham as part of the wider housing growth set out in existing and emerging policy framework and supported by Tottenham's Housing Zone designation.</p> <p>Marketing and Letting Strategy to focus initially on local residents</p>
<b>Indirect Effect:</b> Public realm and streetscape provision, including de-cluttering	Older people and some disabled people; women, especially from certain faith groups (e.g. Muslim) or racial groups; children; some young people.	Fear of crime, including hate crime, or anti-social behaviour, may prevent individuals from amongst these groups venturing out, or lead them to avoid an area based on past experience / reputation	<p>Planned measures to design out crime likely to be beneficial.</p> <p>Measures to promote new identity for area.</p> <p>Community support officers.</p> <p>Engagement with support groups to identify specific concerns and to identify appropriate actions.</p>
<b>Indirect Effect:</b> Safety measures to reduce opportunities for crime and to make for a safer environment	Older people and some disabled people; women, especially from certain faith groups (e.g. Muslim) or racial groups; children; some young people.	Fear of crime, including hate crime, or anti-social behaviour, may prevent individuals from amongst these groups venturing out, or lead them to avoid area based on past experience / reputation	Effective communication of new safety measures, effective targeting of communications at key groups

Potential benefit of redevelopment	Affected group	Barriers	Mitigation measures to overcome barriers to realisation of benefits
<b>Indirect Effect:</b> Business opportunities, particularly in retail sector	Latin American, including Spanish-speaking  Afro-Caribbean, African and other BAME groups	Existing businesses may not have turnover / robust business model to be able to afford open market rental levels, or to compete with national chains	Targeted business training / advice  Measures outlined in S106 agreement likely to contribute.
<b>Indirect Effect:</b> New employment opportunities	Young people  BAME people with low skills  Existing market employees, including Latin American/Hispanic employees	Lack of experience/skills  Lack of relevant experience/skills  Newly created jobs not equivalent to existing jobs	Targeted skills training; apprenticeships; targeted promotion of opportunities  Measures to enable continuity of existing businesses
<b>Indirect Effect:</b> Transport infrastructure improvements	All groups	No barriers identified	London-wide measures to enable transport affordability likely to be beneficial
<b>Indirect Effect:</b> New play space	Disabled children	Construction of non-inclusive play equipment may exclude	Use of inclusive play equipment / construction to London Play standards

# 5 Conclusions and recommendations

## 5.1 Introduction

5.1.1 This chapter sets out recommendations to strengthen, secure or enhance positive equality impacts and to mitigate for potential negative equality impacts. It also concludes on the overall impact of the CPO for equality.

## 5.2 Recommendations

5.2.1 The following recommendations are set out to be undertaken during the CPO process, building on the implementation of the S106 agreement.

- LB Haringey should ensure that all stakeholders are kept informed regarding the CPO process, and that next steps are communicated clearly, including regarding both the CPO process and the commitments set out in the S106 agreement.
- Grainger should seek to secure private purchase of remaining freeholder and leaseholder interests prior to CPO resolution. If this is unsuccessful it should then seek to secure private purchase prior to CPO inquiry stage<sup>14</sup>.

## 5.3 Conclusion

5.3.1 The exercise of CPO powers will enable the site to be brought under the developer's control, enabling the development to contribute to the improved well-being of the area, through a net increase in housing, new jobs associated with the construction and the completed development and additional expenditure in the area. Suitable mitigation measures are in place to prevent negative equality effects as a direct result of the CPO.

5.3.2 The CPO will move the project a step forward towards realising the identified positive equality effects arising from the planned development. These include:

- an improved public realm, in terms of safety, crime and accessibility. People sharing equality protected characteristics are likely to be able to share in these benefits;
- increased provision of additional family housing. Affordability barriers may make it harder for certain groups, including low-income BAME households, children living in low income households and mainly female-headed single parent households, from sharing in this benefit. It remains the responsibility of LB Haringey to enable equal access to housing in the borough;
- transport infrastructure improvements, including benefits for inclusive travel;
- additional employment creation. Planned mitigation measures to enable existing BAME businesses and employees of the existing market stalls and shops to share in the economic benefits of the redevelopment are considered appropriate, though it is noted that there may be some residual risks that some businesses may cease to operate and/or some existing jobs may be lost. BAME jobseekers will be able to share in direct and indirect newly created employment opportunities; and
- business opportunities, particularly in the retail sector, with opportunities for Latin American stallholders and other BAME businesses to share in the economic benefits of the planned development.

5.3.3 The exercise of CPO powers will mean that previously identified potential negative equality effects of the planned development may arise. However, the committed mitigation measures in the S106 agreement will help to minimise negative effects.

<sup>14</sup> The inquiry is held before an Inspector. At the inquiry the acquiring authority and objectors will have the opportunity to present their case. See DCLG (2004) Compulsory Purchase and Compensation Compulsory Purchase Procedure booklet for a lay explanation, at: <https://www.gov.uk/government/collections/compulsory-purchase-system-guidance>.

- 5.3.4 One residual risk of a negative equality effect is that some Latin-American owned and other BAME owned businesses may cease to operate. Associated with this is the risk of some associated loss of employment amongst Latin-American and other BAME employees in existing roles, who may not be successful in competing for new jobs in national retail chains within the development . The potential for loss of access to Latin-American goods, services and facilities is also noted.
- 5.3.5 The S106 agreement includes a detailed set of obligations on the part of both LB Haringey and Grainger to avoid or minimise these negative equality effects. These include local labour commitments, conditions for the re-provision of the market and for provision of a temporary market during construction, as well as other supporting measures, including practical and financial measures as well as diversity monitoring, the requirement for consideration of any further additional necessary mitigation measures and the preparation and execution of a community engagement strategy. It is considered that these measures, along with timely execution of CPO processes, will help to minimise the risk of significant equality impacts.
- 5.3.6 It is not considered that residual negative equality effects of the proposed development, as realised by the CPO, will amount to illegal discrimination. The positive benefits of the development for promoting the wellbeing of the area are considered to outweigh any residual negative equality effects.

# Appendix 1: Baseline data tables

## Appendix A: Baseline Profile of Resident Population.

This section presents evidence on the existing resident population in the area that includes the Wards Corner site. It updates evidence presented in the previous EQIA report, which was prepared prior to the release of 2011 Office for National Statistics (ONS) census data.

### Census data

The Wards Corner site sits across the boundaries of two Lower Super Output Areas (LSOAs): Haringey 024B and Haringey 025D. This report presents census data for both LSOAs, as well as other area for comparison: the ward of Tottenham Green; the London Borough of Haringey; London; and England.

### Additional data sources

This section additionally draws on the following sources of data:

- ONS (2015) Annual Population Survey
- ONS (2015) Claimant Count
- ONS (2014) Integrated Household Survey
- Department for Communities and Local Government (DCLG) (2010) Index of Multiple Deprivation
- LB Haringey (2015) School Place Planning Report
- LB Haringey (2014) Joint Strategic Needs Assessment (JSNA)
- LB Haringey (2013) Local Plan
- LB Haringey (2012) Corporate Equality Objectives 2012-2016
- LB Haringey (2007) Haringey's Sustainable Community Strategy
- Tottenham Community Panel (2012) After the Riots: Taking Tottenham Forward
- Metropolitan Police crime mapping

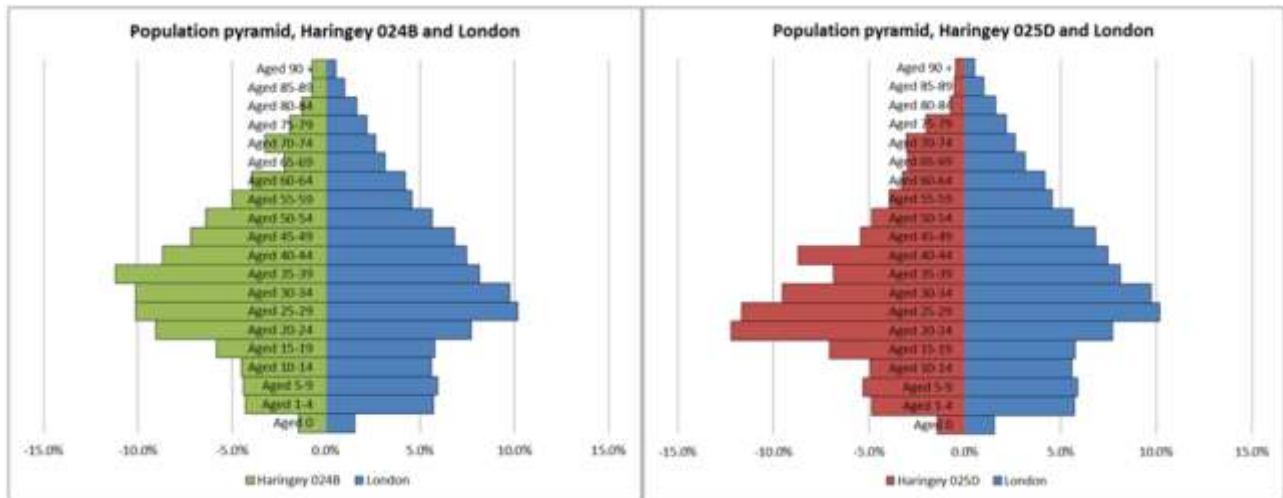
### Profile of protected characteristic groups

#### Age

Figure 5 shows the population by age group of Haringey 024B and Haringey 025D. It indicates that, in general, Haringey 024B has a slightly older population profile in comparison with London. It is notable that, while the proportion of children is lower than the London average, there are larger than average proportions of residents aged 20 to 24, 30 to 34, and 35 to 39. This suggests that, although the area may be popular with young and middle-aged adults, it is less popular among those with young families. Between 2001 and 2011, the population aged under 16 increased by 2.1%, and the population aged 65 and over by 21.0%.

By contrast, Haringey 025D has, in general, a slightly younger population than the London average. The largest age groups in the LSOA are 20 to 24 and 25 to 29, suggesting that the area is particularly popular with younger adults. Again, the proportions of children and young people (aged 16 to 20) are lower than average, and the proportion of older people is in line with the London average. Between 2001 and 2011, the population aged under 16 increased by 6.8%, and the population aged 65 and over by 7.6%.

Figure 1: Population pyramids for Haringey 024B and Haringey 025D, showing comparison with London average



### Disability

17.5% of people in Haringey 024B and 18.6% of people in Haringey 025D state they have a long-term disability or health problem that limits their day-to-day activity either 'a lot' or 'a little' – see Table 4. These figures are broadly in line with the national average (17.6%), but significantly higher than both Haringey (14.0%) and London (14.1%). In Tottenham Green the proportion is 16.4%.

Between 2001 and 2011, the number of people with a limiting long-term illness increased by 9.4% in Haringey 024B, and 24.8% in Haringey 025D.

Table 4: Long-term health problem or disability (Source: ONS Census 2011, KS106EW)

	Haringey 024B	Haringey 025D	Tottenham Green	Haringey	London	England
<b>Day to day activities limited a lot</b>	9.0%	10.4%	8.4%	6.8%	6.7%	<b>8.3%</b>
<b>Day to day activities limited a little</b>	8.5%	8.2%	8.0%	7.2%	7.4%	<b>9.3%</b>
<b>Day to day activities not limited</b>	<b>82.6%</b>	<b>81.4%</b>	<b>83.6%</b>	<b>86.0%</b>	<b>85.8%</b>	<b>82.4%</b>

### Race and ethnicity

Haringey is one of the most ethnically diverse boroughs in the UK<sup>15</sup>. 34.7% of residents of the borough are White British, and there are large proportions of people from Other White (23.0%), Black African (13.8%) and Black Caribbean (10.9%) backgrounds. The Other White ethnic group is the largest in Haringey 024B (26.7% of the total population), Haringey 025D (22.4%) and Tottenham Green (25.8%), and there are larger than average proportions of Black African and Black Caribbean residents. See Table 5 (Source: ONS Census 2011, KS201EW) for further details of the ethnicity of residents in each area.

<sup>15</sup> LB Haringey (2014) Joint Strategic Needs Assessment (JSNA): Figures about Haringey, available online at: <http://www.haringey.gov.uk/social-care-and-health/health/joint-strategic-needs-assessment/figures-about-haringey> [accessed September 2015]

Table 5: Ethnicity of the resident population (Source: ONS Census 2011, KS201EW)

		Haringey 024B	Haringey 025D	Tottenham Green	Haringey	London	England
<b>White</b>	<b>Total</b>	50.9%	46.8%	47.2%	60.5%	59.8%	<b>85.4%</b>
	<b>British</b>	21.0%	21.5%	19.3%	34.7%	44.9%	<b>79.8%</b>
	<b>Irish</b>	2.4%	2.8%	1.9%	2.7%	2.2%	<b>1.0%</b>
	<b>Gypsy or Traveler</b>	0.4%	0.1%	0.2%	0.1%	0.1%	<b>0.1%</b>
	<b>Other</b>	26.7%	22.4%	25.8%	23.0%	12.6%	<b>4.6%</b>
<b>Mixed/Multiple Ethnic Groups</b>	<b>Total</b>	5.2%	6.8%	7.1%	6.5%	5.0%	<b>2.3%</b>
	<b>White and Black Caribbean</b>	1.5%	1.8%	2.3%	1.9%	1.5%	<b>0.8%</b>
	White and Black African	0.8%	1.5%	1.1%	1.0%	0.8%	<b>0.3%</b>
	White and Asian	1.2%	1.5%	1.3%	1.5%	1.2%	<b>0.6%</b>
	Other	1.7%	2.0%	2.4%	2.1%	1.5%	<b>0.5%</b>
<b>Asian/Asian British</b>	Indian	2.7%	2.2%	1.8%	2.3%	6.6%	<b>2.6%</b>
	Pakistani	1.4%	0.4%	0.7%	0.8%	2.7%	<b>2.1%</b>
	Bangladeshi	2.4%	2.2%	2.5%	1.7%	2.7%	<b>0.8%</b>
	Chinese	2.5%	1.4%	1.6%	1.5%	1.5%	<b>0.7%</b>
	Other	4.8%	4.0%	4.5%	3.2%	4.9%	<b>1.5%</b>
<b>Black/African/Caribbean/Black British</b>	<b>Total</b>	24.4%	30.1%	28.9%	18.7%	13.3%	<b>3.4%</b>
	African	12.2%	15.3%	13.8%	9.0%	7.0%	<b>1.8%</b>
	Caribbean	9.2%	11.1%	10.9%	7.1%	4.2%	<b>1.1%</b>
	Other	3.0%	3.7%	4.2%	2.6%	2.1%	<b>0.5%</b>
<b>Other Ethnic Group</b>	<b>Total</b>	5.8%	6.3%	5.7%	4.8%	3.4%	<b>1.0%</b>
	Arab	0.6%	1.5%	0.7%	0.9%	1.3%	<b>0.4%</b>
	<b>Other</b>	<b>5.2%</b>	<b>4.8%</b>	<b>5.0%</b>	<b>3.9%</b>	<b>2.1%</b>	<b>0.6%</b>

Between 2001 and 2011, the population of Haringey 024B, Haringey 025D and Tottenham Green increased by over 20%. In Haringey overall, the increase was 17.7%, higher than the figure for London and more than double the increase nationally. LB Haringey recorded an increase in the population in all ethnic sub-groups, with the exception of White British, White Irish, Indian, Pakistani, and Black Caribbean.

The rate of change in ethnic composition varies considerably at LSOA and Ward level. For example, Haringey 024B recorded a -1.9% decrease in its Indian population, while Haringey 025D experienced an increase of 51.9%. By contrast, Haringey 024B saw an increase of 35.0% in its Pakistani population, while Haringey 025D experienced a decrease of -77.4%. Both LSOAs recorded a decrease in their White British, Bangladeshi, and Black Caribbean populations. Table 6 sets out this data in full for each area.

Table 6: Population change by ethnic group, 2001 – 2011 (Source: ONS, Census 2011, KS201EW)

		Haringey 024B	Haringey 025D	Tottenham Green	Haringey	London	England
<b>White</b>	British	-15.6%	-7.6%	-20.8%	-9.8%	-14.4%	-1.1%

		Haringey 024B	Haringey 025D	Tottenham Green	Haringey	London	England
	Irish	0.0%	-14.8%	-37.1%	-24.8%	-20.2%	-17.2%
	Other	95.5%	116.5%	95.4%	69.5%	75.2%	90.0%
<b>Mixed ethnic group</b>	White and Black Caribbean	30.4%	-19.5%	59.7%	51.5%	68.4%	79.6%
	White and Black African	128.6%	40.0%	75.5%	68.2%	91.6%	111.2%
	White and Asian	50.0%	75.0%	50.0%	60.5%	69.3%	80.8%
	Other	146.2%	48.0%	114.6%	93.6%	94.7%	86.9%
<b>Asian or Asian British</b>	Indian	-1.9%	51.9%	-8.6%	-3.7%	24.2%	35.7%
	Pakistani	35.0%	-77.4%	-24.4%	-6.2%	56.8%	57.4%
	Bangladeshi	-28.8%	-24.1%	30.2%	49.2%	44.3%	58.5%
	Other	232.1%	212.5%	164.9%	142.7%	199.5%	244.6%
<b>Black or Black British</b>	Caribbean	-25.1%	-20.3%	-16.6%	-12.1%	0.3%	5.3%
	African	13.9%	21.3%	11.1%	15.9%	51.5%	105.4%
	Other	222.2%	130.0%	170.7%	129.0%	181.9%	191.5%
<b>Other ethnic group</b>		30.2%	95.0%	50.2%	80.6%	45.4%	26.0%

Over 70% of young people in LB Haringey are from BAME backgrounds.<sup>16</sup> The Haringey Joint Strategic Needs Assessment identifies the largest ethnic groups amongst school pupils in Haringey in 2013 as: White Other (29.2%), White British (18.7%), Black African (16.6%), and Black Caribbean (9.2%).<sup>17</sup> This ethnic diversity is also reflected by the large number of languages spoken among Haringey school children; estimated in 2007 to be approximately 130.<sup>18</sup>

In 2011, 40.0% of the population of Haringey 024B and 46.0% of the population of Haringey 025D was born in the UK. The ethnic diversity of residents of both LSOAs is reflected in a wide variety of countries of origin. 11.6% of residents of Haringey 024B and 11.3% of Haringey 025D were born in African countries, with 11.2% and 9.7% born in the Americas and the Caribbean, 9.3% and 8.9% respectively born in Middle East and Asian countries, and significantly smaller proportions of residents born in Antarctica, Oceania and Australasia. This data is set out in Table 7.

Table 7: Country of birth (Source: ONS Census 2011, KS204EW)

		Haringey 024B	Haringey 025D	Tottenham Green	Haringey	London	England
<b>Europe</b>	<b>Total</b>	67.5%	69.2%	71.3%	77.9%	75.5%	91.2%
	<b>UK</b>	40.0%	46.0%	45.0%	55.4%	63.3%	86.2%
	<b>Republic of Ireland</b>	1.8%	1.9%	1.4%	1.9%	1.6%	0.7%
	<b>Other European countries</b>	20.5%	16.1%	17.6%	14.9%	8.7%	3.7%
<b>Outside Europe</b>	<b>Total</b>	37.7%	35.9%	35.9%	27.8%	26.4%	9.4%
	<b>Africa</b>	11.6%	11.3%	11.3%	8.5%	7.6%	2.4%
	<b>Middle East and Asia</b>	9.3%	8.9%	7.4%	6.4%	11.8%	4.8%
	<b>The Americas and the Caribbean</b>	11.2%	9.7%	9.4%	6.2%	4.0%	1.3%
	<b>Antartica, Oceania</b>	0.4%	0.8%	0.6%	1.0%	1.0%	0.3%

<sup>16</sup> LB Haringey, 2014, JSNA

<sup>17</sup> LB Haringey, 2014, JSNA

<sup>18</sup> LB Haringey, 2007, JSNA

	<b>and Australasia</b>					
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The existence in the area of established communities from shared ethnic backgrounds is indicated by higher than average proportions of residents of Haringey 024B and Haringey 025D from particular countries of birth, including Poland (7.3% and 4.7% respectively), Romania (also 7.3% and 4.7%), Turkey (4.2% and 4.6%), and Jamaica (3.7% and 4.0%). It is also notable that 4.7% of residents of Haringey 024B and 2.9% of residents of Haringey 025D were born in South American countries – compared with 1.8% in Haringey, 1.1% across London and 0.3% nationally – although no detailed breakdown of this data is available.

#### Race/ethnic identity of affected groups

A business survey conducted by AECOM (as URS) in May 2012 found that over 50% of survey respondents identified themselves as belonging to a Latin American or Hispanic background. 14% of respondents identified themselves as from Asian backgrounds, and 8% of respondents as from either Black African or Black Caribbean backgrounds. 21% of respondents identified themselves as belonging to other ethnic backgrounds, including Mediterranean, Turkish/Turkish British and Iranian.

The business survey also identified considerable ethnic diversity amongst employees of businesses on the site. The largest group represented were those of Latin American/Hispanic background (55.6%) followed by other self-identified ethnic groups (28%), which included Iranian, Turkish/Turkish British, Mediterranean and Romanian. Indian and other Asian backgrounds comprised 20% of employees identified in the survey, whilst other employees were identified as Black African, Black Caribbean or from mixed race backgrounds.

Updated information provided by the developer regarding the ethnic identity of the current market stall occupants indicates that the current ethnic profile of the market stallholders remains broadly in line with that reported in the 2012 survey. However, the data is based on inferred information from observation and general conversation, rather than direct questions on self-identified ethnicity, using a structured survey method. For this reason, actual figures are not reported here.

A resident's survey conducted by URS in May 2012 identified that people from a diverse range of ethnic backgrounds live in existing housing on the site. Precise data was collected, but due to concerns about confidentiality of personal information, a more detailed breakdown of ethnic identity is not reported here.

#### Religion and belief

50.5% of the population of Haringey 024B and 50.4% of the population of Haringey 025D consider themselves to be Christian, compared to 50.9% in Tottenham Green ward, 45.0% in Haringey, and 48.4% across London. For Muslims, the equivalent figures are 18.1% for Haringey 024B, 17.5% for Haringey 025D, and 17.7%, 14.2%, and 12.4% for Tottenham Green, Haringey, and London respectively. Less than 5% of the population of Haringey 024B and Haringey 025D described themselves as Buddhist, Hindu, Jewish or Sikh. In total, 27.1% of residents of Haringey 024B and 27.9% of residents of Haringey 025D either did not state their religion, or stated that they had no religion. This data is set out in full in Table 8.

Between 2001 and 2011, both LSOAs saw an increase in the number of residents who described their religion as either Christian or Muslim. There was also a significant rise in each LSOA in the number of people who said they had no religion. Haringey 025D saw a 150.0% rise in the number of Sikh residents, but this represents a very small number of people: six in 2001, and 15 in 2011.

Table 8: Religion of the resident population (Source: ONS Census 2011, KS209EW)

	Haringey 024B	Haringey 025D	Tottenham Green	Haringey	London	England
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	Haringey 024B	Haringey 025D	Tottenham Green	Haringey	London	England
<b>Christian</b>	50.5%	50.4%	50.9%	45.0%	48.4%	59.4%
<b>Buddhist</b>	1.2%	1.4%	1.4%	1.1%	1.0%	0.5%
<b>Hindu</b>	2.3%	0.9%	1.6%	1.8%	5.0%	1.5%
<b>Jewish</b>	0.4%	0.6%	0.6%	3.0%	1.8%	0.5%
<b>Muslim</b>	18.1%	17.5%	17.7%	14.2%	12.4%	5.0%
<b>Sikh</b>	0.0%	0.8%	0.1%	0.3%	1.5%	0.8%
<b>Other religion</b>	0.5%	0.4%	0.5%	0.5%	0.6%	0.4%
<b>No religion</b>	18.8%	19.2%	18.6%	25.2%	20.7%	24.7%
<b>Religion not stated</b>	8.2%	8.8%	8.5%	8.9%	8.5%	7.2%

### Sex

The population of Haringey 024B recorded in the 2011 Census is 1,937, of which 49.0% are male, and 50.0% female – see Table 9. The population of Haringey 025D is 1,868, of which 48.5% are male and 51.5% female. The proportion of lone parent households that are headed by a female is higher in both LSOAs than the average across Haringey, London and England – see Table 10.

Table 9: Sex of the resident population (Source: ONS Census 2011, QS104EW)

	Haringey 024B	Haringey 025D	Tottenham Green	Haringey	London	England
<b>Male</b>	49.0%	48.5%	49.2%	49.5%	49.3%	49.2%
<b>Female</b>	51.0%	51.5%	50.8%	50.5%	50.7%	50.8%

Table 10: Lone parent households with dependent children (Source: ONS Census 2011, KS107EW)

	Haringey 024B	Haringey 025D	Tottenham Green	Haringey	London	England
<b>Male lone parent households</b>	6.7%	6.0%	5.5%	7.3%	7.5%	<b>9.7%</b>
<b>Female lone parent households</b>	93.3%	94.0%	94.5%	92.7%	92.5%	90.3%

### Sexual orientation

The ONS Integrated Household Survey (IHS) recently introduced questions on sexual orientation. Data from the 2013 survey indicates that across the UK, 92.7% of adults identify themselves as heterosexual/straight, 1.2% per cent as gay or lesbian, 0.5% as bisexual, and 0.3% as ‘other’. London as a region has the largest proportion of adults identifying as Lesbian, Gay, or Bisexual (LGB), at 3.2%. Estimates are not available at borough level or below due to small sample size.<sup>19</sup>

The residents’ survey did include respondents who identified themselves as gay, though the numbers were very small.

### **Issues affecting protected characteristic groups**

<sup>19</sup> ONS (2014) Integrated Household Survey, January to December 2013: Experimental Statistics, available online at: [http://www.ons.gov.uk/ons/dcp171778\\_379565.pdf](http://www.ons.gov.uk/ons/dcp171778_379565.pdf) [accessed September 2015]

### Deprivation

Deprivation is not a protected characteristic. However, people possessing certain protected characteristics (e.g. disabled people and BAME children) are at greater risk than other people of experiencing deprivation or of living in areas of high deprivation. An understanding of where deprivation is focused can, therefore, help to identify where people who possess protected characteristics may be at greater risk of inequality.

LB Haringey is the 11th most deprived local authority area in England, and the seventh most deprived in London. At LSOA level, both Haringey 024B and Haringey 025D are within the 10% most deprived in England.<sup>20</sup> Table 11 (Source: ONS Census 2011, QS119EW) sets out household deprivation in each LSOA and Tottenham Green, relative to Haringey, London and England. The proportion of households that are not deprived in any dimension is lower than average across all three areas, and the proportion that experiences multiple dimensions of deprivation is higher than average, particularly in Haringey 024B.<sup>21</sup>

Table 11: Household deprivation (Source: ONS Census 2011, QS119EW)

	Haringey 024B	Haringey 025D	Tottenham Green	Haringey	London	England
<b>Household is not deprived</b>	22.7%	24.9%	24.9%	35.7%	39.4%	42.5%
<b>Household is deprived in 1 dimension</b>	32.7%	34.6%	34.3%	33.6%	34.2%	32.7%
<b>Household is deprived in 2 dimensions</b>	28.5%	28.1%	28.1%	21.5%	19.2%	19.1%
<b>Household is deprived in 3 dimensions</b>	13.0%	10.6%	10.6%	7.8%	6.3%	5.1%
<b>Household is deprived in 4 dimensions</b>	3.1%	1.9%	2.0%	1.4%	0.9%	0.5%

### Employment and economic activity

The most recent employment and economic activity data available is from the ONS Annual Population Survey, for the 12 months to March 2015. This data is available at local authority level, and measures economic activity among the resident population aged 16 to 64. The economic activity rate in Haringey is 74.1%, slightly below the figures for London (77.0%) and England.

(77.6%). Employment is also slightly below average, at 68.6% compared with 71.7% across London and 72.9% nationally. The unemployment rate for Haringey is 7.3%, compared with 6.9% for London and 6.0% for England.<sup>22</sup>

Census data for employment and economic activity is available at LSOA and ward level, and measures economic activity among the resident population aged 16 to 74. In Haringey 024B, the level of economic activity is broadly in line with the average across Haringey and London, and slightly above the national rate. In Haringey 025D, however, the rate of economic activity is 62.6%, considerably below the London-wide rate of 71.7%. Economic activity in Tottenham Green is 68.1%.

<sup>20</sup> Department for Communities and Local Government (DCLG) (2010) Index of Multiple Deprivation (IMD)

<sup>21</sup> The IMD measures deprivation across seven ‘domains’: income; employment; health and disability; education, skills and training; barriers to housing and services; crime; and living environment.

<sup>22</sup> ONS (2015) Annual Population Survey, September 2015

Unemployment is higher than in Haringey, London and England across both LSOAs and Tottenham Green. In Haringey 024B, 9.1% of residents aged 16-74 are unemployed, more than double the national rate (4.4%) and considerably higher than the rate across Haringey (6.1%) and London (5.2%). Long-term unemployment is also high, at 3.3% in Haringey 024B and 2.2% in Haringey 025D, compared with 1.3% across the borough and 1.0% across London.

13.3% of residents of Haringey 024B aged 16-74 are self-employed, in line with the average for Haringey (13.9%) but higher than the figures across London (11.7%) and England (9.8%). By contrast, Haringey 025D has a lower than average rate of self-employment (9.0%).

Table 12 provides a summary of this data. Further detail is included in Table 13.

Table 12: Economic activity

		Haringey 024B	Haringey 025D	Tottenham Green	Haringey	London	England
<b>Economically active</b>	Total	70.5%	62.6%	68.1%	71.6%	71.7%	69.9%
	Employed/self-employed	55.6%	48.8%	54.9%	61.6%	62.1%	62.4%
	Unemployed	9.1%	6.0%	7.7%	6.1%	4.4%	5.2%
	Student	5.8%	7.9%	5.6%	3.9%	3.4%	4.1%
<b>Economically inactive</b>		29.5%	37.4%	31.9%	28.4%	30.1%	28.3%
<b>Long-term unemployed</b>		3.3%	2.2%	2.6%	1.9%	1.9%	1.5%

The proportion of residents aged 16 to 64 who claimed Jobseekers' Allowance (JSA) in July 2015 was 3.6% in Haringey 024B and 1.6% in Haringey 025D. This compares with 3.2% in Tottenham Green, 2.6% in Haringey, 1.6% across London, and 1.9% nationally. 71.2% of JSA claimants in Haringey 024B were male, and 60.0% in Haringey 025D.<sup>23</sup>

Table 13: Economic activity (Source: ONS Census 2011, KS601EW)

		Haringey 024B	Haringey 025D	Tottenham Green	Haringey	London	England
<b>Economically active</b>	Total	70.5%	62.6%	68.1%	71.6%	71.7%	69.9%
	Employed	42.3%	39.8%	42.6%	47.7%	52.3%	50.7%
	Self-employed	13.3%	9.0%	12.3%	13.9%	9.8%	11.7%
	Unemployed	9.1%	6.0%	7.7%	6.1%	4.4%	5.2%
	Student	5.8%	7.9%	5.6%	3.9%	3.4%	4.1%
<b>Economically inactive</b>	Total	29.5%	37.4%	31.9%	28.4%	30.1%	28.3%
	Retired	7.9%	6.8%	6.9%	6.9%	13.7%	8.4%
	Student	7.9%	12.5%	9.1%	8.3%	5.8%	7.8%
	Looking after home or family	4.1%	4.4%	5.0%	5.0%	4.4%	5.2%
	Long-term sick or disabled	5.0%	7.8%	5.8%	4.4%	4.0%	3.7%
	Other	4.6%	5.8%	5.0%	3.9%	2.2%	3.2%
<b>Long-term unemployed</b>		3.3%	2.2%	2.6%	1.9%	1.9%	1.5%

<sup>23</sup> ONS (2015) Claimant Count, Jobseekers' Allowance

### Workforce qualifications

27.8% of residents of Haringey 024B and 30.0% of residents of Haringey 025D are educated to degree level or above. This is in line with the national average (27.4%), but considerably lower than the figures for Haringey (40.8%) and London (37.7%). The proportion of residents of each LSOA with no qualifications is again in line with the national average, but higher than the figures for Haringey and London. 23.3% of residents of Haringey 024B and 21.8% of residents of Haringey 025D have no qualifications, compared with 17.8% in Haringey and 17.6% across London. This data is set out in Table 14.

Table 14: Highest level of qualification (Source: ONS Census 2011, QS501EW)

	Haringey 024B	Haringey 025D	Tottenham Green	Haringey	London	England
<b>Level 4 and above</b>	27.8%	30.0%	29.2%	40.8%	37.7%	27.4%
<b>Level 3</b>	10.0%	12.7%	10.0%	9.6%	10.5%	12.4%
<b>Level 2</b>	10.7%	10.5%	10.7%	10.1%	11.8%	15.2%
<b>Level 1</b>	8.6%	9.2%	9.7%	8.7%	10.7%	13.3%
<b>Other qualifications</b>	18.6%	14.4%	16.4%	12.0%	10.0%	5.7%
<b>No qualifications</b>	23.3%	21.8%	22.7%	17.8%	17.6%	22.5%

### Business ownership

A business survey was conducted by URS in 2012. The survey obtained a total of 36 responses from businesses. Some of the business addresses targeted by the survey could not be contacted or did not wish to take part in the survey. A number of the businesses were vacant or could not be located. For further details of the attempts made to contact businesses, see Table 15.

Table 15: Summary of survey coverage levels

Type	Total No.	No. vacant / unable to locate	No. available to survey	No. interviewed	No. closed / no answer	No. unwilling / unable
<b>Residences</b>	43	16	27	8	9	10
<b>Market Stalls</b>	39	0	39	27	6	6
<b>Shops / Businesses</b>	19	1	18	9	6	3
<b>TOTAL:</b>	101	16	85	44	22	19

Table 16: Relationship of respondents to businesses they represented

Question	Options	Response rate
<b>What is your position within the business?</b>	I own the business [sole or joint]	67% (24)
	I am an employee	22% (8)
	Other (please specify) <sup>24</sup>	11% (4)

<sup>24</sup> Those choosing 'other' specified their position as being a friend or family member to someone involved in the business, or were the manager of the business

<b>Response rate</b>	Answered Question	36
	Skipped Question	0

Table 17: Type of business operated by respondents

Question	Options	Response rate
<b>Is the business:</b>	A market stall within Seven Sisters market?	72% (26)
	A shop or other retail unit on High Road, Seven Sisters Road or West Green Road?	19% (7)
	Other (please specify)	8% (3)
<b>Response Rate:</b>	Answered Question	36
	Skipped Question	0

Table 18: Length of time that business has operated

Question	Options	Response rate
<b>How long has the business operated in this location?</b>	Less than 12 months	9% (3)
	More than 12 months but less than 2 years	11% (4)
	More than 2 years but less than 5 years	9% (3)
	More than 5 years but less than 10 years	49% (17)
	More than 10 years	23% (8)
<b>Response Rate:</b>	Answered Question	35
	Skipped Question	1

Table 19: Number of people employed full-time on a regular basis

Question	Options	Response rate
<b>How many people does your business employ full-time on a regular basis?</b>	One person only	29% (8)
	Two to five people	64% (18)
	More than five people	7% (2)
<b>Response Rate:</b>	Answered Question	28
	Skipped Question	8

Table 20: Number of people employed part-time on a regular basis

Question	Options	Response rate
<b>How many people does your business employ part-time on a regular basis?</b>	None	44% (15)
	One person only	9% (3)
	Two to five people	35% (12)
	More than five people	12% (4)
<b>Response Rate:</b>	Answered Question	34

	Skipped Question	2
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Table 21: Ethnicity of employees

Question	Options	Response rate
<b>To the best of your knowledge, to which of these groups do the employees of this business belong:</b>	Asian	8.3% (3)
	Asian Other	5.6% (2)
	Black African	5.6% (2)
	Mixed White and Black African	2.8% (1)
	Asian British	5.6 % (2)
	Black Caribbean or Mixed White and Black Caribbean	5.6% (2)
	White British	2.8% (1)
	Latin American / Hispanic	56% (20)
	Other (please specify)	28% (10)
<b>Response Rate</b>	Answered Question	36
	Skipped Question	0

Table 22: Views of respondents on whether their businesses will be able to afford to operate

Question	Options	Response rate
<b>Do you think the business will be able to afford to operate within the new development?</b>	Very or quite confident can afford	11.4% (4)
	Not certain	40% (14)
	Slightly or very concerned won't be able to afford	48% (17)
<b>Response Rate:</b>	Answered Question	35
	Skipped Question	1

Table 23: Respondents by sex and age

Question	Options	Response rate
<b>What is your sex?</b>	Male	71.4% (25)
	Female	28.6% (10)
<b>Response Rate:</b>	Answered Question	35
	Skipped Question	1
<b>What is your age group?</b>	18-24	3.2% (1)
	25-34	29% (9)
	35-44	32.3% (10)
	45-54	19.4% (6)
	55-64	16.1% (5)

<b>Response Rate:</b>	Answered Question	31
	Skipped Question	5

Table 24: Respondents by religion

Question	Options	Response rate
<b>What is your religion?</b>	Christianity <sup>25</sup>	59.4% (19)
	Hinduism	9.4% (3)
	Islam	9.4% (3)
	Sikhism	3.1% (1)
	Yoruba	6.3% (2)
	No Religion	12.5% (4)
<b>Response Rate:</b>	Answered Question	32
	Skipped Question	4

### Housing

Both Haringey 024B and Haringey 025D have notably low rates of home ownership. 24.0% of households in Haringey 024B and 28.4% in Haringey 025D are owner-occupied, compared with 39.8% across Haringey, 48.3% across London, and 63.3% nationally. In Haringey 024B, the largest share of housing is private rented, which accounts for 39.4% of households compared with 31.5% in Haringey and 25.1% across London. By contrast, the largest share of housing in Haringey 025D is social rented, with 41.9% of households rented from the council or another social housing provider, compared with 26.7% in Haringey and 24.1% across London.

Table 25: Household tenure

		Haringey 024B	Haringey 025D	Tottenham Green	Haringey	London	England
<b>Owner occupied</b>		24.0%	28.4%	27.0%	39.0%	48.0%	63.0%
<b>Shared ownership</b>		0.6%	2.4%	2.4%	1.5%	1.3%	0.8%
<b>Social rented</b>	Total	34.7%	41.9%	39.2%	26.7%	24.1%	17.7%
	Rented from local authority	12.7%	26.6%	21.2%	17.0%	13.5%	9.4%
	Rented from other provider	21.9%	15.3%	18.0%	9.8%	10.6%	8.3%
<b>Private rented</b>		39.4%	25.7%	30.0%	31.5%	25.1%	16.8%
<b>Other</b>		1.7%	1.6%	1.5%	1.5%	1.3%	1.3%

Haringey has a high rate of overcrowding, with 11.2% of households across the borough having at least two fewer rooms than they require. This is compared with 7.3% across London, and just 2.3% nationally. In Haringey 024B, the figure is 18.5%. This is reflected in the Index of Multiple Deprivation: both Haringey 024B and Haringey 025D are within the 5% most deprived LSOAs in England in terms of access to housing and services. See Table 26.

Table 26: Occupancy rating (rooms) (Source: ONS Census 2011, QS408EW)

<sup>25</sup> Includes two respondents who identified themselves as being Catholic

	Haringey 024B	Haringey 025D	Tottenham Green	Haringey	London	England
<b>Occupancy rating of +2 or more</b>	13.4%	16.2%	14.8%	24.0%	29.9%	49.7%
<b>Occupancy rating of +1</b>	14.2%	13.8%	17.2%	18.8%	21.1%	22.9%
<b>Occupancy rating of 0</b>	31.1%	34.9%	32.3%	28.7%	27.3%	18.6%
<b>Occupancy rating of -1</b>	22.7%	23.8%	21.2%	17.3%	14.3%	6.4%
<b>Occupancy rating of -2 or less</b>	18.5%	11.3%	14.5%	11.2%	7.3%	2.3%

The evidence cited in LB Haringey's Corporate Equality Objectives<sup>26</sup> identifies that:

- Almost 50% of people in priority housing need are lone female parents;
- 40% of people in priority housing need are young people aged 16-24; and
- 34% of people in priority housing needs are Black or Black British.

### Existing housing on the development site

There are 46 existing residential units on the site on Suffield Road, Tottenham High Road, Seven Sisters Road and West Green Road. The existing housing stock is a mixture of owner-occupied, private rented accommodation and social housing units managed by Circle 33 Housing Trust.

The London Plan sets out a target of 820 new units per year, a total of 8,200 between 2011/12 and 2021/22. Housing trajectories set out in the Haringey Annual Monitoring Report indicate that the Council is likely to exceed this, and the Haringey Local Plan includes a target of 861 units per year. Housing developments with the capacity to provide 10 or more units will be required to deliver affordable housing to meet an overall borough target of 50%, depending on the location, scheme details and site characteristics. Where feasible, affordable housing should be provided on-site so that it contributes to creating mixed communities, and avoids creating concentrations of deprivation. Off-site provision will be acceptable in exceptional circumstances where the Council is satisfied that the preferred unit mix and tenure of affordable housing could not be provided on-site.<sup>27</sup>

### Access to services

There are two primary schools in the Tottenham Green ward – Earlsmead and Welbourne. The School Place Planning Report 2015 identifies existing and projected trends in demand for school places in Haringey.<sup>28</sup> It is anticipated that demand for school places in the borough will continue to grow until 2024/25. Overall, it is expected that supply will meet demand, and that there will be a surplus of places. Some areas, particularly where large housing and redevelopment projects are planned, are forecast to experience a deficit in provision from around 2020.

There are approximately 56 GP practices within the borough, and 10 dental practices providing NHS services within the South East Haringey area.

<sup>26</sup> LB Haringey (2012) Corporate Equality Objectives 2012-2016, available online at:

[http://www.haringey.gov.uk/sites/haringeygovuk/files/appendix\\_a\\_corporate\\_equality\\_objectives\\_2012-2016.pdf](http://www.haringey.gov.uk/sites/haringeygovuk/files/appendix_a_corporate_equality_objectives_2012-2016.pdf) [accessed September 2015]

<sup>27</sup> LB Haringey (2013) Haringey Local Plan: Haringey's Spatial Strategy, paragraphs 3.2.4 – 3.2.25, available online at: [http://www.haringey.gov.uk/sites/haringeygovuk/files/haringey\\_local\\_plan\\_strategic\\_policies\\_-\\_march\\_2013\\_ch\\_2-4.pdf](http://www.haringey.gov.uk/sites/haringeygovuk/files/haringey_local_plan_strategic_policies_-_march_2013_ch_2-4.pdf) [accessed September 2015]

<sup>28</sup> LB Haringey (2015) School Place Planning Report, available online at:

[http://www.haringey.gov.uk/sites/haringeygovuk/files/school\\_place\\_planning\\_report\\_2015.pdf](http://www.haringey.gov.uk/sites/haringeygovuk/files/school_place_planning_report_2015.pdf) [accessed September 2015]

Existing shops in the area are understood to include a mix of local food, convenience and other retail outlets. The overall local retail mix is understood to include a Tesco store, but otherwise no national chain stores.

### Public realm, transport and safety

Online crime mapping shows that the crime rate in Haringey 024B in July 2015 was significantly above average at 23.75. This is compared with 12.41 in Tottenham Green and 8.99 across Haringey. The crime rate in Haringey 025D was 10.17, below the figure for Tottenham Green but above the average for Haringey.<sup>29</sup> Across Haringey, the overall number of notifiable offences increased by 8.3% in the year to July 2015, compared with a London-wide increase of 3.5%. Evidence for Haringey's Corporate Equality Objectives identified that 'people aged 17 - 20 are more likely than others to be victims of crime especially as a percentage of the local population'.<sup>30</sup>

Hate crime or harassment is any behaviour that is perceived by the victim or any other person to be motivated by hatred of the group to which the victim is believed to belong. In the year to July 2015, there were 423 racist or religious hate crimes reported in Haringey, an increase of 11.0% on the previous year. Over the same period 26 homophobic offences were reported, an increase of 91.7%.<sup>31</sup>

### Public transport

Current access provision at Seven Sisters underground station includes facilities for the visually impaired; facilities for the mobility impaired (escalators); facilities for hard of hearing people; induction loop; staff assistance and an alternative wheelchair accessible service. The station does not have lift access. Assistance dogs are welcome in the station.

Seven Sisters railway station has staff help; accessible ticket machines and induction loop. However, no part of the station has step free access; there is no disabled parking; and there are no other facilities for wheelchair users of people with mobility impairments.<sup>32</sup>

Numerous bus routes and bus stops serve the Wards Corner site. All London buses are low floor and include at least one wheelchair space. Transport for London has also improved accessibility at bus stops.

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<sup>29</sup> Metropolitan Police crime mapping, available online at: <http://maps.met.police.uk/> [accessed September 2015]

<sup>30</sup> LB Haringey (2012) Corporate Equality Objectives 2012-2016, available online at: [http://www.haringey.gov.uk/sites/haringeygovuk/files/appendix\\_a\\_corporate\\_equality\\_objectives\\_2012-2016.pdf](http://www.haringey.gov.uk/sites/haringeygovuk/files/appendix_a_corporate_equality_objectives_2012-2016.pdf) [accessed September 2015]

<sup>31</sup> Metropolitan Police crime mapping, available online at: <http://maps.met.police.uk/> [accessed September 2015]

<sup>32</sup> National Rail Enquiries station information, available online at: <http://www.nationalrail.co.uk/stations/svs/details.html> [accessed September 2015]

# Appendix 2: Analysis of survey responses

## Introduction

This appendix presents findings from the resident and business surveys conducted in 2012 by AECOM (as URS) with directly affected residents and business owners or representatives. Information provided by Grainger in August 2015 indicates that the profile of businesses remains broadly unchanged since the time that the surveys were carried out. However, it is important to recognise that, given the passage of time, these survey findings may no longer accurately reflect either the characteristics or the current views of affected residents and business owners or representatives, whose circumstances and attitudes towards the development may have changed.

This section also includes a summary of findings from a public survey of residents commissioned by Grainger in 2012. Full details of all consultation and engagement undertaken by Grainger since 2007 are included in Appendix 3.

## Findings of the residents and business surveys

The following is a breakdown of the results from the surveys conducted with businesses and residents within the planned development area, some of which will be subject to the CPO. Please note that where the survey recorded zero responses to an option, it is not listed in these findings. The tables of responses are reported in Appendix 1: Baseline data tables.

### Survey of affected residents

In total the survey achieved eight responses from residents. A number of occupiers could not be contacted, or did not wish to take part in the survey, while other residences were vacant or could not be located. This small number of responses means that the survey did not achieve a full picture of all the households affected. It is not known how much turnover there has been since 2012 in terms of assured shorthold tenants of affected properties.

As of June 2012, all but one of Haringey Council homes had been vacated, or were being rented on an Assured Short Tenancy (AST) basis. The majority of housing association social housing was also being provided as AST.

### *Household composition*

Residences were found to be primarily home to more than one occupant, with just one address recorded as being single occupied. Four of the residences were home to children. None were home to anyone aged over 65 and none of the household members were expecting a baby, or had had a baby within the last 12 months. The length of time respondents had spent in their homes varied, with responses indicating a fairly even spread of short, medium and long term occupancy.

Two of the respondents indicated that a household member had a long-standing illness, disability, or infirmity which limited their activities in some way.<sup>33</sup> In both cases, the illness, disability, or infirmity in question did not make specially adapted accommodation necessary, with current accommodation considered suitable.

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<sup>33</sup> Long-standing illness, disability, or infirmity was defined as: anything that has troubled him/her for a period of at least 12 months or that is likely to affect him/her over a period of at least 12 months.

### *Property type and ownership*

The majority of respondents live in flat accommodation. All of those contacted during the survey rented their property. Five rented their accommodation from a private landlord or letting agency, whilst the remaining three rented through a housing trust or registered social landlord. Two of the residences were home to someone who owns a business at Wards Corner.

### *Preferences in the event of scheme approval*

Rents from housing trust / registered social landlord: In the event of the planning application being approved, the three affected parties spoken to during the survey would seek to be re-housed either within Haringey, within Islington, or in the wider London area. One of the respondents currently has a garden, which could affect the type of re-housing required.

Rents from private landlord / letting agency: Of the five respondents who would have to vacate their property in the event of scheme approval, three would look to find new accommodation in the immediate neighbourhood.<sup>34</sup> One person would seek new accommodation elsewhere in London. When asked what might affect the type of new home they would look for, all considered it unlikely that they would be able to afford the rent for other housing in the local area. Two would want to apply for affordable housing (council or new affordable rent).

### *Additional comments from respondents*

Survey respondents were invited to put forward any additional comments they might have about the development proposal.

The following is a summary of these responses:

- Concern was expressed about the disruption to work and home life that might occur due to the development, and the effect this may have on single parent families. The affordability of rent in the area and the availability of a school locally were highlighted as important.
- A lack of information on the scheme was considered to be an issue, with little done to highlight the effects the development would have locally. It was felt that this reduced the opportunity for those affected to have an input.
- Support was shown towards the scheme due to its potential to regenerate the area through improved shopping and community facilities. It was believed that this could result in a safer area, with reduced levels of crime.
- Those who own businesses in Wards Corner seek appropriate compensation to cover their losses. There was concern that if the development goes ahead it would not be possible to buy and maintain similar properties elsewhere in London.
- It was felt that the older age and limited skill set of some business owners could make it difficult for them to re-establish their business or find suitable new employment, and to maintain their current levels of security. Related concerns include problems obtaining mortgages in the future and the loss of the local support structures that currently aid older residents.
- Disappointment was expressed that the new development will not include allocation of affordable housing. There was also concern that the value of investments made to properties in the expectation of living there in the long term will be lost.

### *Diversity of respondents*

The sample of residents surveyed included a slightly higher proportion of males. The majority were in the age ranges 35-44 and 45-54, with two respondents under 35. A diverse range of ethnicities was recorded, consisting of seven separate groups. The primary beliefs documented were Christianity, Islam, and no religion. The majority of respondents were heterosexual.

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<sup>34</sup> Immediate neighbourhood was defined as: being within approximately 10 minutes' walk of their address

### Survey of affected businesses

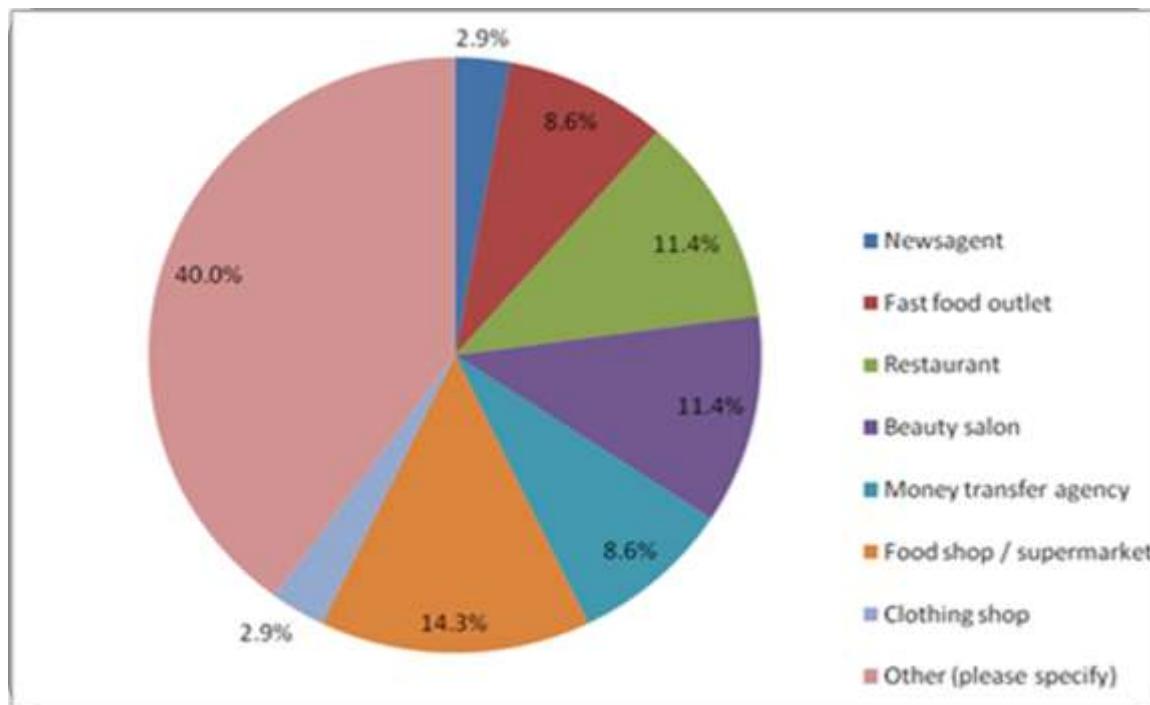
The survey obtained a total of 36 responses from businesses located within the footprint of the proposed development. Some of the business addresses targeted by the survey could not be contacted or did not wish to take part in the survey. A number of the businesses were vacant or could not be located.

Survey response data is set out in full in Appendix 2: Survey response data.

#### *Nature of the businesses*

72.2% of businesses surveyed were market stalls within Seven Sisters market. 19.4% were shops or other retail units on High Road, Seven Sisters Road, or West Green Road. Figure 1 illustrates the nature of these businesses. A large proportion were food-related businesses, including fast food outlets (8.6%), restaurants (11.4%) and supermarkets (14.3%). The 'other' businesses specified by respondents included: barber shop; general store; bed linen store; office; arts and photography; indigenous jewellery; estate agent; Latin American library; clinical practice; shisha bar; off licence; butcher; and semi-precious stones and minerals.

Figure 2: Nature of the businesses surveyed. (Answered Question: 35; Skipped Question: 1)



Overall, 71.5% of businesses had operated on their current site for at least five years, with 22.9% operating from the location for at least ten years. See Table 18 for further details.

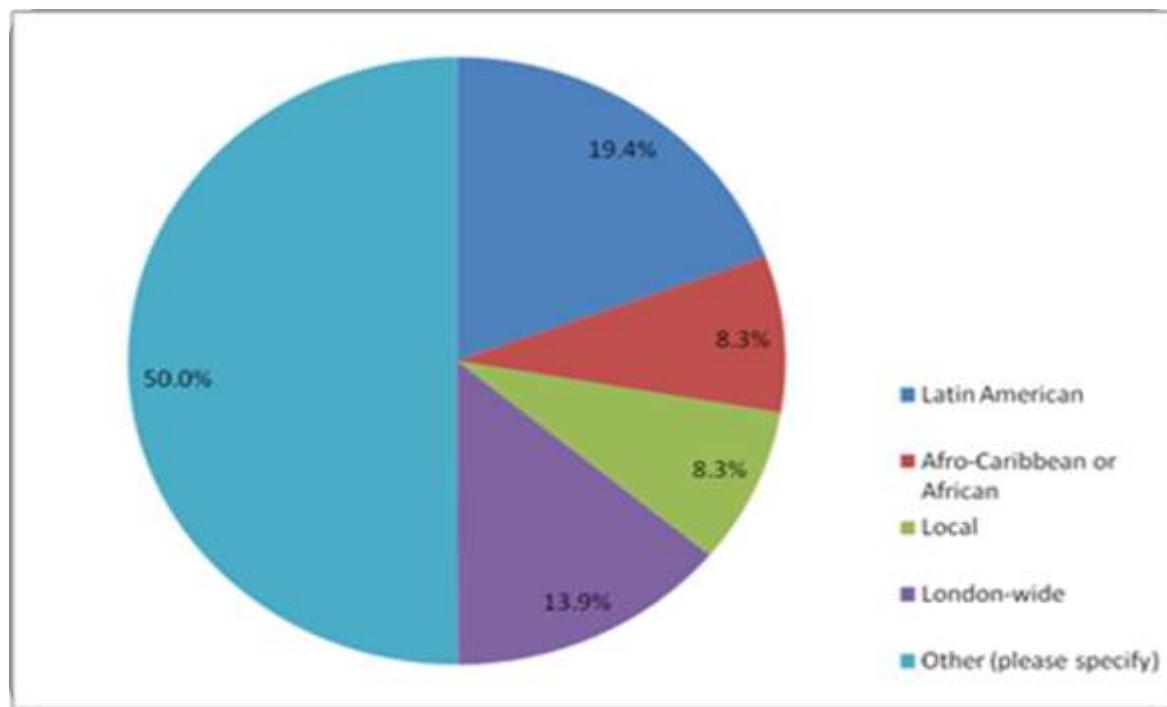
#### *Customers and employees of the businesses*

The vast majority of businesses surveyed (92.9%) employed fewer than five people on a regular, full-time basis, including 28.6% which employed just one person. 44.1% employed no part-time staff, with 44.1% employing between one and five part-time staff, and 11.8% employing more than five. See Table 19 and Table 20 for further detail.

More than half of businesses (55.6%) employed staff of Latin American or Hispanic ethnic background. 27.8% of respondents said that their businesses employed people from 'other' ethnic groups, and specified the following groups: Colombian; Iranian; Turkish; Turkish-British; Mediterranean; Romanian; and Venezuelan. Note that this does include named nationalities that would indicate Latin American/Hispanic ethnicity. See Table 21 for further detail.

Figure 3 below shows that 19.4% of respondents said that their main customer base is Latin American, with a further 13.4% saying that their business attracts customers from across London. Half of businesses described their main customer base as 'other', for example saying that their customers are multi-cultural, mixed, or drawn from all ethnic groups.

Figure 3: The main customer groups of the businesses surveyed. (Answered Question: 36; Skipped Question: 0)



Respondents were asked whether any of the employees of the business, including themselves, had a long-standing illness, disability, or infirmity. All of those surveyed answered this question, with four replying yes. Of these, three considered this disability or impairment to affect their own, or their staff members, daily life.

#### *Opinions on proposals*

Respondents were presented with a list of business-related project measures and additional measures proposed in the S106 Heads of Terms to support affected businesses. Respondents were asked for their views on the likely effect of these on their business. The responses are shown in Table 27.

Table 27: Views on the effect that the expected benefits and proposed additional measures of the application will have on business

Measures Proposed	Highly likely to support business to continue to operate	Likely to support business to continue to operate	Unlikely to support business to continue to operate	Highly unlikely to support business to continue to operate	Unsure how will affect business	No. Response
<b>P1.</b> Reprovide market within new development	0% (0)	16.7% (2)	16.7% (2)	58.3% (7)	8.3% (1)	12
<b>P2.</b> Open-market rental, run by experienced indoor market operator	7.1% (1)	7.1% (1)	7.1% (1)	42.9% (6)	35.7% (5)	14
<b>P3.</b> First right to occupy to all existing traders of an equivalent stall	10.5% (2)	5.3% (1)	5.3% (1)	52.6% (10)	26.3% (5)	19
<b>P4.</b> Market facilitator to work with traders to identify suitable temporary location for market	6.7% (1)	0% (0)	13.3% (2)	53.3% (8)	26% (4)	15
<b>P5.</b> Promote interests of Spanish-speaking traders in temporary location	29.5% (5)	0% (0)	5.9% (1)	29.4% (5)	35.3% (6)	17
<b>P6.</b> Provide appropriate business support and advice to all traders	13.3% (2)	20% (3)	6.7% (1)	33.3% (5)	26.7% (4)	15
<b>P7.</b> Funding towards relocation costs & 3 month rent free period in temporary location	7.7% (1)	15.4% (2)	7.7% (1)	38.5% (5)	30.8% (4)	13
<b>P8.</b> Provide minimum 6 months' notice of closure of existing market	13.3% (2)	0% (0)	13.3% (2)	40% (6)	33.3% (5)	15
<b>P9.</b> Traders Financial Assistance Sum of £144,000 paid to Council	0% (0)	0% (0)	20% (3)	53.3% (8)	26.7% (4)	15
<b>P10.</b> Provision of 6 new retail units suitable for local shops	0% (0)	7.1% (1)	21.4% (3)	50% (7)	21.4% (3)	14
<b>P11.</b> £150,000 payment towards shop building frontage, street decoration, vehicle servicing, improvement strategy, open space & parking West Green Road	6.3% (1)	6.3% (1)	12.5% (2)	43.8% (7)	31.3% (5)	16
<b>P12.</b> Creation of new jobs, including in larger retail units.	12.5% (2)	0% (0)	12.5% (2)	56.3% (9)	18.8% (3)	16
<b>P13.</b> Local procurement of goods and services / local labour agreement for construction	6.7% (1)	13.3% (2)	6.7% (1)	26.7% (4)	46.7% (7)	15
<b>P14.</b> Further engagement with leaseholder and freeholder businesses by developer	21.4% (3)	0% (0)	7.1% (1)	28.6% (4)	42.9% (6)	14

The results of this enquiry (see Table 27) revealed a significant level of scepticism/pessimism, or uncertainty, regarding the likelihood of these measures supporting their business to continue.

- Proposal 1 to reprovide the market in the new development was considered unlikely or highly unlikely to support business to continue to operate by 75% of respondents (9/12 respondents)
- Proposal 2 for open market rental run by experienced indoor market operator was considered highly unlikely to support business to continue to operate by 43% of respondents, whilst 36% were unsure how it would affect their business (total 14 responses)
- Proposal 9 (Traders Financial Assistance Sum of £144,000 paid to Council) was regarded as being unlikely to support businesses to continue. This result must be interpreted with some scepticism, as interviewees may not have understood that the sum was intended to then be used to support traders;
- Proposal 5 to promote the interests of Spanish-speaking traders in a temporary location, proposal 6 to provide appropriate business support and advice to all traders, and proposal 14 for further engagement with leaseholder and freeholder businesses were identified more frequently than other proposals as potentially supporting businesses to continue;
- Across many of the proposed measures, a high number of responses express uncertainty over how they will affect their business. This suggests that there is widespread uncertainty regarding what the impacts of these proposed measures will be in practice. It may also reflect limited understanding of the nature of the planned measures amongst respondents.

Those surveyed were also asked whether they thought their business would be able to afford to operate within the new development (see Table 22). Responses reveal concern and uncertainty. 45% of respondents stated that they were 'very confident' that their business would not be able to afford to operate in the new development, and 40% said that they were uncertain.

5.3.7 Those contacted in the Seven Sisters Market were asked what additional measures, if any, would be needed so that their business could continue to operate during reconstruction. They were also asked for any additional comments they might have on the proposed measures for the permanent relocation of the market.

5.3.8 The following is a summary of their responses:

- There was some uncertainty amongst respondents about how businesses could be supported during reconstruction. Fears were expressed over the negative effect on business that any period of closure could have.
- Some considered relocation as an option, especially in the local area, but there were reservations about whether a replacement site could provide similar transport links, parking, and street access. The lack of suitably sized local venue to provide all with their current level of space was another concern. It was felt that relocation to more than one site would divide the community.
- Others opposed relocation on the basis that they would be unable to afford to return post-development. There was uncertainty over what the cost of new stalls in the future market, and in other locations, would be. Concern was expressed over the affordability of other locations.
- Two years notice of the closure of the existing market was a measure proposed. Another considered a significant increase in compensation as being necessary, due to the number of traders that it would be divided amongst and the length of the reconstruction period.
- The payment of the businesses rent for the entire reconstruction period was also proposed, whilst others considered the maintenance of current rent levels to be an appropriate measure.

5.3.9 All of those contacted during the market and shop business survey were asked what additional measures, if any, would be necessary for their businesses to be able to operate in the long term.

5.3.10 The following is a summary of their responses:

- Opposition to the development in general was recorded from a number of respondents, with concerns including loss of customers, local identity, diversity, and community contact with friends and family. Some felt that the redevelopment plans would cause money to be lost from the local economy due to an increased number of larger chain stores.
- There was strong support for the renovation of the existing building, particularly through an alternative, community led plan. The historic nature of the building and the relatively low cost of such an approach were highlighted.
- The ability of the current businesses to make improvements to the building and surroundings was mentioned by a number of respondents. A lack of outside support and the uncertainty brought about due to past and current development proposals were cited as being barriers to improvements and investment.
- Fair compensation for the value of businesses lost due the redevelopment was considered necessary by a number of respondents. Some felt that the levels of compensation offered so far have been too low.
- The affordability of open market rents in the new development is believed to be an issue, with some considering it unlikely that they would be able to continue their business.
- Complaints about a lack of information were recorded, with some considering the information so far provided to be too vague to allow for informed decisions to be made. Some reported that they had so far received no information and a lack of engagement from Grainger and the Haringey Council was cited.

5.3.11 The business representatives contacted during the survey were asked whether they had any comments regarding the effects of the development on their customers.

5.3.12 The following is a summary of their responses:

- Some of the survey respondents believe that improvements to the area through the development could help in attracting new customers, or that they would no effect.
- A number feel that the development would have more negative effects on their current customers. A potential loss of services was cited by several respondents, with local shops considered to be particularly adapted to the community's needs at present. There was concern that new businesses would make some important products unavailable or unaffordable.
- It was also felt by some that the development proposal would result in a loss of community spirit that would affect their customers. The market area is regarded by some as an area of congregation and socialising for Latin American and other ethnic groups, with strong links to cultural identity.
- The breaking of long term relationships between businesses and clients was highlighted as an issue. This was particularly felt to be the case with the elderly, who are said to rely on a local support structure which provides them with social contact in addition to shopping.
- The loss of accessibility for local customers was highlighted by a number of those surveyed, with the current transport links considered to be particularly good. There was concern about how customers would locate current businesses again should the development go ahead, with advertising suggested as a potential solution.

5.3.13 Those contacted during the course of the business survey were asked whether they had any comments regarding the effects of the development on their employees.

5.3.14 The following is a summary of their responses:

- Many of the respondents expressed concern that the new development will lead to job losses and unemployment amongst their staff, with knock on effects on the families that these workers support and the wider community. It was suggested that higher rents could result in businesses employing fewer staff.
- Some believed that their current employees would not be able to find work in the new development. Others felt that more jobs may become available, but they are likely to be lower

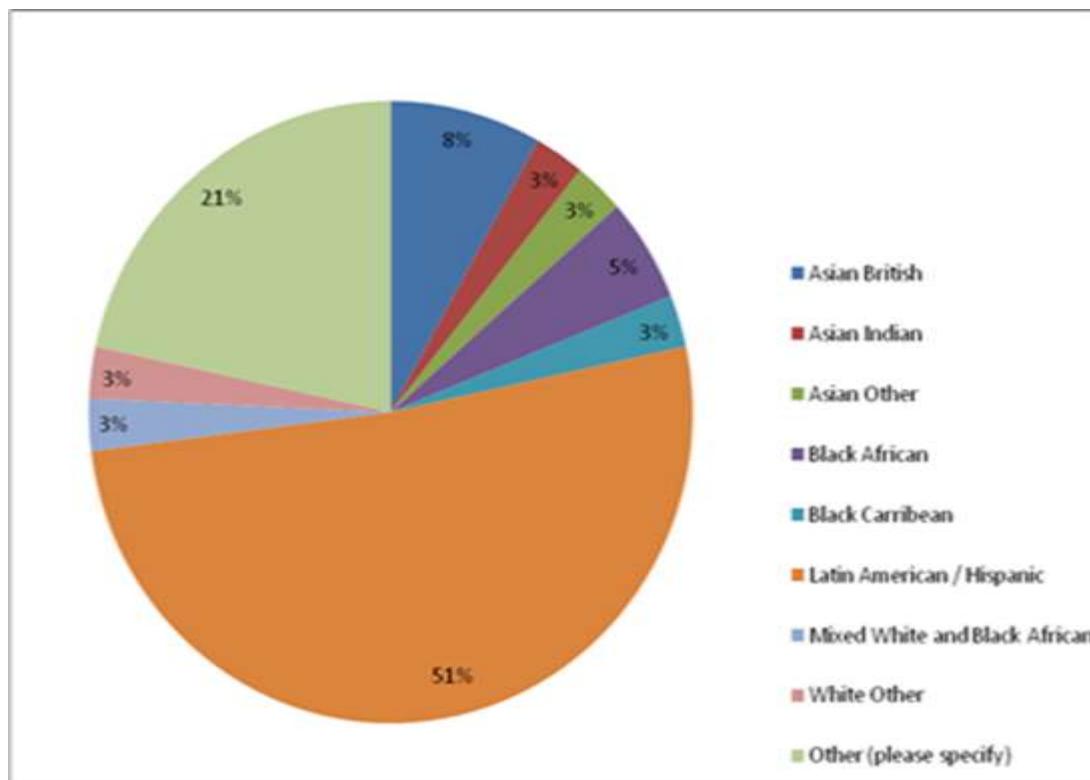
skilled and lower paid. There was concern amongst some that they would not be able to find a similar job and so would have to start again on a low salary.

- A qualitative difference between being a business owner and an employee was highlighted, with a respondent stating that they couldn't now work for someone else. There was also concern about the stress placed on employees due to the uncertainty surrounding the development proposal.
- There was a strong belief amongst respondents that job losses, or reductions in pay or hours available, could have a significant impact on the level support some employees could offer to their families and friends abroad.

#### *Diversity of respondents*

- 5.3.15 71.4% of survey respondents were male, and 28.6% female. In terms of age, the largest group was aged 35 to 44 (32.3%). 16.1% of business respondents were aged between 55 and 64. See Table 23 for further detail.
- 5.3.16 Over half (51.0%) of respondents described their ethnicity as Latin American or Hispanic. 21% described their ethnicity as 'other', and gave responses including: Iranian; Columbian; Cuban; Turkish; Turkish-British; and Mediterranean. See Table 5 below for further detail. 59.4% of respondents gave their religion as Christianity. 9.4% gave their religion as Hinduism, 9.4% Islam, 6.3% Yoruba, and 3.1% Sikhism. See Table 24 for further detail.

Figure 4: Survey respondents by ethnic group



## 5.4 Public survey of local residents

- 5.4.1 Grainger commissioned a doorstep quota survey in the postcode areas N15 4, N15 5 and N15 6, conducted in April 2012. 577 adults in the Seven Sisters area of Tottenham were interviewed, with at least 150 residents from each of the postcode areas, with interview shifts spread across daytime, evening and at the weekend. Data was weighted to be demographically representative of Haringey borough adults by age group and gender, as well as to 33% for each of the three postcode regions. The survey canvased the views and opinions of residents in the area on the services available, areas for improvement and the development plans for the site.
- 5.4.2 A majority of residents (63%) reported that they use shops and services in the area more than once a week, while one in three (35%) reported that they use the Seven Sisters Market this frequently. Seven Sisters residents were most likely to say that increasing the amount of investment in the area (68%) is one of their top three priorities from the list given. Apart from this, increasing the availability of housing (64%) and increasing the range of shops (53%) are seen as a priority by more than half of residents.
- 5.4.3 Responses by younger people indicated that they are more likely than older people to currently use Seven Sisters Market. 41% of respondents aged 18-34 year olds reported that they use the market more than once a week, compared to just 26% of respondents aged 55 or over.

# Appendix 3: Consultation by Grainger Seven Sisters Ltd

This section provides a summary of the consultation undertaken to date with local stakeholders and the wider community on the Seven Sisters Regeneration project since 2007. It also outlines the agreed on-going engagement activities aimed at continuing to provide the community with updates on the progress of the project.

## 2007

### June

- Letters were issued to tenants of the development site informing them of the next stage in the development process
- Pre-exhibition newsletters were issued to over 11,000 local households and businesses as well as key local stakeholders
- Invitations were sent to councillors and The Bridge New Deal for Communities (NDC) Board Members inviting them to a preview of the public exhibition

### July

- A press release was issued to all local papers which provided details of the exhibition and invited people to get involved in the consultation process
- The development proposals were presented to the Tottenham & Seven Sisters Area Assembly
- Two public exhibitions were held in a trailer outside the Seven Sisters Market displaying information on the proposals on eight boards and a model (13 July & 14 July)

### September

- An article was published in "The Word", The Bridge NDC magazine, outlining the consultation process, the initial results, proposed next steps and who to contact for more information
- A meeting was held with the Tottenham Civic Society to discuss the initial proposals and collated feedback

### November

- Update leaflets were issued to local households and businesses detailing the initial consultation results and next steps
- A meeting was held with various local residents' associations to discuss the proposals

### December

- Follow up meetings were held with The Bridge NDC and residents' associations
- An updated article was published in "The Word" magazine on the progress of the consultation

## 2008

### February

- A leaflet was issued to an identified consultation area of 11,000 local households and businesses providing details of the planning application submitted to Haringey Council
- A press release was sent to local papers providing details of the submitted planning application
- Two further public exhibitions were held on the 29 February & 1 March, providing the local community with the opportunity to view the final proposals and provide feedback

### March

- A series of meetings were held with the Tottenham Civic Society, various resident's association representatives, market traders, interested residents and Wards Corner Coalition members
- A presentation on the application was made to the Development Management Forum arranged by LB Haringey

### May

- A meeting with David Lammy MP was held to discuss the revised proposals
- ICM were instructed by Grainger to undertake an independent telephone poll of 500 local residents in order to gain an understanding of the views of the wider public in the area

### July

- A second meeting was held with David Lammy MP to discuss the revised proposals
- A meeting was held with officers and political representatives at the GLA
- A tour of other Grainger developments was arranged for Haringey councillors to demonstrate the quality of Grainger's developments

### August

- A series of meetings were held with market representatives, to discuss the future of the Seven Sisters Market, on 8 August, 19 August, 1 September and 2 October

### October

- A further meeting was held with officers and political representatives at the GLA
- An open meeting was held with all the market traders to discuss the way forward for Seven Sisters Market, in light of the discussions had with the market representatives

### November

- Letters were issued to all traders in English and Spanish that provided written confirmation of Grainger's position and the relocation options

### Ongoing

- An unmanned public exhibition was installed at the Marcus Garvey Library between March and November with information about the planning application. A drop-in event was organised on the last Tuesday of each month between 5pm and 8pm at the exhibition space to provide members of the public with a further opportunity to ask questions relating to the proposals
- Quarterly updates were provided via The Bridge NDC's "The Word" magazine
- Regular updates were published on Grainger's website and the dedicated project website

## **2011**

Following the quashing in 2010 of the Council's decision on the application in 2008, Grainger's team provided some additional information and updated the relevant reports before the application was resubmitted in 2011. However, as the scheme under the council's consideration was the same as it had been in 2008, further consultation beyond the council's statutory consultation was not considered necessary.

Grainger continued to provide updates on the progress of the proposals via the dedicated project website and through media releases as appropriate. In addition, members of the project team including representatives from Grainger, attended a Development Management Forum on 1 February to provide an update and take questions.

## 2012

In 2012, the proposals were amended in response to comments from the planning committee at Haringey Council, and a fresh application was submitted. To notify the local community of the application, the following consultation activities were undertaken:

- Over 10,000 leaflets were distributed to households and businesses in the surrounding area
- The project website ([www.sevensistersregeneration.co.uk](http://www.sevensistersregeneration.co.uk)) was updated accordingly
- Adverts were published in the Haringey Independent and Tottenham Journal and on their respective websites
- Letters were issued to all residents, businesses and stakeholders within the site boundary
- E-newsletter updates were sent to interested parties

## 2013

- Updates were issued through e-newsletters and the project website as necessary

## 2014

### December

- Grainger's agents were instructed to engage with all affected property owners and lessees on an individual basis to agree terms for Grainger to acquire their interest

## 2015

### April

- The project website was updated with information on the progress of the project and key local announcements of interest including the housing zone allocation of the Tottenham area
- Newsletters were issued with project updates and key announcements to approximately 9,000 households and businesses
- E-newsletters with project updates and key announcements were sent to interested parties

### June

- Invitations were sent to landowners/lessees with information on drop-in events to encourage affected property owners and tenants who are not in active negotiations with Grainger about the sale of their interests to obtain further information and discuss their individual situations

### July

- The first of a series of 'drop-in' events was held to encourage property owners and tenants to engage with Grainger over the sale of their interests

### On-going engagement

To date, Grainger have agreed to undertake the following activities to continue to engage with affected property owners, lessees and other interested parties within the community. These activities include:

- Host further 'drop-in' events
- Issue quarterly newsletters and e-newsletters to approximately 9,000 properties and businesses within the local area with updates on the progress of the project
- Update project website with regular news/updates as available
- To undertake a community engagement strategy and implement any associated mitigation measures.

**ABOUT AECOM**

In a complex and unpredictable world, where growing demands have to be met with finite resources, AECOM brings experience gained from improving quality of life in hundreds of places.

We bring together economists, planners, engineers, designers and project managers to work on projects at every scale. We engineer energy efficient buildings and we build new links between cities. We design new communities and regenerate existing ones. We are the first whole environments business, going beyond buildings and infrastructure.

Our Europe teams form an important part of our worldwide network of nearly 100,000 staff in 150 countries. Through 360 ingenuity, we develop pioneering solutions that help our clients to see further and go further.

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