

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'due regard' to the need to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity for those with 'protected characteristics' and those without them
- Fostering good relations between those with 'protected characteristics' and those without them.

This is known as the **Public Sector Equality Duty**.

In addition the Council complies with the Marriage (Same Sex Couples) Act 2013.

Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on protect characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

Stage 2 – Full Equality Impact Assessment

An EqIA provides evidence for meeting the Council's commitment to equality and the responsibilities under the Public Sector Equality Duty.

When an EqIA has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.

Please read the Council's Equality Impact Assessment Guidance before beginning the EqIA process.

1. Responsibility for the Equality Impact Assessment

Name of proposal	Wood Green Business Plan (WGBP) (Haringey Development Vehicle (HDV) Cabinet Report July 2017)
Service area	Regeneration, Planning and Development
Officer completing assessment	Beth Kay, Head of Area Regeneration – Wood Green
Equalities/ HR Advisor	Paul Green, Policy and Equalities Officer
Cabinet meeting date (if applicable)	3 rd July 2017
Director/Assistant Director	Helen Fisher, Director of Regeneration

2. Summary of the proposal

Please outline in no more than 3 paragraphs

- *The proposal which is being assessed*
- *The key stakeholders who may be affected by the policy or proposal*
- *The decision-making route being taken*

The Wood Green Business Plan (WGBP) centres on the redevelopment of three sites, the LBH Civic Centre site, the Station Road Offices site and the Wood Green library site. The redevelopment is proposed to be undertaken by the Haringey Development Vehicle ('HDV'), the establishment of which will be considered by Cabinet in July 2017.

The WGBP proposes to use these three sites as catalysts for the wider regeneration of Wood Green, creating a mixed-use economic driver for employment, investment and business growth. The indicative masterplan provides employment space, healthy café and restaurant options, a backdrop for the emerging creative and arts scene, circa 1,300 sustainably built residential homes for all income levels, and high-quality public realm to create a safe and attractive place for people to dwell, learn and connect. The WGBP sites are located in Noel Park and Woodside wards. This EqlA considers also data from the adjacent wards of Bounds Green and Haringay.

The WGBP sets out a commitment to not only redevelop the bid red-lined sites, but also to work with the Council and third-party landowners to strengthen the town centre as a whole. Projects include a community and stakeholder engagement plan, support for the Wood Green Business Forum and a series of social investment initiatives targeted at local existing business and partnering with existing community initiatives.

The WGBP supports the delivery of the HDV Socio-economic Business Plan which has four social impact themes:

- Better Prospects Enabling education, training and employment
- Healthy Lives Empowering people to improve their own health
- Community Pride Creating homes and neighbourhoods where people can thrive
- Clean and Safe Creating a safer environment where people are proud to live, work and visit

Haringey has started a Future Ways of Working transformation programme in order to transform into a more responsive and agile organisation (Cabinet October 2016). This considers the future accommodation requirements for the Council with the objective of consolidating the existing accommodation to reduce office costs. This EqlA is not assessing the impact of the Future Ways of Working transformation programme; this will be addressed in a separate EqlA as there will inevitably be impacts on members of staff.

It is proposed that the Council will rationalise its accommodation and deliver a new consolidated Haringey Office HQ and Civic Centre (Council Facilities), which will have a key place-making role in the regeneration of Wood Green. Two sites in the Clarendon Road / Coburg Road area are being considered but no decision has been made yet about the site. The HDV may be the delivery partner for the new council facility as well but no decisions have been made yet about this either. This EqlA is not assessing the impact of the relocation of council services to a single new building in Wood Green; this is being addressed in a separate EqlA and will consider the impact and needs on service users, such as disabled people.

3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these

This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.

Protected group	Service users	Staff
Sex	<p>Ward level equalities data, 2011 Census http://www.haringey.gov.uk/sites/haringeygovuk/files/ward_level_eqia_data.xlsx</p> <p>Studies and data collected as part of the development of the Wood Green "Preferred Option" AAP and Wood Green Investment Framework including consultation and engagement events dating back to 2015</p>	N/A
Gender Reassignment	We do not hold this data. The Equality and Human Rights Commission have published a national estimate.	N/A
Age	<p>Ward level equalities data, 2011 Census http://www.haringey.gov.uk/sites/haringeygovuk/files/ward_level_eqia_data.xlsx</p> <p>Studies and data collected as part of the development of the Wood Green "Preferred Option" AAP and Wood Green Investment Framework including consultation and engagement events dating back to 2015</p>	N/A
Disability	<p>Ward level equalities data, 2011 Census http://www.haringey.gov.uk/sites/haringeygovuk/files/ward_level_eqia_data.xlsx</p> <p>Studies and data collected as part of the development of the Wood Green "Preferred Option" AAP and Wood Green Investment Framework including consultation and engagement events dating back to 2015</p>	N/A
Race & Ethnicity	<p>Ward level equalities data, 2011 Census http://www.haringey.gov.uk/sites/haringeygovuk/files/ward_level_eqia_data.xlsx</p> <p>Studies and data collected as part of the development of the Wood Green "Preferred Option" AAP and Wood Green Investment</p>	N/A

	Framework including consultation and engagement events dating back to 2015	
Sexual Orientation	ONS Annual Population Survey 2013-15 (NB there is no Census data readily available for this protected characteristics)	N/A
Religion or Belief (or No Belief)	Ward level equalities data, 2011 Census http://www.haringey.gov.uk/sites/haringeygov.uk/files/ward_level_eqia_data.xlsx	N/A
Pregnancy & Maternity	Ward level equalities data, 2011 Census http://www.haringey.gov.uk/sites/haringeygov.uk/files/ward_level_eqia_data.xlsx	N/A
Marriage and Civil Partnership	Ward level equalities data, 2011 Census http://www.haringey.gov.uk/sites/haringeygov.uk/files/ward_level_eqia_data.xlsx	N/A

Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough's demographic profile? Have any inequalities been identified?

Explain how you will overcome this within the proposal.

Further information on how to do data analysis can be found in the guidance.

This section will cover three areas of:

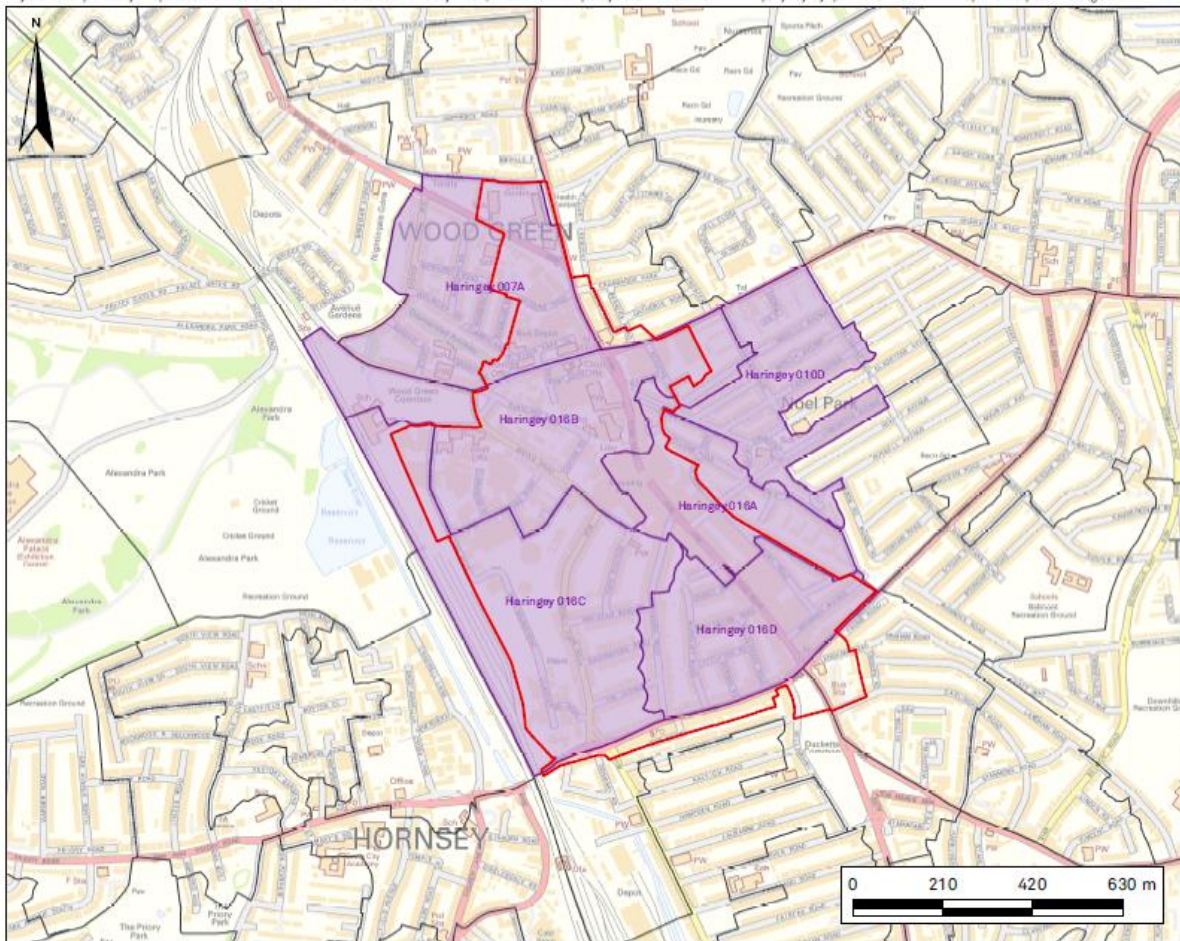
1. Demographics
2. Wider socio-economic data
3. Site specific data

1) Demographics

Demographics

The Demographic information below is based on the collective data for 5 Lower Layer Super Output Areas (Haringey 007A, 016A, 016B, 016C, and 016D), which together closely align to the Wood Green “Preferred Option” AAP boundary. The data does not reflect all nine protected characteristics and has therefore also used Census 2011 data for the wards of Bounds Green, Haringay ward, Noel Park and Woodside, who could be impacted by the WGBP. This is also to examine the wider impact beyond the boundary.

For the purpose of this section these will be termed *the study area*.



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Output Areas forming the Wood Green Study Area

A) Sex¹

	Female	Male
Study area	50.9%	49.1%
Bounds Green	50.5%	49.5%
Haringey	48.6%	51.4%
Noel Park	51.3%	48.7%
Woodside	50.2%	49.8%
London	50.9%	49.1%
England	50.8%	49.2%

The study area and most of the wards impacted by this decision roughly reflect the England and London averages. Noel Park has a slightly higher female population and Haringey ward has a higher male population.

	Total lone parent families	Female headed lone parent families	Male headed lone parent families
Bounds Green	616	570 (92.5%)	46 (7.5%)
Haringey	390	366 (91.3%)	34 (8.7%)
Noel Park	739	699 (94.6%)	40 (5.4%)
Woodside	597	563 (94.3%)	34 (5.7%)

¹ Census 2011

We do not have information regarding the study area but from this we can see a significant number of lone parent families in Noel Park, Bounds Green and Woodside. In all four wards women are much more likely to head lone parent families.

The Efdal Supplementary school and Efdal Kids Club are included in the WGBP and therefore any change in provision or location of these services will disproportionately impact on women, including female headed lone families. The Community Hub (formerly known as the Asian Centre) is located within one of the development sites in the WGBP and is disproportionately used by women.

The current draft of the Wood Green “Preferred Option” AAP states that adequate reprovision for space for the community use should be provided prior to redevelopment. A new location for the facilities outlined will need to be identified and deliverable relocation strategy agreed prior to the redevelopment of the site. Close engagement and support will be required from the outset. Consideration in this process should be made to ensure that there are no barriers for women.

Women are more likely to use council services and the Customer Service Centre, as well as the Wood Green library. Any changes to these elements will need to undertake a full EqIA.

B) Gender reassignment

We do not hold data on the number of people who are seeking, receiving or have received gender reassignment surgery, and there is no national data collected for this protected characteristic. The Equality and Human Rights Commission estimate that there is between 300,000-500,000 transgender people in the UK². We will need to consider the inequalities and discrimination experienced for this protected group. For the purposes of this EqIA, we will use the inclusive term Trans* in order to represent the spectrum of transgender and gender variance.

C) Age³

The study area has an above average proportion of 20-64 year olds population (74%). Conversely the study area also contains a below average proportion of 0-19 year olds (17%) as well as people aged 65 and over (9%).

² <https://www.equalityhumanrights.com/en/trans-inequalities-reviewed/introduction-review>

³ Census 2011

0-19 Age groups by ward

Ward	All ages	0-4	5-9	10-14	15-19	Total 0-19	%
White Hart Lane	13431	1009	1148	1268	1107	4532	33.7%
Northumberland Park	14429	1333	1200	1127	1066	4726	32.8%
Seven Sisters	15968	1464	1421	1225	958	5068	31.7%
Tottenham Hale	15064	1231	1025	1089	1163	4508	29.9%
Bruce Grove	14483	1125	1034	919	1008	4086	28.2%
Alexandra	11795	860	811	730	647	3048	25.8%
Tottenham Green	14580	1083	858	878	891	3710	25.4%
Fortis Green	12488	829	800	864	658	3151	25.2%
West Green	13372	854	809	807	776	3246	24.3%
Noel Park	13939	875	818	823	853	3369	24.2%
Woodside	14514	1017	812	819	769	3417	23.5%
Bounds Green	13725	922	750	732	711	3115	22.7%
St Ann's	14638	1004	795	721	728	3248	22.2%
Hornsey	12659	806	751	598	622	2777	21.9%
Muswell Hill	10784	633	586	596	522	2337	21.7%
Stroud Green	11758	705	518	582	493	2298	19.5%
Crouch End	12395	815	574	477	408	2274	18.3%
Highgate	11632	694	516	506	385	2101	18.1%
Harringay	13272	853	549	473	488	2363	17.8%

The study area and the four wards affected by this decision have a lower than borough average of 0-19 year olds. However, there is still a younger population that could be impacted by decisions in relation to children and young people services, as well as the library.

The Efdal Supplementary school and Efdal Kids Club are included in the WGBP and therefore any change in provision or location of these services will disproportionately impact on 8-18 year olds that use these services.

The current draft of the Wood Green "Preferred Option" AAP states that adequate re-provision for space for the community use should be provided prior to redevelopment. A new location for the facilities outlined will need to be identified and deliverable relocation strategy agreed prior to the redevelopment of the site. The WGBP commits to working within the planning policy framework and the policies therein. Close engagement and support will be required from the outset. Consideration in this process should be made to ensure that there are no barriers for the age groups impacted in the engagement process.

Age profile Haringey by ward

Ward	All ages	0-19	%	20-64	%	65+	%
Alexandra	11795	3048	25.8%	7575	64.2%	1172	9.9%
Bounds Green	13725	3115	22.7%	9341	68.1%	1269	9.2%
Bruce Grove	14483	4086	28.2%	9183	63.4%	1214	8.4%
Crouch End	12395	2274	18.3%	9013	72.7%	1108	8.9%
Fortis Green	12488	3151	25.2%	7965	63.8%	1372	11.0%
Harringay	13272	2363	17.8%	9909	74.7%	1000	7.5%
Highgate	11632	2101	18.1%	8175	70.3%	1356	11.7%
Hornsey	12659	2777	21.9%	8845	69.9%	1037	8.2%
Muswell Hill	10784	2337	21.7%	7143	66.2%	1304	12.1%
Noel Park	13939	3369	24.2%	9391	67.4%	1179	8.5%
Northumberland Park	14429	4726	32.8%	8565	59.4%	1138	7.9%
St Ann's	14638	3248	22.2%	10149	69.3%	1241	8.5%
Seven Sisters	15968	5068	31.7%	9730	60.9%	1170	7.3%
Stroud Green	11758	2298	19.5%	8653	73.6%	807	6.9%
Tottenham Green	14580	3710	25.4%	9675	66.4%	1195	8.2%
Tottenham Hale	15064	4508	29.9%	9384	62.3%	1172	7.8%
West Green	13372	3246	24.3%	8854	66.2%	1272	9.5%
White Hart Lane	13431	4532	33.7%	7769	57.8%	1130	8.4%
Woodside	14514	3417	23.5%	9864	68.0%	1233	8.5%

The study area has a similar 0-19 population to Harringay ward (17.8%), while Noel Park, Bounds Green and Woodside have a larger population. Much like the study area, Harringay ward has a higher 20-64 population with 74.7%, while the other three wards have a slightly lower 20-64 population. Like Bound Green, the study area has a 65 years plus population above 9%, while the other wards have lower population from this age group.

However, compared to the wards in the rest of the borough this is a relatively high proportion of 20-64 year olds, and therefore, any decision within this business case will impact on this age group.

The Community Hub (formerly known as the Asian Centre) is located within one of the development sites in the WGBP and is predominately used by older people.

The current draft of the Wood Green "Preferred Option" AAP states that adequate reprovision for space for the community use should be provided prior to redevelopment. A new location for the facilities outlined will need to be identified and deliverable relocation strategy agreed prior to the redevelopment of the site. Close engagement and support will be required from the outset. Consideration in this process should be made to ensure that there are no barriers for the age groups impacted in the engagement process.

Older people, children and young people are more likely to use council services and the Customer Service Centre, as well as the Wood Green library. Any changes to these elements will need to undertake a full EqIA.

D) Disability⁴

	Bounds Green	Harringay ward	Noel Park	Woodside
Day-to-day activity limited a lot	6.8%	5.9%	8.7%	7.3%
Day-to-day activity limited a little	7.5%	6.6%	8.3%	7.6%
Day-to-day activity not limited	85.7%	87.5%	83.0%	85.0%
Day-to-day activity limited a lot: Age 16-64	3.6%	3.2%	5.1%	4.2%
Day-to-day activity limited a little: Age 16-64	4.6%	4.3%	5.5%	4.7%
Day-to-day activity not limited: Age 16-64	63.8%	70.2%	61.8%	63.4%
	Haringey	London	England and Wales	
Day-to-day activity limited a lot	6.8%	6.7%	8.3%	
Day-to-day activity limited a little	7.2%	7.4%	9.3%	
Day-to-day activity not limited	86.0%	85.8%	82.4%	
Day-to-day activity limited a lot: Age 16-64	3.8%	3.4%	3.6%	
Day-to-day activity limited a little: Age 16-64	4.6%	4.2%	4.6%	
Day-to-day activity not limited: Age 16-64	62.4%	61.5%	56.5%	

16.6% of residents of the study area reported a long term disability or health condition, which roughly reflects the proportion of people reporting some limitation to day-to-day activity in wards affected by the WGBP. However, all those areas affected by the WGBP are below the national average in regards to people reporting limitation of day-to-day activity. Despite this there is a disproportionately high number of people with day-to-day activity limited a lot in Noel Park. Residents who use some of the buildings, such as the library, from Noel Park might have disabilities and therefore impacted by any future decision.

Disabled people are more likely to use council services and the Customer Service Centre, as well as the Wood Green library. Any changes to these elements will need to undertake a full EqIA.

⁴ Census 2011

E) Ethnicity

	Bounds Green	Harringay ward	Noel Park	Woodside
White; English/Welsh/Scottish/N.Irish/British	29.7%	33.8%	24.5%	23.3%
White Irish	3.3%	3.3%	2.8%	3.2%
White; Gypsy or Irish Traveller	0.1%	0.2%	0.1%	0.2%
White; White Other	27.1%	28.3%	27.4%	30.0%
Mixed; White and Black Caribbean	2.3%	1.6%	2.3%	2.1%
Mixed; White and Black African	0.9%	0.9%	0.9%	1.2%
Mixed; White and Asian	1.6%	1.6%	1.3%	1.3%
Mixed; Other mixed	1.9%	2.2%	2.2%	2.1%
Asian/Asian British; Indian	3.9%	2.9%	3.2%	4.1%
Asian/Asian British; Pakistani	0.9%	1.0%	1.1%	0.8%
Asian/Asian British; Bangladeshi	2.0%	2.6%	2.8%	2.6%
Asian/Asian British; Chinese	1.3%	1.7%	2.4%	2.4%
Asian/Asian British; Other Asian	3.2%	3.2%	3.9%	4.4%
Black African	8.6%	5.3%	8.7%	8.0%
Black Caribbean	5.8%	4.8%	8.0%	5.6%
Black Other	2.7%	1.7%	3.1%	3.3%
Other Ethnic group; Arab	0.9%	1.2%	1.4%	0.8%
Other Ethnic group; Any Other Ethnic	3.8%	3.5%	3.9%	4.4%

We do not have the ethnic profile of the study area, but the wards which could be impacted show great ethnic diversity with significant 'White British' and 'White Other' populations.

	Haringey	London	England
White; English/Welsh/Scottish/N.Irish/British	34.68%	44.89%	79.75%
White Irish	2.75%	2.15%	0.98%
White; Gypsy or Irish Traveller	0.15%	0.10%	0.10%
White; White Other	22.97%	12.65%	4.58%
Mixed; White and Black Caribbean	1.90%	1.46%	0.78%
Mixed; White and Black African	1.02%	0.80%	0.30%
Mixed; White and Asian	1.47%	1.21%	0.63%
Mixed; Other mixed	2.10%	1.45%	0.53%
Asian/Asian British; Indian	2.33%	6.64%	2.62%
Asian/Asian British; Pakistani	0.75%	2.74%	2.10%
Asian/Asian British; Bangladeshi	1.73%	2.72%	8.23%
Asian/Asian British; Chinese	1.47%	1.52%	0.72%
Asian/Asian British; Other Asian	3.19%	4.88%	1.55%
Black African	9.04%	7.02%	1.8%

Black Caribbean	7.10%	4.22%	1.1%
Black Other	2.63%	2.08%	0.52%
Other Ethnic group; Arab	0.87%	1.30%	0.42%
Other Ethnic group; Any Other Ethnic	3.85%	2.14%	0.62%

Compared to the Haringey, London and national average, there is a smaller ‘White British’ population, but a larger ‘White Other’ population. Therefore any decision within the WGBP will impact on these groups in particular.

The Efdal Supplementary school and Efdal Kids Club are included in the WGBP and therefore any change in provision or location of these services will disproportionately impact BAME communities as they are more likely to use it.

The Community Hub (formerly known as the Asian Centre) is located within one of the development sites in the WGBP, as well as the U.K. Turkish Islamic Cultural Centre.

The current draft of the Wood Green “Preferred Option” AAP states that adequate re-provision for space for the community use should be provided prior to redevelopment. A new location for the facilities outlined will need to be identified and deliverable relocation strategy agreed prior to the redevelopment of the site. The WGBP commits to working within the planning policy framework and the policies therein. Close engagement and support will be required from the outset. Consideration in this process should be made to ensure that there are no barriers for the ethnic groups impacted in the engagement process.

In addition to this, there are potential changes to the library which could impact on this group, and an EqlA will be undertaken to review this.

F) Sexual Orientation

We do not hold ward or borough level data on sexual orientation, and it is not collected nationally through the Census. However, the ONS estimates that 3.7% of Haringey’s population are lesbian, gay or bisexual (LGB), which is the 15th largest LGB community in the country⁵. We will need to ensure that we consider the inequalities and discrimination experienced by LGB people are considered throughout this EqlA.

G) Religion

	<i>Bounds Green</i>	<i>Harringay ward</i>	<i>Noel Park</i>	<i>Woodside</i>
Christian	49%	39%	46.4%	49.6%
Buddhist	0.7%	1.3%	1.2%	1.4%
Hindu	3.4%	2.5%	2.8%	3.0%
Jewish	1.0%	0.6%	0.4%	0.7%
Muslim	14.6%	14.1%	19.1%	17.0%
Sikh	0.3%	0.3%	0.3%	0.5%
Other religion	0.7%	0.7%	0.5%	0.6%
No religion	21.9%	32.7%	21.3%	18.9%
Religion not stated	8.3%	8.7%	8.0%	8.2%

⁵<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/articles/subnationalsexualidentityestimates/uk2013to2015#introduction>

In the wards affected by the WGBP, Christianity is the largest religion, especially in Woodside and Bounds Green. There is also a significant population with no religion and Muslims.

	<i>Haringey</i>	<i>London</i>	<i>England and Wales</i>
Christian	45.0%	48.4%	59.3%
Buddhist	1.1%	1.0%	0.4%
Hindu	1.8%	5.0%	1.5%
Jewish	3.0%	1.8%	0.5%
Muslim	14.2%	12.4%	4.8%
Sikh	0.3%	1.5%	0.8%
Other religion	0.5%	0.6%	0.4%
No religion	25.2%	20.7%	25.1%
Religion not stated	8.9%	8.5%	7.2%

Three of the four wards affected have above borough average proportion of Christians, as well as a larger than the London and national average of Muslims.

There are a large number of places of worship in the Wood Green area serving people of different religions. The Wood Green branch of U.K. Turkish Islamic Cultural Centre is within one of the development sites in the WGBP and so this group is directly affected by the proposals.

The current draft of the Wood Green “Preferred Option” AAP states that adequate re-provision for space for the community use should be provided prior to redevelopment. A new location for the facilities outlined will need to be identified and deliverable relocation strategy agreed prior to the redevelopment of the site. The WGBP commits to working within the planning policy framework and the policies therein. Close engagement and support will be required from the outset. Consideration in this process should be made to ensure that there are no barriers for different religious groups in the engagement process.

H) Pregnancy and maternity

As identified in the table under the age protected group, there is a lower than average proportion of the age group 0-19 in the study area and the four wards affected and a lower number of 0-4 year olds in the wards affected.

The number of 0-4 year olds in the four wards affected in the Census 2011 were:

Ward	Number of 0-4 year olds
Bounds Green	922
Harringay ward	853
Noel Park	875
Woodside	1017

Dependent Children

	Proportion of households with dependent children
Bounds Green	29.7%
Harringay ward	23.8%
Noel Park	31.2%
Woodside	30.7%
Haringey	31.4%
London	30.9%
England and Wales	29.1%

However, there is a relatively low proportion of families with dependent children compared to the borough. Only Noel Park has a higher than London average and, with the exception of Harringay ward, all are above England and Wales.

We can infer from this data that, while there is less likely to be women who fall under the pregnancy and maternity protected group compared to the rest of the borough, there is still likely to be an impact.

I) Marital and civil partnership status⁶

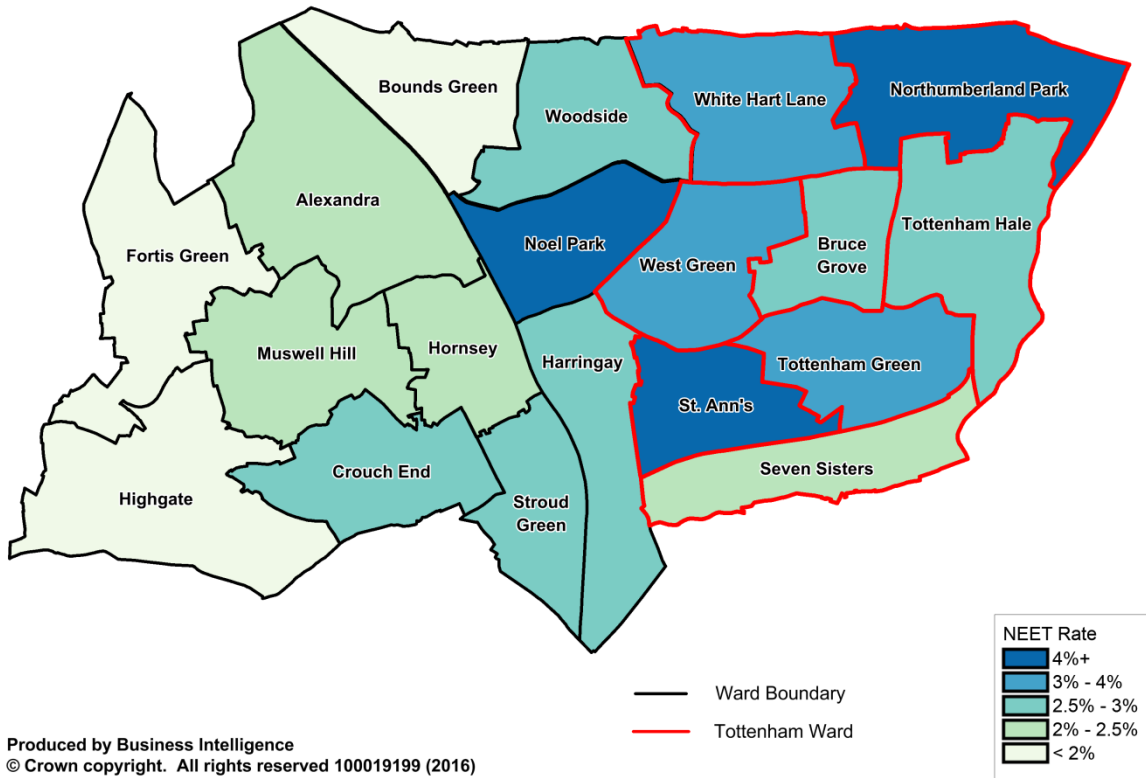
	Married (heterosexual couples)	Civil Partnership
Study area	28%	0.5%
Bounds Green	30.3%	0.6%
Harringay ward	28.5%	0.7%
Noel Park	28.1%	0.7%
Woodside	34%	0.4%
Haringey	32.2%	0.6%
London	40%	0.4%
England and Wales	47%	0.2%

The number of married people is significantly lower than in London and England. However, the proportion of people in civil partnerships is higher in the area compared to the London and England and Wales average.

⁶ Census 2011

2. Wider Socio-economic Data

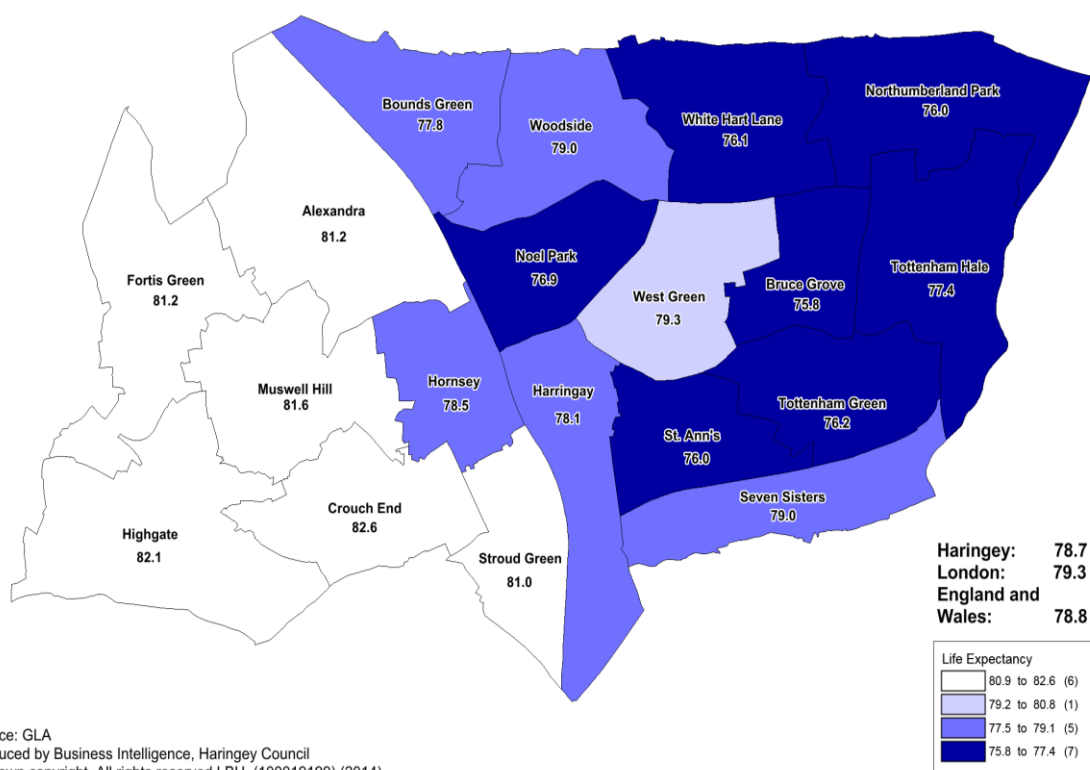
a) Better prospects



Levels of deprivation in the four wards affected varies, with Noel Park particularly experiencing deprivation. In particular, Noel Park has a disproportionately high level of women and girls, including lone parent families, disabled people, BAME groups and Muslim populations compared to the other wards affected.

b) Healthy lives

Health Inequality



There are a range of health inequalities in the borough, which particularly impact on the Wood Green area, as well as the east of the borough. As shown above, Noel Park has a particularly low life expectancy compared to the other three wards affected by the WGBP and the rest of the borough. Women and girls, including female headed lone parent families, disabled people, BAME groups and Muslim populations are disproportionately represented compared to the other wards affected.

c) Community Pride (including Housing)

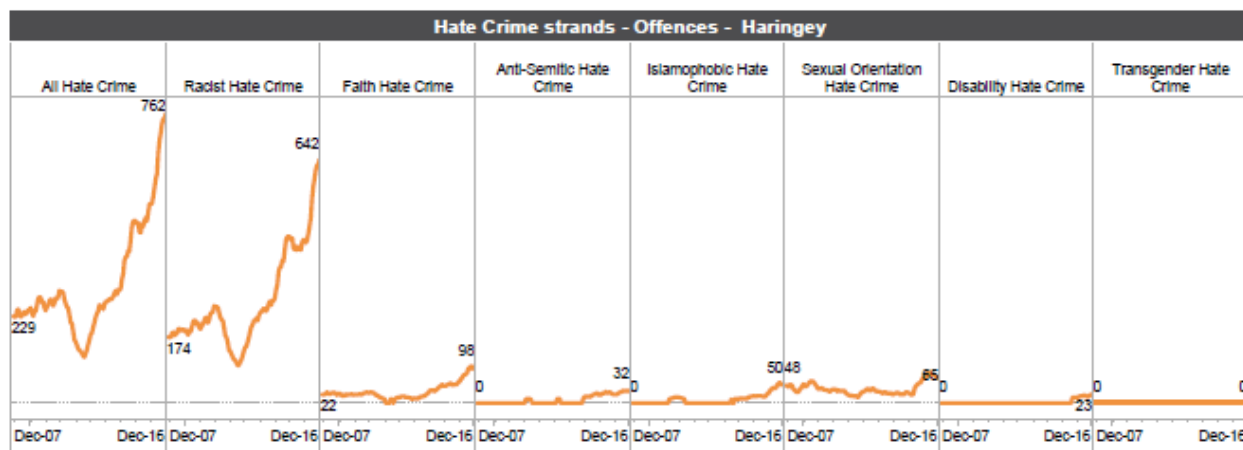
The Council's Housing Strategy in October 2016 outlines the issues in regards to housing demand and supply in the borough. The strategy can be found here: <http://www.minutes.haringey.gov.uk/ieListDocuments.aspx?CId=118&MId=7846&Ver=4>

The EqIA for the Housing Strategy found that there were a range of inequalities in housing across Haringey, including:

- Female lone parents vulnerable to homelessness
- Disabled people and supported housing needs
- Black households are more vulnerable to homelessness and are less likely to engage with shared ownership schemes
- LGBT young people are more vulnerable to homelessness.

While the WGBP will provide 1300 homes and is aiming to achieve 40% affordable homes.

d) Clean and Safe



Source:
Hate crime offences - MPS / Crime % change against the previous financial year - Home Office - Data for FY 2014/15 & 2015/16

Please note that hate crimes are any offences which are flagged as having a hate element when recorded by police. To avoid unintentional disclosure any counts of less than 10 have been reduced to 0. A crime can have more than one hate flag attached to it. Adding up all the hate crime categories may result in multiple counting of a single offence and will not equal the All Hate Crime total.

There has been an increase of all recorded hate crime based upon race, faith (including Anti-Semitic and Islamophobic), sexual orientation and disability across Haringey. The data for transphobic hate crime is too small but we are aware that Trans* people can be vulnerable to hate crime. By making the public realm safer and designing out crime, this will help reduce hate crime and the fear of hate crime. In addition, more space and areas to foster good relations between different communities will also help reduce hate crime. There is not ward level data on hate crime.

3. Site Specific Data

In addition to demographic data above there is a set of site specific data which has been gathered for Wood Green through a variety of studies undertaken as part of the development of the Wood Green Area Action Plan, Wood Green Investment Framework and through a series of communication and engagement events.

a) **Customer Facing Services at the Civic Centre and Library Site**

In order to facilitate the delivery of the Civic Centre site, the the Authority will relocate the existing office uses and democratic services to an alternative location prior to construction commencement.

The Future Ways of Working Programme is developing proposals for the temporary relocation of the council services currently operating from the Civic Centre Site and an EqlA for this will be developed separately. This could impact on groups that are more likely to use council services, such as women, children and young people, older people, disabled people and BAME communities.

Two options are being considered for the Library and Customer Service Centre service (1) the new council facility would be built first and the library and customer service centre would decant directly into the new building or (2) if development on the current library site comes forward before the new library is complete then a temporary library and customer service centre would have to be in place in order to deliver a continuous service.

The WGBP makes a commitment to enable an interim location for the Library, Customer Service Centre and other public facing services if option 2 is the preferred delivery strategy. An EqlA for

the Customer Facing Services Interim Strategy will be developed if it is agreed that this is the preferred delivery strategy and will take into consideration a range of equality issues, such as disability access, channel shifting in technology and library usage.

The library is likely to be disproportionately used by children & young people, older people, women, disabled people and BAME groups, who will therefore likely be impacted by any change in library service. These groups will often experience inequalities in regards to deprivation, and the library provides resources, such as educational support and access to IT which these groups may benefit from. A full EqIA will be undertaken to understand the impact of any changes to library provision for these groups and the other protected characteristics.

b) Stakeholders and Tenants within Development Sites

The Wood Green Library site boundary is from the adopted Site Allocations Development Plan Document January 2016 which is the red line upon which this Business Plan is based. The site includes 6-10 Caxton Road and the former Petrol Station site also on Caxton Road as well as the Library site itself. The redevelopment of this land will directly impact on the following stakeholder groups which are located in a property called 6 – 10 Caxton Road.

6 Caxton Road, N22

The Efdal Community Association, also a Registered Charity, runs the **Efdal Supplementary school** and **Efdal Kids Club** which serve as out of hours and holiday school for about 150 children and youths aged 8 - 18. This will have an impact on the 150 children and young people who use the supplementary school and Kids Club, and will have a greater impact on children and young people living in more deprived areas, such as Noel Park. In addition, this is likely to impact on female headed lone parent families, and due to the demographics, BAME communities.

The current draft of the Wood Green “Preferred Option” AAP states that adequate re-provision for space for the community use should be provided prior to redevelopment. A new location for the Efdal Community Centre will need to be identified and deliverable relocation strategy agreed prior to the redevelopment of the site. The WGBP commits to working within the planning policy framework and the policies therein. Close engagement and support will be required from the outset. Consideration should be made to ensure that there are no barriers during the engagement process in relation to the parents of the children attending these facilities as well as BAME communities.

8 Caxton Road, N22

The Community Hub – formerly known as Asian Centre, offers support for vulnerable and marginalised residents in the area. Currently The Community Hub’s main beneficiaries are older people. 30% are between 71 - 95 years, 40% between 45 -70 years, 25% between 20 – 45 years and the rest below 20years. Over 80% of the users are from London Borough of Haringey, 15% from Enfield and the rest from Hackney, Islington and Barnet. The proportion of the users in terms of gender is 60:40, with women higher than men.

The main target group in terms of ethnicity are BAME and new migrant communities. The spread of users in terms of ethnicity are - 55% Asians, including Indian, Pakistani, Bangladeshi, Mauritian and Chinese communities, 10% African and Caribbean communities, 15% new migrant communities such Bulgarian, Romanian, Portuguese, Spanish and Polish, 15% English and Irish communities and 5% Greek, Turkish and Cypriot communities.

The current draft of the Wood Green “Preferred Option” AAP states that adequate re-provision for space for the community use should be provided prior to redevelopment. A new location for the Community Hub will need to be identified and deliverable relocation strategy agreed prior to the redevelopment of the site. Close engagement and support will be required from the outset.

Consideration should be made to ensure that there are no barriers for women, older people and BAME communities who attend the hub to be consulted during the engagement process.

10 Caxton Road, N22

Fatih Mosque

This is the Wood Green branch of U.K. Turkish Islamic Cultural Centre which is a registered charity serving a local community of 2000 - 3000 members including daily prayers (around 200 people) and Friday prayers (500 -600 people).

Anatolian Community Association

The building is also the hosting organisation for UK's biggest Anatolian Cultural Fete which serves around 50,000 people once in a year.

The current draft of the Wood Green "Preferred Option" AAP states that adequate re-provision for space for the community use should be provided prior to redevelopment. A new location for the Mosque will need to be identified, although it is unlikely to match the same size location, and deliverable relocation strategy agreed prior to the redevelopment of the site. The WGBP commits to working within the planning policy framework and the policies therein. Close engagement and support will be required from the outset. Consideration in this process should be made to ensure that there are no barriers for the Muslim community engaging in the engagement process.

Other Stakeholders potentially affected by the proposals

Gypsy and Traveller Community

One of the boroughs' two designated Gypsy and Traveller sites is on an adjacent site to the Civic Centre site; this is known as Wallman Place. This site has 6 pitches. The Gypsy and Traveller community on this site will be a key stakeholder group and will be engaged throughout the project, this is set out in the Stakeholder Engagement Strategy.

4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?

Please outline which groups you may target and how you will have targeted them

Further information on consultation is contained within accompanying EqIA guidance

As part of the HDV bid process an indicative master plan has been developed for Wood Green that is intended to meet the needs of the local community, existing residents and future occupiers. The Bid process has not allowed for any stakeholder engagement to inform this plan to date, however, on formation of the HDV it will be tested, adapted, and developed through engagement with local stakeholders.

The WGBP recognises that the Council has undertaken a significant amount of community engagement already in Wood Green (see next section). Any future engagement needs to compliment and enhance the current work being undertaken. The WGBP includes a Community and Stakeholder Engagement Plan; this document is a proposed plan for the first 12 months and will be reviewed once the HDV is fully operating. This is in addition to any further engagement and consultation undertaken by the Council itself.

Engagement Strategy and Principles

This plan will adopt the HDV community and stakeholder engagement strategic approach that is set out in the overarching HDV Business Plan; a truly collaborative approach to testing and developing the vision and masterplan with local people through a comprehensive engagement process that will enable them to help shape their new homes and neighbourhoods, and in doing so engender ownership and civic pride. The aim is to position the HDV as a best-in-class example of inclusive urban regeneration.

The plan will operate to the following guiding principles:

- Transparent and timely: HDV will operate in an open and transparent way and ensure timely delivery of project information and responses to feedback
- Building relationships: HDV will invest in long-term relationships with key stakeholders and community partners
- Clarity of purpose: HDV will be clear about why and how we are engaging and what the community can expect us to do with their feedback
- Inclusive: HDV will proactively use a range of engagement methods and opportunities to ensure the broadest range of stakeholders can participate

Engagement Objectives

The overall aim is to achieve Community Pride: creating homes and neighbourhoods where people can thrive as regeneration meets the needs of the community. Outlined below are the key engagement objectives centred on three themes to help us achieve this.

1. Decision making - increase understanding of estate regeneration issues, drivers and aspirations of the community to develop a targeted and meaningful work plan that compliments the efforts of the Council and existing community groups;
2. Relationship development - proactively and effectively engage with internal stakeholders, external stakeholders and all residents;
3. Capacity building - increase community participation enabling residents to participate in the design and delivery of projects and programmes.

The consultation already undertaken (see next section) has identified a number of key stakeholder groups who will need to be engaged throughout the regeneration programme.

- Library Users
- Customer Service Centre Users
- Fatih Mosque and Turkish Muslim Community
- Efdal Supplementary school and Efdal Kids Club
- The Community Hub and all stakeholder groups using this service
- Families on the Gypsy and Traveller site
- Disability Groups
- Local Schools
- Older People Groups

4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?

Wood Green AAP

Since 2015 there have been several stages of consultation about the future of Wood Green. All consultation reports relating to Wood Green AAP can be found on the Haringey website.

- [14 February to 28 April 2017 - Wood Green Area Action Plan Public Consultation](#)
- [January to April 2016 - Wood Green Area Action Plan Public Consultation](#)
- [January to April 2016 - Wood Green's Future Public Consultation](#)
- [June to December 2015 - Wood Green's Future](#)
- 14 February to 28 April 2017 - Wood Green Area Action Plan Public Consultation

Public consultation on the draft 'Preferred Option' for the Wood Green AAP (the AAP) took place from 14 February and 28 April 2017. The consultation has had a good response and several stakeholders and stakeholder groups have engaged with the process.

During the consultation period we have held 11 exhibitions, 10 workshops and 16 stakeholder meetings as well as a dedicated website. The workshops were targeted at specific stakeholder groups including disabled people, older people, the Turkish community, the West Indian community, younger people, and Library users. Equalities data on age, disability, ethnicity and sex was collected from people who participated. All representations received will be analysed, and a consultation report will be prepared listing all issues raised especially equality issues. The Council will then consider if and how the AAP could be amended to reflect local concerns.

This data will also be used to inform the next iteration of this EqlA where appropriate.

Below is a summary of the results of the previous consultation:

The community and major landowners of Wood Green, together with public bodies, are largely supportive of widespread redevelopment or significant transformation of Wood Green. The majority of respondents agreed that major change is required to deliver Wood Green's potential.

Community priorities include:

Town Centre

- High Street: Better shops combined with social and leisure activities.
- Shopping City / Mall: Enthusiasm for improvement or even redevelopment.
- Cultural Quarter: Considered an asset which should be better used.
- Meanwhile Projects: Community projects whilst regeneration take place.

Sustainable Growth

- Housing: New and better homes which are affordable.
- Leisure and Recreation: New multipurpose facilities.
- Environment: Local energy and better use of natural resources.

Neighbourhoods

- Safety and Well-being: For many safety is a top priority.
- Identity and Character: More greenery, enhanced local assets and quality.
- Links and Wayfinding: Visual reference points and better connections.
- Transport and Parking: Less parking, better for cyclists and pedestrians.

5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.

Further information on assessing impact on different groups is contained within accompanying EqIA guidance

1. Sex

The percentage of female residents in the ward is broadly the same as the Borough average.

All residents regardless of gender will benefit from the proposals set out in the strategies. There will be particular opportunities to tackle inequalities based upon the ‘Sex’ characteristic. This will include:

- Providing more homes, including affordable homes
- Increase in jobs and training opportunities
- Tackle health inequalities
- Create safer communities

Women are still more likely to be responsible for childcare and there are likely to be more female lead single parent families in the area, and therefore there is likely to be some impact on this group by the changes to 6 Caxton Road as well as the Community Hub. The current draft of the Wood Green “Preferred Option” AAP states that adequate reprovion for space for the community use should be provided prior to redevelopment. The WGBP commits to working within the planning policy framework and the policies therein.

A new location for the TICC, Efdal Community Centre and Community Hub will need to be identified and deliverable relocation strategy agreed prior to the redevelopment of the site. Close engagement and support will be required from the outset and consideration.

Women are more likely to use council services and the Customer Service Centre, as well as the Wood Green library. Any changes to these elements will need a full EqIA.

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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2. Gender reassignment

We do not have local data regarding this protected characteristic, but there is consideration for this protected group.

People who are Trans* will benefit from increase community safety which may reduce transphobic hate crime or fear of such crime.

We do not envisage any other inequalities based upon this protected characteristic as a result of the WGBP. Full EqIAs will be undertaken for aspects of the WGBP which should address any emerging inequalities for this protected characteristic.

Positive	X	Negative		Neutral impact		Unknown Impact	
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3. Age

Wood Green has a high proportion of young, working adults between 20-44, more than the borough average; in contrast a lower proportion of children and youth from ages 0-19; there is a relatively low proportion of families with dependent children.

All residents regardless of age will benefit from the proposals set out in the strategies. There will be particular opportunities to tackle inequalities based upon the ‘age’ characteristic.

This will include:

- Providing more homes that meet the needs of children and young people (such as family homes) and older people (such as adaptive homes)
- Increase in jobs and training opportunities, such as young people who are not in employment, education and training
- There will also be opportunities to tackle health inequalities such as childhood obesity and strokes through open spaces
- Create safer, accessible communities benefiting all age groups.

There will be community facilities which will help foster good relations between different communities and social investment programmes to invest in improving outcomes for disadvantaged groups, including for younger people who are vulnerable to crime and unemployment.

As the number of young, working adults is above the Borough average the plans to invest in the area will benefit these young people. In addition to this residents with children and young people and older people will benefit from the improved facilities and investment in the open spaces and public realm.

The inclusion of Efdal Supplementary school and Efdal Kids Club at 6 Caxton Road will have a negative impact on younger people who use their services. In addition to this the inclusion of the Community Hub which predominantly serves older people will have a negative impact on older people who use the services. The current draft of the Wood Green “Preferred Option” AAP states that adequate reprovision for space for the community use should be provided prior to redevelopment. The WGBP commits to working within the planning policy framework and the policies therein.

A new location for the TICC, Efdal Community Centre and Community Hub will need to be identified and deliverable relocation strategy agreed prior to the redevelopment of the site. Close engagement and support will be required from the outset and consideration will be needed to ensure that older people, children and young people are engaged in the process.

Older people, children and young people are more likely to use council services and the Customer Service Centre, as well as the Wood Green library. Any changes to these elements will need a full EqIA.

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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4. Disability

The experience of health and wellbeing across the catchment is diverse. Noel Park records the highest proportion of residents with a daily lifestyle that is impacted significantly by health issues and reports the lowest proportion of people claiming very good health.

The purpose is to create high quality and accessible neighbourhoods with good connections to community infrastructure, increased employment and training opportunities and new community facilities.

Key impacts on the disability protected group includes:

- Greater employment opportunities through extending the vocational offer. Consideration will be needed on how to include disabled people to help them into employment and live independent lives
- The healthy living offer will help improve health outcomes and improve independent living
- The new builds will be accessible and built to meet end user needs, which will be designed by Design for Dignity standards.
- Disabled people will also benefit from the changes in public realm and street design.
- Consultation processes should actively engage with disabled people to ensure that the design of the public realm does not create additional barriers.

In the development of coproduction and engagement processes, disabled people should be actively encouraged to take part, representing a range of different disabilities, such as physical impairments, mental health conditions, sensory impairments and Learning Disabilities. In running engagement processes, reasonable adjustments should be offered

Disabled people are more likely to use council services and the Customer Service Centre, as well as the Wood Green library. Any changes to these elements will need a full EqlA.

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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5. Race and ethnicity

Compared to the Haringey, London and national average, there is a smaller 'White British' population, but a larger 'White Other' population. Therefore any decision within the WGBP will impact on these groups in particular. In addition, there are a number of different ethnic groups in the local area.

The WGBP will attempt to reduce inequalities for these groups by achieving the following:

- Development of local businesses to create jobs and tackle deprivation
- Reduce health inequalities
- Provide more housing for communities who are vulnerable, including BAME communities and those who are homeless, as well as better quality housing in mixed communities in order to foster good relations between different communities
- The WGBP will provide opportunities to improve the safety of the public realm. People from particular BAME communities are more likely to experience hate crime and be victims of crime in general. The WGBP will provide opportunities to tackle this.

As the WGBP is developed, engagement exercises will be undertaken. Consideration will be needed to ensure that different communities are fully engaged. Measures, such as translation

and interpretation should be considered for people who do not have English as a First Language.

Specific stakeholder groups are potentially negatively affected by the plans including the Turkish Islam Community Centre and Community Hub (formerly the Asian Centre). The current draft of the Wood Green “Preferred Option” AAP states that adequate re-provision for space for the community use should be provided prior to redevelopment. The WGBP commits to working within the planning policy framework and the policies therein.

A new location for the TICC, Efdal Community Centre and Community Hub will need to be identified and deliverable relocation strategy agreed prior to the redevelopment of the site. Close engagement and support will be required from the outset and consideration will be needed to ensure that BAME communities are engaged in the process.

BAME communities are more likely to use council services and the Customer Service Centre, as well as the Wood Green library. Any changes to these elements will need a full EqIA.

There could be potential implications for the Gypsy and Traveller community because of the development on the adjacent site. Engagement processes will need to be undertaken to identify and minimise negative impacts.

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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6. Sexual orientation

We do not hold data at the national, borough or ward levels. However, we are aware there is a significant LGB population in Haringey compared to other places in England.

There may be some benefits for lesbian, gay and bisexual people in the Wood Green area such as increased community safety which may reduce homophobic and biphobic hate crime and access to mental health provision, as there are health inequalities based upon sexual orientation.

We do not envisage any direct inequalities based upon this protected characteristic. Engagement processes should encourage the participation of LGB people and ensure there are no barriers for them taking part in engagement processes.

Positive	X	Negative		Neutral impact		Unknown Impact	
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7. Religion or belief (or no belief)

The Muslims population of Wood Green is higher than the borough average, higher than in London and England. The Wood Green branch of U.K. Turkish Islamic Cultural Centre, serving a significant Muslim population, is within one of the development sites in the WGBP.

All residents regardless of religious or non-religious belief will benefit from the proposals set out in the strategies. There will be particular opportunities to tackle religious hate crime including Islamophobia and Anti-Semitism by improving the public realm and open spaces. There will be community facilities which will help foster good relations between different communities including those of different religions.

It is envisaged that 6-10 Caxton Road, including the Mosque, will not be retained in the redevelopment of the town centre and the current draft of the Wood Green “Preferred Option” AAP states that adequate re-provision for space for the community use should be provided prior

to redevelopment. However, it may not be of the same size that the sites currently occupy. The WGBP commits to working within the planning policy framework and the policies therein.

A new location for the TICC, Efdal Community Centre and Community Hub will need to be identified and deliverable relocation strategy agreed prior to the redevelopment of the site. Close engagement and support will be required from the outset to ensure that there are no barriers for the Muslim and other communities to engage in the process.

To ensure that people of different faiths are engaged in the development of the business case, consideration will be needed to ensure that there are no cultural barriers, including in relation to women. Proactive measures such as engaging with local religious institutions and organisations will be required.

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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8. Pregnancy and maternity

There will be particular opportunities to tackle inequalities based upon the ‘Pregnancy and Maternity’ protected characteristic.

This will include:

- Providing more homes, including affordable homes
- Increase in jobs and training opportunities
- Tackle health inequalities
- Create safer communities

Although the Caxton Road properties do not directly support pregnancy and maternity functions, any change is likely to impact on women who fall into the protected characteristic. It is envisaged that 6-10 Caxton Road will not be retained in the redevelopment of the town centre and the current draft of the Wood Green “Preferred Option” AAP states that adequate re-provision for space for the community use should be provided prior to redevelopment. The WGBP commits to working within the planning policy framework and the policies therein.

However, it may not be of the same size that they currently occupy. A new location for the TICC, Efdal Community Centre and Community Hub will need to be identified and deliverable relocation strategy agreed prior to the redevelopment of the site. Close engagement and support will be required from the outset to ensure that there are no barriers for this group to engage in the process.

Women are more likely to use council services and the Customer Service Centre, as well as the Wood Green library. Any changes to these elements will need to undertake a full EqIA.

Engagement processes should attempt to ensure that women who are part of this protected group take part in consultation processes with an understanding of childcare needs.

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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9. Marriage and Civil Partnership

Although there is a comparatively high proportion of people in civil partnerships in the area, we do not expect there to be a disproportionate impact or discrimination based upon marital or civil partnership status.

Positive		Negative		Neutral impact	X	Unknown Impact	
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10. Groups that cross two or more equality strands e.g. young black women

The WGBP is a high level document with multiple issues, activities and items to deliver over a long period of time. As a result, there will be significant intersectionary inequalities and impacts which will cross different protected characteristics. In particular, the protected groups of sex, disability, ethnicity, religion and age are particularly significant. However, the uniting factor is that there are a range of inequalities in Wood Green and the Business Plan will attempt to reduce this inequality.

Outline the overall impact of the policy for the Public Sector Equality Duty:

- Could the proposal result in any direct/indirect discrimination for any group that shares the protected characteristics?
- Will the proposal help to advance equality of opportunity between groups who share a protected characteristic and those who do not?

This includes:

- a) Remove or minimise disadvantage suffered by persons protected under the Equality Act
- b) Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups
- c) Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low
- Will the proposal help to foster good relations between groups who share a protected characteristic and those who do not?

Procurement processes will have ensured that items in the WGBP will not lead to discrimination, harassment or victimisation to residents and staff when delivering services.

The WGBP proposes to use the redevelopment of three sites in Wood Green as catalysts for the wider regeneration of Wood Green, creating a mixed-use economic driver for employment, investment and business growth and provides 1,300 homes.

The WGBP will provide opportunities to foster good relations between different groups by providing a safer and more welcoming public realm and allow mixed tenure communities.

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqlA guidance

Outcome	Y/N
No major change to the proposal: the EqlA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. If you have found any	N

<u>inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>	
Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	Y
Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	N

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact and which protected characteristics are impacted?	Action	Lead officer	Timescale
Ensure that due regard is paid to the Public Sector Equality Duty when making decisions as a result of this business plan. (All)	Undertake a full EqIA for Future Ways of Working Transformation Programme	AD for Transformation & Resources	TBC when decision is going to Cabinet
Ensure that due regard is paid to the Public Sector Equality Duty when making decisions as a result of this business plan. (All)	Options appraisal for how to achieve continuous service of the Wood Green Library and Customer Service Centre to be carried out and this EqIA to be updated once complete	Director of Regeneration	In first six months of the HDV
Community Hub (Age/ ethnicity/ sex/ religion)	Work with the community group to identify a new location in Wood Green prior to demolition.	Director of Regeneration	Establish a new location before redevelopment
Efdal Supplementary school and Efdal Kids Club (age/sex)	Work with the community group to identify a new location in Wood Green prior to demolition.	Director of Regeneration	Establish a new location before redevelopment
Fatih Mosque U.K. Turkish Islamic Cultural Centre and Anatolian Community (Ethnicity, religion)	Work with the community group to identify a new location in Wood Green prior to demolition.	Director of Regeneration	Establish a new location before redevelopment
Gypsy and Traveller site (Ethnicity)	This community will be engaged in the early stages of the Civic Centre site design process to understand the impact any development on the adjacent	Director of Regeneration	To engage with the community before redevelopment commences.

	site may have and mitigate any negative impacts.		
<p>Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.</p>			
<p>While we have committed to identify adequate space for the three organisations identified in Caxton Road, it is a possibility that there will be a reduction in space in comparison in order to help us deliver the wider benefits of the WGBP.</p>			
<p>6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:</p>			
<p>The HDV Board will monitor each business plan to ensure that any further negative impacts are mitigated when possible. The Programme Officer of the Council will complete further EqIAs regarding the specific programmes within the WGBP. This is in addition to the Council's own plans for engagement and consultation.</p>			

7. Authorisation

EqlA approved by: Helen Fisher, Director of Regeneration	Date: 21 June 2017
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8. Publication

Please ensure the completed EqlA is published in accordance with the Council's policy.

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Please contact the Policy & Strategy Team for any feedback on the EqlA process.