

## 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.

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 protected 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

<b>Name of proposal</b>	Highgate Neighbourhood Plan
<b>Service area</b>	Planning Policy
<b>Officer completing assessment</b>	Erik Nilsen
<b>Equalities/ HR Advisor</b>	Paul Green
<b>Cabinet meeting date (if applicable)</b>	20 <sup>th</sup> July 2017
<b>Director/Assistant Director</b>	Lyn Garner / Emma Williamson

#### 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

Under the Equality Act 2010, the nine protected characteristics covered by the general equality duty are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. People with common protected characteristics are often described as belonging to a protected group.

The Localism Act (2011) introduced new rights and powers to allow local communities to shape new development by coming together to prepare neighbourhood plans. The Highgate Neighbourhood Forum and Neighbourhood Area, covering parts of Camden and Haringey Boroughs, were designated by the Council's on 17<sup>th</sup> and 18<sup>th</sup> December 2012 respectively. The Forum has prepared a draft Neighbourhood Plan for their area, which was developed through extensive consultation with the local community and stakeholders. This Plan has been subject to independent examination, with outcomes published in the Examiner's Report.

A requirement for neighbourhood plans is to be in general conformity with Haringey's strategic planning policies. Haringey's Strategic Policies Local Plan (adopted 2013) and emerging suite of Local Plan documents were developed with the undertaking of an Equality Impact Assessment and as such the effects of policies on protected characteristics have been tested. Nonetheless this assessment will provide a focus on the anticipated effects of the plan in the localised area of Highgate. *(For reference, a standalone EqIA on the adopted Strategic Policies (2013) is available [here](#). For the emerging suite of Local Plan documents (i.e. Alterations to Strategic Policies, Tottenham AAP, Site Allocations and Development Management) EqIA was undertaken as part of the integrated impact assessment process covering Strategic Environmental Assessment, Sustainability Appraisal, Equality Impact Assessment and Health Impact Assessment. Assessments can be viewed from the "Sustainability Appraisal" reports for each of the respective plans, in the supporting documents section, from Haringey's Local Plan portal [here](#).)*

The Highgate Neighbourhood Plan (HNP) provides planning policies and guidance specific to the Highgate area and, once adopted, it will form part of Haringey Council's statutory development plan. The HNP sets out a vision for Highgate along with 5 "Core Objectives" to help achieve this vision, including:

- CO1: Social and Community Needs – to help Highgate develop and maintain a strong and sustainable community which works to minimise social deprivation and exclusion;
- CO2: Economic Activity – to maintain the vitality and viability of the area's commercial cores so they continue to meet the day-to-day needs of the community and enrich and enliven the public realm;
- CO3: Traffic and transport – to enhance accessibility to local services and support the community's health, social and cultural wellbeing;

- CO4: Open Spaces – to empower the whole community to protect, enhance and obtain the maximum benefits from Highgate’s open space; and
- CO5: Development and Heritage – to preserve and enhance Highgate’s unique character.

To deliver the vision and objectives, the Highgate Neighbourhood Plan includes both statutory development plan policies and non-statutory action plan actions. This EqIA is principally focused on assessing the statutory policies as the Council will, through the local planning authority, have a role in implementing these policies and delivering outcomes in the neighbourhood area. The Neighbourhood Plan is considered to have the potential to impact upon equality as its implementation will affect all those who live, work, study and visit Highgate.

### 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	The following data was used: <ul style="list-style-type: none"> <li>• <a href="#">2011 Census data, including Borough and Ward level profile data</a></li> <li>• <a href="#">ONS Integrated Household Survey (Experimental Statistics) 2014</a></li> <li>• <a href="#">Haringey Joint Strategic Needs Assessment (JSNA)</a></li> <li>• <a href="#">Haringey Local Implementation Plan (LIP) 2011-14, Equalities Impact Assessment</a></li> </ul>	N/A
Gender Reassignment		N/A
Age		N/A
Disability		N/A
Race & Ethnicity		N/A
Sexual Orientation		N/A
Religion or Belief (or No Belief)		N/A
Pregnancy & Maternity		N/A
Marriage and Civil Partnership		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.*

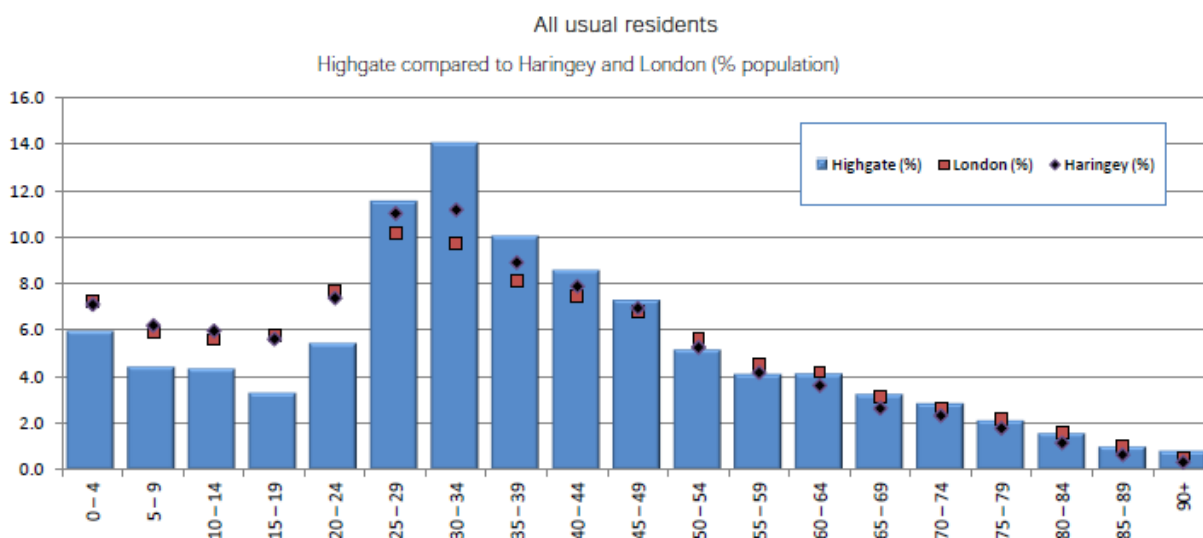
*Further information on how to do data analysis can be found in the guidance.*

Information for this assessment has largely been gathered from the 2011 Census and other available relevant data. The Highgate Neighbourhood Area in Haringey essentially covers the Highgate ward, which is helpful for establishing the baseline position on protected group characteristics, as Census data is often available at the Ward level. It is recognised that the Neighbourhood Area extends beyond Haringey Borough, into Camden, however it is acknowledged that Camden Council will prepare an Equality Impact Assessment covering relevant considerations in their local area.

## **Data about protected characteristics**

### **Age**

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). Highgate's largest age group is the 30-34 group with 14% of the population, which is also Haringey's largest age group with 11% of the population. The largest increase in age group between 2001 and 2011 comes in the 40-44 year olds, with a 2.3% increase since 2001. The largest decrease in age group comes in 25-29 year olds, with a 3.6% decrease. Highgate has proportionally fewer children and young people than Haringey and London, while the proportion of older people of the population is roughly similar to that of the comparators.



### **Disability**

In the Equality Act 2010, a disability is defined as a long term physical or mental impairment that impacts on one's abilities to carry out day-to-day tasks. However, we do not necessarily have data to reflect all those who are covered under this protected characteristic. Here we use the Census data on long term health problem or disability and self reported health as proxies. This shows that 14% of Haringey residents have a long term health problem that limits their day to day activity, lower than England but in line with London. During 2011, roughly 10% of Highgate residents stated that their day-to-day activities were limited due to a health problem or disability which has lasted, or will last at least 12 months. This is lower than the 14% average for the Borough.

## **Gender reassignment**

No data is available regarding gender reassignment.

## **Marriage and civil partnership**

The 2011 Census indicated that 36.3% of Highgate residents aged 16 and over are married, compared to the Haringey average of 33.3%. The 2011 Census shows that fewer than 1% (0.8%) of Highgate usual residents aged 16+ were in a registered same-sex civil partnership.

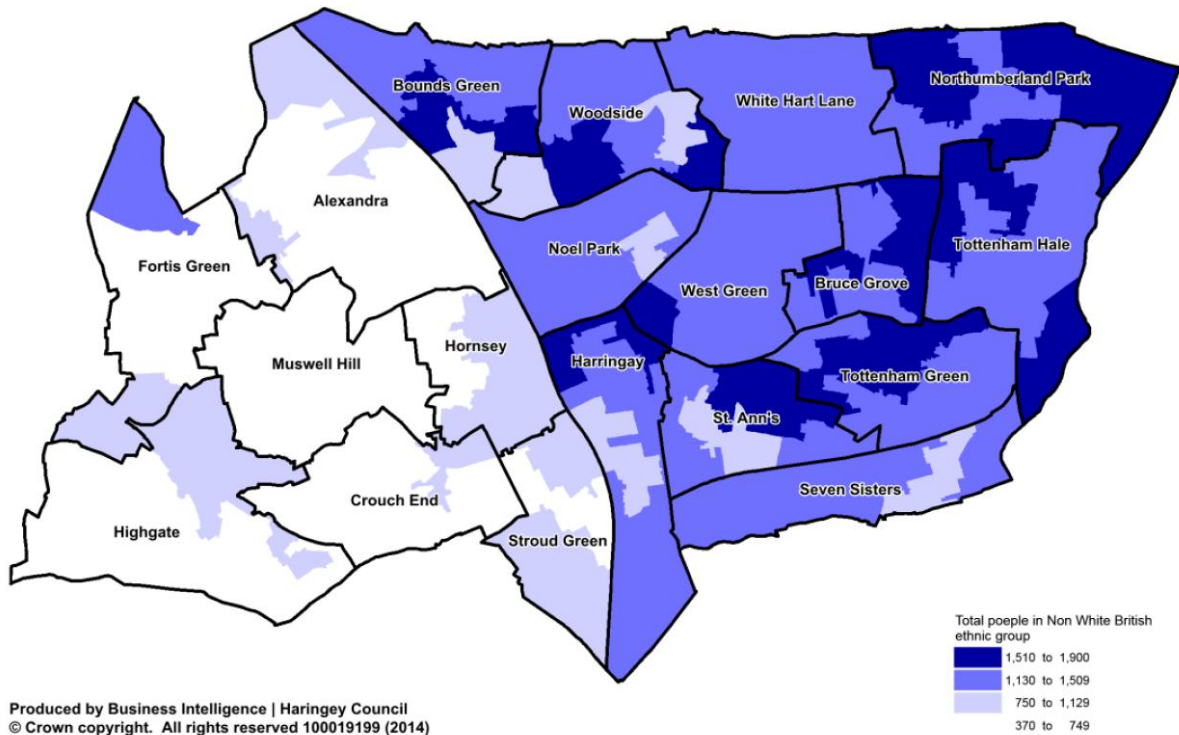
## **Pregnancy and maternity**

Fertility rates measure the rate of live births amongst the fertile population (women aged 15-44 years). The rates in Haringey have increased consistently and there were 478 extra live births between 2002 and 2012. Previously the rates in Haringey were considerably higher than both London and England and Wales but recently it has fallen in line with both London and England. In 2012, fertility rates per 1,000 women in Haringey were 64.7 compared with 67.0 (London) and 64.9 (England). Teenage pregnancy rates at 20.9 per 1,000 have now fallen below the London (21.8 per 1,000) and England (24.3 per 1,000) averages.

## **Ethnicity**

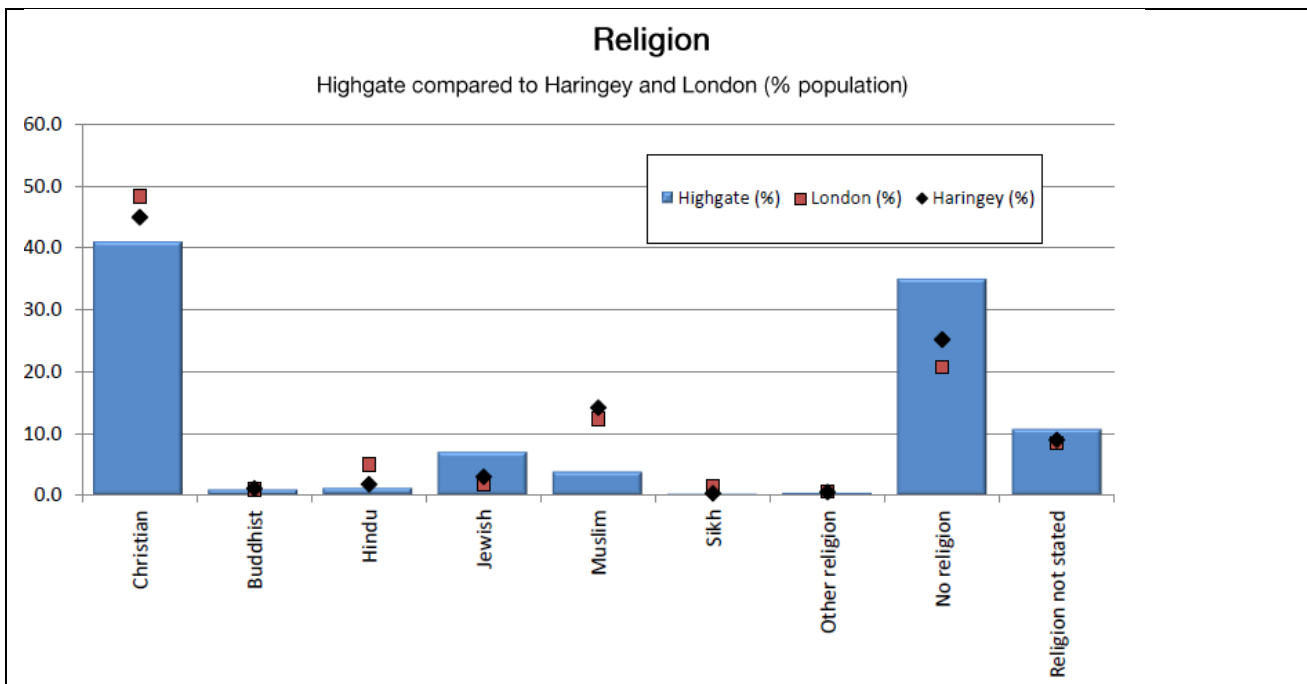
Haringey is the 5th most ethnically diverse borough in the country. Over 65% of residents come from non-White British communities, compared to 20% in England, and 55% for London. Residents in Non-White British ethnic groups tend to be situated in the east of the Borough, however there are some concentrations of these groups in the eastern part of Highgate ward. The proportion of White residents has decreased in Highgate from 85.4% to 81.2% between 2001 and 2011. Over the same period, in Haringey there has been a decrease in this group from 65.6% to 60.5%. In 2011 the proportion of White British residents in Highgate was 59.8%, which represents a decrease from 66.9% in 2001. Highgate has 18.6% White Other residents. Highgate has a larger White population compared to the population of Haringey and a smaller BME population. The following graph shows the proportion of non White British ethnic groups across the Borough.

Total people in Non White British ethnic group  
Haringey LSOAs  
2011 Census



## Religion

Between 2001 and 2011, there was a 9.4% increase in the proportion of Highgate residents who stated they have no religion, compared to a 5.2% increase in Haringey. The biggest increase in religion comes in the Muslim group, with a 0.3% increase from 3.5% in 2001 to 3.8% in 2011. The biggest decrease comes in the Christian group, with a 7.9% decrease from 48.8% in 2001 to 40.9% in 2011. Highgate has the 3<sup>rd</sup> highest proportion of Jewish residents in the Borough at 7%. The breakdown of residents by religion in 2011 is set out in the table below.



## Sex

In 2011, 49.5% of the resident population in Highgate was male and 50.5% female.

## Sexual orientation

There is no ward based data for this category as this is not collected by the census. There is London wide estimates on sexual orientation. On the basis of the Integrated Household Survey, the Office for National Statistics (ONS) data suggests that in 2014, 1.6% of adults in the UK identified their sexual identity as lesbian, gay or bisexual. From a regional perspective, London had the highest proportion of adults identifying themselves as lesbian, gay or bisexual (2.6%). The ONS emphasises that the Integrated Household Survey is an experimental data source undergoing evaluation for inclusion in new official statistics.

Haringey has a higher proportion of couples in a registered same sex civil partnership than England and London. 0.6% (or 1,191 residents), compared to 0.2% for England and 0.4% for London, which suggests that there is a large lesbian, gay and bisexual community in Haringey.

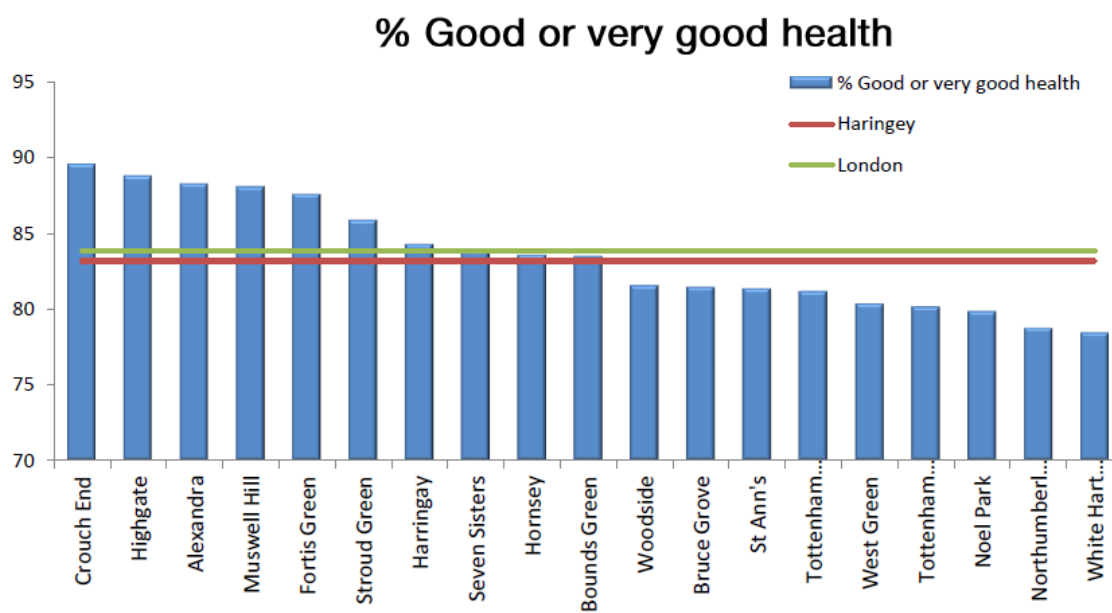
## Information about other themes likely to affect protected groups

### Health

Within Haringey there are large variations in life expectancy for both men and women based on the ward in which they live. Male life expectancy in Highgate is 80.1 years, which is higher than the averages for Haringey (76.4) and London (78.3). Female life expectancy in Highgate is 85.7 years, also higher than the averages for Haringey (82.6) and London (82.9).

The proportion of Highgate residents who consider themselves to be in good or very good

health is 88.7%, which is notably higher than the averages for Haringey (83.1%) and London (83.8%). This is the second highest proportion of all wards in Haringey.

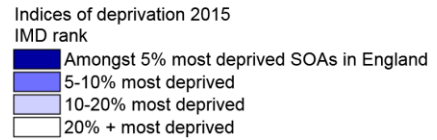
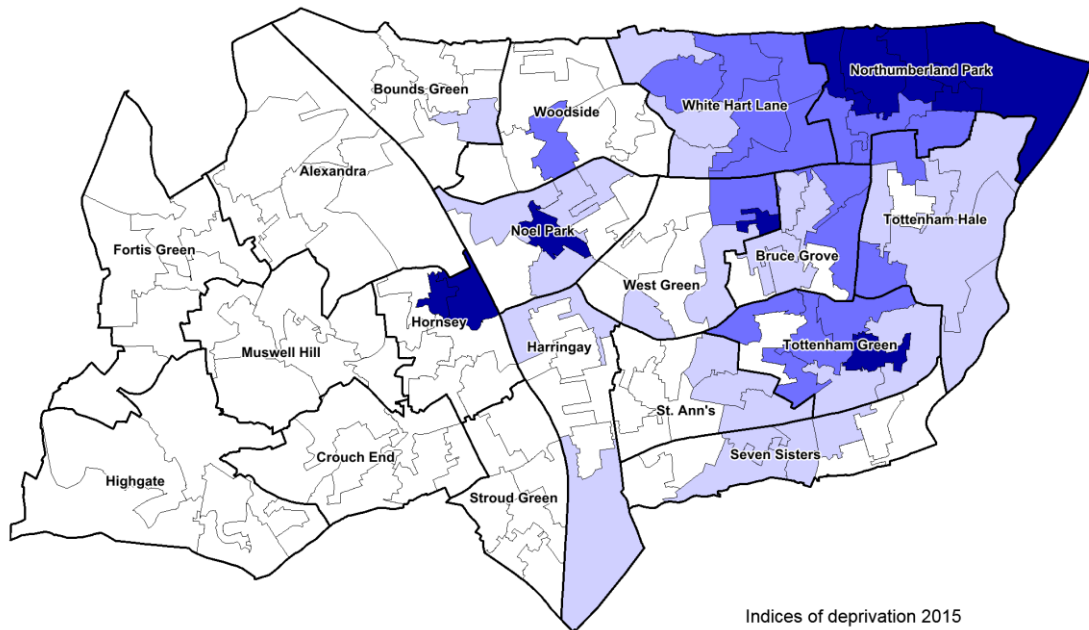


### Deprivation

The Indices of Multiple Deprivation (IMD) is a long standing method used by the Government to measure relative deprivation across areas of England. The latest set of data was published in 2015 and showed that Haringey is one of the most deprived authorities in the country, ranking 30th out of 326 English authorities. In 2010, it was ranked 13th most deprived. Haringey is also the 6th most deprived borough in London. However, there are significant variations in deprivation across the Haringey, and when Highgate is compared to other parts of the borough, it is generally one of the least deprived wards across the group of 7 indices. This is shown in the image below.



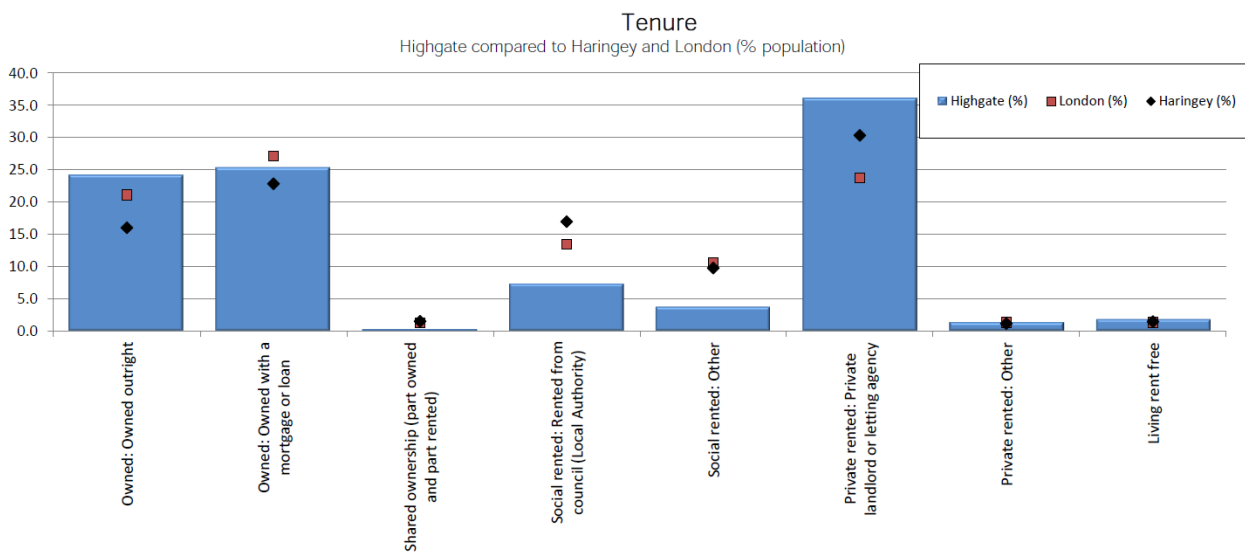
**Indices of Multiple Deprivation 2015  
Rank of IMD  
Haringey SOAs**



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## Housing

According to 2011 Census data, 49.7% of households in Highgate own their home either outright with a mortgage or loan or with shared ownership; 37.4% rent privately and 11.1% live in social rented accommodation. Home ownership in Highgate is higher than in Haringey (40.3%). The social rented area is lower than in Haringey (26.8%). The private rented sector has shown the largest increase from 34.3% in 2001 to 37.4% in 2011.



## Transport

The EqIA for Haringey's Local Implementation Plan (LIP) includes information considered to be relevant to this assessment. It cites a report by JMP compiled on behalf of the Council. The report concluded that three and a half times more men than women cycle in the Borough. Similar numbers of white, black and mixed ethnic groups cycle regularly, whilst Asians cycle less. Those of black and Asian ethnicity are more likely to never cycle compared to all other ethnic groups. In respect to age, those aged 5-19 years cycle most frequently. Then bicycle use declines between the ages of 20 and 39, a small increase was discovered for those aged 40 to 49. Once residents reach the age of 60, their frequency of cycle use rapidly drops. It therefore concludes that target groups for increased uptake in cycling are; older people, women and members of black and ethnic minority groups.

According to the latest Census data, there are a significantly higher number of households with 1 or more vehicles in Highgate ward than in Haringey. The proportion of households with no vehicles is 41.1% compared to 51.8% in Haringey. There has been an increase in the number of households in Highgate without a car since 2001. In 2011, 41.1% of residents did not own a car which is lower than Haringey (51.8%).

### **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

#### Establishment of the Neighbourhood Forum

The Highgate Neighbourhood Forum was formally designated by Haringey and Camden Councils in December 2012, following consideration of an application and associated documents. In designating the Forum the Councils were satisfied that the Highgate Neighbourhood Forum had taken reasonable steps to secure membership from different places and sections of the community in the Highgate area, in line with the relevant legal requirements. At the time of the application, the Forum had a membership of over 150 individuals and businesses, along with roughly 40 affiliate organisations, including residents associations, various Friends' groups (e.g. Friends of Parkland Walk), a school, religious groups (e.g. Muguran Hindu Temple), the Harington Scheme (supporting young people with learning difficulties/disabilities) and other facilities, community organisations and special interest groups.

As part of the application process for the designation, the Highgate Neighbourhood Forum submitted a written Constitution. Section 5 of the Constitution set out "General Policies and Principles" of which the following paragraphs are particularly noteworthy for equalities considerations:

"5.5 HNF will promote policies to maximise social benefit, community links, services for

young people, crime reduction and support for elderly and vulnerable members of the community.

5.6 HNF will operate respecting all differences including gender, age, ethnicity, religion, sexual orientation, disability and income.”

These policies and principles helped set an overarching framework for preparation of the Neighbourhood Plan, including community engagement and the public consultation process.

### Community Engagement

Consultation events took place throughout the neighbourhood planning process and included:

- Early community engagement, culminating in a meeting at the Highgate Society, where it was decided to proceed with establishing the Forum
- On-going media campaign to engage with community, including various social media streams (i.e. Twitter and Facebook), a regular newsletter with almost 700 subscribers at February 2015, and frequent articles in local newspapers
- Inaugural and Annual General Meetings
- Information leaflet and questionnaire (delivered to all 8,000 households in Highgate and made available at community venues)
- Place-check (consisting of 30 volunteers engaging with local residents to identify key issues/concerns)
- Street engagement wish cards (targeted at areas with more limited responses to the survey/questionnaire, and distributed via residents associations, a local church and community centres)
- Street engagement with Archway Road and High Street traders
- Community planning workshops and a Stakeholder Day
- Information stalls at various local events, including Fair in the Square, Kenwood Concerts and Highgate Wood Heritage Day
- Brainstorm workshop attended by Forum members and affiliates
- Plan workshops
- Other events including coffee house crawls and pop-up sessions at community facilities
- Pre-submission public consultations

The Forum has prepared a Consultation Statement setting out further details on the consultation activities listed above, which formed part of the Forum’s submission to the Councils.

### Further statutory consultation

Following formal submission of the Neighbourhood Plan and supporting documents (including consultation statement) to the Councils in September 2016, Haringey and Camden Councils publicised the documents for a 6-week public consultation, in line with statutory requirements, running from 23<sup>rd</sup> September to 4<sup>th</sup> November 2016. Comments received during this consultation were collected and sent to the Plan Examiner and considered at the Plan’s independent examination.

The Examiner’s Report concludes that the Plan has been prepared in accordance with the legal requirements for consultation and that “a thorough and wide ranging approach to

engage the local community has been pursued and that consultation responses have informed the Plan's content".

### Referendum

Subject to approval to proceed to a referendum, residents in the designated Neighbourhood Area will have an opportunity to vote on whether they wish to see that the Neighbourhood Plan is 'made' and come into force as part of the statutory development plan.

### **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?*

The Highgate Neighbourhood Forum is required to prepare a consultation statement. Essentially, this statement is about demonstrating that there has been proper community engagement and that it has informed the content of the Neighbourhood Plan. It also makes it clear and transparent that the Forum has sought to address the issues raised during the consultation process.

The Forum has submitted a Consultation Statement to demonstrate that it has undertaken an extensive range of community engagement using a variety of methods to encourage participation by all sections of the community. This statement along with other evidence was considered by an independent Examiner at the Plan's examination.

The Examiner's Report concludes that the Plan has been prepared in accordance with the legal requirements for consultation and that "a thorough and wide ranging approach to engage the local community has been pursued and that consultation responses have informed the Plan's content".

### **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 EqlA guidance

#### **1. Sex**

In regards to transport, it is understood that men are more likely to cycle than women. The

neighbourhood plan encourages the use of sustainable transport modes and this may provide for an increase in the proportion of women cycling.

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

We do not have data relating to this protected characteristic and do not envisage any impacts based upon this protected characteristic.

Positive		Negative		Neutral impact	X	Unknown Impact	
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## 3. Age

The Plan policies seek to ensure an appropriate level of provision of social and community infrastructure, along with open spaces, to meet local area needs. The Plan includes details on responding to needs of children and young people, as well as older people, in particular. This is mainly with respect to the policy sections Social and Community Needs (SC) and Open Space (OS) i.e. play space for young people and allotments and garden land for older people.

The Plan seeks to ensure provision of a range of housing types and tenures to meet local need, with a particular emphasis on housing options for different age groups, including older people, families and first time buyers.

The Plan's Transport (TR) policies broadly seek to ensure that new development contributes to creating safer and more accessible environments. This is likely to be of benefit to all those living, working and visiting the borough, particularly children and young people, as well as older people. However, the move towards a car free environment may impact on older people as some may be more reliant on car usage.

The Plan's Economic Activity (EA) policies seek to ensure the vitality of the area's high streets, with a range of shops, services, community, education and leisure uses to meet the day-to-day needs of those living, working and visiting Highgate. This is likely to benefit those who have a greater reliance on provision within an easy walking distance from home, including older people.

Positive	X	Negative		Neutral impact		Unknown Impact	
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## 4. Disability

The Plan's Transport (TR) policies broadly seek to ensure that new development contributes to creating safer and more accessible environments. This is likely to be of benefit to this group. It is also noted that the Plan reinforces the Local Plan policy requirements for disabled parking provision.

The Key Site policy for the Highgate Bowl also seeks to safeguard provision for the educational/community use on site (currently Harington scheme), which offers support for young people with learning disabilities/difficulties.

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

The Highgate area has comparatively lower populations of BME communities and lower levels of deprivation compared to other parts of the borough.

The Plan seeks to ensure appropriate provision for community facilities for a wide range of groups consistent with higher level policies.

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

While the Highgate area has a likely higher lesbian, gay and bisexual community compared to national statistics, it is not envisaged that the plan will have a disproportionate impact on this protected characteristic.

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

Highgate has a disproportionate higher level of those with no religion and Jewish communities. The Plan seeks to ensure appropriate provision for community facilities, including places of worship, consistent with higher level policies.

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

The Plan's Transport (TR) policies broadly seek to ensure that new development contributes to creating safer and more accessible environments. This is likely to be beneficial for pregnant women and parents carrying or pushing their children in a pram or buggy.

Provision for local shops, services and community facilities, as set out in the Plan policies on Social and Community Needs (SC) and Economic Activity (EA), is likely to benefit parents through more accessible provision close to home.

Positive	X	Negative		Neutral impact		Unknown Impact	
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**9. Marriage and Civil Partnership** We do not expect there to be any discrimination based upon marriage or civil partnership status as a result of this plan.

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

N/A

**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?**

The Highgate Neighbourhood Plan includes statutory development plan policies and non-statutory action plan measures to set a framework for sustainable development in the Highgate Area. The Plan has been prepared by the Forum through an extensive public consultation programme that has employed a variety of techniques in seeking to engage all sections of the local community. The Plan and public consultation procedures informing it have been subject to an independent examination process.

The final impact analysis provides an update to the initial impact assessment. It has considered the Neighbourhood Plan policies as modified from the 'submission' version of the Plan, i.e. those policy changes informed by the public examination process. The

assessment concludes that the Plan is likely to result in neutral or positive or impacts for all of the protected groups. There are particular positive effects for certain groups (age, disability, pregnancy and maternity groups), owing mainly to policies which aim to promote improvements in accessibility and safe movement, and also those which seek to ensure good access to local provision of community facilities, open spaces, shops and services. Whilst overall positive effects are expected for the age protected group, there are some concerns with proposals for car-free or car-capped development, as set out above.

Subject to approval to proceed to a referendum, residents in the designated Neighbourhood Area will have an opportunity to vote on whether they wish to see that the Highgate Neighbourhood Plan is 'made' and come into force as part of the Council's statutory development plan.

**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 EqIA guidance

Outcome	Y/N
<b>No major change to the proposal:</b> the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>	Y
<b>Adjust the proposal:</b> 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	N
<b>Stop and remove the proposal:</b> 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
N/A	N/A	N/A	N/A



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**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.**

N/A

**6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:**

Haringey Council prepares and publishes an Authority Monitoring Report annually, which monitors performance of delivery of the Haringey’s planning policies. Performance is considered against the monitoring framework set out in the Council’s Local Plan. Once adopted, the Highgate Neighbourhood Plan will form part of the statutory development plan and accordingly, plan implementation along with equalities impacts will be considered as part of the Authority Monitoring Report process.

**7. Authorisation**

EqlA approved by .....  
(Assistant Director/ Director)

Date  
.....

**8. Publication**

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

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