

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 Improvement District (BID) Cabinet Report October 2017)
Service area	Regeneration, Planning and Development
Officer completing assessment	Javad Ossoulian- Principal Regeneration Officer – Wood Green Regeneration Team
Equalities/ HR Advisor	Paul Green, Policy and Equalities Officer
Cabinet meeting date (if applicable)	17 th October 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*

Proposal being assessed:

This proposal is in support of the Wood Green Business Forum's decision to seek to establish a Business Improvement District (BID) in Wood Green Town Centre, in consultation with the Council, the Metropolitan Police Service and other stakeholders.

BIDs are led and funded by local businesses in partnership with local authorities and other public sector agencies. A BID is a defined area within which businesses pay a levy, separate and additional to Business Rates. The funds raised through the levy funds projects and improvements directly related to the issues and concerns determined by the local businesses. Wood Green is one of only two Metropolitan Town Centres in London that does not have a BID.

Key stakeholders who may be affected by the policy or proposal:

The direct impact of the BID proposals is limited to the catchment area of Wood Green Town Centre (map Annex A). There are 500 businesses in the proposed BID catchment area which will benefit individually from the additional services the BID will deliver in Wood Green.

The Wood Green BID Steering Group, an interim governance structure until a BID company can be established, has proposed a threshold of £12,000 rateable value for levy payment at 1.25% of Rateable Value per year. This is lower than the average levy rate across all 53 London BIDs at 1.5%.

Based on the agreed threshold, there are 351 organisations eligible to pay the levy at the rate of 1.25% of Rateable Value per year, which will be directly impacted by the BID proposals. There are 149 organisations in the BID area which are not eligible to pay the levy but will benefit positively from the initiatives developed.

Charities will be affected but will be provided with a discount of 80% on account of their charitable status.

There are no GP surgeries, nurseries or other public functions affected in the area therefore no direct impact on services for residents. Baseline service delivery in Wood Green Town Centre will not be affected by the BID proposals, as the BID Steering Group does not wish to replicate or replace provision which should be provided by the Council.

The decision-making route being taken:

A BID can only be set up after a YES vote in a ballot by all of the eligible businesses in the area. Each business entitled to vote in a BID ballot is allowed one vote per property occupied or (if unoccupied) owned by them in the geographical area of the BID. A successful vote is one that has a simple majority both in votes cast and in rateable value of votes cast.

On 30th June 2017 the Chair of the Wood Green BID Steering Group served 84 days' notice on the Council and the Secretary of State of the intention to request the Council as billing authority, to put the BID Proposal to a ballot. The BID Business Plan will be presented to Cabinet in October 2017 seeking approval to commence a BID Ballot and support from Cabinet at Ballot Stage.

Subject to a 'yes' vote at ballot in March 2018, the Wood Green BID could commence in July 2018 and its first term would run for five years. To continue thereafter, a renewal ballot process would be required to secure a further BID term of up to five years. The BID Proposal sets out businesses' priorities for improvements for the area and area services, as well as how the BID will be managed and operated.

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> <p><i>This data is not available specifically related to businesses.</i></p>	N/A
Gender Reassignment	<p>We do not hold this data. The Equality and Human Rights Commission have published a national estimate.</p> <p><i>This data is not available specifically related to businesses.</i></p>	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> <p><i>This data is not available specifically related to businesses.</i></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> <p><i>This data is not available specifically related to business owners.</i></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 Framework including consultation and engagement events dating back to 2015</p> <p><i>This data is not available specifically related to businesses.</i></p>	N/A
Sexual Orientation	<p>ONS Annual Population Survey 2013-15 (NB there is no Census data readily available for this protected characteristics)</p> <p><i>This data is not available specifically related to businesses.</i></p>	N/A
Religion or Belief (or No Belief)	<p>Ward level equalities data, 2011 Census http://www.haringey.gov.uk/sites/haringeygovuk/files/ward_level_eqia_data.xlsx</p> <p><i>This data is not available specifically related to businesses.</i></p>	N/A
Pregnancy & Maternity	<p>Ward level equalities data, 2011 Census http://www.haringey.gov.uk/sites/haringeygovuk/files/ward_level_eqia_data.xlsx</p> <p><i>This data is not available specifically related to businesses.</i></p>	N/A
Marriage and Civil Partnership	<p>Ward level equalities data, 2011 Census http://www.haringey.gov.uk/sites/haringeygovuk/files/ward_level_eqia_data.xlsx</p> <p><i>This data is not available specifically related to businesses.</i></p>	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.

We do not have equality data for businesses impacted by the bid and therefore will need to review the local demographics of Noel Park and Woodside which are likely to reflect the characteristics of those impacted by this decision. This section will cover two areas:

1. Demographics (of the area)
2. Demographics of the businesses (focussed on size)

Demographics

Data on the protected characteristics relating specifically to local businesses is not available to the Council at this present time. This information was also unavailable to other Local Authorities in London when they were undertaking EqIAs for BID proposals in their respective areas, for example Waltham Forest Council for the Leytonstone BID, and Bromley London Borough Council for the Bromley BID.

We can presume that the local businesses in the area are likely to reflect the demographics of the area which is outlined below. The Demographic information below is based on Census 2011 data for Noel Park ward, which most of the BID area is within, and adjacent Woodside ward. Haringey Borough and London wide averages have been reviewed for comparison.

A) Sex¹

Noel Park has a slightly higher female population, 51.3% against 49.9% borough wide. There is a significant number of lone parent families in Noel Park, more likely to be headed by women.

	Total lone parent families	Female headed lone parent families	Male headed lone parent families
Noel Park	739	699 (94.6%)	40 (5.4%)

B) Gender reassignment

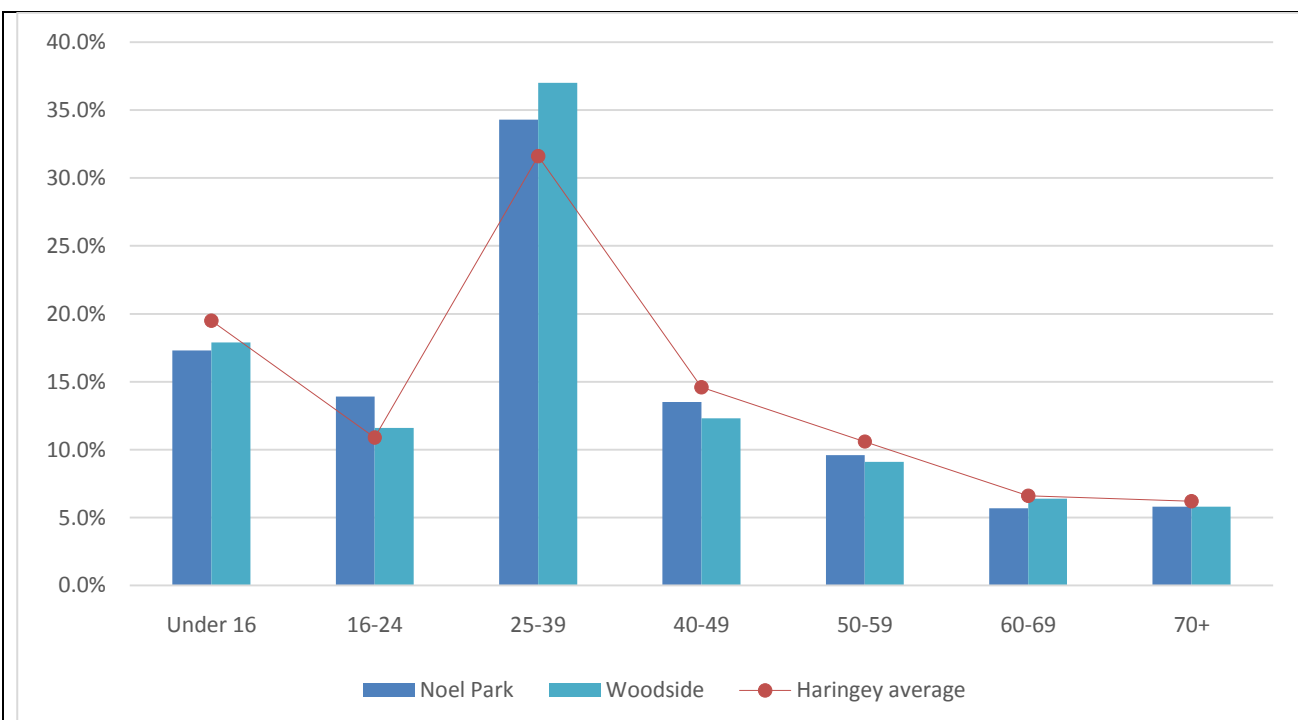
We do not hold data on the number of people who are seeking, receiving or have received gender reassignment surgery, and there is no national data collected for this protected characteristic. The Equality and Human Rights Commission estimate that there is between 300,000-500,000 transgender people in 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

¹ Census 2011

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

³ Census 2011



Those aged 25-39 tend to be the predominant age group across Haringey, accounting for around a third of the overall population; this pattern is slightly exaggerated in Noel Park and Woodside, where a slightly smaller proportion falls into most age categories than the borough average with the exception of the 25-39 age group. Young people aged 16-24 account for a more significant percentage of the population of Noel Park and Woodside than the Haringey average.

D) Disability⁴

	Noel Park	Woodside
Day-to-day activity limited a lot	8.7%	7.3%
Day-to-day activity limited a little	8.3%	7.6%
Day-to-day activity not limited	83.0%	85.0%
Day-to-day activity limited a lot: Age 16-64	5.1%	4.2%
Day-to-day activity limited a little: Age 16-64	5.5%	4.7%
Day-to-day activity not limited: Age 16-64	61.8%	63.4%

⁴ Census 2011

	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%

Higher proportions of residents in both Noel Park and Woodside are reported to have their day-to-day activity limited a lot by their disability as compared to the borough and London average. This means that the improvements as a result of the BID will improve the accessibility of retail premises in the affected area.

E) Ethnicity

	Noel Park	Woodside
White; English/Welsh/Scottish/N.Irish/British	24.5%	23.3%
White Irish	2.8%	3.2%
White; Gypsy or Irish Traveller	0.1%	0.2%
White; White Other	27.4%	30.0%
Mixed; White and Black Caribbean	2.3%	2.1%
Mixed; White and Black African	0.9%	1.2%
Mixed; White and Asian	1.3%	1.3%
Mixed; Other mixed	2.2%	2.1%
Asian/Asian British; Indian	3.2%	4.1%
Asian/Asian British; Pakistani	1.1%	0.8%
Asian/Asian British;	2.8%	2.6%

Bangladeshi		
Asian/Asian British; Chinese	2.4%	2.4%
Asian/Asian British; Other Asian	3.9%	4.4%
Black African	8.7%	8.0%
Black Caribbean	8.0%	5.6%
Black Other	3.1%	3.3%
Other Ethnic group; Arab	1.4%	0.8%
Other Ethnic group; Any Other Ethnic	3.9%	4.4%

	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	3.85%	2.14%	0.62%

Ethnic

13.5% of Noel Park residents are born in post 2001 EU countries, compared to 9.8% of Haringey. 17.6% of Woodside residents are born in post 2001 EU countries, the largest proportion in Haringey. The White English/Welsh/Scottish/N Irish/British group is less than the Haringey average (23.9% average of Noel Park and Woodside, 34.68% Haringey). This means this group is not the majority ethnic group in Noel Park and Woodside, as it is borough wide.

Instead the majority group in the area is White Other, forming 28.70% (22.97% Haringey). The study area has slightly larger proportions of Mixed White and Black Caribbean, Asian, Indian, Pakistani, Bangladeshi, Chinese and Arab groups than the Haringey averages.

Black African and Black Caribbean groups are proportionally less than the Haringey average, and the proportion of Black Other is higher than the Haringey average. It can be deduced that this includes sizeable Somali and Eritrean communities.

It is likely that the groups proportionally more represented in the area will be reflected in the make-up of the businesses.

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 EqIA.

G) Religion

	<i>Noel Park</i>	<i>Woodside</i>
Christian	46.4%	49.6%
Buddhist	1.2%	1.4%
Hindu	2.8%	3.0%
Jewish	0.4%	0.7%
Muslim	19.1%	17.0%
Sikh	0.3%	0.5%
Other religion	0.5%	0.6%
No religion	21.3%	18.9%
Religion not stated	8.0%	8.2%

	<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%

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

No religion	25.2%	20.7%	25.1%
Religion not stated	8.9%	8.5%	7.2%

Both wards have Christianity as the largest religion, with significant Muslim and no religion populations. Christians are the largest religious group in the area, 48% of Noel Park and Woodside identify as Christians, 3% more than the Haringey average. The Muslim population makes up 18.05% of Noel Park and Woodside, more than the 14.2% borough average, and is the third largest religious group after Christianity and those identifying with no religion. There is a higher Hindu population in the area than in Haringey (2.9% average across Noel Park and Woodside, 1.8% Haringey). There is a slightly lower Jewish population in the area compared to the borough (0.55%, 3.0%).

The 'UK Turkish Islamic Centre' situated at 10 Caxton Road, serves the Turkish community in the area, drawing in members of the community both working and living in the area. A new bigger and well equipped mosque, the 'Alevi Centre' nearby on Clarendon will open shortly.

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

There is a lower than average proportion of the age group 0-19 and a lower number of 0-4 year olds in the wards affected.

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

Ward	Number of 0-4 year olds
Noel Park	875
Woodside	1017

Dependent Children

	Proportion of households with dependent children
Noel Park	31.2%
Woodside	30.7%
Haringey	31.4%
London	30.9%
England and Wales	29.1%

Both Noel Park and Woodside have a higher proportion of families with dependent children than the England and Wales average, but roughly the same as the Haringey average.

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. This information is not available for businesses specifically, and the proposals are not expected to have any negative impacts on residents based on pregnancy and maternity.

I) Marital and civil partnership status⁶

	Married (heterosexual)	Civil Partnership
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⁶ Census 2011

	couples)	
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. This data was collected before the Same Sex Marriage Act.

The proposals are not expected to discriminate between a couple in a marriage compared to a couple in a civil partnership.

Businesses

a) Exempt from paying the levy/Charity status

There are 149 businesses from 500 which are exempt from paying the levy, as their Rateable Value is below the £12,000 threshold. Many of these organisations are likely to be BAME owned, as identified in the data above. These 149 businesses stand to benefit from the future projects developed by the BID without being required to make a contribution.

The benefits include, but are not limited to:

- Saving businesses money through joint procurement of services like utilities, stationary and pest-control.
- Helping raise the profile of the businesses with training and support for social media and online presence
- Making the area feel more safe and secure through crime prevention measures, which may counteract loss of profits through crime.
- Support with improving shop fronts and visual display marketing.
- Additional deep cleaning service, above the baseline cleaning provided by the Council
- Potential to increase business through improvement's and raised profile of Wood Green's image, through measures including PR campaigns such as #LoveWoodGreen.

They are also encouraged to join the BID as non-voting members to ensure their voices are heard. A significant portion of these 149 businesses are BAME owned, including street traders and the market traders in the Mall. The Wood Green BID Steering Group has proposed to invite representatives of Turkish, Kurdish and Asian business to join the Board as non-voting members to ensure their views and concerns are addressed.

There are businesses above the £12,000 threshold and below £28,000, therefore still small businesses, which are eligible to pay the levy. These organisations are likely to be the most impacted by the cost of the levy. The amount paid will be between £150 to £350. These small businesses include the likes of 'Brook Street Employment Agency' and the Big Green Bookshop, paying £272 and £250 respectively. The bookshop is supportive of the BID and a key member of the BID Steering Group.

b) Medium sized retailers

Medium sized retailers are defined as having rateable values above £28,000. These organisations will pay between £350 and £1,250. It is based upon ability to pay. Medium sized retailers along

Wood Green High Road will face increases in their costs due the levy. This is applicable to independent stores or chains alike, and similarly to different types of retailers such as restaurants, cafes, services, shops etc. This is likely to include premises relating to cultural services, especially for BAME communities, such as Turkish restaurants. However, the levy will fund improvements which will help these businesses, and can help foster good relations between different communities

Improvements include better working relations between businesses, the police and the Council to prevent crime, as well as saving money for businesses through joint-procurement of services. It will also help businesses have a voice in key debates such as those around parking restrictions or Crossrail 2.

The management of the Mall and the shops within are supportive of the BID and involved heavily in the Steering Group. In recent engagement, after a presentation with the businesses in the Mall, they all indicated support for the BID process and supported a Ballot being held.

Most small - medium sized retailers along Wood Green High Road will face increases in their costs due the levy. These organisations are perhaps most impacted by the levy fee. However, it is these businesses that stand to benefit the most from the proposals. Larger chains can afford to fund their own additional measures such as security, marketing and insurance costs. These businesses cannot normally afford the additional measures which will now be available to them through the BID.

There are no childcare providers in the BID area, no schools and no GP surgeries so direct impact to residents is limited. The only public sector site within the BID is the Library, and all Council properties on Station Road. As a Library will be part of the Regeneration Plans for Wood Green, the levy cost will be something the Council needs to factor in. The Post Office is also eligible to pay the levy. There are three car parks eligible.

Cultural spaces included in BID are Efdal Community Association, which provides education support to the Turkish Community, The Turkish Islamic centre-Fatih , the community hub and the Big Green Bookshop. The Efdal Community Association has a rateable value below the threshold and therefore will not be paying the levy. The Big Green Bookshop is supportive of the BID and involved in the Steering Group.

C) Large Businesses

Larger organisations including Morrisons, Lidl and Barclays will pay an increased amount. This is because they are large regional or national buildings. Although the larger organisations will be paying a higher levy amount, this is proportional to their income and so not discriminatory. All eligible organisations will pay at the same rate. These larger organisations can afford to buffer the payment, or take on more, and therefore are overwhelmingly supportive of the BID. Large organisations are defined as having rateable values above £100,000, of which the levy would be £1,250.

The BID's focus on crime prevention may work to save all organisations money lost from shop-lifting, but particularly benefitting smaller businesses who cannot afford heightened own security measures.

LBH will be paying £29,625, for its 15 hereditaments within the BID area, as levy cost, more than all of the other businesses in the area. As these facilities are used by residents, they could be improved with the funds to the benefit of residents.

There are five pubs in the area that are eligible to pay the levy. These are The Goose (£1,825), The Jolly Anglers (£400), Lord Nelson (£538.75), Wetherspoons -Spouter's Corner (£2,156) and Monaghans Tavern (£193). Welling on Turnpike Lane is located within the BID area but its rateable value is below the threshold and is exempt. As the pubs have rateable values above £100,000, they will pay a minimum of £1,250, but should be able to buffer the impact of the levy cost based on their sizes.

Most of the charities in the BID area are larger national charities, and all will receive 80% discount. For example, Cancer Research will pay £806 for a rateable value of £64,500 and hence its levy contribution will be £10 per annum and British Heart Foundation will pay £981 for a rateable value of £78,500, as levy of £12 per annum..

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 EqlA guidance

Engagement with businesses in Wood Green has been carried out over the course of a year and is ongoing.

A feasibility study into setting up a BID was carried out in the summer and autumn of 2016. This included:

- Over 100 face-to-face survey with businesses in Wood Green in which businesses were asked about what issues they face, what improvements they would like to see, and what their opinions were about setting up a BID in Wood Green.
- A 'Visioning Event' at which businesses were invited to hear feedback from the survey, examples of BIDs from elsewhere and to discuss their ambitions for a BID in wood Green

Since the feasibility study, a steering group of WG businesses and stakeholders have been working together to develop the proposal for a BID, using information gathered through the feasibility study and further ongoing engagement with businesses. The steering group members consist of representatives from McDonalds (Chair). Metro Bank, The Mall, Mix Max, The Green Rooms, Little Green Book Shop, Metropolitan Police and LB Haringey.

The council officers have been working with local businesses, with the support of a team of consultants (*The Means*) specialising in setting up BIDs. The focus of activities in the past year has been on forming and supporting 'WG Business Forum' and its BID sub-group the "WG BID Steering Group' to develop the BID. During this phase of the BID development the consultants, members of the BID Steering Group and council officers have maintained a level of engagement with all businesses on WG High Road.

During the process of pulling together the WG Bid proposals, further engagement work has been undertaken and continues, including:

- A presentation to 'The mall' traders
- A presentation to a business networking meeting at Metro Bank

- Over 60 businesses, including 16 Turkish / Kurdish owned were engaged with and the benefits of the BID have been explained.
- Nearly all businesses highlighted safety / security/ anti-social behaviour and theft as their major concerns
- The lack of visible police presence and their response to calls is frequently mentioned
- All the businesses contacted have been invited and encouraged to join the WG Business Forum.

As part of the consultation for the Wood Green Area Action Plan, Public Voice, an independent Haringey based consultancy, worked with the Council to engage local people and groups on ways to make Wood Green a better place to live, work, shop and socialise.

Over a 10-week consultation period, letters were sent to local businesses and 14 meetings were held with local businesses.

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 Council commissioned a consultancy firm with expertise in setting up BIDs, The Means, to carry out a feasibility study. Over 100 business interviews took place over spring-summer 2016. The results showed that 67% of businesses were in support of the BID concept and 65% believed that a BID should be tested at ballot.

A number of Wood Green BID objectives have arisen directly from the direct consultation carried out during the BID Feasibility Stage:

- (i) Better Experience (Safe and Secure: Expand and manage the crime information sharing network; On-street security presence; business training events for tackling crime. Better Welcome: additional cleaning in hot spots; Micro-greening projects; Training and small match-grant fund for businesses to improve shop-fronts; consistent level of customer service training to staff)
- (ii) Image & Perception (Getting the basics right & keeping local spend here: well managed activities; adopting the #LoveWoodGreen slogan to create a PR campaign with a strong visual image for Wood Green; managing a series activities aimed at small businesses; attracting new customers: PR and social media training for businesses; working with Alexandra Palace and celebrating Wood Green's assets.
- (iii) Stronger Business Community (Saving businesses money: 'better economies of scale'; acting as a strong business voice on big issues; acting as a central conduit to improve communication; with other key stakeholders, create and deliver a strategy for increasing the restaurant and retail diversity).

During the feasibility study, and from anecdotal information from other BIDs in London, we are aware that smaller businesses are more sceptical about a BID but larger chains are supportive. The recent increase in business rates may impact on business support.

In order to address this officers and partners are carrying out additional engagement with small

businesses and organising pilot schemes/ demonstration projects to show what benefits the BID will bring (e.g. website/ events/ marketing, greening scheme, staff training and up-skilling, customer services training).

Future plans for further engagement have already been developed. Council officers and the staff from *The Means* have devised an engagement plan and have identified and categorised all businesses within the BID area by size- large, medium and small - and have identified their voting intentions. An engagement plan has now been drawn up and will be carried out in the course of coming months. A respected and influential small business owner in the Turnpike Lane end of the High Road who is a member of the WG BID Steering Group has volunteered to accompany the consultants in approaching smaller businesses and encourage them to join the BID initiative, effectively working as a small business Champion. The TfL BID team have expressed support for the WG BID and will be assisting with business engagement and promotional activities.

From the AAP consultations, people said they wanted to see transitional support for small businesses in the town centre to help them cope with any potential loss of income during the regeneration. They also wanted business to benefit from vacant spaces.

There were a number of key issues identified by local people relating to businesses through the consultation:

1. Improving the mix of shops and businesses in the town centre. People want to make Wood Green an attractive shopping destination, attract large high street chains again and deal with rise in betting shops and fast food chains. The BID proposals aim to make Wood Green a more inviting and accessible place in order to attract new shoppers and new businesses.
2. Supporting small businesses. In particular, people wanted to support the large numbers of independent businesses in Wood Green which are Turkish or Kurdish owned, particularly the Turkish restaurants that contribute to the food culture of Wood Green. Local people want to see specific support for existing small businesses, with the key aim of keeping a Wood Green specific business identity. The BID proposals can work towards achieving the stronger identity, and emphasising the voice of local businesses in the regeneration plans.

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. The sex/gender information of local business owners is not currently collected. However, from Officer's 1:1 interaction with businesses owners in the BID, it is evident that a majority of local business owners are male. We can therefore assume it will predominately be men who own businesses within the BID.

The BID proposals are not expected to have any negative impacts on service delivery for WG residents on the basis of sex. With the exception of the library, there are no premises with public

functions that women are more likely to use, such as nurseries or GP surgeries.

The BID pledges to work towards delivering a long-term vision for WG as an easily accessible, creative and vibrant metropolitan centre, with attractive and spacious public realm and a strong business mix. This environment should foster space for new businesses to grow and flourish, which may include those led by women. New businesses which are led by women should be supported to be involved in the BID, either as voting members if eligible or non-voting members if not eligible.

All residents regardless of gender will benefit from the proposals set out in the BID proposals.

Positive	X	Negative		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. We do not have business related data regarding this protected characteristic and there are not any known businesses or charities that provide any services for Trans* people.

We do not envisage any inequalities based upon this protected characteristic as a result of the WG BID.

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

Positive		Negative		Neutral impact	X	Unknown Impact	
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3. Age

Wood Green has a high proportion of adults aged 25-39 than the Haringey average. Young people aged 16-24 also account for a more significant percentage of the population of Noel Park and Woodside than the borough average.

The age of business owners is not known and this information was not considered in the decision for how much levy will be paid. The BID proposals are not expected to have any negative impacts on service delivery for WG residents on the basis of age. With the exception of the library, there are no premises with public functions that different age groups, including children and young people and older people, are more likely to use, such as nurseries or GP surgeries. The Post Office is in the BID area and is more likely to be used by older people.

The proposals are not expected to have any negative impacts on Wood Green residents based on age.

The BID pledges to work towards delivering a long-term vision for WG as an easily accessible, creative and vibrant metropolitan centre, with attractive and spacious public realm and a strong business mix. This environment should foster space for new businesses to grow and flourish, which may include those led by people of different age groups.

Positive	X	Negative		Neutral impact		Unknown Impact	
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4. Disability

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.

We are not aware of any disabled business owners in the BID area and this information was not considered in the decision for how much levy will be paid. Any disabled business owner will be offered reasonable adjustments in order to take part in the BID process, as set out by the Equality Act 2010. The proposals are not expected to have any negative impacts on Wood Green residents based on disability.

The BID proposals are not expected to have any negative impacts on service delivery for WG residents on the basis of age. With the exception of the library, there are no premises with public functions that disabled people are more likely to use, such as GP surgeries.

The BID pledges to work towards delivering a long-term vision for WG as an accessible centre, with attractive and spacious public realm and a strong business mix. This pledge could work to make places in Wood Green more accessible for disabled people including shops. This environment should foster space for new businesses to grow and flourish, which may include disabled people.

Positive		Negative		Neutral impact	X	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. The majority group in the area is White Other, forming 28.70% (22.97% Haringey). It can be deduced that this includes a large Polish community, based on Polish being the second most spoken language in Woodside, and Turkish and Kurdish communities based on languages spoken in Noel Park. The study area has slightly larger proportions of Mixed White and Black Caribbean, Asian, Indian, Pakistani, Bangladeshi, Chinese and Arab groups than the Haringey averages.

Black African and Black Caribbean groups are proportionally less than the Haringey average, and the proportion of Black Other is higher than the Haringey average. It can be deduced that this includes sizeable Somali and Eritrean communities.

It is likely that the groups proportionally more represented in the area will be reflected in the make-up of the businesses. Specific data on the ethnicity of business owners is not available at present.

Anecdotally, Officers have been made aware that up to 30% of local business owners are BAME, Turkish or Kurdish, most likely a higher proportion of these being smaller sized businesses. BAME communities are more likely to use council services such as the Wood Green library. Any changes to these elements will need a full EqIA.

The WG BID will attempt to benefit local businesses of all races and ethnicities, through providing 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 BID will provide opportunities to tackle this.

The 150 smaller businesses, many which are BAME owned, are exempt from the levy. This includes Efdal Community Association, which supports the education needs of the Turkish community. As a registered charity it would have been eligible for an 80% discount on the levy amount were its rateable value over the threshold, but as its rateable value is below the threshold, it does not need to contribute.

Those that are paying part of the levy, who are also likely to have a high proportion of BAME businesses, will receive additional support. These support could include advice and consultation on shop front and shop window improvements, advice on security and crime prevention, staff training and up-skilling, reduction in insurance and benefit of joint procurements of goods and services and joining the supply chain of the larger businesses.

The potential projects and positive impact of the BID will benefit smaller businesses most, as it will enable them access to improving their business in ways they could not usually afford. For example, shared procurement of insurance, marketing costs and additional security.

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. This may be reflected in the business owners, or in the business customers. There are no known businesses or charities that provide services specifically for lesbian, gay and bisexual people.

There are currently no LGB specific venues or services in Wood Green, therefore the BID will not directly impact this protected characteristic.

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 hate crime. There will be particular opportunities to tackle homophobia through the on-street warden scheme, reporting crime through a dedicated crime information sharing website and app, and closer communication with the police.

We do not envisage any direct inequalities based upon this protected characteristic.

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

The Muslim population of Wood Green is higher than the borough average, higher than in London and England.

It may be presumed that this will be reflected in the business owners within the BID, though we do not collect data on religious beliefs of business owners. It can be deduced that the majority of the Turkish, Kurdish or BAME business owners may identify as Muslim. These businesses will either be exempt from the levy, or will pay between £350 - £1250.

The small to medium sized business paying the levy stand to benefit the most from the proposals. Larger chains can afford to fund their own additional measures such as security, marketing and insurance costs. These businesses cannot normally afford the additional measures which will now be available to them through the BID.

All residents regardless of religious or non-religious belief will benefit from the proposals set out in the Wood Green BID proposals. The BID will also ensure good working relations between businesses and create a stronger network and a collective voice for the businesses in the area.

There will be particular opportunities to tackle religious hate crime including Islamophobia and Anti-Semitism through the on-street warden scheme, reporting crime through a dedicated crime

information sharing website and app, and closer communication with the police. While religious establishments are exempt from paying the levy they BID will offer tangible benefit to the religious communities.

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

Both Noel Park and Woodside have a higher proportion of families with dependent children than the England and Wales average, but roughly the same as the Haringey average.

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. This information is not available for businesses specifically, and the proposals are not expected to have any negative impacts on residents based on pregnancy and maternity.

Women are more likely to use council services including Wood Green library which is within the BID area. Any changes to these elements caused by the levy will need to undertake a full EqIA.

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

There is a comparatively high proportion of people in civil partnerships in the area. We do not have information on business owners marital or civil partnership status.

We do not expect there to be any disproportionate impact or discrimination based upon marital or civil partnership status.

All residents regardless of marriage or civil partnership status will benefit from the BID proposals.

Positive		Negative		Neutral impact	X	Unknown Impact	
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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 BID will be run by an independent company, and not the Council. It will attempt to eliminate discrimination, harassment and victimisation where possible.

The WG BID will support the wider regeneration of Wood Green town centre. It has 8 key pledges which will improve the area for all businesses:

1. It will improve the image of Wood Green as a safe but exciting place to be
2. Make sure that Wood Green is seen as the gateway to Alexandra Palace, and the best place to visit before or after, taking advantage of over 3 million visitors annually.
3. Create a strong image of Wood Green, building on its unique assets such as its exciting and growing food offer, local creative talent, hub of consumer technology repair and status as a metropolitan retail centre.
4. It will ensure good working relations between businesses, the police and the Council, to improve prevention of and response to crime.
5. Create a more vibrant, attractive and cleaner environment, particularly at the welcome points around Wood Green and Turnpike Lane underground stations, and the main car parks.
6. It will save businesses money by arranging joint-procurement of business services
7. Work towards delivering a long-term vision for Wood Green as an easily accessible, creative and vibrant metropolitan centre, with attractive and spacious public realm and a strong business mix.
8. Ensure businesses have a voice in key debated such as those around parking restrictions or Crossrail 2.

The WG BID will provide opportunities to foster good relations between different businesses and people by providing a safer and more welcoming Wood Green.

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
No major change to the proposal: 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
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	N
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	Action	Lead officer	Timescale
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protected characteristics are impacted?			
Small businesses	Improved safety, security and prevention of theft will particularly benefit smaller businesses as they usually do not have in house security and do not have enough staff to guard their premises. To improve the image of the area, the BID company will be investing in projects to assist smaller business to improve their services, image and retail offer. The financial benefits gained by smaller business as a result of the BID's branding and marketing initiatives will outweigh the possible impact of their levy contribution.	Javad Ossoulian + BID management Board	One year after the launch of the BID and then reviewed annually
Smaller businesses are more sceptical about a BID. The recent increase in business rates may impact on business support.	In order to address this officers and partners are carrying out additional engagement with small businesses and organising pilot schemes/ demonstration projects to show what benefits the BID will bring (e.g. website/ events/ marketing, greening scheme, staff training and up-skilling, customer services training).	Javad Ossoulian + BID management Board	One year after the launch of the BID and then reviewed annually

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.

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

The Council will recommend that the BID collects equalities data on the businesses in the area on an ongoing basis. A further updated EqIA is recommended once this data is collected.

7. Authorisation

8. Publication

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

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