



Seven Sisters
Regeneration at
Wards Corner
Equality Impact
Assessment

Report

June 2012

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1 INTRODUCTION

1.1 Purpose

1.1.1 Haringey Council commissioned URS to undertake an updated Equalities Impact Assessment (EqIA) of a planning application for Seven Sisters Regeneration at Wards Corner, to support their consideration of the planning application submitted in May 2012.

1.1.2 Haringey Council commissioned URS to undertake an EqIA of the new application, in order to support their consideration of the application. This was particularly to enable Haringey Council to fulfil its equality duties in considering the application.

1.2 Background

1.2.1 This report builds on an EQIA report produced to support Haringey Council's consideration of a previous planning application HGY/2008/0303.

1.2.2 The previous EQIA report was published in June 2011 to support Haringey Council's consideration of the full planning application for the redevelopment of the Wards Corner site, application number HGY/2008/0303. The EQIA report was informed by secondary data analysis as well as the outputs of consultation and engagement activities undertaken. The planning application was considered by the Planning Committee in July 2011. The application was refused on grounds of design and failure to demonstrate delivery of substantial public benefits that outweigh the loss of designated heritage assets¹.

1. The proposed development by virtue of its bulk massing and design neither preserves nor enhances the historic character and appearance of the Tottenham High Road Corridor / Seven Sisters / Page Green Conservation Area. Consequently the proposal is contrary to the aims and objectives of National Planning Policy Statement (PPS) 1: Creating Sustainable Communities (2005); PPS 5, Policies UD3 'General Principles' & UD4 'Quality Design' and CSV1 'Development in Conservation Areas' of the Haringey UDP.
2. The proposed development would involve the loss of designated heritage assets as defined in Annex 2 of PPS 5 and would constitute "substantial harm". The applicant has failed to demonstrate that the substantial harm is necessary in order to deliver substantial public benefits that outweigh that harm.

1.2.3 The applicant submitted a new application [HGY/2012/0915], which was received as valid on 09/05/2012. This new application in 2012 included changes in direct response to the reasons for refusal of the original application given by Haringey Council's Planning Committee in July 2011. The changes made include:

- Simplification of the design of the corner of Seven Sisters Road and the High Road;
- Removal of one storey from the tallest building on the High Road (Block K);
- Reconfiguration of the public realm on the High Road, including the introduction of clipped trees on the High Road elevation;
- 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; and
- Replacing the proposed white render on Suffield Road with brick.

¹ SCHEDULE OF REASONS FOR REFUSAL FOR DECISION REFERENCE No. HGY/2008/0303

1.2.4 In support of the new application, a revised S106 Heads of Terms² has been prepared by the applicant for negotiation with Haringey Council.

1.2.5 From April 2011, Haringey Council, as a public body, is subject to a public sector equality duty, as set out in Section 149 of the Equality Act 2010 ('the Act'). The public sector equality duty brings together the previous race, disability and gender duties, and extends coverage to include age, sexual orientation, religion or belief, pregnancy and maternity, and gender reassignment in full. These are the grounds upon which discrimination is unlawful and are referred to as 'protected characteristics'. The Duty requires public bodies to consider the need to eliminate discrimination, advance equality of opportunity and foster good relations in all their functions.

1.3 Report Structure

1.3.1 The structure of this report closely follows the structure of the previous Wards Corner Redevelopment Equality Impact Assessment Report, URS Scott Wilson, June 2011. It comprises:

- Chapter 1: Introduction
- Chapter 2: Methodology
- Chapter 3: Equalities Legislative and Policy Context
- Chapter 4: Summary of Planning Application and Related Measures
- Chapter 5: The Existing Situation
- Chapter 6: Consultation
- Chapter 7: Appraisal of Equality Impacts
- Chapter 8: Recommendations and Conclusions

² *Wards Corner Section 106 Obligation – Heads Of Terms - Subject To Contract And Without Prejudice*. Grainger PLC, May 2012 Copy provided by Haringey Council.

2 METHODOLOGY

2.1 The approach to review and updating of the EQIA

2.1.1 The Equality Impact Assessment updates the Wards Corner Redevelopment Equality Impact Assessment Report, URS Scott Wilson, June 2011.

2.1.2 The methodology for this previous report was entirely desk-based. It comprised the following stages:

- Screening;
- Review of legislation, evidence on profile of affected population, planning application proposals, evidence on potential nature of equality impacts;
- Appraisal of impacts, informed by consideration of evidence;
- Preparation of recommendations; and
- Review by Haringey council, including their equalities team.

2.1.3 This update involved the following stages:

- Review and update of legislation, profile of affected population, planning proposals and consultation activities commissioned by applicant;
- Design, conduct and analyse a residents survey and business survey;
- Re-appraisal of potential impacts, informed by consideration of updated information, including survey findings;
- Preparation of revised recommendations; and
- Review by Haringey council and finalisation of report.

2.2 Survey design

2.2.1 In order to collect primary data on the opinions of those affected by the proposed Seven Sisters redevelopment two separate surveys were designed. A questionnaire was prepared for residents of homes on the proposed development site. Another questionnaire was produced for those businesses that operate on the site. Business owners who also live on the site were invited to take part in both of the surveys. Copies of these questionnaires can be found in Annex A.

2.2.2 The surveys were of a structured design which captured both quantitative and qualitative information. This combined approach was chosen as it ensured that essential information was collected, whilst also allowing respondents to share their wider views on the proposal.

2.2.3 Questions were drawn from existing, relevant surveys and adapted to the needs and circumstances of this particular study. Diversity questions were based on Haringey Council's online diversity monitoring questions. Details of the S106 measures proposed by Grainger were provided by Haringey Council.

2.2.4 More generally, the construction of the questionnaires adhered to best practice principles of survey design. This included the avoidance of leading and double barrelled questions, careful choice of question wording and type (e.g. closed, open), the application of logical sequencing, and considerations of questionnaire length.

2.3 Conducting the consultation

2.3.1 The consultation was conducted in the area that would be directly affected by the proposed Seven Sisters redevelopment (Figure 2-1). This included businesses and residences along the A10 High Road, A503 Seven Sisters Road, A504 West Green Road, Suffield Road, and within the Seven Sisters Market.

2.3.2 Visits to the survey area took place over a four day period, which encompassed both weekend and weekdays³. This period was chosen as it provided an opportunity to contact business operators during their working hours and residents when they were most likely to be present in their homes.

2.3.3 The questionnaires were conducted by URS staff with prior surveying experience. Answers were inputted directly into the survey online using an iPad. Either the staff member or the survey respondent themselves entered the data, dependent on the respondents wishes.

2.3.4 A Spanish speaking staff member of a Latin American background was included in the survey team so that the views of those in the area with a strongly Hispanic background could be accurately obtained. An interview protocol detailing etiquette and procedure was established and adhered to at all times during the consultation.

2.3.5 In total, 24 person hours were spent in consultation on the survey site. In addition to the time spent conducting the questionnaires, this period included time spent finding addresses and willing respondents. Surveys were conducted on a door-to-door basis. Repeat visits to those who were busy or unavailable were made whenever possible. For further details of the level of coverage attained please see Table 2-1.

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

Table 2-1: Summary of survey coverage levels

³ Friday 18/05/12; Saturday 19/05/12; Sunday 20/05/12; Monday 21/05/12

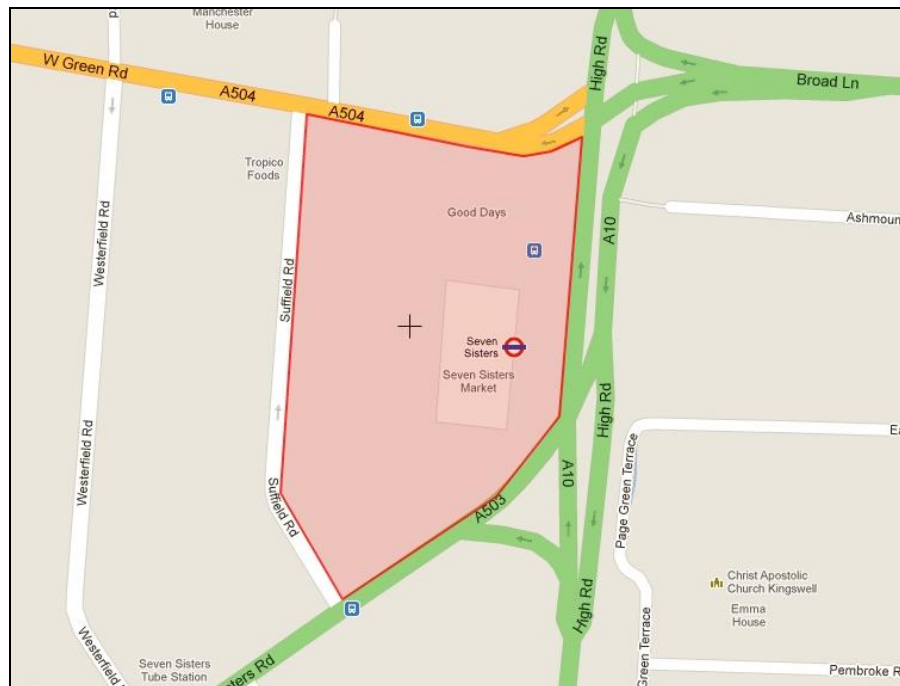


Figure 2-1: The area directly affected by the proposed Seven Sisters redevelopment

2.4 Limitations and constraints

2.4.1 Whilst efforts were made to ensure that the consultation was as comprehensive as possible, it is subject to a number of unavoidable limitations and constraints. These include the following:

- **Limited time frame:** There was a limited available time frame for the conduct of the survey. This was to enable the Council to determine the application within the statutory timeframe. This prevented pre-testing of the survey.
- **Survey coverage:** It was not possible to contact a representative from all businesses and residencies during the available survey period. A number of residents and business owners declined to participate in the survey. The size of the sample obtained will to some extent restrict the depth of the analysis.
- **Misinterpretation:** Despite care taken in the explanation of the surveys purpose and the meanings of the questions involved, some degree of misinterpretation by respondents cannot be discounted. The interviewers took care to ensure respondents understood what they were being asked, without providing leading responses.

3 EQUALITIES LEGISLATIVE AND POLICY CONTEXT

- 3.1.1 The equalities legislative context remains unchanged, with the Equality Act 2010 being the relevant legislation setting out the Public Equality Duty to which Haringey Council is subject in carrying out all its functions, including its consideration of planning applications.
- 3.1.2 Those subject to the equality duty 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.
 - Foster good relations between people who share a protected characteristic and those who do not.
- 3.1.3 These are sometimes referred to as the three aims or arms of the general equality duty. 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.
 - Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.
- 3.1.4 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.
- 3.1.5 The new duty covers the following eight protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 3.1.6 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.
- 3.1.7 The new London Plan was adopted in 2011. 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 relate to equalities and the protection of disadvantaged groups, specifically:
- 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.

3.1.8 Equal Life Chances for All⁴, the Mayor’s equality strategy sets out priorities for achieving equality across a range of dimensions, with emphasis on addressing the needs of disadvantaged people; supporting deprived communities, vulnerable people and promoting community cohesion; supporting the development across the London economy of diverse markets, workforces and suppliers, including through Responsible Procurement programmes; 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.

3.1.9 The Haringey Local Plan Strategic Policies⁵ include planning policies which are relevant to promoting equality and tackling existing disadvantage.

3.1.10 Other relevant local policy documents include an updated equal opportunities policy and corporate equality objectives, adopted by the Council in light of the Equality Act 2010 and in conformity with a specific equality duty which fell due on 6 April 2012. Relevant equalities objectives are set out in the following documents:

- Wards Corner/Seven Sisters Underground Development Brief 2004
- Haringey’s Equal Opportunity Policy (March 2012)⁶ and Corporate Equality Objectives (March 2012)⁷ and Sustainable Community Strategy 2007 – 2016
- Haringey Strategic Partnership Community Cohesion Framework Update 2010

⁴ Equal Life Chances for All’ (2009), GLA, Mayor of London

⁵ http://www.haringey.gov.uk/local_plan-_strategic_policies_-_formerly_the_cs-updated_04-12.pdf2010

⁶ http://www.haringey.gov.uk/index/council/how_the_council_works/equalities/equaloppspolicy.htm

⁷ http://www.haringey.gov.uk/appendix_a_corporate_equality_objectives_2012-2016.pdf

4 SUMMARY OF PLANNING APPLICATION AND RELATED MEASURES

4.1 Introduction

4.1.1 This Chapter seeks to summarise the related proposal and planning application for the redevelopment of Wards Corner. The content of this Chapter relies heavily on the *Wards Corner Regeneration EqIA report*, URS Scott Wilson, 2011 which referenced documents submitted by the Applicant, Grainger Seven Sisters Ltd in December 2010. This information had been updated, using documents submitted in May 2012, in particular the Planning Statement 2012. It also draws on the S106 Heads of Terms document prepared by the Applicant, which was provided to us by Haringey Council. The chapter includes relevant detail on the existing site conditions.

4.1.2 The 0.71 ha site proposed for redevelopment 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. Part of the site lies within the Seven Sisters Conservation Area. None of the buildings on the site are statutorily listed, although two have been 'locally listed' by the Council.

4.1.3 In response to the prior refusal of the scheme, revisions to the proposal have taken place. The applicant states that the bulk and mass of the proposed development have been reduced, and the design and appearance of the buildings and the public realm have been amended. Heritage aspects have been revised and reassessed, and the package of public benefits enhanced.

4.1.4 The revised proposal and proposed S106 agreement address some of the recommendations made in the URS Scott Wilson, 2011 EqIA report.

4.2 Current planning application and related measures

4.2.1 The following is a review of the planning application and related measures as they currently stand. 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/m², this will amount to £524,160.

4.2.2 Haringey council has not yet set a Community Infrastructure Levy tariff for community infrastructure required by the Council, such as for education.

Housing provision

4.2.3 The existing 33 residential units, comprising predominantly a mixture of owner-occupied and private rented accommodation would be demolished prior to redevelopment of the overall site .

4.2.4 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 (1%)
- 1 Bed – 48 (8%)
- 2 Bed – 109 (56%)
- 3 Bed – 34 (26%)
- This equates to a net increase of 163 dwellings.

4.2.5 According to the Applicant, the proposed mix has been developed to take into account the particular circumstances of the site. With the exception of Suffield Road, the main street frontages are bustling retail areas, with high footfall and busy road traffic. Generally the site is not ideally suited for families, with the exception of the Suffield Road frontage, where the majority of the family units are to be located.

4.2.6 The proposed dwellings will be built to Lifetime Homes standards. Furthermore, 10% of the proposed new homes will be designed to be wheelchair accessible.

Affordable housing

4.2.7 An independent assessment by the Valuation Office undertaken in June 2008 concluded: "I do not consider that the provision of affordable housing is viable on this development site." This supports the view of the Applicant that the particular circumstances of the site mean that it is not possible to provide affordable housing, even with grant funding towards the regeneration of the site. A 2011 financial appraisal was also subject to an independent assessment by the valuation office, which concluded that the provision of affordable housing was not viable.

4.2.8 According to the Applicant, a fresh appraisal has also concluded that based upon current costs and values, the development site cannot support the inclusion of affordable housing. The report remains confidential. This appraisal will be independently assessed by the Valuation Office as part of the consideration of the application.

4.2.9 Also, according to the Applicant, even without affordable housing in the scheme, forecast figures indicate that affordable provision within Haringey is likely to meet or exceed London Plan targets.

Public realm and streetscape provision

4.2.10 In terms of overall scheme design, the Applicant has stated that the redevelopment proposal is of the highest quality in terms of design, as is demonstrated in the Design and Access Statement. One of the elements central to the proposal is creating a new public square, corresponding to the Underground entrances and bus stops.

4.2.11 The scheme is to also provide residents with private and shared outdoor space, including podium gardens, open space, play space, and their maintenance. 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.

Safety measures – natural and ‘hard’

4.2.12 The new public realm seeks to provide a safe and secure environment. This includes reducing the opportunities for crime and providing for the safety of users.

4.2.13 Footway lighting will be provided to improve the security and safety of the new public realm, whilst also reducing the ground level clutter.

4.2.14 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

- 4.2.15 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.
- 4.2.16 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.
- 4.2.17 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

- 4.2.18 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

Removal of existing market and temporary relocation

- 4.2.19 In order to assist with relocation costs a S106 agreement will provide £144,000 as a "Traders' Financial Assistance Sum" (an increase on the sum of £96,650 agreed at the time that the application was considered by the Planning Committee in 2008). This sum is equivalent to statutory compensation. It is noted that as licensees, the Market Traders do not have any legal entitlement to compensation.
- 4.2.20 Both the Applicant and the Council will be required by the s106 to employ an appropriate organisation to assess the opportunities for the temporary relocation of the market as a whole, or within an existing market. Continued discussions between the Applicant and the Market Traders are required in order to manage the short term relocation issues, to secure the long term success of the indoor market, and to undertake the following tasks:
- to facilitate or fund a specialist professional facilitator to engage with the Traders in order to find and provide temporary accommodation;
 - to liaise with those existing Spanish-speaking traders to promote their interests in the temporary accommodation to be found and provided; and
 - to engage with and provide appropriate business support and advice to all Traders with the objective of securing the maximum number of expressions of interest to return to the site. Funding will also be provided towards relocation costs and a three month rent free period in the existing location.

4.2.21 The Applicant will employ Urban Space Management and Union Land to assess the opportunities for temporary locations for the market as a whole, or within an existing market. They will also undertake to provide a minimum 6 months notice period to Traders for vacant possession.

Proposed floorspace provision by use type

4.2.22 The Applicant wants to create a high quality retail floorspace, appropriate to the scale, character and function of the existing centre. The inclusion of appropriate convenience retail, coffee shop and restaurant units within the proposed scheme is intended to complement the retail offer. It is intended that the new development will provide improved premises for smaller independent retailers, including the existing indoor market. The retail offer includes re-provision of the Seven Sisters Indoor Market.

4.2.23 The proposed scheme replaces 3,182m² of floorspace, found within the existing retail accommodation and the indoor market, with 3,792m² of new floorspace. The net increase of retail floorspace is 610m². The mix of unit types within the proposed scheme is devised to ensure space for local traders, shops and businesses on the West Green Road and Seven Sisters Road frontages, along with larger units that would be attractive to national retailers on the Tottenham High Road frontage.

4.2.24 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 Haringey Council and prior approval will need to be given for the amalgamation of any of the units to form larger units.

Reprovision of Seven Sisters Market

4.2.25 A floor plan of the Seven Sisters Market provided by the market office indicates that the current market comprises 60 retail units, with approximately 39 shops/units, and a few vacant units. A study undertaken by Urban Space Management (USM) commissioned by the Bridge NDC reported that current rental and service charges, estimated at £31/ft² per year, are below open market rate, reflecting the poor condition of the existing building⁸. 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.

4.2.26 In a letter to all market traders dated 6th November 2008 from Grainger Plc, advice on the likely future rent payable by market traders was stated as around £90/ft² per year.

4.2.27 The newly submitted planning application revised ground floor plan shows provision of 50 small units for the re-provision of the Seven Sisters indoor market, fronting onto Seven Sisters Road and Tottenham High Road, including spaces for cafes and re-provision of a toilet within the market area.

4.2.28 The proposed S106 agreement sets out conditions for re-provision of the market:

- The market must be operated by an experienced indoor market operator;
- This arrangement must be in place not less than 12 months prior to the proposed practical completion date of the Development;
- A market lease must be in place not less than 6 months prior to the proposed practical completion date of the Development;
- The rent will be open market for A1 use class.

⁸ This data is reproduced from previous EqIA report, in absence of updated data.

- To offer a first right to occupy to all existing traders on an exclusive and non-assignable licence of an equivalent stall in the new market area, on reasonable A1 open market terms.

Temporary Market Relocation

- 4.2.29 To provide a 'Market Facilitator Package' to assist the market to find a temporary location and to continue functioning. This package will run for five years from the grant of planning consent. This package includes a 'market facilitator' to work with traders in order to:
- identify a temporary location for the market;
 - promote the interests of Spanish speaking traders in the temporary location; and
 - provide appropriate business support and advice to all traders to secure the maximum number of expressions of interest to return to the site as well as funding towards relocation costs and a three month rent free period in the temporary location.
- 4.2.30 The market facilitator will also signpost existing businesses and employees towards existing appropriate bodies to assist businesses to continue trading or individuals to find suitable alternative employment.
- 4.2.31 To provide traders with no less than 6 months' prior notice of closure of the existing market.
- 4.2.32 To pay to the Council the sum of £144,000 (the 'Traders' Financial Assistance Sum'), which equates to the aggregate rateable value of the existing market.

Existing residents and businesses

- 4.2.33 Under the proposed S106 agreement, the Council as the local housing authority shall engage in direct dialogue with secure and non-secure council tenants residing on the Site in order to establish their needs and choices for re-housing in the local area, where this is their preference.
- 4.2.34 The Council shall also offer appropriate assistance to short-hold (i.e. private tenants) and owner occupiers to locate an alternative suitable property. The Council will brief the housing association regarding the progress of the scheme, so that there is adequate time for them to identify suitable alternative provision for affected tenants.
- 4.2.35 The applicant shall undertake further leaseholder and freeholder engagement. It shall also undertake a baseline study, to be followed by ongoing monitoring of business owners and market stall holders at key points in the progression of the planning application and construction of the development.

Community engagement

- 4.2.36 The applicant will submit for approval a community engagement strategy as part of the proposed S106. This will provide:
- Regular diversity monitoring regarding the impact of the Development;
 - Reports on the engagement process and how representations from third party stakeholders have been taken into account

Investment in street improvements

West Green Road Environmental Improvement Fund

- 4.2.37 There will be financial contributions to create a West Green Road Environmental Improvement Fund of £150,000, to provide for:
- Shop/building frontage improvements
 - Street decoration and enhancements
 - Servicing improvements that allow vehicle and pedestrian traffic to have improved access and servicing
 - An Improvement Strategy for businesses/markets, open space and parking.

Security / Public Safety

- 4.2.38 The proposed development will include 24 hour porterage/security, based in an office overlooking the new public square, towards discouraging criminal activity, to the benefit of both the future occupiers of the development and the local community.

Improvements to transport infrastructure

Bus stops

- 4.2.39 From the proposed ground floor plans for the scheme, a bus shelter will be located on the corner of West Green and Tottenham High Roads.

Station improvements

- 4.2.40 The proposed ground floor plans show two tube station entrances on Tottenham High Road.

Cycle parking

- 4.2.41 As shown on the proposed ground floor plans, the scheme includes 197 cycle storage spaces for the residential units via a pedestrian gate with controlled access. Public bicycle racks will also be provided in the public square on the High Road, near the entrances to the Underground station.

Car club

- 4.2.42 There will be the submission and implementation of Travel Plans for key land uses, including details of an agreement with a car club operator for the provision of car club facilities on the site.
- 4.2.43 No entitlement to residents parking permits for residential occupiers, with the exception of up to 12 permits for the houses to be built in Suffield Road.
- 4.2.44 A limited number of parking spaces for the residential units will be provided, numbering 44, including 3 disabled spaces. £1000 will be paid towards an amendment to the traffic management order, which establishes a Controlled Parking Zone in the area within which the site is located.

Employment creation

- 4.2.45 As part of the S106 agreement for the site a Construction Training and Local Labour Agreement is proposed, and an undertaking to secure the procurement of goods and services from local businesses and the recruitment of local people, and to promote employment amongst under-represented groups.
- 4.2.46 The completed development is calculated by the Applicant to give rise to an estimated 140 jobs, a mix of full-time and part-time jobs. The existing businesses on the site are estimated to employ 111 people, in a mix of part-time and full-time jobs.

Amenity Space and Play Space

- 4.2.47 The proposed scheme is to provide approximately 1,538m² of amenity space within an open landscaped central courtyard.
- 4.2.48 360m² is identified as being ‘play space’ within the proposed development. The Wards Corner scheme is identified by the applicant as having an expected child occupancy of 27 resulting in an overall requirement of 270m² of play space for the development⁹. However, Haringey, for the purposes of estimating school places, calculate an expected child occupancy of 57, which would result in an overall recommended requirement of 570 m².
- 4.2.49 The applicant states that ‘a lack of boundaries between the spaces will make for a more transient relationship between the open space and playable space, thus creating a larger overall area for recreation’. , meeting the requirements of the Mayor’s ‘*Providing for Children and Young People’s Play and Informal Recreation Supplementary Planning Guidance*’ (SPG).
- 4.2.50 The proposed play space provision is considered to be appropriate for the size of the development, considering that the proposed development is within a 400m walk of the Brunswick Road Open Space, which includes recently upgraded play facilities for children aged 0-16.SPG guidance

⁹ GLA’s Play Space Supplementary Planning Guidance (SPG)

5 THE EXISTING SITUATION

5.1 Overview of updates to this section

5.1.1 This section presents evidence on the existing population living in the local area which includes the Wards Corner site of the Seven Sisters regeneration. It updates evidence prepared for the previous EqIA report. In this report 'Wards Corner local area' refers to local super output area E01002069 which includes the proposed site. The baseline profile draws on:

- E01002069 LSOA demographics - Wards Corner – compiled by Haringey council
- Tottenham Green Ward Profile – compiled by Haringey council
- Tottenham profile – compiled by Haringey council
- Wards Corner Redevelopment Equality Impact Assessment Report, URS/Scott Wilson, June 2011
- Business and household surveys undertaken by URS 18 – 21 May 2012

5.2 Profile of potential affected groups sharing protected equality characteristics

5.2.1 This chapter presents baseline evidence concerning the local population and directly affected residents, business owners and employees, in relation to protected characteristics.

Age

5.2.2 Tottenham has a young age profile, with 27.8% of the population aged under 20, compared to the rest of Haringey 20.6%, Haringey as a whole 23.9%, London 23.9% and England 23.8%.

5.2.3 Conversely, the proportion of residents aged over 65 in Tottenham is low with only 8.9% compared with the rest of Haringey 10.1%, Haringey as a whole 9.5%, London 11.5% and England 16.6%.

5.2.4 64% of 0–19 year olds in Haringey are from ethnic minority backgrounds (2001 Census), with approximately 160 languages spoken by children in the borough (2007 School Census).

Disability

5.2.5 Wards Corner LSOA has higher rates of people with a limiting long-term illness, at 18.7% of the population, as compared to Haringey and London averages of 15.5% (Census 2001).

5.2.6 For 75 people in Tottenham Green ward, disability was the main reason for claiming out-of-work benefits in 2010^{10 11}. This represents 0.8% of the working age population, slightly higher than the average rate in Haringey (0.7%) and in line with the London-wide rate of 8%.

5.2.7 There are more than 1,700 people who are registered as either blind or with severe sight problems in Haringey¹².

¹⁰ <https://www.nomisweb.co.uk/reports/lmp/ward/1308625542/report.aspx> [Accessed 13/04/2011]

¹¹ NOMIS - Working-age client group - key benefit claimants (August 2010):

<https://www.nomisweb.co.uk/reports/lmp/la/2038431864/report.aspx?town=haringey#tabwab>

¹² Haringey Strategic partnership Community Cohesion Framework 2010 Update:

http://www.haringey.gov.uk/index/council/how_the_council_works/equalities/community_cohesion.htm

Race

- 5.2.8 Haringey borough is one of the most ethnically diverse boroughs in the UK¹³. This is reflected in the make up of the Wards Corner LSOA, as shown in 2001 Census data, presented in Table 5.1 below. This shows there are sizeable numbers of people of Afro-Caribbean and African heritage in the local area.

Specific Ethnic Group (%)	Wards Corner LSOA	Tottenham Green ward	Haringey LB	London
White: British	30.6%	29.7%	45.3%	59.8%
White: Irish	3.0%	3.7%	4.3%	3.1%
White: Other White	17.1%	16.2%	16.1%	8.3%
Mixed: White and Black Caribbean	1.5%	1.8%	1.5%	1.0%
Mixed: White and Black African	0.4%	0.8%	0.7%	0.5%
Mixed: White and Asian	1.0%	1.1%	1.1%	0.8%
Mixed: Other Mixed	0.8%	1.4%	1.3%	0.9%
Asian or Asian British: Indian	3.4%	2.3%	2.9%	6.1%
Asian or Asian British: Pakistani	1.3%	1.1%	0.9%	2.0%
Asian or Asian British: Bangladeshi	4.2%	2.3%	1.4%	2.1%
Asian or Asian British: Other Asian	1.8%	2.0%	1.5%	1.9%
Black or Black British: Caribbean	15.2%	15.9%	9.5%	4.8%
Black or Black British: African	13.2%	15.2%	9.2%	5.3%
Black or Black British: Other Black	1.1%	1.9%	1.4%	0.8%
Chinese or Other Ethnic Group: Chinese	3.0%	1.5%	1.1%	1.1%
Chinese or Other Ethnic Group: Other Ethnic Group	2.4%	3.2%	2.0%	1.6%

Table 5-1: Break down of ethnic groups in Wards Corner LSOA, Tottenham Green ward

- 5.2.9 Since the 2001 Census, considerable change in the population size of Haringey wards has been observed. For example, the population of Tottenham Green ward has increased by 4% from 2001 to 2005, and Seven Sisters by 32%. In Haringey as a whole, the largest growth between 2001 and 2007 was among the Pakistani community (38%), followed by Chinese (30%) and Bangladeshi (22%). More recent estimates from the Office for National Statistics are currently under revision and therefore unavailable.

- 5.2.10 The Haringey Joint Strategic Needs Assessment¹⁴ identifies the largest ethnic groups amongst school pupils in Haringey in 2007 as: 20% White British, 18% Black African, 13% Black Caribbean, 10.5% 'White other', 6.8% Turkish and 3.2% Kurdish. This ethnic diversity is also reflected by the large number of languages spoken among Haringey school children: approximately 130 in total.

In 2001, 50.4% of the Wards Corner LSOA population was born in the UK¹⁵. The wide variety of countries of origin of residents of the area indicates the high ethnic diversity amongst residents, with 9.3% of residents born in Africa, 14.8% in Asia and 8.9% from North America (including the Caribbean). The existence of pockets of different ethnic groups is indicated by high proportions of residents of the Wards Corner LSOA sharing a particular country of birth, including Turkey, Jamaica and other Caribbean/West Indies nations, as shown in

¹³ Haringey Community Cohesion Framework (2010 Update)

http://www.haringey.gov.uk/index/council/how_the_council_works/equalities/community_cohesion.htm

¹⁴ Haringey Joint Strategic Needs Assessment (Ch.2) <http://www.haringey.gov.uk/index/council/hsp/ourplace.htm>

¹⁵ 2001 Census: Country of Birth (UV08) <http://www.neighbourhood.statistics.gov.uk/dissemination/>

5.2.11 Table 5-2.

Country of Birth %	Wards Corner LSOA
UK	50.4
Republic of Ireland	3.2
Turkey	4.1
Other European countries	5.9
African countries	9.3
Jamaica	5.5
Other Caribbean & West Indies	3.0
Bangladesh	3.2
Other Asian countries	11.6
All Other Countries	3.8

Table 5-2: Country of Birth (2001 Census data) for residents in Wards Corner (due to rounding, may not sum exactly to 100%)

5.2.12 A report on the Seven Sisters Market by USM notes that since the 1990s, London has received a major influx of Latin American migrants.

Race/ethnic identity of affected groups

5.2.13 A business survey conducted by URS in May 2012 identified that over 50% of the business survey respondents identified themselves as belonging to Latin American/Hispanic background, with 21% of respondents identifying themselves as belong to other backgrounds, including Cuban, Colombian, Mediterranean, Turkish / Turkish British and Iranian backgrounds. 14% of respondents identified themselves as from Asian backgrounds, whilst 8% of respondents identified themselves as either Black African or Black Caribbean.

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

5.2.15 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 or belief

In Wards Corner, 52.6% of the population consider themselves Christian, compared to 53% in Tottenham Green ward, 50% in Haringey, and 58% in London. For Muslims, the equivalent figures were 16% for Wards Corner, compared to 16%, 11%, and 9%, for Tottenham Green, Haringey, and London, respectively. Less than 5% of the population belonged to each of the other religions

listed in table 6.2, while 15% had no religion (compared to 15%, 20%, and 16% in Tottenham Green, Haringey, and London, respectively). The question of religious belief is voluntary in the census. Absolute figures are detailed in Table 5-3: Religious belief in Wards Corner, Tottenham Green ward, Haringey LB and London (person count). Source: Census 2001 data.

5.2.16

Religion	Wards Corner LSOA count	Tottenham Green ward	Haringey LB	London
<i>Total people in area</i>	1,578	11,966	216,507	7,172,091
Christian	830	6,342	108,404	4,176,175
Buddhist	30	171	2,283	54,297
Hindu	46	234	4,432	291,977
Jewish	6	91	5,724	149,789
Muslim	248	1,876	24,371	607,083
Sikh	0	21	725	104,230
Any other religion	9	68	1,135	36,558
No religion	252	1,834	43,249	1,130,616
Religion not stated	157	1,329	26,184	621,366

Table 5-3: Religious belief in Wards Corner, Tottenham Green ward, Haringey LB and London (person count). Source: Census 2001 data.

5.2.17 Just under 60% of respondents to the business survey conducted by URS identified themselves as Christian.

Sex

5.2.18 In Wards Corner LSOA the population was estimated at 1,541 in 2010, of which 50.5% were male, and 49.5% female. Figure 5-1 shows the age-sex structure for Haringey: in 2006, 31.1% of females and 36.1% of males were aged less than 25 years (a difference of 5%), whilst 11.9% of females and 9.1% of males were aged over 65 years¹⁶.

5.2.19 In recent years, the male population has increased slightly more than the female population¹⁷, a trend that may continue given the higher proportion of males aged under 25 in 2006.

¹⁶ Haringey Joint Strategic Needs Assessment (2008): <http://www.haringey.gov.uk/index/council/hsp/ourplace.htm>

¹⁷ *Ibid.*

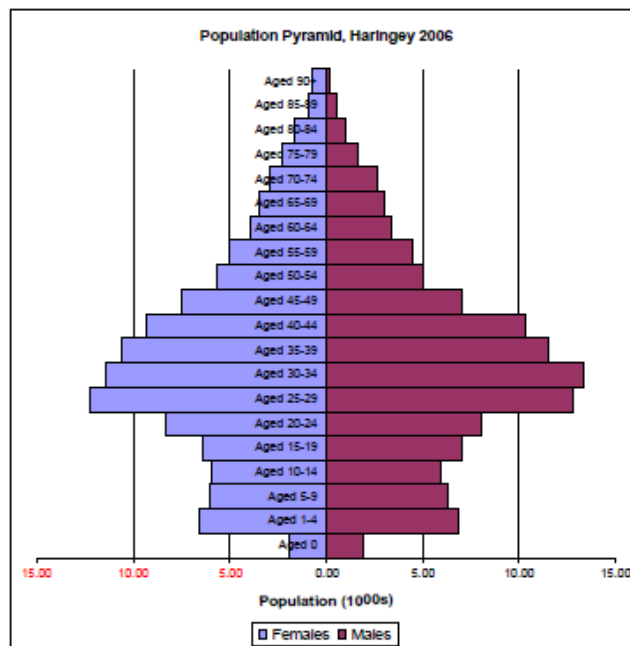


Figure 5-1: Population pyramid for Haringey in 2006, showing age-sex structure¹⁸

Sexual Orientation

5.2.20 ONS Integrated Household Survey (IHS) Data, using recently introduced questions on sexual orientation, indicate that across the UK, 95 per cent of adults identified themselves as heterosexual/straight, 1 per cent of adults identified themselves as gay or lesbian, and 0.5 per cent of adults identified themselves as bisexual, while a further 0.5 per cent identified themselves as ‘Other’. London as a region had the largest proportion of adults identifying as Lesbian, Gay, or Bisexual (LGB) (2.2 per cent). Estimates are not available at borough level or below due to small sample size¹⁹.

5.2.21 The GLA records a positive increase in the number of lesbian and gay people who believe that Londoners are tolerant of different sexual groups²⁰.

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

Employment & business ownership

5.2.23 The most recent data available describing employment in the area is from the ONS Annual Population Survey for October 2009 to September 2010, available at local authority level. 67.9% of Haringey borough residents aged over 16 were economically active in October 2009 – September 2010; this was lower than in London (74.7%) and Great Britain (76.3)²¹. ‘Economically active’ includes all residents that were employed or in employment at the time of the survey.

¹⁸ Haringey Joint Strategic Needs Assessment (2008): <http://www.haringey.gov.uk/index/council/hsp/ourplace.htm>

¹⁹ Joloza, T., Evans, J. & O’Brien, R. (2010) ‘Measuring Sexual Identity: An Evaluation Report’, Office of National Statistics (ONS)

²⁰ Source: Annual London Survey, GLA 2002 – 2007 [Accessed 12/04/2011]

²¹ ONS Annual Population Survey, via NOMIS <https://www.nomisweb.co.uk/reports/lmp/la/2038431864/report.aspx?town=haringey>

- 5.2.24 As shown in Table 5-4, unemployment levels amongst Haringey residents are higher in Haringey (11.4%) than in London (8.9%) and Great Britain (7.7%), whilst self-employment levels in Haringey are in line with London-wide levels (10.8%).
- 5.2.25 Table 5-5 compares economic activity among the male and female populations of Haringey in 2009/10. Employment rates were higher among males than females in all regions, but there was a more marked gender difference in employment rates in Haringey. The rate of female unemployment in Haringey is above that in London (12.1% compared to 8.8%), whilst the rate of male unemployment in Haringey is below that in London (6.8% compared to 9.0%).
- 5.2.26 Economic inactivity rates among Haringey residents are significantly higher than rates recorded across London (32.1% compared to 25.3% in London (Table 5-5). Economic inactivity while 'Not wanting a job' was much more common among women (31.7%) than men (17.7%).

	Haringey (numbers)	Haringey (%)	London (%)	Great Britain (%)
All people				
Economically active	111,600	67.9	74.7	76.3
In employment	101,400	61.6	68	70.4
Employees	82,500	50.5	56.8	60.9
Self employed	18,300	10.8	10.8	9
Unemployed	13,100	11.4	8.9	7.7
Males				
Economically active	62,800	74.8	82.2	82.6
In employment	58,500	69.6	74.7	75.4
Employees	45,500	54.5	59.5	62.1
Self employed	12,400	14.4	14.8	12.8
Unemployed	4,300	6.8	9	8.6
Females				
Economically active	48,800	60.6	67.2	70.1
In employment	42,900	53.2	61.3	65.4
Employees	37,000	46.2	54.1	59.7
Self employed	5,900	7	6.8	5.3
Unemployed	5,900	12.1	8.8	6.5

Table 5-4: Breakdown of economic activity, employment and unemployment Haringey borough, London and Great Britain (October 2009 – September 2010)²².

²² ONS Annual Population Survey, via NOMIS <https://www.nomisweb.co.uk/reports/Imp/la/2038431864/report.aspx?town=haringey>

	Haringey (numbers)	Haringey (%)	London (%)	Great Britain (%)
All people				
Economically inactive	52,200	32.1	25.3	23.7
Wanting a job	12,400	7.6	6.3	5.7
Not wanting a job	39,800	24.5	18.9	18
Males				
Economically inactive	21,000	25.2	17.8	17.4
Wanting a job	6,300	7.6	5.2	4.9
Not wanting a job	14,700	17.7	12.7	12.4
Females				
Economically inactive	31,200	39.4	32.8	29.9
Wanting a job	6,100	7.7	7.5	6.5
Not wanting a job	25,100	31.7	25.3	23.5

Table 5-5: Breakdown of economic inactivity among male and female residents of Haringey borough, London and Great Britain (October 2009 – September 2010)²³.

5.2.27

Data from 2012 shows that among unemployed residents in Wards Corner LSOA, long term unemployment (those claiming for over 12 months) was higher than in Haringey, London and England both amongst men and women (Table 5-6).

% Long-term unemployment (2001)	Wards Corner LSOA	Tottenham Green Ward	Haringey LB	London
Unemployed males	30	155	2000	38650
Unemployed females	15	100	1120	23425

Table 5-6: Long-term unemployment among unemployed residents, April 2012²⁴.

²³ ONS Annual Population Survey, via NOMIS <https://www.nomisweb.co.uk/reports/lmp/la/2038431864/report.aspx?town=haringey>

²⁴ 2001 Census (UV41) <http://www.neighbourhood.statistics.gov.uk/dissemination>

- 5.2.28 The most recent data available regarding Jobseekers Allowance (JSA) claimants is from March 2011, collated by the ONS via Jobcentre Plus records²⁵. At this time, a total of 10,300 people were claiming JSA in Haringey borough, representing 6.4% of residents aged 16-64; this was higher than in London (4.1%) and Great Britain (3.8%). The rate was higher among males than females, with 6,587 males claiming in Haringey compared to 3,713 females; a similar pattern existed for London and Great Britain.
- 5.2.29 Table 5-7 shows JSA claimants broken down by age group and duration of the claim. Haringey residents have higher claimant rates across all three age groups (18-24; 35-49; 50-64) than London. Young people in Haringey have a higher claimant rate than other age groups, reflecting regional and national patterns.
- 5.2.30 The majority of claims were for a shorter duration (less than 6 months), except for older residents, among which claims over 12 months were almost as common as those under 6 months. This differs from London and Great Britain, for which the majority of claims were less than 6 months among *all* age groups. The rate of claims over 12 months among older residents in Haringey was 2.0% compared to 0.8% in London and 0.4% in Great Britain.

	Haringey (number)	Haringey (%)	London (%)	Great Britain (%)
Aged 18 to 24				
Total	2,085	10.1	6.8	7.3
Up to 6 months	1,695	8.2	5.7	6
6 – 12 months	295	1.4	0.9	1
over 12 months	95	0.5	0.2	0.3
Aged 25 to 49				
Total	6,635	6.3	4.1	3.9
Up to 6 months	3,620	3.4	2.5	2.5
6 – 12 months	1,325	1.3	0.8	0.7
over 12 months	1,695	1.6	0.8	0.7
Aged 50 to 64				
Total	1,530	5.3	3.1	2
Up to 6 months	675	2.3	1.6	1.2
6 – 12 months	285	1	0.7	0.4
over 12 months	570	2	0.8	0.4

Table 5-7: Jobseekers Allowance (JSA) claimants by age group and duration of claim, March 2011. Percentages represent the number of JSA claimants as a proportion of the resident population of the same age

- 5.2.31 Data describing JSA claimants by gender is available for April 2012 for the smaller output area of Haringey 024B ('Wards Corner LSOA'), as shown in Table 5-8. Two thirds of the JSA claims were made by the male population (67%) with a third accounted for by females (33%).

²⁵ NOMIS: 'Total JSA claimants (March 2011)' <https://www.nomisweb.co.uk/reports/lmp/la/2038431864/report.aspx?town=haringey>

JSA claimants (%)	Wards Corner LSOA	Haringey LB	London	England
Male	67	67	66	72
Females	33	33	34	28

Table 5-8: JSA claimants by age group and gender, as a proportion of claimants in August 2009²⁶.

5.2.32 With regard to JSA claimants by ethnicity, the smallest area for which data is available is local authority. The proportion of JSA claims in Haringey borough between October 2008 and September 2009 was lower for 'White' and higher for 'Black or Black British' and 'Chinese or other' than in London or England (Figure 5-2).

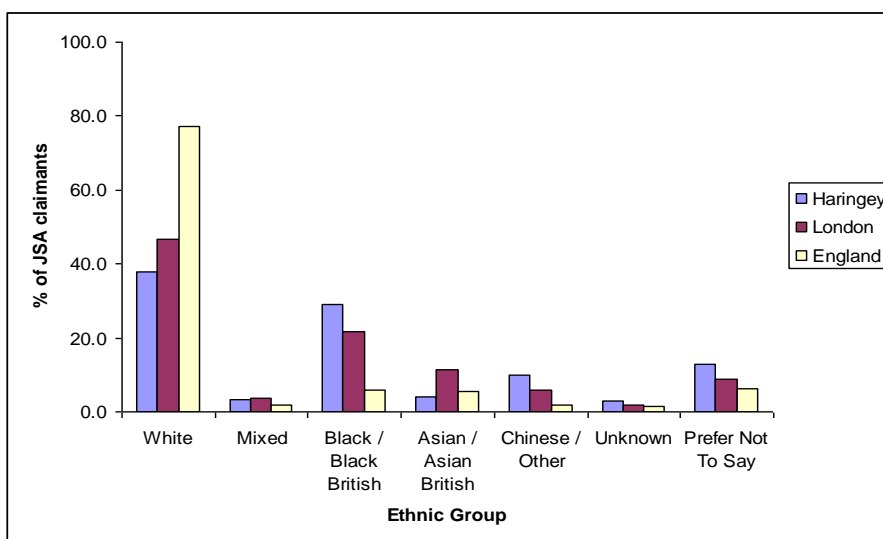


Figure 5-2: JSA claimants by ethnic group in Haringey, London and England for the period October 2008 to September 2009

5.2.33 Regarding all key benefits claimed in Wards Corner LSOA in 2011, Table 5-9 provides details of the main reason for / type of benefits claimed, as well as the age and gender of all people claiming a key benefit. The proportion of claimants for incapacity benefits in Wards Corner LSOA was notably higher at 11% of the working population, than in Haringey (8%) and London (6%), (see also 'Disability' section above).

% of working age population (16-64) for corresponding geography		Wards Corner LSOA	Haringey LB	London
All People Claiming a Key Benefit		28	20	15
Main reason for claiming a key benefit	Job Seekers	11	6	4
	Incapacity Benefits	11	8	6
	Lone Parent	3	4	3
	Carer	1	1	1

²⁶ JSA Claimants 2009, Department of Work & Pensions via <http://www.neighbourhood.statistics.gov.uk/dissemination>

	Others on Income Related Benefits	1	1	1
	Disabled	0.4	1	1
	Bereaved	0.4	0	0
	Unknown	0	0	0
Gender	Male	15	10	7
	Female	13	10	8
Age group	Aged 16-24	4	3	2
	Aged 25-49	15	12	9
	Aged 50 and Over	9	5	4

Table 5-9: Benefits data indicators: reason, gender and age for key benefits claimants in 2009²⁷

- 5.2.34 Data for 'New Deal' starts in Haringey borough in 2008 show that for 'New Deal Young People' and 'New Deal Lone Parents', the ethnic group with the highest proportion of starts was 'Black or Black British' (33.0% and 42.9% respectively), compared to London (25.7%, 28.5%) and England (6.7%, 8.1%)²⁸.
- 5.2.35 As shown in Table 5-10, the proportion of residents in Haringey 16-64 with no qualifications (16.0%) was higher than in London (11.8%) and Great Britain (12.3%), whilst there is also a sizeable proportion of residents in Haringey educated to degree level.

	Haringey (numbers)	Haringey (%)	London (%)	Great Britain (%)
NVQ4 and above	69,500	43	39.7	29.9
NVQ3 and above	86,800	53.8	53.2	49.3
NVQ2 and above	101,800	63.1	64.5	65.4
NVQ1 and above	111,300	69	74	78.9
Other qualifications	24,300	15.1	14.3	8.8
No qualifications	25,700	16	11.8	12.3

²⁷ ONS 'Benefits Data Indicators: Working Age Client Group' for Haringey LB: <http://www.neighbourhood.statistics.gov.uk/dissemination>

²⁸ Department for Work and Pension, via ONS 'New Deal Programme: Starts by Ethnic Group, 2008' <http://www.neighbourhood.statistics.gov.uk/dissemination>

Definitions:

NVQ 1 equivalent: e.g. fewer than 5 GCSEs at grades A-C, foundation GNVQ, NVQ 1, intermediate 1 national qualification (Scotland) or equivalent

NVQ 2 equivalent: e.g. 5 or more GCSEs at grades A-C, intermediate GNVQ, NVQ 2, intermediate 2 national qualification (Scotland) or equivalent

NVQ 3 equivalent: e.g. 2 or more A levels, advanced GNVQ, NVQ 3, 2 or more higher or advanced higher national qualifications (Scotland) or equivalent

NVQ 4 equivalent and above: e.g. HND, Degree and Higher Degree level qualifications or equivalent

Table 5-10: Total numbers of people who are qualified at a particular level and above in 2009²⁹

5.2.36 Regarding business ownership in Wards Corner, a survey of the Seven Sisters Market was conducted by USM in 2008 which found of the 36 traders leasing stalls in the market, the majority (64%) originated from Latin America and were mainly Spanish speaking. The remaining 36% traders were mainly English speaking, from a mixture of racial backgrounds, including Afro-Caribbean, African, Asian and White³⁰.

5.3 Housing

5.3.1 Wards Corner LSOA³¹ experiences very high comparative levels of housing deprivation in terms of the sub-indicator for overcrowding, homelessness and housing affordability, according to CLG's Indicators of Deprivation 2010, which mainly use data from 2008.

5.3.2 The evidence cited in Haringey's newly adopted corporate equality objectives³² 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
- 34% of people in priority housing needs are Black or Black British – three times their size in the local population

²⁹ NOMIS 'Qualifications (Jan 2009-Dec 2009)' <https://www.nomisweb.co.uk/reports/lmp/la/2038431864/report.aspx?town=haringey>

³⁰ 'Seven Sisters market Report' Urban Space Management, 2008. Available via Consultation Response #154 at:

<http://www.planningservices.haringey.gov.uk/portal/servlets/ApplicationSearchServlet?PKID=173237>

³¹ <http://data.london.gov.uk/datastorefiles/datafiles/employment-skills/id-2010-for-london.xls> for LSOA E01002069 [Accessed 30/05/2012]

³² http://www.haringey.gov.uk/appendix_a_corporate_equality_objectives_2012-2016.pdf

5.3.3 There are 31 existing homes on the site on Suffield Road and the first floor on 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. The existing dwelling stock comprises 3 studio flats, 14 x 1-Bed, 5 x 2-Bed and 9 x 3-Bed units³³.

5.3.4 Within the South Tottenham (N15) area, 268 social housing units were completed in 2011/12, representing just under 60 per cent of social housing completions across Haringey. A further 444 units are in progress for period 2012 – 2014³⁴. This represents over 80 per cent of affordable in progress new builds across Haringey. In 2010/11, 44% of completions were affordable housing, against a target of 50% affordable housing. The annual monitoring report notes that a notional London Plan annual target of 820 new homes (of which 50% should be affordable) for the next 10-12 years will be challenging to achieve³⁵.

5.4 Access to services and facilities

5.4.1 There are two primary schools in the Tottenham Green ward – Earlsmead and Wellbourne. The School Place Planning Report 2011 identifies existing and projected trends for growing demand for school places. The report identifies a large number of housing developments in the area. The proposed development as generating need for 57 school places, on the basis of 196 new units^{36,37}.

5.4.2 Haringey PCT identifies 56 GP practices within the borough. The PCT also identifies 10 dental practices providing NHS services within the South East Haringey area. Strategic planning of health services is currently the responsibility of the PCT, although greater control of service commissioning by GP practices due to NHS reforms may influence future provision of health services and facilities for residents of the development in the future.

5.4.3 The existing shops 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.

5.5 Public realm, transport, safety

5.5.1 Current access provision at Seven Sisters underground station includes facilities for the visually impaired or blind; assistance dogs welcome; facilities for the mobility impaired (escalators); facilities for hard of hearing people; induction loop; staff assistance available and alternative wheelchair accessible service available. The station does not have lift access³⁸.

5.5.2 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 no other facilities for wheelchair users of people with mobility impairments³⁹.

5.5.3 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.

³³ Based on 'best estimate' information provided by Cluttons 10/05/2011

³⁴ Data provided by Haringey council 24/05/2012

³⁵ 2010/11 Annual Monitoring Report, London Borough of Haringey, 2011 [Accessed 12/06/12]

³⁶ http://www.haringey.gov.uk/school_place_planning_report_2011.pdf [Accessed 30/05/2012]

³⁷ Educational Contributions with 7sisters values.xls, in email from Jeffrey Holt 12/-6/2012

³⁸ <http://www.directenquiries.com/> & <http://www.tfl.gov.uk/gettingaround/stations/1000201.aspx> [Accessed 12/04/2011]

³⁹ <http://www.nationalrail.co.uk/stations/svs/details.html> [Accessed 12/04/2011]

- 5.5.4 Online crime mapping for the Wards Corner LSOA (E01002069) reports total notifiable offences in April 2012 as above average (26.65), with a higher rate than for the Tottenham Green ward (13.54), and the overall Haringey rate (9.24)⁴⁰. According to figures available from the Metropolitan Police, overall crime in Haringey decreased between 2010 and 2011. However, there is proportionately more crime in Tottenham Green than Haringey overall, and 2010/11 saw a dramatic increase in crime in the area⁴¹.
- 5.5.5 Evidence for Haringey’s newly identified 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’⁴².
- 5.5.6 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 2007/08 there were 192 racist offences. Haringey had the 6th lowest rate of racist offences in London in 2007/08 for the number of racist offences and lowest amongst its ‘Most Similar’ and neighbouring boroughs. Haringey has the 10th highest number of faith hate offences in London and 7th highest number of homophobic offences⁴³.

5.6 Community cohesion and relations between different groups

- 5.6.1 Community cohesion is strongly identified as a priority in Haringey council policy. The achievement of ‘A place of diverse communities that people are proud to belong to’ is emphasised in their SCS, Single Equality Scheme and community cohesion framework, which aims towards ensuring equality of opportunity throughout the borough.
- 5.6.2 The updated community cohesion framework identifies the eastern wards of Haringey, including Tottenham Green ward, as tending to be home to higher numbers of BME groups, newly arrived migrants, refugees and asylum seekers, people from diverse faiths and people who have limiting long-term illnesses⁴⁴.
- 5.6.3 The framework furthermore recognises the diversity of the borough’s population, as well as the existence of a large number and variety of voluntary and community based organisations serving different sections of the population.
- 5.6.4 A Community Cohesion Forum was established in 2008 to bring together a vision of common belonging and shared vision. The forum includes groups who work with residents of different ages, genders, disabilities, ethnic backgrounds and cultures, religions, those with no religion, and people from lesbian, gay bisexual and transgender communities.

⁴⁰ Rates for April 2012, for sub-ward area E01002069, <http://maps.met.police.uk/> [Accessed 29/05/2012]

⁴¹ http://www.haringey.gov.uk/2011_tottenham_green_ward_profile.pdf

⁴² http://www.haringey.gov.uk/appendix_a_corporate_equality_objectives_2012-2016.pdf

⁴³ http://www.haringey.gov.uk/jsna_chapter_3_social_and_environmental_context_-_towards_jsna_in_haringey.pdf [Accessed 12/04/2011]

⁴⁴ http://www.haringey.gov.uk/community_cohesion_framework_update_2010.pdf [Accessed 12/04/2011]

6 CONSULTATION

6.1 Introduction

6.1.1 This section presents findings from the residents and business surveys conducted by URS with directly affected residents and business owners or representatives. It includes summary details of consultation undertaken by Haringey council and by the applicant, both in relation to the current application and the previously submitted application. It includes a summary of the findings from an independent review of the consultation conducted in relation to the previous planning application.

6.2 Findings of the residents and business surveys

6.2.1 The following is a breakdown of the results from the surveys conducted with businesses and residents within the area affected by the proposed Seven Sisters regeneration. Please note that where the survey recorded zero responses to an option, it is not listed in these findings.

6.3 Survey of affected residents

6.3.1 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, whilst other residences were vacant or could not be located. For further details of the attempts made to contact residences, please see Table 2-1.

6.3.2 All Haringey Council homes have now been vacated, or are being rented on an Assured Short Tenancy (AST) basis. The majority of housing association social housing is also being provided as AST.

Household composition

6.3.3 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 over 65 and none of the household members were expecting a baby, or had a baby in the last 12 months. The length of time respondents have spent in their homes varied, with responses indicated an fairly even spread of short, medium and long term occupancy.

6.3.4 Two of the respondents indicated that a household member had a long-standing illness, disability, or infirmity⁴⁵ which limited their activities in some way. In both cases, the illness, disability, or infirmity in question did not make specially adapted accommodation necessary, with current accommodation considered suitable.

Property type & ownership

6.3.5 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.

⁴⁵ 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.

Preferences in the event of scheme approval

- 6.3.6 *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 Haringey or Islington, or in the wider London area. One of the respondents currently has a garden, which could affect the type of re-housing required.
- 6.3.7 *Rents from private landlord / letting agency:* Of the four respondents who would have to vacate their property in the event of scheme approval, three would look to find new accommodation in the immediate neighbourhood⁴⁶. 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

- 6.3.8 Survey respondents were invited to put forward any additional comments they might have about the development proposal.
- 6.3.9 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 being valued.
 - 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 is concern that if the development goes ahead it will 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.

⁴⁶ Immediate neighbourhood was defined as: being within approximately 10 minutes walk of their address

Diversity of respondents

6.3.10 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, but gay members of the community were recorded.

6.4 Survey of affected businesses

6.4.1 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, please see Table 2-1.

Nature of the businesses

6.4.2 Table 6-1 describes the relationship of the respondents to the businesses they are represented in the survey. Table 6-2 details the types of business operated by those contacted during the survey. Figure 6-1 provides further information on the nature of these businesses. Finally, Table 6-3: Length of time that businesses have operated in the proposal area

6.4.3 illustrates the length of time that businesses have operated in the proposal area.

Questions	Options	% Respondents
What is your position within the business:	I own the business [sole or joint]	66.7%
	I am an employee	22.2%
	Other (please specify ⁴⁷)	11.1%
Response Rate:	Answered Question	36
	Skipped Question	0

Table 6-1: Relationship of the respondents to the businesses they represented in the survey

Questions	Options	% Respondents
Is the business:	A market stall within Seven Sisters market?	72.2%
	A shop or other retail unit on High Road, Seven Sisters Road or West Green Road?	19.4%
	Other (please specify ⁴⁸)	8.3%
Response Rate:	Answered Question	36

⁴⁷ 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

⁴⁸ The nature of the responses given by those stating 'other' are such that all can be regarded as being businesses potentially affected by the proposal

	Skipped Question	0
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Table 6-2: The type of businesses operated by those surveyed

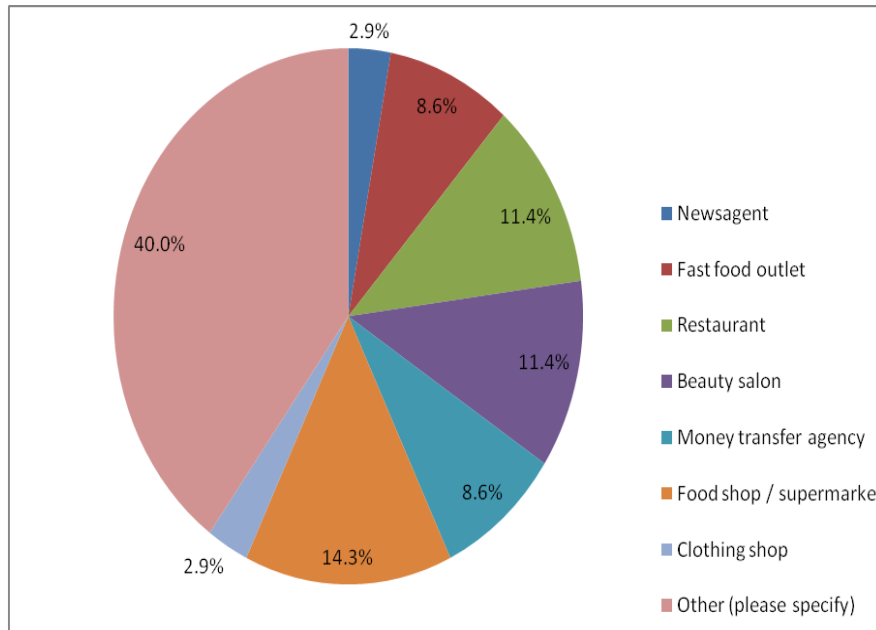


Figure 6-1: Nature of the businesses surveyed. (Answered Question: 35; Skipped Question: 1)

6.4.4

The 'other' businesses specified by those in Figure 6-1 are: 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; semi-precious stones and minerals.

Questions	Options	% Respondents
How long has the business operated in this location:	Less than 12 months	8.6%
	More than 12 months but less than 2 years	11.4%
	More than 2 years but less than 5 years	8.6%
	More than 5 years but less than 10 years	48.6%
	More than 10 years	22.9%
Response Rate:	Answered Question	35
	Skipped Question	1

Table 6-3: Length of time that businesses have operated in the proposal area

Customers & employees of the businesses

6.4.5

Table 6-4 provides information on the number of people that the businesses surveyed employ full-time on a regular basis, whilst Table 6-5 gives the part-time figures. Table 6-6 describes the groups that employees of the surveyed businesses belong to. Figure 6-2: The main customer groups of the businesses surveyed. (Answered Question: 36; Skipped Question: 0) illustrates the main customer groups of the businesses.

Questions	Options	% Respondents
How many people does your business employ full-time on a regular basis:	One person only	28.6%
	Two to five people	64.3%
	More than five people	7.1%
Response Rate:	Answered Question	28
	Skipped Question	8

Table 6-4: The number of people that businesses employ full-time on a regular basis

Questions	Options	% Respondents
How many people does your business employ part-time on a regular basis:	None	44.1%
	One person only	8.8%
	Two to five people	35.3%
	More than five people	11.8%
Response Rate:	Answered Question	34
	Skipped Question	2

Table 6-5: The number of people that businesses employ part-time on a regular basis

Questions	Options	% Respondents
To the best of your knowledge, to which of these groups do the employees of this business belong:	Asian Indian	8.3%
	Asian Other	5.6%
	Black African	5.6%
	Mixed White and Black African	2.8%
	Asian British	5.6%
	Black Caribbean	2.8%

	Mixed White and Black Caribbean	2.8%
	White British	2.8%
	Latin American / Hispanic	55.6%
	Other (please specify)	27.8%
Response Rate:	Answered Question	36
	Skipped Question	0

Table 6-6: Groups to which employees of the businesses belong

6.4.6 The 'other' groups specified by those in Table 6-6 are: Columbian; Iranian; Turkish; Turkish-British; Mediterranean; Romanian; Venezuelan.

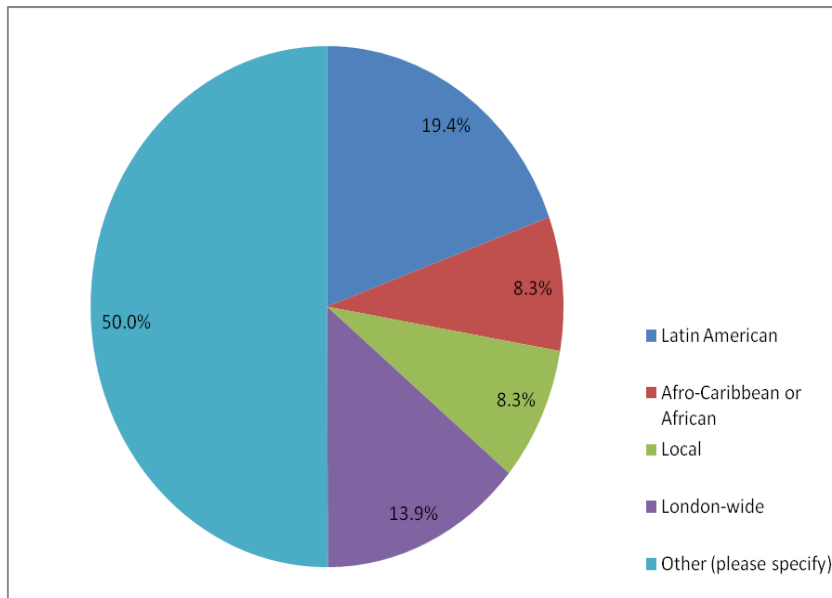


Figure 6-2: The main customer groups of the businesses surveyed. (Answered Question: 36; Skipped Question: 0)

6.4.7 The ‘other’ groups specified by the respondents in Figure 6-2 are: multi-cultural; all groups; mixed.

6.4.8 Respondents were asked whether any of the employees of the business, including themselves, had a long-standing illness, disability, or infirmity⁴⁹. 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

6.4.9 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.

6.4.10 The results of this enquiry (Table 6-7 & Figure 6-3) 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.

6.4.11 Those surveyed were also asked whether they thought their business would be able to afford to operate within the new development. The results of this question are shown in Table 6-8 and reveal a significant concern over affordability and a large amount of uncertainty.

⁴⁹ Long-standing illness, disability, or infirmity 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.

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. Responses
P1. Reprovide market within new development	0% (0)	16.7% (2)	16.7% (2)	58.3% (7)	8.3% (1)	12
P2. 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
P3. 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
P4. Market facilitator to work with traders to identify suitable temporary location for market	6.7% (1)	0% (0)	13.3% (2)	53.3% (8)	26.6% (4)	15
P5. Promote interests of Spanish-speaking traders in temporary location	29.5% (5)	0% (0)	5.9% (1)	29.4% (5)	35.3% (6)	17
P6. Provide appropriate business support and advice to all traders	13.3% (2)	20% (3)	6.7% (1)	33.3% (5)	26.7% (4)	15
P7. 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
P8. Provide minimum 6 months notice of closure of existing market	13.3% (2)	0% (0)	13.3% (2)	40% (6)	33.3% (5)	15
P9. Traders Financial Assistance Sum of £144,000 paid to Council	0% (0)	0% (0)	20% (3)	53.3% (8)	26.7% (4)	15
P10. Provision of 6 new retail units suitable for local shops	0% (0)	7.1% (1)	21.4% (3)	50% (7)	21.4% (3)	14
P11. £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
P12. Creation of new jobs, including in larger retail units.	12.5% (2)	0% (0)	12.5% (2)	56.3% (9)	18.8% (3)	16
P13. 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
P14. Further engagement with leaseholder and freeholder businesses by developer	21.4% (3)	0% (0)	7.1% (1)	28.6% (4)	42.9% (6)	14

Table 6-7: Views on the effect that the expected benefits and proposed additional measures of the application will have on the respondents business

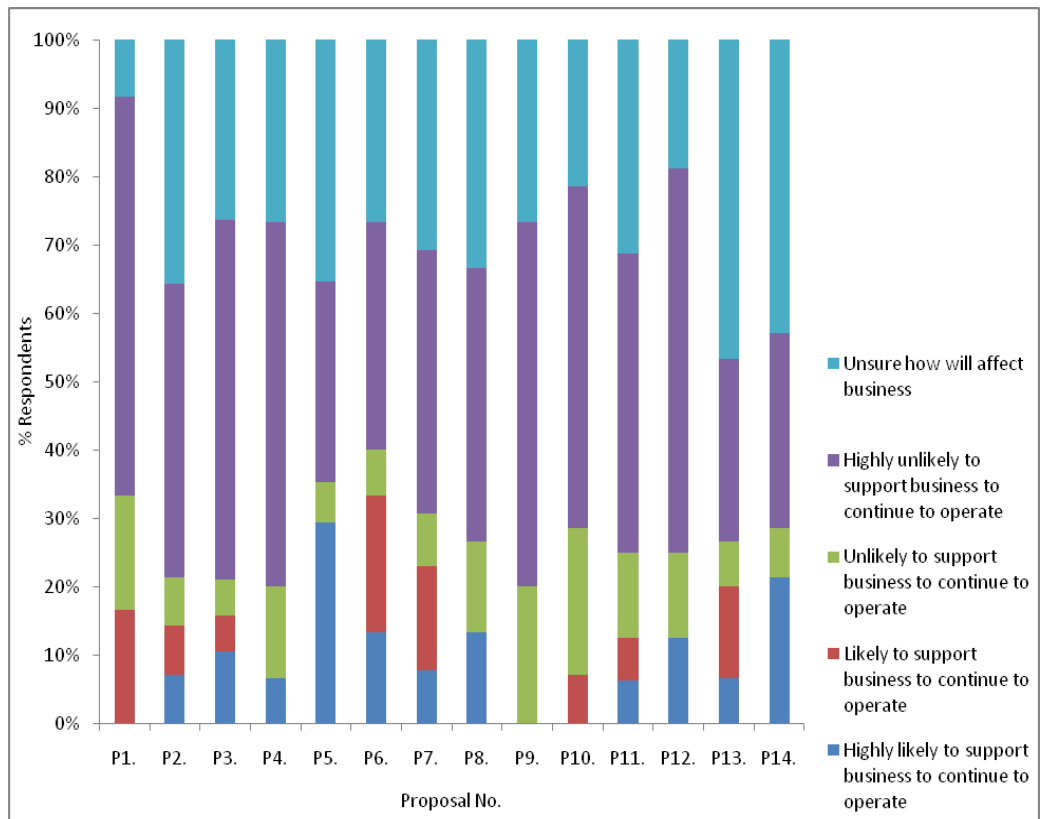


Figure 6-3: Views on the effect that the expected benefits and proposed additional measures of the application will have on the respondents business

Questions	Options	% Respondents
Do you think the business will be able to afford to operate within the new development:	Very confident can afford	5.7%
	Quite confident can afford	5.7%
	Not certain	40%
	Slightly concerned won't be able to afford	2.9%
	Very concerned won't be able to afford	45%
Response Rate:	Answered Question	35
	Skipped Question	1

Table 6-8: Views of respondents on whether their business would be able to afford to operate within the new development

6.4.12 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.

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.

6.4.13 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.

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.

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

The following is a summary of their responses:

- Some of the survey respondents believe that improvements to the area through the proposed development could help in attracting new customers, or that they would no effect.
- A number feel that the proposed 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 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.

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

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

6.4.16 Table 6-9 specifies the age and sex of those who responded to the business survey. Figure 6-4 illustrates the ethnic groups that the business survey respondents feel they belong to. Table 6-10 details the religious beliefs of those surveyed.

Questions	Options	% Respondents
What is your sex:	Male	71.4%
	Female	28.6%
Response Rate:	Answered Question	35
	Skipped Question	1
What is your age group:	18-24	3.2%
	25-34	29%
	35-44	32.3%
	45-54	19.4%
	55-64	16.1%
Response Rate:	Answered Question	31
	Skipped Question	5

Table 6-9: The sex and age of respondents to the business survey

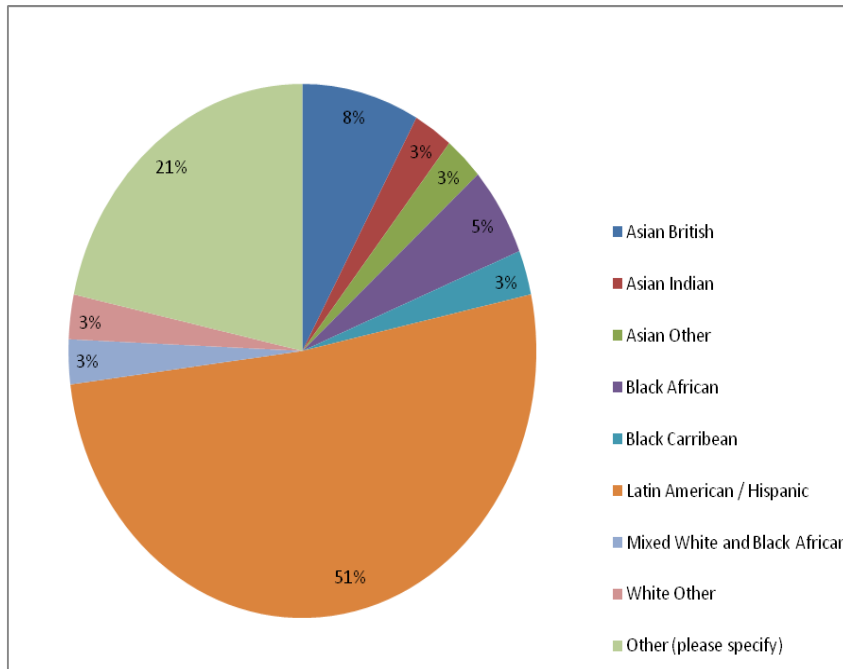


Figure 6-4: The ethnic groups that business survey respondents feel they belong to. (Answered Question: 29; Skipped Question: 7)

6.4.17 The ‘other’ groups specified by the respondents in Figure 6-4 were: Iranian; Columbian; Cuban; Turkish; Turkish-British; and Mediterranean.

Questions	Options	% Respondents
What is your religion:	Christianity ⁵⁰	59.4%
	Hinduism	9.4%
	Islam	9.4%
	Sikhism	3.1%
	Yoruba	6.3%
	No Religion	12.5%
Response Rate:	Answered Question	32
	Skipped Question	4

Table 6-10: The religion of those who responded to the business survey

⁵⁰ Includes two respondents who identified themselves as being Catholic

6.5 Formal consultation by Haringey council

6.5.1 The Council has undertaken its own statutory consultation following receipt of the application. Consultation responses received are summarised in ‘Appendix 1 – Consultation Responses’ of the Committee Report.

6.6 Planned consultation by the applicant

6.6.1 The applicant reports that it will promote the submission of the new application through a range of tools including⁵¹:

- 10,000 plus leaflets distributed to households and businesses in the surrounding area
- The project website (now www.sevensistersregeneration.co.uk)
- Adverts in the Haringey Independent and Tottenham Journal in May and June 2012
- Online advertising on the website of the Haringey Independent and Tottenham Journal in May and June 2012
- Letters to all on site residents and businesses
- Letters to all stakeholders

6.7 Public survey of residents in the Seven Sisters area about potential redevelopment of the Wards Corner site

6.7.1 The applicant commissioned a public survey conducted in April 2012. They interviewed 577 adults in the Seven Sisters area of Tottenham, using a face-to-face, door-to-door interview methodology. The survey included quotas to reach at least 150 residents from the postcode areas that begin with N15 4, N15 5 and N15 6. Interview shifts were 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 sought to canvas the views and opinions of residents in the area on the services available, areas for improvement and the development plans for the site.

6.7.2 A majority of residents (63%) use shops and services in the area more than once a week, while one in three (35%) say that they use the Seven Sisters Market this frequently.

6.7.3 Seven Sisters residents are 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.

6.7.4 Within the area, micro-geographical differences exist, with the attitudes and priorities of local residents varying considerable from one postcode to another. N15 4 postcode area residents (53%) are almost twice as likely as either N15 5 (25%) or N15 6 postcode area residents (30%) to use Seven Sisters Market more than once a week.

⁵¹ *Seven Sisters Regeneration Consultation Statement*, May 2012, GL Hearn

6.7.5 Younger people are more likely than older people to currently use Seven Sisters Market. 41% of 18-34 year olds use the market more than once a week, compared to just 26% of people aged 55 or over.

6.8 Consultation and engagement 2003 – 2011

6.8.1 Consultation undertaken in relation to the previous application during the period 2003 - 2011 was reported on in the previous EqlA report⁵². The previous EqlA report included consideration of the adequacy of the consultation and engagement processes in terms of effective and wide-ranging engagement. It considered that community consultation and engagement undertaken in relation to the development brief by Haringey council and in relation to the planning application by the Applicant, the Bridge NDC, and Haringey Council had included measures to engage widely with different sections of the affected population. It noted, however, that objections to the planning application included criticism of the adequacy and effectiveness of the consultation process in engaging with the local community.

6.8.2 The previous EqlA report found that consultation responses and survey results identified concerns about potential negative impacts. These particularly related to equal opportunities for local BME residents, for Latin American, Afro-Caribbean and other ethnic minority market traders and local shop owners, as well as to community cohesion for the Latin American community and the local multi-ethnic community.

6.8.3 The previous EqlA report identified that limited diversity monitoring of consultation responses limited the availability of evidence regarding the impacts specific to groups of people sharing protected characteristics.

6.8.4 An updated report on the consultation was provided by the applicant in support of the new application⁵³. This provided details of consultation undertaken up until 2011 as well as setting out planned further information provision and consultation. The report includes a summary of a review of previous consultation undertaken, reproduced below:

“The Consultation Institute’s overall conclusion is that the 2007/8 consultation was structured and delivered in a professional manner. Whilst there are one or two areas where the consultation could have been better, on balance the applicant has demonstrated good practice throughout.”⁵⁴

6.8.5 The review by the Consultation Institute identified the following strengths and weaknesses in the previous consultation:

- The Consultation Statement set out clear objectives. However, these were met in most respects rather than all. In meeting these objectives the following principles were adhered to during the consultation:
 - Communicate and inform early
 - Consult widely and deeply
 - Work to ensure all those who wish to take part are able to
 - Report back the outcome of any consultation activities to the community in a timely manner

⁵² Wards Corner Redevelopment Equality Impact Assessment Report, URS/Scott Wilson, June 2011

⁵³ Seven Sisters Regeneration Consultation Statement, GL Hearn, May 2012

⁵⁴ Wards Corner regeneration, Seven Sisters, Review of public consultation in 2007 for GL Hearn by The Consultation Institute, April 2012

- Consider the feedback and seek to amend where appropriate and feasible
 - Communicate the final scheme so everyone is in no doubt of how the plans have progressed
- During the consultation the following principles were not clearly adhered to:
 - Set out the programme, the constraints, when and how people can engage and what the anticipated outcomes may be
 - Communicate how the proposals have been influenced by the programme and where they have not and why not
 - The consultation questions represented good practice.
- The language used, accessibility, availability and transparency of approach were strengths in terms of information provision. However, the detail of additional information available was a weakness, and the distinction between the three public space options was not clear enough.
- The response rate was felt to be low.
- Whilst the changes made to the proposed scheme were clearly reported, explanation of how these changes emerged and the 'fate' of the comments received was not communicated.
- The level of analysis and approach to feedback were considered appropriate, although further reference to stakeholder comments would have been beneficial.
- The consultation provided sufficient time for concerns to be voiced.
- The consultation met the seven best practice principles (integrity, visibility, accessibility, transparency, disclosure, fair interpretation, and publication) contained in the Consultation Institute's Consultation Charter⁵⁵.

⁵⁵ *Wards Corner regeneration, Seven Sisters, Review of public consultation in 2007 for GL Hearn by The Consultation Institute, April 2012*

7 APPRAISAL OF EQUALITY IMPACTS

7.1 Introduction

- 7.1.1 The appraisal considers the potential impacts on affected people sharing protected characteristics arising from the planning application and associated proposals for Seven Sisters Regeneration at the Wards Corner site.
- 7.1.2 The appraisal addresses impacts in relation to key themes, which have been identified as relevant, informed by policy review, review of baseline evidence and consultation evidence.

7.2 Housing

- 7.2.1 Data provided to URS by Haringey Council indicates that out of a total 43 residences, 27 are currently occupied. The majority of these are on short term lets, with a smaller number of owner-occupied residences. Haringey Council has confirmed that all the long-term tenants of Haringey-council controlled properties have now been re-housed⁵⁶.
- 7.2.2 The survey of residents found that the majority of directly affected residents are now mainly assured short hold tenants., Information from Haringey council and the applicant identify that the affected residents do also include a small number of freeholder and leaseholder residents. The length of time people have lived at an address was fairly evenly spread from less than a year upwards, with three respondents having lived at an address for more than five years.
- 7.2.3 The impacts on AST tenants are considered to be less, particularly for those living in private rental, as such accommodation generally has high rates of turnover, whether on the part of the landlord or the tenant. It is judged that affected short hold tenants are likely to be able to find suitable alternative provision within the locality.
- 7.2.4 However, amongst affected households, including AST tenure households, the residents survey identified households that may be particularly sensitive to impacts because they include children. The need to find suitable alternative affordable provision which enables children to continue attending their school may be important.
- 7.2.5 Amongst residents affected, the survey identified owner-occupied households who also run a business on the proposed development site. These households may be particularly vulnerable to the adverse impacts of having to move due to a combination of old age and ethnic minority status. They may find it costly and challenging to successfully relocate their business, particularly if they need to move out of the immediate locality, which could damage the local ties that are important to them.
- 7.2.6 The survey did not identify other households where their possession of protected characteristics were identified as making them more sensitive to the effects of having to move. Although the survey did identify households which included a disabled person, their disability did not affect their housing requirements. This would indicate that alternative non-specialist housing would be suitable.
- 7.2.7 Recommendations are set out in Chapter Eight to support affected households to access a choice of suitable alternative accommodation.
- 7.2.8 Previous consultation responses criticised the lack of family-sized housing proposed for the site. The proposed provision is for 37, 3-bed housing units, an increase on the current provision (understood to include nine 3-bedroom houses). It is thus considered that there is likely to be a positive impact for children, by increasing provision of suitable family housing on the site.

⁵⁶ Email correspondence received from John Norman, information provided by Haringey housing team, 17/05/2012

- 7.2.9 The loss of two family-sized social housing units on the site, without alternative re-provision either as part of the development, off-site or through payments, is considered a potential negative indirect impact affecting children in Haringey living in households experiencing housing need.
- 7.2.10 The previous EQIA screening and consultation responses raised concerns about the possible negative equality impacts of not including affordable housing on the site, which conflicts with London-wide and local policy requirements. The loss of affordable housing on this site will detract from the overall supply of affordable housing within the borough. This is considered to result in an indirect negative equality impact for black and minority ethnic households, young people and female-led single parent households, groups identified as experiencing disproportionately high rates of housing need. The expected completion of 444 new affordable housing units within the South Tottenham (N15) area in 2012/2014 provides some wider mitigation to address this indirect equality impact for black and minority ethnic households, young people and female-led single parent households.

Nature of Impact	Affected Group	Agreed Mitigation (if any)	Indicative timeframe for implementing mitigation measures	Reason why mitigation measures not possible
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	Site includes new market rent housing, likely to include private rental provision. Recommended mitigation of support, particularly to households with children, to identify suitable alternative housing in the locality	Following granting of planning permission Site preparation phase	N/A
Loss of owner-occupied housing on site, including family-sized houses	Minority ethnic households living in owner-occupied housing, including older people Children in affected households	Recommended mitigation of support, particularly to leaseholders/freeholders who also run businesses on the site, to identify suitable alternative accommodation in the locality, negotiation of purchase and appropriate compensation for losses associated with the move.	This is understood to have been ongoing, but should be monitoring by the council following granting of planning permission Site preparation phase	N/A
Indirect: On-site loss of affordable housing, exacerbating existing barriers to housing	BME 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	Over timeframe of site preparation and construction	Re-provision of affordable housing on site judged unaffordable by Valuation Office.

Table 7-1: Summary of housing-related impacts

7.3 Business and employment

Market traders

- 7.3.1 The newly conducted business survey identified that the market traders comprise people from a diverse range of ethnic backgrounds. Over 50% of the business survey respondents identified themselves as belonging to Latin American/Hispanic background, with 21% of respondents identifying themselves as belong to other backgrounds, including Cuban, Colombian, Mediterranean, Turkish / Turkish British and Iranian backgrounds. 14% of respondents identified themselves as from Asian backgrounds, whilst 8% of respondents identified themselves as either Black African or Black Caribbean.
- 7.3.2 The business survey also identified considerable ethnic diversity amongst employees of the businesses on the site. The largest group represented are those of Latin American/Hispanic background (55.6%) followed by 'other ethnic groups (28%), which includes Colombian, Venezuelan, Iranian, Turkish/Turkish-British, Mediterranean and Romanian. Indian and other Asian backgrounds comprise 20% of employees identified in the survey, whilst other employees are identified as Black African, Black Caribbean or mixed race backgrounds.
- 7.3.3 The EqIA screening and consultation responses identified potential negative equality impacts arising from possible loss of livelihoods and employment for Latin American/Hispanic and other BME-owned businesses and their employees, following closure of the existing shops and markets. The recent business survey added further evidence regarding these concerns, including the ability of current employees to find work in the new development.
- 7.3.4 The new business survey generated substantial new evidence regarding market traders views on the proposed mitigation measures, as set out in the S106 Heads of Terms. A matter of concern is the lack of confidence and uncertainty amongst respondents concerning the value of these proposed measures in terms of enabling their business to continue to operate. 45% of respondents were very concerned that they won't be able to afford to operate within the new development, whilst 40% of respondents were not certain whether their business will be able to afford to operate within the new development.
- 7.3.5 The responses of affected businesses raise real concerns as to whether the proposed mitigation measures are appropriate to prevent a negative impact on the affected businesses, including market stall holders, at whom most of the mitigation measures are directed.
- 7.3.6 The period of demolition and construction, during which it is proposed to identify an alternative space for stallholders to operate, poses a challenge to the ability of stallholders to continue to operate their businesses and to employees of existing shops and market stalls. 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. 26% (4) of respondents were unsure. One respondent felt this measure was highly likely to support their business to operate. 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.

7.3.7 The findings of the business survey make it necessary to reconsider the previous judgements regarding the adequacy of the proposed mitigation measures to enable affected businesses to continue to operate. Of significant concern are responses that express uncertainty regarding the effects, as well as responses that indicate the mitigation measures will not support businesses to continue to operate. Open-ended responses complain about a lack of information and engagement on the part of the applicant. For the mitigation measures to be effective, there will need to be effective collaboration between all interested parties including Haringey Council, the Applicant, the landowner, the business owners (shops and stallholders), and others.

7.3.8 URS consider that the proposals have the potential to give rise to negative impacts for equality and community cohesion, even with the proposed mitigation measures. The closure of the market is likely to disproportionately affect traders and employees of Latin American/Hispanic origin. This assessment is informed by business survey responses that demonstrate significant levels of concern and uncertainty regarding:

- the ability of the businesses to afford to operate in the new development,
- the ability of businesses to continue to operate supported by proposed measures; and
- the wider effects for employees and customers.

Shops

7.3.9 The business survey response shows that shop-based businesses on the site are run by people from diverse ethnic backgrounds. The application includes provision for 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 reprovision measures aimed at shop-based businesses indicates that the expectation is that existing businesses will relocate elsewhere.

7.3.10 Measures within 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 are proposed as mitigation measures to benefit local businesses.

7.3.11 Concerns were expressed by respondents in both the resident survey and the business survey about the potential impacts on residents who also own businesses on the site, including the limited mitigation measures for shop-based businesses. The purchase of leaseholds or freeholds, appropriate compensation for costs associated with relocation and disruption, and support with identification of suitable alternative accommodation are considered to provide appropriate mitigation, such that there should be no unfair negative equality impact for affected businesses and households.

7.4 Employment

- 7.4.1 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 BME people. Figures presented by the Applicant 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 rates are disproportionately high amongst young people and Black/Black British ethnic groups in Haringey. Black/Black British young people had the highest proportion of New Deal Young People starts in Haringey.
- 7.4.2 Responses to the business survey conducted by URS identified significant concerns about the effects of the proposed development for existing employees, who come from a highly diverse range of backgrounds, but over 50% of whom are from Latin American/Hispanic backgrounds.
- 7.4.3 It is considered that the application is likely to generate new employment. However, it is not clear whether this will create more jobs than the current situation. There is a concern that proposed mitigation measures for existing market stalls may not enable these businesses to continue or result in them having to reduce numbers of employees. This could result in a negative equality impact, particularly affecting employment opportunities amongst Latin American/Hispanic employees, whilst also affecting other ethnic minority employees.

Nature of Impact	Affected Group	Agreed Mitigation (if any)	Indicative timeframe for implementing mitigation measures	Reason why mitigation measures not possible
<p>Business closure/ non-viability of business following permanent loss of the existing low-rent market site.</p> <p>Potential negative impact for equality and for community cohesion (relations between Latin-American people and other ethnic groups)</p>	<p>Latin-American/Hispanic ownership businesses</p> <p>Other diverse ethnicity ownership businesses</p>	<p>Reprovision of all stalls within the reprovided market in the new development at open-market rental in improved venue</p> <p>Measures to protect right of return of existing stallholders</p> <p>Identification of suitable alternative venues for temporary reprovision of the market</p>	<p>Following granting of planning permission</p> <p>Site preparation phase</p>	N/A
<p>Interim loss of existing market site during redevelopment, affecting the temporary operation of business and the long term continuation of businesses</p> <p>Potential negative equality impact</p>	<p>Latin-American/Hispanic ownership businesses</p> <p>Other diverse ethnicity ownership businesses</p>	<p>Measures to protect the right of return of existing stallholders</p> <p>Identification of suitable alternative venues for temporary reprovision of the market</p> <p>Intention to identify single site for all Latin American traders together</p>	<p>Following granting of planning permission</p> <p>Site preparation phase</p>	N/A
<p>Break-up of Latin-American market affecting the viability of individual stallholder businesses & overall vibrancy.</p> <p>Potential negative equality impact and for community cohesion (relations between Latin-American people and other ethnic groups)</p>	<p>Latin-American/Hispanic ownership businesses</p>	<p>Measures to protect right of return of existing stallholders</p> <p>Identification of suitable alternative venues for temporary reprovision of market</p> <p>Intention to identify single site for all Latin American traders together</p>	<p>Following granting of planning permission</p> <p>Site preparation phase</p>	N/A

(Table 7-2 Continued) Nature of Impact	Affected Group	Agreed Mitigation (if any)	Indicative timeframe for implementing mitigation measures	Reason why mitigation measures not possible
Loss of employment due to stall business closure / restructure	Latin-American/ Hispanic employees	Indirect benefits of mitigation measures directed at businesses	Following granting of planning permission	N/A
Potential negative equality impact and for community cohesion (relations between Latin-American people and other ethnic groups)	Other diverse ethnicity employees		Site preparation phase	
Loss of shop / business property on site	Diverse ethnicity ownership shops and businesses	Investment in improvements to West Green Road retail environment.	Construction phase	N/A
		Purchase of leasehold/freehold, compensation, support for identifying suitable alternative.	Site preparation phase / construction phase	
Business closure due to inability to afford new market-rate rental/leasehold	BME-ownership shops and businesses (understood to include Asian, African, Afro-Caribbean and Latin-American owned businesses)	Investment in improvements to West Green Road retail environment.	Construction phase	N/A
		Purchase of leasehold/freehold, compensation, support for identifying suitable alternative.	Site preparation phase/construction phase	
Loss of employment following any closure/restructure of affected shops / businesses	BME Employees	Creation of new jobs as a result of new development, including in larger shops, and generated indirectly from investment.	Construction phase	N/A
		Indirect benefits of support to existing businesses (as above)	Competed development – recruitment by businesses	
		Creation of construction employment	Construction phase	

Table 7-2: Summary of business and employment impacts

7.5 Goods, services and facilities

- 7.5.1 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.
- 7.5.2 In line with the findings regarding impacts for business and employment, URS consider that there is a risk of a potential negative equality impact 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. Mitigation measures proposed to support the Latin American market traders to continue to operate together and to return to the site are intended to support the equal opportunities of Latin American people to share in the benefits of the completed development as a focal point for trade in specialist goods and services. However, the uncertainty and concerns expressed by business operators that these measures will not support their business to continue to operate raise concerns that there is a risk of negative equality impact, where these measures prove inadequate.
- 7.5.3 The EqIA screening identified the provision of play spaces and schools to meet the specific needs of children as a potential issue. Objectors also raised concerns about inadequate provision for children. The planning application includes proposals for provision of play space to meet the needs of children living in the new residential units. The S106 Heads of Terms document does not include a contribution for educational provision. The lack of financial contribution towards education provision in relation to the 'child yield' equating to a need for 57 school places associated with the proposed new housing is likely to give rise to a negative impact for equality, affecting children's access to education.
- 7.5.4 The EqIA screening identified equal access to shopping facilities for disabled people as a potential issue. Consultation responses to the previous 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 would be required to abide with current building standards and guidance concerning accessible environments. URS consider that the development would make a positive contribution to improving accessibility, particularly benefiting people with physical and sensory impairments, as well as parents of babies and toddlers using pushchairs.

Nature of Impact	Affected Group	Agreed Mitigation (if any)	Indicative timeframe for implementing mitigation measures	Reason why mitigation measures not possible
<p>Permanent worsening of access to outlets for goods & services specific to race/ethnic/cultural groups</p> <p>Potential negative equality impact despite proposed mitigation measures</p>	Diverse ethnic and cultural communities in London	<p>Measures to protect right of return of existing stallholders</p> <p>Identification of suitable alternative venues for temporary reprovision of market – possibly within other local existing markets.</p> <p>Variety of alternative suitable retail outlets within wider Seven Sisters / North London</p>	Site preparation phase	N/A
<p>Permanent worsening of access to outlets for goods & services specific to race/ethnic/cultural group</p> <p>Potential negative equality impact despite proposed mitigation measures</p>	Latin-American/Hispanic communities in London	<p>Measures to protect right of return of existing stallholders</p> <p>Identification of suitable alternative venues for temporary reprovision of market</p> <p>Intention to identify single site for all Latin American traders together</p>	<p>Ongoing from planning permission granted – site preparation - construction phase – completion</p> <p>Following planning permission granted – site preparation</p>	N/A
<p>Temporary worsening of access to outlets for goods & services specific to race/ethnic/cultural identity</p> <p>Potential negative equality impact despite proposed mitigation measures</p>	Latin-American/Spanish- speaking ownership businesses	<p>Measures to protect right of return of existing stallholders</p> <p>Identification of suitable alternative venues for temporary reprovision of market</p> <p>Intention to identify single site for all Latin American traders together</p>	Following planning permission granted – site preparation	N/A

(Table 7-3 Continued) Nature of Impact	Affected Group	Agreed Mitigation (if any)	Indicative timeframe for implementing mitigation measures	Reason why mitigation measures not possible
Increased demand for play spaces and school provision (57 places, based on Haringey's own formula ⁵⁷)	Children, including amongst future residents of development	New doorstep play space provision within development to meet needs of resident children No current contribution to educational provision	Construction phase	N/A Haringey Council Community Infrastructure Levy tariff not yet set. It is understood that the development is not considered viable with additional contributions towards social infrastructure.
Share in benefits of improved public realm and shopping facilities	Disabled people, particularly those with physical or sensory impairments.	De-cluttered pavements, public realm to latest access requirements.	Construction phase	N/A

Table 7-3: Summary of impacts for equal access to goods, services and facilities

⁵⁷ SPG10c- education and 'Educational Contributions with sisters values – in email communication from Jeffrey Holt 12/06/2012

7.6 Community cohesion and relations between groups

- 7.6.1 The EqlA screening identified that the proposal may have the effect of worsening community cohesion by displacing predominant BME groups among existing residents, market traders, shop owners and employees. Consultation responses identified the proposed 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.
- 7.6.2 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.
- 7.6.3 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.
- 7.6.4 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.

Nature of Impact	Affected Group	Agreed Mitigation (if any)	Indicative timeframe for implementing mitigation measures	Reason why mitigation measures not possible
<p>Worsening community cohesion by displacing predominant BME groups amongst existing residents, shop owners, market traders and employees.</p> <p>Potential negative equality impact for relations between groups where mitigation measures prove inadequate to safeguard majority of Latin American businesses</p>	<p>Latin-American / Hispanic community</p> <p>Afro-Caribbean</p> <p>African</p> <p>Other BME communities</p>	<p>All measures set out in Table 7-2 & Table 7-3 above to protect permanent and temporary viability of the market and businesses, including those measures specific to Latin-American stallholders. The effect of such measures on community cohesion would be secondary.</p>	<p>Following planning permission granted – site preparation, continued through to construction and completion</p>	<p>Measures specifically directed at sustaining community cohesion not identified.</p>
<p>Loss to cultural connections and social interaction amongst specific community with shared racial identity</p> <p>Potential negative equality impact for relations between groups where mitigation measures prove inadequate to safeguard majority of Latin American businesses</p>	<p>Latin-American, including Spanish-speaking people</p>	<p>All measures set out in Table 7-2 & Table 7-3 above to protect permanent and temporary viability of the market and businesses, including those measures specific to Latin-American stallholders. The effect of such measures on community cohesion would be indirect.</p>	<p>Following planning permission granted – site preparation, followed through in construction and completion.</p>	<p>Measures specifically directed at sustaining community cohesion not identified.</p>
<p>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.</p>	<p>All ethnic groups reflecting make-up of existing market stall-holders and clientele.</p>	<p>All measures set out in Table 7-2 & Table 7-3 above to protect permanent and temporary viability of market and businesses. The effect of such measures on community cohesion would be indirect.</p>	<p>Following planning permission granted – site preparation, followed through in construction and completion.</p>	<p>Measures specifically directed at sustaining community cohesion not identified.</p>

(Table 7-4 Continued) Nature of Impact	Affected Group	Agreed Mitigation (if any)	Indicative timeframe for implementing mitigation measures	Reason why mitigation measures not possible
<p>Worsening community cohesion by displacing predominant BME groups amongst existing residents, shop owners, market traders and employees.</p> <p>Potential negative equality impact for relations between groups where mitigation measures prove inadequate to enable the majority of existing businesses to continue to operate.</p>	<p>Latin-American & Spanish-speaking community</p> <p>Afro-Caribbean</p> <p>African</p> <p>Other BME communities</p>	<p>All measures set out in Table 7-2 & Table 7-3 above to protect permanent and temporary viability of the market and businesses, including those measures specific to Latin-American stallholders. The benefits of such measures on community cohesion would be secondary.</p>	<p>Following planning permission granted – site preparation, continued through to construction and completion</p>	<p>Measures specifically directed at sustaining community cohesion not identified.</p>
<p>Loss to cultural connections and social interaction amongst specific community with shared racial identity</p> <p>Potential negative equality impact for relations between groups where mitigation measures prove inadequate to safeguard the majority of Latin American businesses</p>	<p>Latin-American, including Spanish-speaking people</p>	<p>All measures set out in Table 7-2 & Table 7-3 above to protect permanent and temporary viability of the market and businesses, including those measures specific to Latin-American stallholders. The effect of such measures on community cohesion would be indirect.</p>	<p>Following planning permission granted – site preparation, followed through in construction and completion.</p>	<p>Measures specifically directed at sustaining community cohesion not identified.</p>

Table 7-4: Summary of impacts for community cohesion and relations between groups

7.7 Inclusive public spaces and transport

7.7.1 The 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. However, alternative provision is available. All main TfL bus services are now wheelchair accessible. The proposed public realm and landscaped areas would be designed and constructed in line with latest access requirements. The S106 Heads of Terms document notes that the design allows for the future installation of lift access to the ticket hall. The proposal can be expected to enhance local access at this transport interchange, including enabling the potential for future improvements to accessibility at Seven Sisters underground station.

7.8 Safety and crime

7.8.1 Both supporters and objectors to the previous scheme 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.

7.8.2 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. URS 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.

7.8.3 During demolition and construction, 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. Recommended suitable mitigation measures are set out in Chapter eight.

7.9 Wide ranging consultation and enabling participation

7.9.1 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 by URS in May 2012 included expressions of dissatisfaction of the consultation by the applicant.

7.9.2 Analysis of the consultation process indicates that Haringey Council 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.

7.9.3 An independent review of consultation undertaken by the Applicant 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.

7.9.4 The long delay in progressing the redevelopment during the period of legal challenge has interrupted consultation and engagement. The applicant sets out a future programme for information sharing, though it does not set out planned measures for stakeholder engagement or any further community consultation.

7.9.5 Local policy on community cohesion and equality promotes engagement with local communities, and empowering them to shape policies that affect their lives.

7.9.6 In order to realise the sharing of the benefits of redevelopment and reduce the risk of potential negative impacts for equality and relations between groups, it will be important to prioritise re-establishment of a new process for engagement, particularly with directly affected parties. Priority groups should be market stallholders and shop-based businesses, whilst one to one negotiations with residential leaseholders and freeholders should also be undertaken. Recommendations in Chapter eight are set out to enable this engagement to support realisation of positive equality outcomes from the development.

7.10 Sharing in benefits of redevelopment

7.10.1 One of the criteria for assessing equalities impact of a proposal is the extent to which any benefits from the proposal will be available to all groups affected by it. This EqIA identifies the following potential benefits of the redevelopment:

- Provision of new housing, including increased family-sized provision
- Improved accessibility of public realm and streetscape
- Improved safety, likely to benefit people sharing protected characteristics
- New employment opportunities for local people
- New business opportunities, particularly retail
- Improved access to play space.

7.10.2 **Error! Reference source not found.**-7 identifies possible barriers to people sharing particular protected characteristics, which may prevent them from gaining a fair share of the benefits of the redevelopment. It identifies the nature of the barriers and how those barriers might be removed or reduced, or where this is not possible, the reason why.

7.10.3 Adherence to the recommended mitigation measures, where available, is likely to enable barriers to the fair share of benefits by people sharing equality characteristics to be overcome with respect to most of the benefits of the redevelopment.

7.10.4 Non-affordability of housing is a significant barrier likely to prevent people from some BME backgrounds, lone-parent households (largely female-headed), and children in low income households sharing in the provision of new housing. Adequate mitigation measures to enable them to share in the benefits within the new redevelopment are not identified. Within the wider context of Haringey, provision of new affordable housing elsewhere in the East of the borough is considered to mitigate the negative impacts specific to this site.

Nature of Impact	Affected Group	Agreed Mitigation (if any)	Indicative timeframe for implementing mitigation measures	Reason why mitigation measures not possible
Need to ensure redevelopment contributes to addressing crime levels and fear of crime associated with the site	BME 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.	Completed development	N/A
Risk of increased fear of crime / increased opportunities for crime during demolition & construction phase	Young people (both men and women), BME people, women, children, older people, lesbian, gay & bisexual people, disabled people.	Recommended best practice measures to enhance external appearance of site, including appropriate additional lighting. Recommend consulting the police on appropriate additional security measures e.g. patrolling by police or private security staff	Demolition & construction phase	N/A

7-5: Summary of safety and crime impacts

Nature of Impact	Affected Group	Agreed Mitigation (if any)	Indicative timeframe for implementing mitigation measures	Reason why mitigation measures not possible
Effective consultation with affected community, recognising diversity and different interest groups, to contribute towards sharing of benefits of regeneration.	All equality groups, including BME residents, employees & business owners, visitors & customers.	Approach to date has included variety of means of consultation. Recommend future engagement directed at key affected stakeholders	Following decision on Planning Application – as a matter of urgency	N/A
Diversity monitoring to understand effects on equality protected groups	All	Haringey Council to monitor consultation and record mitigation impacts for groups sharing protected characteristics	Consideration of planning application Ongoing following granting of planning permission	N/A

Table 7-6: Summary of impact regarding consultation and engagement

Potential Benefit of Redevelopment	Affected Group	Barriers	Mitigation Measures	Reason why mitigation measures not possible
Provision of new housing	BME 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.	Planned delivery of new affordable housing elsewhere in borough	Valuation Office identifies development as unable to afford inclusion of affordable housing
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 offer some help e.g. child care element of working tax credits. Planned delivery of new affordable housing elsewhere in borough	Valuation Office identifies development as unable to afford inclusion of affordable housing
Provision of new housing	Children in low income households	Affordability barriers, related to low income/savings levels Cost/availability of child-care, impact on household income, particularly where parents in low- to middle-income employment.	National strategies to tackle child care affordability offer some help e.g. child care element of working tax credits, but unlikely to adequate. Planned delivery of new affordable housing elsewhere in borough	Valuation Office identifies development as unable to afford inclusion of affordable housing
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	Planned measures to design out crime likely to be beneficial. Measures to promote new identity for area. Community support officers. Engagement with support groups to identify specific concerns and to identify appropriate actions.	

(Table 7-7 Continued) Potential Benefit of Redevelopment	Affected Group	Barriers	Mitigation Measures	Reason why mitigation measures not possible
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	
Business opportunities, particularly in retail sector	Latin-American, including Spanish-speaking Afro-Caribbean, African and other BME 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 Table 7-2 likely to contribute.	Risk that proposed mitigation measures may not be adequate to achieve sharing of benefits.
New employment opportunities	Young people BME 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	Risk that proposed mitigation measures may not be adequate to achieve sharing of benefits.
Transport infrastructure improvements	All groups	No barriers identified	London-wide measures to enable transport affordability likely to be beneficial	
New play space	Disabled children	Construction of non-inclusive play equipment may exclude	Use of inclusive play equipment / construction to London Play standards	

Table 7-7: Summary of benefits and how they may be shared

8 RECOMMENDATIONS AND CONCLUSIONS

8.1 Introduction

8.1.1 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 planning application proposals for equality.

8.2 Recommendations

8.2.1 The following recommendations are set out to be undertaken once planning consent is given, in particularly through negotiation, agreement and fulfilment of S106 Heads of Terms.

Housing

- For existing housing association tenants, the housing association should offer alternative housing to affected tenants, in accordance with existing legislation and its current policy. Haringey council should brief the housing association regarding the scheme's progress to ensure adequate time for them to identify suitable alternative provision for affected tenants. This measure is already included in S106 Heads of Terms document.
- Haringey Council should consider providing or signposting support to existing private rental tenants, on an individual basis, regarding possible alternative accommodation choices for them, including intermediate housing options. Additional appropriate support should be offered to individual households, or household members, identified as particularly vulnerable, where there is considered to be a potential risk of homelessness or economic hardship. This measure is already included in S106 Heads of Terms document.
- For owner-occupier households (leaseholders and freeholders), the Applicant should seek to negotiate, on a case-by-case basis, a reasonable value for purchase and compensation for disturbance and relocation, with the objective of enabling households who wish to do so to afford alternative accommodation of comparable size in the local area. A reasonable timeframe for such negotiations prior to compulsory purchase order should be agreed between the Applicant and the Council. Where the household comprises a family that also runs a business on the site, negotiations should be conducted to address relocation of housing and business, either separately or together, to best fit the preferences of the affected household. Compensation measures should include costs for relocating and re-establishing the business. The S106 Heads of Terms document makes reference to 'undertake a further leaseholder and freeholder engagement'.

Business and employment

- Haringey Council should require the Applicant to undertake a baseline study and subsequent ongoing monitoring of the business owners and market holders at key points in the progression of the planning application and construction of the development (suggested points are approval of planning application; acquisition of site; point of serving of notice; point of vacating of site; at annual intervals during the construction; at the point of allocating occupancy of new sites). This monitoring should include diversity monitoring of business owners and employees; recording of current business location & business 'health'/ employee numbers; status & intentions of business to return to site. Suggested decision points for ceasing to monitor individual businesses are where businesses are recorded as having ceased to trade, or expressed a definite intention not to return to the site. This measure is already included in S106 Heads of Terms document.

- The appointment of an advisor to assess opportunities for the temporary relocation of the market and additional measures to support businesses, as set out in the existing S106, will be extremely important to ensuring the long term survival of businesses and the opportunity for them to return to the new site. Haringey Council should undertake, or require of the Applicant, submission of regular progress reports on the appointment and activities of such an advisor, as well as on other measures to support the traders. This measure is already included in S106 Heads of Terms document.
- Support to enable the existing businesses to develop a shared marketing strategy and other business improvements, including employee training, will be an important measure to support realisation of positive equality outcomes. This measure is already included in S106 Heads of Terms document.
- For existing leaseholder and freeholder shop businesses, the Applicant should seek to negotiate on a case-by-case basis a reasonable value for purchase of the premises and compensation for disturbance, with the objective of enabling businesses who wish to do so to relocate to alternative premises along the West Green Road, or elsewhere in the Seven Sisters/Tottenham area. For those who live above their businesses, the negotiations may concern, either separately, or together relocation of business and housing. A reasonable timeframe for such negotiations following planning permission and prior to compulsory purchase order should be agreed between the Applicant and the Council. This measure is already included in S106 Heads of Terms document.
- Struggling businesses and employees should be signposted towards existing appropriate bodies to assist these individuals to find suitable alternative employment.
- The local employment and procurement policy should include a requirement for contractors to adhere to national or local schemes to promote employment amongst under-represented equality groups, e.g. the Disability Two Ticks scheme. This measure is already included in S106 Heads of Terms document.

Goods, services and facilities

- Planned support to help existing businesses find temporary or permanent alternative locations or premises will be important to ensure that existing customer bases who share equality characteristics are able to continue to access specialist goods and services. Marketing and advertising advice is likely to provide an important component of this support to ensure existing and new customers are made aware of temporary relocations of businesses. This measure is already included in S106 Heads of Terms document.
- Future marketing of the completed development should capitalise on the Latin American market identity to support its success and to make its specialist goods and services available to a wider customer base. This measure is already included in S106 Heads of Terms document.

Community cohesion and relations between groups

- Future marketing of the completed development should 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. This measure is already included in S106 Heads of Terms document.
- The new public realm and open spaces should be designed and built in line with existing building regulations and regional guidance on accessible design. This measure is already included in S106 Heads of Terms document.

- Any new bus stops should be designed and built in line with Transport for London's accessible bus stop guidelines and any updated best practice.

Safety and crime

- It is recommended that during the demolition and construction phase, suitable measures are put in place to enhance the external appearance of the site, including appropriate additional lighting.
- The police should be consulted on any appropriate additional security measures, either by the police or by security officers, during the demolition and construction phases.

Wide-ranging consultation and enabling participation

- Following a planning decision, Haringey Council and the Applicant should urgently develop a renewed strategy for ongoing stakeholder engagement.
- A future strategy should set out specific engagement pathways for particular affected groups, including existing shop owners, stallholders, employees and residents on the site, and other local residents and business owners.

8.3 Conclusion

- 8.3.1 The planning application is identified as giving rise to positive equality impacts in relation to safety and crime, and a more accessible public realm. People sharing equality protected characteristics are likely to be able to share in these benefits.
- 8.3.2 Increased provision of additional family housing is identified as a benefit of the planning application. However, affordability barriers may prevent certain groups, including BME families, children living in low income households and mainly female-headed single parent households, from sharing in this benefit. Haringey Council will need to give due consideration to this potential negative equality impact in their overall consideration of the planning application, alongside consideration of the Valuation Office's independent assessment of the viability assessment.
- 8.3.3 The planning application is considered likely to give rise to indirect negative equality impacts affecting Black British and Black Caribbean households, mainly female-headed lone parent households and children in these households, as well as young people, in terms of their access to affordable housing. High levels of new affordable housing provision in South Tottenham going forward separately provide some wider mitigation for this negative impact, though it is noted that this may still fall short of notional targets set in the London Plan. Haringey Council will need to give due consideration to this potential negative equality impact in their overall consideration of the merits of the planning application, alongside consideration of the Valuation Office's independent assessment of the scheme's viability.
- 8.3.4 The planning application is considered likely to give rise to increase demand for school places, without a proposed corresponding contribution for educational provision. Haringey Council has not yet set its Community Infrastructure Levy tariff. Without a contribution for educational provision, the proposal is likely to give rise to a potential negative equality impact for children's access to education. Haringey Council should take this negative equality impact affecting school-aged children into consideration.
- 8.3.5 The planning application proposal has the potential to give rise to negative equality impacts for employment and business opportunities, disproportionately affecting market stallholders and employees from Latin American/Hispanic backgrounds, as well as from other diverse ethnic backgrounds. This is identified as a potential risk, even with the proposed mitigation measures, due to uncertainty regarding the viability of the existing businesses both during the redevelopment period and as part of the future completed development. This conclusion is informed by responses to the business survey, which revealed considerable uncertainty and concerns about whether the proposed mitigation measures would support existing businesses to continue to operate. . This may also give rise to indirect equality impacts for community cohesion and relations between different groups and for access to specialist goods and services, affecting people from Latin American/Hispanic backgrounds. Haringey Council will need to give due consideration to these potential negative equality impacts in their overall consideration of the merits of the planning application.

9 APPENDIX A

9.1 Questionnaires

9.1.1 The following questionnaires were used to obtain data during the course of the consultation. They were created and responses collected through the 'Survey Monkey' online survey system. This representation therefore lacks some of the functionality of the original, such as drop down menus, but otherwise remains accurate.

9.2 Residential Survey

A planning application has been submitted to Haringey Council by Grainger PLC on the 8th May 2012. As part of the consideration of the application Haringey Council has asked URS to prepare an equalities impact assessment in order to enable the council to better understand who will be affected by the proposals. This will support the council to carry out its public equality duty.

This questionnaire is for residents of homes on the proposed development site. A separate questionnaire has been prepared for businesses, both retail units and market stalls, currently operating within the site. Residents who also run businesses on the site are invited to answer questions relating to both their home and their business.

What is your name?

- First name
- Last name

Do you live here?

- Yes
- No

Can you confirm this address?

How many people usually live here? (include all adults and children, including new babies)

- drop down menu 1 2-3-4-5-6-7-8-9+

How many dependent children (under the age of 18) usually live here?

- drop down menu 0-1-2-3-4-5+

Are any members of the household aged 65 or over?

- Yes
- No

Is any member of the household expecting a baby or had a baby in the last 12 months?

- Yes
- No

Do you (or any member of your household) have any long-standing illness, disability or infirmity? By long standing I mean 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?

- Yes
 No

Does this illness or disability limit your/their activities in any way?

- Yes
 No

Does this illness or disability make it necessary to have specially adapted accommodation?

- Yes
 No

Is your accommodation suitable for the person(s) who has/have this illness or disability?

- Yes
 No

How long have you lived at this address?

- Less than 12 months
 1 – 2 years (check online version – comment that a ‘2’ is missing)
 2 – 5 years
 5-10 years
 more than 10 years

What type of accommodation is this?

- house
 flat

Do you or another member of your household own a business at Wards Corner?

- yes no

If so, please provide the name and address of the business

Does your household own or rent this accommodation?

- Owns (outright or with a mortgage or loan) [GO TO ‘If owns’]
 Part owns and part rents (shared ownership) [GO TO ‘If owns’]
 Rents (with or without housing benefit) [GO TO ‘who is your landlord’]
 Lives here rent free [GO TO ‘who is your landlord?’]

Who is your landlord?

- Housing trust / registered social landlord [GO TO ‘If housing trust/RSL/Haringey’]
 Haringey Council (local authority) [GO TO ‘If housing trust/RSL/Haringey’]
 Private landlord or letting agency [GO TO ‘If rents privately’]
 Employer of a household member [GO TO ‘If rents privately’]
 Relative or friend of a household member [GO TO ‘If rents privately’]

IF housing trust / registered social landlord / Haringey council

If the planning application is approved, the redevelopment of the scheme will require you to be rehoused.

Would you seek to be rehoused?

In the immediate neighbourhood (within, say, a 10 minute walk of this address)

Within a nearby area in Haringey

Elsewhere in Haringey

Elsewhere in London

Outside London

Do any of the following apply, which might affect the type of re-housing?

- Have current use of a garden
- Have current use of residents parking
- Home is shared by extended family
- Provide care to a family member/ relative living nearby
- Receive care from a family member/relative living nearby
- Registered as requiring bigger home for family

[GO TO 'To what extent...?']

[If rents privately]

If the planning application is approved, the redevelopment of the scheme will require you to seek new accommodation elsewhere.

In the case of the proposed development proceeding, would you seek new accommodation?

In the immediate neighbourhood (within, say, a 10 minute walk of this address)

Within a nearby area in Haringey

Elsewhere in Haringey

Elsewhere in London

Outside London

Do any of the following apply, which might affect your choice of new accommodation?

- Unlikely to be able to afford rent for other housing in local area
- Want to apply for affordable housing (council or new affordable rent)
- Want to seek part rent – part buy housing
- Have current use of a garden
- Have current use of residents parking
- Home is shared by extended family
- Provide care to a family member/ relative living nearby
- Receive care from a family member/relative living nearby

[GO TO 'To what extent...?']

[If own freehold or leasehold]

If the planning application is approved, the redevelopment of the scheme will require vacant possession of the property by the developer, either through private negotiations or through a Compulsory Purchase Order Process. This would require that you seek new accommodation elsewhere.

Would you seek new accommodation?

Within the future new development

In the immediate neighbourhood (within, say, a 10 minute walk of this address)

Within a nearby area in Haringey

Elsewhere in Haringey

Elsewhere in London

Outside London

Do any of the following apply, which might affect the type of new home you look for?

- Have current use of a garden
- Have current use of residents parking

- Provide care to a family member/ relative living nearby
- Receive care from a family member/relative living nearby
- Unlikely to be able to afford new equivalent home in local area
- Require new home that also includes space for business (e.g. shop with flat above)
- Home is shared by extended family

Do you have any additional comments?

About You

By answering these questions, you will help Haringey Council ensure that their consideration of the planning application is informed by a good understanding of the residents directly affected by the proposed development. All information will be treated in the strictest of confidence and will only be used to inform the Equality Impact Assessment (EqIA).

Can you confirm your sex?

- Male Female

What is your age group?

<input type="checkbox"/>	Under 18	<input type="checkbox"/>	45-54
<input type="checkbox"/>	18-24	<input type="checkbox"/>	55-64
<input type="checkbox"/>	25-34	<input type="checkbox"/>	65-74
<input type="checkbox"/>	35-44	<input type="checkbox"/>	75+

Which one of these groups do you feel you belong to? (Please tick one box)

- | | |
|--|--|
| <input type="checkbox"/> Asian Indian | <input type="checkbox"/> Asian British |
| <input type="checkbox"/> Asian Pakistani | <input type="checkbox"/> Asian Bangladeshi |
| <input type="checkbox"/> Asian Other | <input type="checkbox"/> Black Caribbean |
| <input type="checkbox"/> Black African | <input type="checkbox"/> Black British |
| <input type="checkbox"/> Black Other | <input type="checkbox"/> Mixed White and Black Caribbean |
| <input type="checkbox"/> Mixed White and Black African | <input type="checkbox"/> Mixed White and Asian |
| <input type="checkbox"/> Mixed Other | <input type="checkbox"/> White British |
| <input type="checkbox"/> White Irish | <input type="checkbox"/> White Other |
| <input type="checkbox"/> Chinese | <input type="checkbox"/> Latin American/Hispanic |
| <input type="checkbox"/> Other (please specify) _____ | |

What is your religion? (Please tick one box)

- Buddhism
- Christianity
- Hinduism
- Judaism
- Islam
- Sikhism
- Rastafarianism
- No religion
- Prefer not to say
- Other (please specify) _____

What is your sexual orientation? (Please tick one box)

- Bisexual
- Gay
- Heterosexual
- Lesbian
- Prefer not to say

Thank you for your time in answering these questions.

If you have any concerns about this survey, please contact:

Nicky Hodges, URS Project Manager:
0117 917 1179 / nicky.hodges@urs.com

For any queries concerning Haringey council's consideration of the planning application, please contact:

Jeffrey Holt, case officer, Haringey council:
020 8489 5131 / jeffrey.holt@haringey.gov.uk

If you wish to comment on the planning application, please visit the planning section of Haringey council's website. The application number is HGY/2012/0915.

9.3 Market and Shop Business Survey

A planning application has been submitted to Haringey Council by Grainger PLC on the 8th May 2012. As part of the consideration of the application Haringey Council has asked URS to prepare an equalities impact assessment in order to enable the council to better understand who will be affected by the proposals. This will support the council to carry out its public equality duty.

This questionnaire is for businesses operating at the Seven Sisters regeneration site. A separate questionnaire has been prepared for residents of homes on the proposed

development site. Business owners who also live on the site are invited to answer questions relating to both their home and their business.

What is your position within the business?

- I own the business [sole or joint]
- I am an employee

Is the business

- a market stall within Seven Sisters market?
- a shop or other retail unit on Seven Sisters Road or West Green Road?
- other? (please state) _____

What is the nature of the business?

- newsagent
- fast food outlet
- restaurant
- beauty salon
- money transfer agency
- food shop / supermarket
- clothing shop
- music shop
- other (please state) _____

How long has the business operated at Seven Sisters market?

- less than 12 months
- between one and two years
- between two and five years
- between five and ten years
- more than ten years

How many people does your business employ full-time (including the owner)?

- one person only
- two to five people
- more than five people

How many people does your business employ part-time on a regular basis?

- none
- one person only
- two to five people
- more than five people

To the best of your knowledge, to which of these groups do the employees of this business belong? (Please tick all that apply)

- | | |
|--|--|
| <input type="checkbox"/> Asian Indian | <input type="checkbox"/> Asian British |
| <input type="checkbox"/> Asian Pakistani | <input type="checkbox"/> Asian Bangladeshi |
| <input type="checkbox"/> Asian Other | <input type="checkbox"/> Black Caribbean |
| <input type="checkbox"/> Black African | <input type="checkbox"/> Black British |
| <input type="checkbox"/> Black Other | <input type="checkbox"/> Mixed White and Black Caribbean |

- | | |
|--|---|
| <input type="checkbox"/> Mixed White and Black African | <input type="checkbox"/> Mixed White and Asian |
| <input type="checkbox"/> Mixed Other | <input type="checkbox"/> White British |
| <input type="checkbox"/> White Irish | <input type="checkbox"/> White Other |
| <input type="checkbox"/> Chinese | <input type="checkbox"/> Latin American /Hispanic |
| <input type="checkbox"/> Other (please specify) _____ | |

How would you characterise the main customer group of your business? (please select box only)

- Latin American
- Afro-Caribbean or African
- Muslim
- local
- London-wide
- other (please state)

Thinking about all the employees of the business, including yourself, do any of them have a longstanding physical or mental condition or disability? (By longstanding we mean anything that has lasted at least 12 months or that is likely to last at least 12 months)

- Yes No

Does this disability or impairment affect your/their daily life?

- Yes No

The application is expected to result in a number of benefits. The developer is proposing additional measures to support affected businesses. What is your view on how these benefits and measures are likely to affect your business?

	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
Reprovide market within new development at					
open-market rental, run by experienced indoor market operator					
First right to occupy to all existing traders of an equivalent stall					
Market facilitator to work with traders to identify suitable temporary location for market					
Promote interests of Spanish-speaking traders in temporary location					
Provide appropriate business support and					

advice to all traders					
Funding towards relocation costs & 3 month rent free period in temporary location					
Provide minimum 6 months notice of closure of existing market					
Traders Financial Assistance Sum of £144,000 paid to Council					
Provision of 6 new retail units suitable for local shops					
£150,000 payment towards shop building frontage, street decoration, vehicle servicing, improvement strategy, open space & parking West Green Road Environmental Improvement Fund.					
Creation of new jobs, including in larger retail units.					
Local procurement of goods and services / local labour agreement for construction					
Further engagement with leaseholder and freeholder businesses by developer					

Do you think the business will be able to afford to operate within the new development?

- Quite confident can afford
- Not certain
- Muslim
- Slightly concerned won't be able to afford
- Very concerned won't be able to afford

What additional measures, if any, do you feel are needed so that your business can continue to operate during reconstruction?

Do you have any additional comments on the proposed measures for permanent relocation of the market?

What additional measures, if any, do you feel will be necessary so that your business can continue to operate in the longer term?

Do you have any comments regarding the effects of the proposed development for your customers?

Do you have any comments regarding the effects of the proposed development for employees?

About You

By answering these questions, you will help Haringey Council ensure that their consideration of the planning application is informed by a good understanding of the diversity characteristics of those directly affected by the development. All information will be treated in the strictest of confidence and will only be used to inform the Equality Impact Assessment (EqIA).

What is your sex?

- Male Female

What is your age group?

<input type="checkbox"/>	Under 18	<input type="checkbox"/>	45-54
<input type="checkbox"/>	18-24	<input type="checkbox"/>	55-64
<input type="checkbox"/>	25-34	<input type="checkbox"/>	65-74
<input type="checkbox"/>	35-44	<input type="checkbox"/>	75+

Which one of these groups do you feel you belong to? (Please tick one box)

- Asian Indian Asian British

- | | |
|--|--|
| <input type="checkbox"/> Asian Pakistani | <input type="checkbox"/> Asian Bangladeshi |
| <input type="checkbox"/> Asian Other | <input type="checkbox"/> Black Caribbean |
| <input type="checkbox"/> Black African | <input type="checkbox"/> Black British |
| <input type="checkbox"/> Black Other | <input type="checkbox"/> Mixed White and Black Caribbean |
| <input type="checkbox"/> Mixed White and Black African | <input type="checkbox"/> Mixed White and Asian |
| <input type="checkbox"/> Mixed Other | <input type="checkbox"/> White British |
| <input type="checkbox"/> White Irish | <input type="checkbox"/> White Other |
| <input type="checkbox"/> Chinese | <input type="checkbox"/> Latin American /Hispanic |
| <input type="checkbox"/> Other (please specify) _____ | |

What is your religion? (Please tick one box)

- | | |
|--------------------------|------------------------------|
| <input type="checkbox"/> | Buddhism |
| <input type="checkbox"/> | Christianity |
| <input type="checkbox"/> | Hinduism |
| <input type="checkbox"/> | Judaism |
| <input type="checkbox"/> | Islam |
| <input type="checkbox"/> | Sikhism |
| <input type="checkbox"/> | Rastafarianism |
| <input type="checkbox"/> | No religion |
| <input type="checkbox"/> | Prefer not to say |
| <input type="checkbox"/> | Other (please specify) _____ |

What is your sexual orientation? (Please tick one box)

- | | |
|--------------------------|-------------------|
| <input type="checkbox"/> | Bisexual |
| <input type="checkbox"/> | Gay |
| <input type="checkbox"/> | Heterosexual |
| <input type="checkbox"/> | Lesbian |
| <input type="checkbox"/> | Prefer not to say |

Thank you for your time in answering these questions.

If you have any concerns about this survey, please contact:

Nicky Hodges, URS Project Manager:
0117 917 1179 / nicky.hodges@urs.com

For any queries concerning Haringey council's consideration of the planning application, please contact:

Jeffrey Holt, case officer, Haringey council:
020 8489 5131 / jeffrey.holt@haringey.gov.uk

If you wish to comment on the planning application, please visit the planning section of Haringey council's website. The application number is HGY/2012/0915.

