



**Haringey** Council

**Equality Impact Assessment (EqIA) Name of Project** Tottenham Hale Delivery Strategies  
**Monument Way Update**

**Cabinet meeting date  
If applicable** 9 February 2016

**Service area responsible** Chief Operating Officer

**Name of completing officer** Beth Kay

**Date EqIA created** 25th November 2015

**Approved by Director / Assistant Director** Helen Fisher

**Date of approval** 29 February 2016

The Equality Act 2010 places a ‘General Duty’ on all public bodies to have ‘due regard’ to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Haringey Council also has a ‘Specific Duty’ to publish information about people affected by our policies and practices.

**All assessments must be published on the Haringey equalities web pages. All Cabinet papers MUST include a link to the web page where this assessment will be published.**

This Equality Impact Assessment provides evidence for meeting the Council’s commitment to equality and the responsibilities outlined above, for more information about the Councils commitment to equality; please visit the Council’s website.

Stage 1 – Names of those involved in preparing the EqIA		
1. Project Lead	Beth Kay	5.
2. Equalities / HR	Ben Ritchie	6.
3. Legal Advisor (where necessary)	---	7.
4. Area Manager	Peter O'Brien	8.

## Stage 2 - Description of proposal including the relevance of the proposal to the general equality duties and protected groups

- 2.1 The Council's strategy to the regeneration of Tottenham Hale covers a number of key strands, including:
- Developing appropriate planning policies (through the Tottenham Area Action Plan)
  - Developing a delivery framework (through the Tottenham Hale District Centre Framework and associated delivery strategies)
  - Site acquisitions to support the AAP's approach to comprehensive development
  - Securing funding to support delivery (through a variety of sources, but including the Housing Zone)
  - Identifying and/or working with development partners to see key sites coming forward, including a strategic development partnership for the first phase of the Tottenham Hale District Centre
  - Delivering a social dividend, for example investment in a Tottenham Hale Health Centre and investment in green and open spaces
  - Engaging local residents and businesses
  - Protecting the long term legacy by developing novel approaches to maintenance and management issues
- 2.2 This document relates to the above strategies and was written to accompany the following Cabinet report:
- Tottenham Hale: District Centre Framework, 9 February 2016
  - **The document has been updated to accompany the Monument Way disposal Cabinet report, 16 March 2016**
- 2.3 The document has been updated to assess the impact of a Cabinet decision to:
- **Dispose of the Monument Way Site to Newlon Housing Trust and for approval to grant right to buy receipts to Newlon Housing Trust to enable a scheme with a proportion of affordable rent homes which is significantly above the current planning policy requirement**
- 2.4 The London Plan and Haringey's Local Plan and Tottenham Area Action Plan (AAP) set out ambitious targets for home and job growth in Tottenham Hale. The District Centre Framework (DCF) shows how these high level policies can be translated onto the ground and how beyond numbers, the heart of Tottenham Hale will begin to take shape. At its heart, this includes consideration of the elements that make up a sustainable place, including the social, community, economic and physical infrastructure needed to support the level of growth envisaged.
- 2.5 The Tottenham AAP is supported by a Sustainability Appraisal, which includes a Habitats Regulation Assessment, Environmental Impact Assessment,

and an Equalities Impact Assessment. The Sustainability Appraisal tests the policies and proposals to identify the likely social, environmental and economic impacts that may arise, and evaluates options for mitigating negative impacts and enhancing positive impacts. The Habitats Assessment determines whether the proposals in the AAP might have a significant effect on a European designated natural habitat. The Equalities Impact Assessment examines how the AAP meets the needs of the whole community and makes sure that the proposals and policies being advocated through the AAP do not result in any disproportionate disadvantage to any group in the community.

2.6 The DCF and supporting strategies set out in the Cabinet Report show what the district centre could look like by describing the structure of Tottenham Hale (its streets and spaces), the form and function of its buildings, the nature of green and open spaces and the location of key community infrastructure. The strategy is to transform the heart of Tottenham Hale, currently an area dominated by surface car parking and out of town retailing, into a safe, open and attractive series of streets and spaces for people, flanked by shops, cafes and community facilities. The DCF is based on the following five themes:

- A Revitalised Heart: A place with a range of shops and leisure options where people enjoy spending time.
- An Affordable 21st Century Neighbourhood Of Choice: A mix of affordable and market homes to rent and buy. The social and community infrastructure to support a growing community.
- A Well Connected Centre: Well-connected and accessible spaces, promoting walking and cycling.
- A Network Of Green And Open Spaces: High quality, green and open spaces, which are well managed/maintained, clean and safe.
- A Working Centre: A good place to start up and grow businesses and create jobs. A mix of job types at varying skill levels.

2.7 Cabinet approved the recommendation to adopt the DCF and supporting strategies and endorse the first tranche of projects to be delivered on 9 February 2016. The adoption of the DCF, Streets and Spaces Strategy and Green and Open Spaces Strategy at Cabinet provides a clear indication to the community and developers about the quality of development that the council would like to see in Tottenham Hale. The adopted documents will now be used by the council to steer design and investment decisions in a direction that allows a good quality of design and the delivery of a built environment which celebrates Tottenham Hale's unique assets.

2.8 **The first site to be considered at Cabinet after the adoption of the DCF is the Monument Way site. The Council currently owns land within the Chesnut Estate located to the north of Monument Way comprising Fairbanks Road, a small car park, a linear strip of grass and a brick wall known as the Monument Way site. An opportunity has arisen to dispose of the Monument Way site to Newlon Housing Trust for the purpose of building affordable rented residential units. There are significant challenges around delivery of affordable rent homes in Tottenham, Haringey and across London. This is an opportunity to dispose of a small area of land which is surplus to the councils requirements to deliver affordable homes in Tottenham.**

Stage 3 – Scoping Exercise - Employee data used in this Equality Impact Assessment

Identify the main sources of the evidence, both quantitative and qualitative, that supports your analysis. This could include for example, data on the

Council's workforce, equalities profile of service users, recent surveys, research, results of recent relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national.

Data Source (include link where published)	What does this data include?
NA	
<b>Stage 4 – Scoping Exercise - Service data used in this Equality Impact Assessment</b> This section to be completed where there is a change to the service provided	
Data Source (include link where published)	What does this data include?
Ward level equalities data, 2011 Census <a href="http://www.haringey.gov.uk/sites/haringeygovuk/files/ward_level_eqia_data.xlsx">http://www.haringey.gov.uk/sites/haringeygovuk/files/ward_level_eqia_data.xlsx</a>	Demography, Ethnicity/ identity/ language/ religion, health, housing and accommodation, qualifications, labour market
A Plan for Tottenham final EqIA <a href="http://www.haringey.gov.uk/sites/haringeygovuk/files/a_plan_for_tottenham_final_eqia.pdf">http://www.haringey.gov.uk/sites/haringeygovuk/files/a_plan_for_tottenham_final_eqia.pdf</a>	Indices of deprivation, age, disability, race/ religion/ belief, gender, tenure
Tottenham AAP Sustainability Appraisal Report <a href="http://www.haringey.gov.uk/sites/haringeygovuk/files/tottenham_aap_-_interim_sa_report_feb_2015.pdf">http://www.haringey.gov.uk/sites/haringeygovuk/files/tottenham_aap_-_interim_sa_report_feb_2015.pdf</a>	Sustainability Appraisal topics covering social, economic and environmental objectives
Equalities profile of Tottenham Hale and Tottenham Green in Haringey– in appendix	Gender, age, ethnicity, religion, disability, marital status, sexual orientation

**Stage 5a – Considering the above information, what impact will this proposal have on the following groups in terms of impact on residents and service delivery: Positive and negative impacts identified will need to form part of your action plan.**

	Positive	Negative	None	Details
<b>Sex</b>	X			<p>Data.</p> <p>The percentage of female residents in the ward is the same as the Borough average of 50.5%. The percentage of females in employment (part time or full time) in the ward is not significantly different to that in the Borough or in London (43%).</p> <p>All residents regardless of gender will benefit from the proposals set out in the strategies including the:</p> <ul style="list-style-type: none"> <li>• the improved transport links</li> <li>• the provision of more homes</li> <li>• the improvements in existing open spaces</li> <li>• improvements to public spaces and streets; and</li> </ul>

				<ul style="list-style-type: none"> <li>plans to increase jobs and training opportunities</li> </ul>
<b>Gender Reassignment</b>			X	There will be no adverse impact on this protected group.
<b>Age</b>	X			<p>Data</p> <p>Haringey has a relatively young population with a quarter of the population under the age of 20, and 91% of the population aged under 65 (89% London and 83% England).</p> <p>Tottenham Green's largest age group is the 25 - 29 group with 11.1% of the population, a similar percentage the Haringey. Tottenham Hale's largest age group is the 20 -24 group with 11.4% of the population, this is the largest increase in an age group of 3.3% increase since 2001. Tottenham Hale has a high percentage of under 20 year olds at 30% (compared to Haringey average of 25%).</p> <p>Impact – Positive</p> <p>As the number of young people living in Tottenham Hale is above the Borough average the plans to invest in the area and deliver more homes and jobs will benefit these young people. The investment in the public realm, streets and open spaces will also benefit residents and the provision of improved community and leisure facilities.</p> <p>The improvements to the accessibility of the Lea Valley with the new bridges and improved connections will benefit all residents, residents with young children and the elderly will particularly benefit as access to the Lea Valley is currently quite challenging.</p> <p><b>The Monument Way development will include a proportion of affordable rent homes which is significantly higher than the current planning policy requirement which meets current policy requirements regarding accessibility. There should be positive outcomes for groups sharing the protected characteristics, in particular younger residents, disabled residents and BME residents, whose need for affordable housing is proportionally higher.</b></p>
<b>Disability</b>	X			<p>Data</p> <p>In Haringey 14% of residents have a long term health problem that limits their day to day</p>

			<p>activity, lower than England but in line with London. This is slightly higher in Tottenham Green ward and higher still in Tottenham Hale at 16.4%. In Haringey 5.7% of residents report being in bad health, slightly higher than England and London, in Tottenham Green this is higher at 6.3% and in Tottenham Hale even higher at 7.4%.</p> <p>Impact – Positive The percentage of long term sick/disabled in Tottenham Hale is above the Borough average, and the improvements to accessibility to the Upper Lea Valley will benefit residents with disabilities.</p> <p>The Streets and Spaces Strategy and Green and Open Spaces Strategy propose a series of interventions into the public realm and open spaces. The purpose is to create a series of high quality and accessible neighbourhoods with good connections to community infrastructure like the Upper Lea Valley and also employment and community facilities. The interventions will have a positive impact on groups with disabilities as they include new and improved public realm and specifically aim to improve accessibility through the district centre and to the Upper Lea Valley.</p> <p><b>The Monument Way development will include a proportion of affordable rent homes which is significantly higher than the current planning policy requirement which meets current policy requirements regarding accessibility. There should be positive outcomes for groups sharing the protected characteristics, in particular younger residents, disabled residents and BME residents, whose need for affordable housing is proportionally higher.</b></p>
Race & Ethnicity	X		<p>Data Haringey is the 5th most ethnically diverse borough in the country. Over 65% of residents come from non-White British communities, compared to 20% in England, 55% for London and nearly 81% of our school children. 190 different languages are spoken in our schools. The proportion of non-White British communities varies from 35.2% in Muswell Hill to 83.4% in Northumberland Park.</p> <p>Tottenham Green and Tottenham Hale have a high percentage of Black residents. Tottenham Green is ranked fourth for Black residents (28.9%) and Tottenham Hale is ranked second</p>

				<p>(32.6%) as compared to Haringey (18.8%) and London (13.3%). Tottenham Green and Tottenham Hale also have higher than borough average of Asian, Mixed and Other residents.</p> <p>Impact – Positive The ward has a higher percentage of BME residents and all groups of residents, regardless of ethnicity/race, will benefit from:</p> <ul style="list-style-type: none"> <li>• the improved transport links</li> <li>• the provision of more homes</li> <li>• the improvements in existing open spaces</li> <li>• improvements to public spaces and streets; and</li> <li>• plans to increase jobs and training opportunities</li> </ul> <p><b>The Monument Way development will include a proportion of affordable rent homes which is significantly higher than the current planning policy requirement which meets current policy requirements regarding accessibility. There should be positive outcomes for groups sharing the protected characteristics, in particular younger residents, disabled residents and BME residents, whose need for affordable housing is proportionally higher.</b></p>
<b>Sexual Orientation</b>			X	All residents regardless of their sexual orientation will benefit from the actions set out in the plan so there will be a neutral affect on this protected group.
<b>Religion or Belief (or No Belief)</b>	X			<p>Data</p> <p>Haringey is one of the most religiously diverse places in the UK. The most common religion was Christianity, accounting for 45% of residents, less than London (48.4%) and less than England (59.4%). In Tottenham Green 50.9% residents are Christian and in Tottenham Hale 52.4% are Christian. The Christian population has decreased as a percentage since the 2001 census, in Tottenham Green it has decreased by 2.1% and in Tottenham Hale it has decreased by 1.9%.</p> <p>The next most common religion is Muslim (14.3%), higher than London (12.3%). In Tottenham Green this is higher than the borough average at 17.7% and in Tottenham Green it is higher still at 20.2%. The Muslim population has increased since the 2001 census, in Tottenham Green it has increased by 2.0% and in Tottenham Hale it has increased by 3.7%.</p>

				<p>Impact – Positive</p> <p>All groups of residents, regardless of religion/belief, will benefit from:</p> <ul style="list-style-type: none"> <li>• the improved transport links</li> <li>• the provision of more homes</li> <li>• the improvements in existing open spaces</li> <li>• improvements to public spaces and streets; and</li> <li>• plans to increase jobs and training opportunities</li> </ul>
<b>Pregnancy &amp; Maternity</b>	X	X		<p>The proposals will have a positive impact on this protected group since they:</p> <ul style="list-style-type: none"> <li>• Identify a site for a new health centre</li> <li>• Identify possible locations for more community facilities</li> <li>• Provide better access to and provision of open space</li> <li>• Set out improvements to the underpass which is currently inaccessible for parents/ carers with buggies</li> </ul>
<b>Marriage and Civil Partnership</b>			X	<p>All residents will benefit from the actions set out in the plan so there will be a neutral affect on this protected group.</p>

**Stage 5b – For your employees and considering the above information, what impact will this proposal have on the following groups: Positive and negative impacts identified will need to form part of your action plan.**

	<b>Positive</b>	<b>Negative</b>	<b>Details</b>	<b>None – why?</b>
<b>Sex</b>				Not applicable
<b>Gender Reassignment</b>				Not applicable
<b>Age</b>				Not applicable
<b>Disability</b>				Not applicable
<b>Race &amp; Ethnicity</b>				Not applicable
<b>Sexual Orientation</b>				Not applicable
<b>Religion or Belief (or No Belief)</b>				Not applicable
<b>Pregnancy &amp; Maternity</b>				Not applicable
<b>Marriage and Civil Partnership</b>				Not applicable



**Stage 6 - Initial Impact analysis**

**Actions to mitigate, advance equality or fill gaps in information**

**Governance and equality**

The Tottenham Hale DCF and supporting strategies aim to bring a wide range of social, environmental and economic benefits to all groups of residents living in the Tottenham Hale area.

This is an ambitious and major regeneration programme, which will require strong governance and oversight to deliver.

**Monitoring and oversight arrangements –**

A robust process for monitoring and evaluating development will be used to ensure that the vision for Tottenham Hale’s District Centre is being successfully realised and that the intended benefits for all groups of residents are being felt.

The DCF (page 165) commits to analysing a range of measures as part of this evaluation process, including user satisfaction surveys, transport by mode statistics, crime statistics, road safety indicators, cleanliness indicators, usage levels for new green spaces, job opportunities and profiles, and air quality indicators. Where targets are not being achieved, or if there is an indication that some groups of residents are becoming excluded, the Council will put in measures and look for solutions.

The governance structure specific to the delivery of the DCF operates at three levels; the Joint Strategic Forum is accountable for strategic leadership and challenge whilst the Tottenham Delivery Board will oversee and drive forward the operational delivery of the programme – bringing together the Council, Met Police, TfL and GLA. The Major Businesses and Landowners Group brings together investors in the Tottenham Programme to work together more closely to improve the area.

Delivery partners will be encouraged to commit to supporting the existing and future community throughout the period of transformation Delivery partners will be expected to:

- Work together to ensure that Tottenham Hale is an exemplar of social, economic and environmental sustainability
- Engage positively and proactively with the community throughout the planning and development process
- Sign up to local labour market approach (skills, advertising positions)

	<p>locally etc through negotiated s106 agreements) and to procure services locally, wherever possible</p> <p>Residents in Chesnut Estate will need to be engaged throughout the pre application design process in order to ensure that detailed design of the units including the external works does not negatively impact upon residents, in fact there are opportunities to improve the amenity for existing residents.</p>
<p><b>Communication with hard to reach groups</b> Hard to reach groups in the community are often those most affected by the transformation of a regeneration area and so these groups need to be meaningfully engaged with throughout the process to understand their needs and therefore the specific risks and issues around the proposals.</p>	<p>Given the breakdown of the local community it is important that events held such as the open days are promoted to and attended by the whole community.</p> <ul style="list-style-type: none"> <li>• Attendance will be monitored and if any groups of residents appear to be underrepresented actions will be developed.</li> <li>• It may be that specific outreach for hard to reach groups is required, this will be best achieved through working with existing community groups with strong links to the community.</li> </ul> <p>Tottenham Regeneration Team will work with Homes for Haringey to liaise with hard to reach groups on Chesnut Estate and surrounding areas.</p>
<p><b>Disruption</b> Notwithstanding the benefits, the Council recognises the impact large scale development is likely to have on local people’s lives during the construction delivery phases in Tottenham Hale over the next 10 years.</p>	<p><b><u>Actions to minimise disruptions</u></b> The Council will work closely with partners and developers to minimise the impact of disruption from construction works wherever possible. The Council will continue to engage with the community and seek feedback to understand their concerns over potential disruption throughout this period of development.</p> <p>Delivery partners will be encouraged to commit to supporting the existing and future community throughout the period of transformation, including minimising disruption. Delivery partners will be expected to coordinate works and share information with each other, and sign up to the Considerate Constructors Scheme.</p> <p>The Test Project Strategy aims to set up a variety of meanwhile initiatives in</p>

	<p>the Tottenham Hale Area, that make the area an exciting and vibrant area for residents to live in whilst the construction works are underway. These initiatives will be open for all groups of residents to enjoy.</p> <p>Residents in Chesnut Estate will need to be engaged throughout the pre application design process in order to ensure that construction logistics and implementation plan minimises disruption to existing tenants.</p>
<p><b>Young people</b></p> <p>Tottenham Green and Tottenham Hale has a higher percentage of young people than in the rest of the borough and so this age group will be more affected than others by the proposals. Generally the proposals will result in a positive impact to the community because they are intended to improve the built environment and invest in the areas facilities and assets to support the housing growth which is being promoted. Consultation has identified some concerns set out in section 7 below.</p>	<p>Actions relating to young people</p> <ul style="list-style-type: none"> <li>• Carry out specific outreach to this hard to reach group to understand their needs better and to understand the impact of the regeneration</li> <li>• Develop programmes (or link into existing programmes) which support young people to access training and education to be able to benefit from the job opportunities which arise</li> </ul> <p>Residents in Chesnut Estate and surrounding areas will need to be engaged throughout the pre application design process for this scheme and also the Chesnut Road refurbishment (part of the Green and Open Space Strategy) to consider options for reprovinding play space for young people and the deisgn of such spaces.</p>
<p><b>People with disabilities</b></p> <p>It is assumed that there will be a positive impact in people with disabilities, particularly which affect the mobility since the proposals include significant improvements to the public realm and streets and new fully accessible links to the Upper Lea Valley.</p>	<p>Actions relating to people with disabilities:</p> <ul style="list-style-type: none"> <li>• Engage with relevant groups in developing the detailed design for the new and improved infrastructure to fully understand needs</li> <li>• Engage with suitably qualified professionals to advise on emerging designs in terms of accessibility and DDA/ Doc M compliance</li> </ul>
<p><b>Black or Minority Ethnic Groups</b></p> <p>Tottenham Green and Tottenham Hale has a higher percentage of BME residents than most other wards in the borough and so this age group will be more affected than others by the proposals. Generally the proposals will result in a positive impact to the community because they are intended to improve the built environment and invest in the areas facilities and assets to support the housing growth which is being promoted. There will inevitably be some</p>	<p>Actions relating to BME groups:</p> <ul style="list-style-type: none"> <li>• Carry out specific outreach to this hard to reach group to understand their needs better and to understand the impact of the regeneration</li> <li>• Work with developers and contracting authorities to mitigate against disruption caused by construction works, maintain a clear communication campaign throughout the works to make sure all</li> </ul>

<p>disbenefits resulting from the regeneration, particularly in the medium terms when development is on site and there is disruption caused by the construction works.</p>	<p>residents are kept informed about the works as they progress.</p>
<p><b>People with a religion or belief (or no belief)</b>  Tottenham Green and Tottenham Hale has a higher percentage of people of Christian faith and a growing community of people with the Muslim faith. Whilst there are no specific proposals that identify new space for worship there may be opportunities within the area as development comes forward. The new residents will also provide opportunities for existing places of worship to increase their congregations. It is generally assumed that the proposals will have a positive impact on this protected group. One known need in the area is a community space large enough for events like wedding celebrations, christenings and funerals, whilst the proposals acknowledge the need for community space no space of adequate size or guaranteed cost has been identified.</p>	<p>Actions relating to people with a religion or belief (or no belief)</p> <ul style="list-style-type: none"> <li>• Engage with relevant groups in developing the detailed design for the new and improved infrastructure to fully understand needs</li> <li>• Continue to scope options for a community meeting space which could be used for local wedding celebrations, christenings and funerals</li> </ul>
<p><b>Pregnancy and maternity</b>  It is anticipated that the proposals will have a positive impact on this protected group and they involve significant improvements to the community and social infrastructure and also to the public realm, streets and open spaces. One service which caters for pregnant women and/ or parents and carers of young children may be affected.</p>	<p>Actions relating to pregnant women and parents and carers of young children</p> <ul style="list-style-type: none"> <li>• Engage with relevant groups in developing the detailed design for the new and improved infrastructure to fully understand needs</li> <li>• Any proposals for the Pavilion Nursery would have to be consulted upon within the staff and service users and any adverse impact on the protected group need to be mitigated against.</li> </ul>

<b>Stage 7 - Consultation and follow up data from actions set above</b>	
<b>Data Source (include link where published)</b>	<b>What does this data include?</b>
<p>There has been extensive engagement for the Tottenham Programme and specifically the Tottenham Hale District Centre Framework.</p>	
<p>Tottenham's Future  In October 2013, Haringey Council commissioned an independent organisation called Soundings to conduct a thorough five-month</p>	<p>More than 3,700 people contributed to this consultation through a variety of methods – including completing canvas cards; visiting a dedicated website; visiting drop-in events and attending various exhibitions, community meetings and interviews.  The responses fed into and shaped the council's Strategic Regeneration Framework (SRF)</p>

<p>consultation exercise called Tottenham's Future, to gather views from the community on their views and ambitions for the next 20 years.</p> <p>The Tottenham's Future consultation closed in February 2014, and a final report outlining responses can be viewed below.</p> <p><a href="#">Tottenham's Future Consultation Report (PDF, 6.9MB)</a>  <a href="#">Tottenham's Future Consultation Report Appendices (PDF, 3MB)</a></p>	<p>for Tottenham, which sets out an exciting vision and seven strategies on how the local community's priorities can be achieved. By the age of 20, a child born in Tottenham today will have the same level of opportunity as the best in London, with:</p> <ul style="list-style-type: none"> <li>· World-class education and training</li> <li>· Improved access to jobs and business opportunities</li> <li>· A different kind of housing market</li> <li>· A fully connected community with even better transport links</li> <li>· A strong and healthy community</li> <li>· Great places</li> <li>· The right investment and high-quality development</li> </ul>
<p>Strategic Regeneration Framework</p> <p>In March 2014 Cabinet approved the SRF, which was then followed in July by the Cabinet-approved SRF Delivery Plan.</p>	<p>This sets out the programme of projects in the short to medium term that will enable the delivery of the vision for Tottenham, structured around four priorities:</p> <ul style="list-style-type: none"> <li>• People: Improved access to jobs and business opportunities; world-class education and training; a strong and healthy community;</li> <li>• Place: Better caring for the place and delivering improved public realm in all of the local centres that comprise Tottenham;</li> <li>• North Tottenham including High Road West – a new stadium and an estate regeneration programme centred on Northumberland Park; and</li> <li>• Tottenham Hale – a key area of opportunity, building on the delivery of a new station and a range of mixed-use development.</li> </ul>
<p>Tottenham Hale Information Days – DCF 1</p> <p>In October 2014, Haringey Council together with planning and urban design experts Allies and Morrison held a series of engagement events with the local community at Tottenham Hale to capture their views on the sort of centre they wanted to see in their local area.</p>	<p>More than 100 people attended the events, representing a range of interests, from residents associations, to local businesses. The four sessions all differed in the issues discussed and the key messages which emerged. The report sets out the following priorities:</p> <ul style="list-style-type: none"> <li>• Healthcare provision</li> <li>• Layout of the new centre</li> <li>• Retail offer – retain much used brands</li> <li>• Concerns with gyratory works making area less green and still not pedestrian friendly</li> <li>• Concerns about safety for pedestrians and cyclists</li> <li>• Jobs – want opportunities to young people to access training and employment</li> </ul>
<p>Tottenham Hale Information Days - DCF 2</p> <p>In March and June 2015, Haringey Council held a series of engagement events with the local community at Tottenham Hale</p>	<p>The events held in Tottenham Hale have highlighted a number of common responses from local people about the proposals for Tottenham Hale and these have informed the plans to date.</p>

to display and discuss emerging proposals for the DCF and supporting strategies.

- Community priorities include:
- Social infrastructure: Additional GPs were the most requested facility as well as future proofing schools to make sure there are enough school places for a growing community
  - Height: Concerns were raised about loss of light and the views to neighbouring buildings if new taller buildings are built
  - Streets and public realm: Create safe, pleasant connections between areas of Tottenham Hale for both pedestrians and cyclists. Open up public spaces and make them more welcoming
  - Business and retail: Many people wished to see more restaurants and social spaces introduced to the area and any new retail should include space for small and local businesses
  - Transport: There are already parking pressures in residential areas and it was felt underground parking/ managed parking systems should be considered to deal with additional parking requirements
  - Employment: There were questions over what employment would be delivered in the area. Jobs should meet local employment needs and skills
  - Building design: The quality of the design and materials of the buildings is important. Buildings should be designed to reflect the character of the area
  - Affordable housing: There is a need for genuine affordable housing for local people particularly families. New homes need to meet the needs of the local community
  - Affordable workspace: Creative and alternative business uses in the area should be retained, developed and supported

Test Project approach - mapping civic networks

- Through February and March we undertook a review of policy, strategy and existing studies on the area, including the Strategic Regeneration Framework, Regeneration Strategy, Tottenham Hale Masterplan Refresh, Workspace Strategy and documentation on site-specific allocations.
- We also met with a number of civic organisations and networks indicative of the area to inform an outline

The full range of mappings and interviews, which formed the basis for the development of Test Projects contained within the project bank, is contained within the Test Project Approach Appendix.

<p>understanding of the latent skills, ideas and capabilities that could be supported or built upon.</p>	
<p>Sustrans Community DIY Streets</p> <ul style="list-style-type: none"> <li>Engaged with approximately 500-700 residents through on-street events</li> <li>Held 3 regular drop-ins, 7 on-street pop-ups, 5 co-design sessions, 5 feedback sessions and one final showcase, totalling 22 events.</li> <li>Gathered approximately 200 email addresses, 40+ phone numbers</li> </ul>	<p>The project aimed, through a holistic, community led, street design process, to identify issues and collaboratively find solutions which help:</p> <ul style="list-style-type: none"> <li>Calm and quiet residential streets</li> <li>Improve links to walking and cycling routes</li> <li>Improve access and links to playable/green/public space</li> </ul>
<p>Individual workshops and meetings with stakeholder groups</p>	<p>In November 2015 and January 2016 we engaged with a number of individual organisations and are preparing an engagement strategy for the next two years which will allow these groups to continue to be involved as the projects progress.</p>
<p>During all of the above events a number of specific priorities regarding the development of the Monument Way site were identified:</p>	<ul style="list-style-type: none"> <li><b>Affordability:</b> Residents would support a development providing affordable rent units</li> <li><b>Density and building height:</b> Residents were concerned with building heights along Monument Way and as a result the DCF proposals show building height being in keeping with surrounding context.</li> <li><b>Open Space:</b> Residents were concerned with the loss of green space within the estate and as a result the proposals were amended so that three of the four possible plots are developed, retaining the fourth plot as open space.</li> <li><b>Brick Wall:</b> Residents living in Chesnut Estate value the brick wall and the protection it gives from the noise of vehicles on Monument Way. The council will work with Newlon Housing Trust to carry out detailed options for the new public realm along Monument Way including proposals for whether or not to retain the wall.</li> <li><b>Footpath and cycle route:</b> A new footpath and cycle route has been created as part of the TfL Gyratory works, this is part of the cycle network in the area. New development would need to include a cycle route and footpath.</li> <li><b>Parking:</b> Residents have expressed concern with potential loss of parking. The new development at Monument Way will re-provide some parking spaces along Fairbanks Road but there will be a net loss in parking spaces overall. A parking study carried</li> </ul>

out during the development of the DCF shows that overnight parking within Chesnut Estate is not at full capacity so there is capacity for some loss of parking spaces. This will be explored in more detail and discussed with residents during detailed design.

### Stage 8 - Final impact analysis

The Equality Impact Assessment concludes that the impact of the disposal of the Monument Way site and development for a scheme which delivered a level of affordable rent units which is considerably higher than current policy requirements is generally considered to be positive as it delivers much needed affordable rent homes in Tottenham Hale as well as provides an opportunity to improve the amenity along Monument Way.

There should be positive outcomes for groups sharing the protected characteristics, in particular younger residents, disabled residents and BME residents, whose need for affordable housing is proportionally higher. Residents with the protected characteristics will also benefit from the improved amenity, including through increased accessibility for disabled residents and parents/carers with buggies. Within the overall Tottenham Hale Development Framework, a robust process for monitoring and evaluating development will be used to ensure that the intended benefits for all groups of residents, including those from the protected groups, are felt.

The EqIA also notes that there is potential for disruption arising from the proposed development that will require mitigation. Disruption is likely to impact in particular on residents of the Chesnut Estate.

The overall Tottenham Hale Delivery Framework recognises the need for engagement with residents and service users likely to be impacted by development proposals, including the need to engage with groups that share the protected characteristics and may be harder to engage. Delivery partners are expected to engage positively and proactively with the community and to support the community throughout the period of development including minimising the impact of disruption from construction works wherever possible.

The Regeneration Team is working with Homes for Haringey to liaise with hard to reach groups on the Chesnut estate and surrounding areas. A number of priorities have been identified in consultation with the residents in Chesnut Estate (see 6.9) which have already influenced the emerging design and which has also identified some mitigating actions specific to this scheme:

- The target of delivering affordable rent homes
- The delivery of a scheme whose massing respects the building height of the existing estate
- The retention of one of the possible four development plots for open space and inclusion of new play spaces in the refurbishment of Chesnut Road
- The decision on whether to retain the brick wall or not will be made in consultation with residents
- Parking capacity will be part of a separate study and tested through the planning process



- Monitoring and oversight arrangements will be ongoing as part of the DCF communication strategy
- Residents in Chesnut Estate and surrounding areas will continue to be engaged through the pre application stage and detailed design stage
- The construction method statement will be developed in consultation with residents and will aim to minimise disruption caused by the development

### Stage 9 - Equality Impact Assessment Review Log

Tottenham Hale District Centre Framework and Supporting Strategies  
Review approved by Director / Assistant Director

Helen Fisher

Date of review

27/1/16

Monument Way Disposal  
Review approved by Director / Assistant Director

Lyn Garner

Date of review

29/02/2016

### Stage 10 – Publication

Ensure the completed EqIA is published in accordance with the Council's policy.