

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	High Road West Regeneration Scheme
Service area	Regeneration
Officer completing assessment	Clare Askew
Equalities/ HR Advisor	Paul Green, Policy and Equalities Officer
Cabinet meeting date (if applicable)	12 th September 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 High Road West (HRW) Regeneration Scheme (“the Scheme”) has been developed over five years with continuous resident and community consultation and engagement.

The key Cabinet decisions relating to the Scheme have been:

- 16th December 2016- Tottenham Housing Zone Phase 2- North Tottenham
- 15th December 2015 Cabinet Report- High Road West Regeneration Scheme Update and Next Steps
- 16th December 2014 Cabinet Report- High Road West Regeneration Scheme- Masterplan and Next Steps
- 15th July 2014 Cabinet Report- High Road West Regeneration Scheme Consultation.
- 28th November 2013- High Road West Regeneration Project - Master Plan Option Consultation Feedback and Next Steps.

The Scheme will deliver the comprehensive regeneration of the HRW area. The area covers 11 hectares of land including Love Lane Estate, which is south of White Hart Lane, and then extensive light industrial land to the north.

The recommendations within the Cabinet report relate to the disposal of land and the selection of a preferred bidder, who will eventually deliver a range of measures for the identified and surrounding areas. The following have significant equality implications:

- The disposal of housing land
- Over 2,500 high-quality, sustainable homes being built
- At least 750 affordable homes (a net increase of 539) being built
- 191 high quality, replacement homes for council tenants and resident leaseholders which meet resident aspirations as set out in the Resident Charter and will be built to new fire and safety standards
- £10m of funding for social and economic support for both businesses and residents, including a contribution of c.£8m for supporting the Tottenham People Priority overall commitments
- A cutting edge new library and learning centre and a refurbished Grange Community Hub which will provide improved community facilities early in the Scheme
- 143,500sqft of green spaces for the community including a large new linear community park with an outdoor gym, children’s play area and Grange Gardens; a safe, central green space for local people
- A welcoming new civic square which will be an important focus of local events and activities, bringing the community together, promoting cultural activities and enhancing activity and safety at night

- Over 130,000sqft of commercial, retail and leisure space throughout the Scheme providing a wide range of leisure, employment space, shops, cafes and restaurants around a new civic square
- £500k of investment in the town centre and also a £500k fund for events and activities, as well as meanwhile uses which will revitalise the local centre during construction and afterwards
- Over 3,300 construction jobs and more than 500 end-user jobs once the development is complete
- High quality new industrial and maker/artisan space to support businesses from the existing Peacock Industrial Estate.

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?

Protected group	Service users	Staff
Sex	▪ Ward profile data (Census 2011; ONS Indices of Multiple Deprivation) ▪ Tenant and Leaseholder demographic information held by the Council's housing management data system (HfH) and by the HRW Rehousing Team ▪ Haringey JSNA ▪ HaringeyStat, June 2016	N/A
Gender Reassignment	We do not hold this data. The Equality and Human Rights Commission have published a national estimate.	N/A
Age	▪ Ward profile data (Census 2011; ONS Indices of Multiple Deprivation) ▪ Tenant and Leaseholder demographic information held by the Council's housing management data system (HfH) and by the HRW Rehousing Team ▪ Haringey JSNA	N/A
Disability	▪ Ward profile data (Census 2011; ONS Indices of Multiple Deprivation) ▪ Tenant and Leaseholder demographic information held by the Council's housing management data system (HfH) and by the HRW Rehousing Team ▪ Haringey JSNA	N/A

	▪ Mosaic 2015 segmentation, (ESA Mental Health claimants/Depression) ▪ HaringeyStat, June 2016	
Race & Ethnicity	▪ Ward profile data (Census 2011; ONS Indices of Multiple Deprivation); ▪ Tenant and Leaseholder demographic information held by the Council's housing management data system (HfH) and by the HRW Rehousing Team ▪ Haringey JSNA	N/A
Sexual Orientation	▪ ONS Annual Population Data 2016	N/A
Religion or Belief (or No Belief)	▪ Ward profile data (Census 2011; ONS Indices of Multiple Deprivation) ▪ Tenant and Leaseholder demographic information held by the HRW Rehousing Team	N/A
Pregnancy & Maternity	▪ Census; ▪ Data based upon households containing a female parent with a dependent child aged 0-1 years old claiming Housing Benefit or Council Tax Relief, 15/06/2016-14/06/2017. ▪ Tenant and Leaseholder demographic information held by the HRW Rehousing Team	N/A
Marriage and Civil Partnership	▪ Ward profile data (Census 2011; ONS Indices of Multiple Deprivation) ▪ Tenant and Leaseholder demographic information held by the HRW Rehousing Team	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? <i>Explain how you will overcome this within the proposal.</i> <i>Further information on how to do data analysis can be found in the guidance.</i>		
This section will cover two areas: • Demographics of Northumberland Park ward • Wider socio-economic benefits and issues from the HRW area and the Scheme ○ Housing		

- Employment and Business
- Healthier and Safer Communities

Demographics

The Scheme sits within the Northumberland Park Ward. In order to assess the impact of the Scheme, it is important to understand the demographics of the local area to ensure that inequalities are addressed throughout its implementation.

- Sex

The percentage of males in Northumberland Park has increased to 49.8%, the percentage of females has reduced to 50.2%. This is reflective of local and national trends.

There are 1057 lone parent households with dependent children, of which 972 are women. This makes up 92% of all lone parent households being led by a woman, and 8% are led by men. This is 18.8% of all households compared to the borough average of 10.5%.

- 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 not national data collected for this protected characteristic. The Equality and Human Rights Commission estimate that there are between 300,000-500,000 transgender people in the UK¹. We will need to consider the inequalities and discrimination experienced for this protected group. For the purposes of this EqlA, we will use the inclusive term Trans* in order to represent the spectrum of transgender and gender variance.

- Age

0-19 year old profile by ward²

¹ <https://www.equalityhumanrights.com/en/trans-inequalities-reviewed/introduction-review>

² Census 2011

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%
Haringay	13272	853	549	473	488	2363	17.8%

Northumberland Park has the second highest proportion of 0-19 year olds in the borough, and with a particularly high number of 0-4 year olds.

In particular, the 2011 Census found 835 households in Northumberland Park with dependent children and no adult in employment. This is 14.8% of all households and compares with 7.2% for households in Haringey. This is the highest proportion of all Haringey wards. Therefore, not only does the ward have a young population, it also has a disproportionate number of them living in workless households.

Age profile of Haringey by ward³

³ Census 2011

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%

With regards to the wider population, Northumberland Park has the second lowest proportion of 20-64 year olds and third lowest 65+ year olds. This means that Northumberland Park has a young population so the Scheme will have a greater impact on children and young people aged 0-19.

- Disability

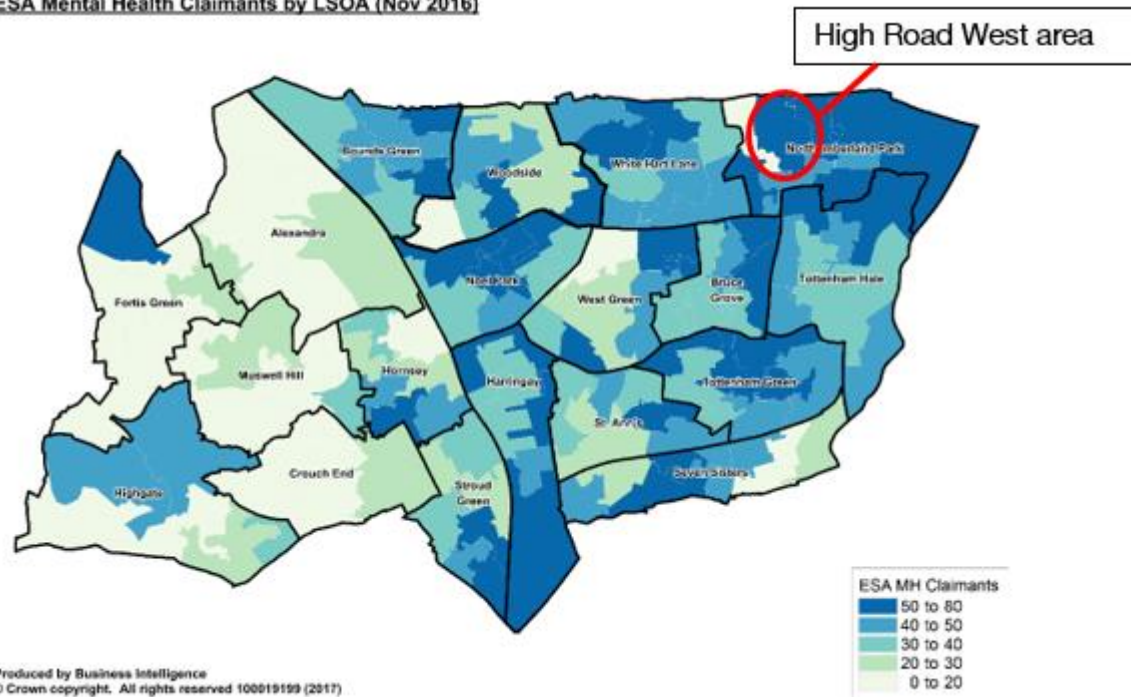
In the 2011 Census, the following was reported in regards to those who experience limitations on day-to-day activities as a result of a disability or disabilities:

Activity level	Northum-berland Park	Haringe y	London	England and Wales
Day-to-day activity limited a lot	8.1%	6.8%	6.7%	8.3%
Day-to-day activity limited a little	8.6%	7.2%	7.4%	9.3%
Day-to-day activity not limited	83.3%	86.0%	85.8%	82.4%
Day-to-day activity limited a lot: Age 16-64	5.0%	3.8%	3.4%	3.6%
Day-to-day activity limited a little: Age 16-64	5.9%	4.6%	4.2%	4.6%
Day-to-day activity not limited: Age 16-64	54.2%	62.4%	61.5%	56.5%

Northumberland Park has proportionally more residents who have impairments that impact on their ability to do day-to-day tasks. In particular, the ward has the highest proportion of residents in Haringey who have impairments which limit their abilities to do day-to-day tasks a little. We are not able to determine the types of disability from this data, but will need to consider the needs of different disabled people, including the type

of reasonable adjustment provided. This includes physical impairments, sensory impairments, mental health issues and Learning Disabilities.

ESA Mental Health Claimants by LSOA (Nov 2016)



Northumberland Park have a disproportionately high level of ESA Mental Health Claimants and therefore people with mental health issues or conditions are likely to be disproportionately impacted by the Scheme.

- Race/Ethnicity⁴

Racial/Ethnic group	Northumberland Park	Haringey	London	England
White; English/Welsh/Scottish/N.Irish/British	16.59%	34.68%	44.89%	79.75%
White Irish	1.66%	2.75%	2.15%	0.98%
White; Gypsy or Irish Traveller	0.12%	0.15%	0.10%	0.10%
White; White Other	20.73%	22.97%	12.65%	4.58%
Mixed; White and Black Caribbean	2.68%	1.90%	1.46%	0.78%
Mixed; White and Black African	1.65%	1.02%	0.80%	0.30%
Mixed; White and Asian	0.92%	1.47%	1.21%	0.63%
Mixed; Other mixed	2.06%	2.10%	1.45%	0.53%
Asian/Asian British; Indian	1.34%	2.33%	6.64%	2.62%
Asian/Asian British; Pakistani	0.51%	0.75%	2.74%	2.10%
Asian/Asian British; Bangladeshi	1.50%	1.73%	2.72%	8.23%
Asian/Asian British; Chinese	0.99%	1.47%	1.52%	0.72%
Asian/Asian British; Other Asian	3.45%	3.19%	4.88%	1.55%
Black African	22.00%	9.04%	7.02%	1.8%
Black Caribbean	13.54%	7.10%	4.22%	1.1%

⁴ Census 2011, rounded to 2 decimal figures

Black Other	4.80%	2.63%	2.08%	0.52%
Other Ethnic group; Arab	0.93%	0.87%	1.30%	0.42%
Other Ethnic group	4.53%	3.85%	2.14%	0.62%

Northumberland Park has a lower proportion of residents who define themselves as White British, compared to Haringey, London and the national average. There are 20.73% defined as 'White Other', which is likely to include East European communities. This is lower than the Haringey average of 22.97% but significantly more than the London and national average. It is likely that this population has also grown since the 2011 census. There are also significant Black African, Caribbean and Black British communities in the ward, and officers know of Turkish communities. This is compared to the borough, London and the national average. Delivering the Scheme will likely impact on these communities disproportionately.

- 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 country.⁵ We will need to ensure that the inequalities and discrimination experienced by LGB people are considered throughout this EqIA.

- Religion⁶

	<i>Northumberland Park</i>	<i>Haringey</i>	<i>London</i>	<i>England and Wales</i>
Christian	50.6%	45.0%	48.4%	59.3%
Buddhist	1.0%	1.1%	1.0%	0.4%
Hindu	1.1%	1.8%	5.0%	1.5%
Jewish	0.2%	3.0%	1.8%	0.5%
Muslim	24.2%	14.2%	12.4%	4.8%
Sikh	0.2%	0.3%	1.5%	0.8%
Other religion	0.3%	0.5%	0.6%	0.4%
No religion	13.2%	25.2%	20.7%	25.1%
Religion not stated	9.2%	8.9%	8.5%	7.2%

Northumberland Park has a comparatively high proportion of Christians, higher than Haringey and London. There is also a larger Muslim population than the rest of Haringey, London and national averages. Consultation processes to develop firm plans for the area will need to have due regard to diversity issues relating to these communities (including how we engage with women in certain communities).

- Pregnancy and maternity

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

⁶ Census 2011

	Births (No.)	Crude Live Birth rate		
	Haringey numbers	Haringey	London	England
2002	3731	17.2	14.7	11.4
2003	3890	17.3	15.0	11.8
2004	4017	17.9	15.4	12.1
2005	4026	17.9	15.6	12.1
2006	4076	18.2	16.1	12.5
2007	4325	19.2	16.7	12.8
2008	4289	19.0	16.6	13.0
2009	4193	18.6	16.7	12.9
2010	4456	19.8	17.0	13.2
2011	4227	16.5	16.2	13.0
2012	4209	16.3	16.2	13.0

Haringey has a higher birth rate compared to London and England. As Northumberland Park has the second highest number of 0-4 year olds in the borough, it is likely that the birth rate is disproportionately higher in Northumberland Park. Based upon total claimant data, the number households where a female has a dependent child aged between 0-1 years old, Northumberland Park has 74 claimants, the second highest ward claimants in the borough⁷

Therefore, the Scheme will need to consider the needs of pregnant women and mothers with young children as they are likely to be disproportionately affected.

- Marriage and civil partnership

In 2011 there were 10 couples in a civil partnership in Northumberland Park. This is compared to 1,651 marriages (which was only available to heterosexual couples at the time). All elements of the Scheme will need to ensure all couples in a civil partnership are treated exactly the same as couples in a marriage.

Wider socio-economic data

Set out below are three themes underpinning the Scheme alongside key data sets and how the development and delivery of the Scheme will impact on key characteristics and actions to mitigate any negative impacts. The three themes that the Scheme will help tackle inequalities are:

- Housing
- Employment and businesses
- Healthier and Safer Communities

Housing

Additional information on data sources:

⁷ Data based upon households containing a female parent with a dependent child aged 0-1 years old claiming Housing Benefit or Council Tax Relief, 15/06/2016-14/06/2017.

Secure Council tenants' information comes from the HRW Rehousing Team database and all lead tenants' data has been recorded. Resident leaseholders' information also comes from the HRW Rehousing Team database and 14 out of 34 tenants' data has been recorded. It should be noted that gathering leaseholder data can be more challenging and so there are more 'unknown' with both the HRW Rehousing Team database, and the Homes for Haringey (HfH) data return for Love Lane. For TA and private tenants, we do not have equality data so rely on the demographics of the estate as a whole which comes from the HfH data return.

The following table outlines the number of residents on the Love Lane Estate directly affected by the Scheme based upon tenure:

TENURE TYPE	NUMBER
secure council tenancies	65
resident leaseholds	31
non-resident leaseholds	45
temporary accommodation tenancies	156

(This is based on number of homes not number of tenants)

Rehousing offer to tenants and leaseholders on Love Lane

At the same time as agreeing the Masterplan, the Cabinet agreed the resident guides, which set out the Council's rehousing commitments to the Love Lane residents. The commitments outlined in the guides, predate the existing and draft for consultation Estate Renewal Rehousing and Payments Policy ("ERRP") documents. The commitments within the guides, however, meet and in some areas exceed the commitments within the ERRP. The commitments within the tenant guides included the following:

- All secure Council Tenants will:
 - Be offered a new home in the redevelopment area, with the aim of one move only;
 - Continue to pay a social rent;
 - Be offered a new home to meet their housing need- to tackle overcrowding and under-occupancy;
 - Be able to move to a council tenancy elsewhere in the Borough if they wish;
 - Be given Home Loss compensation and have the costs of the move paid;
 - Be able to under-occupy by one bedroom if they are currently under occupying their property;
 - Have a dedicated Rehousing Officer;
- All resident leaseholders will:
 - Be offered market value for their home;
 - Be offered 10% of the market value as home loss compensation;
 - Be offered the opportunity to purchase a shared equity or shared ownership home in the new redevelopment;
 - Be compensated for legal, valuation and reasonable costs;
 - Have a dedicated Rehousing Officer.

- All private Tenants will:
 - Be offered timely re-housing advice so that they are aware of all of their options.

In addition to the above, following the selection of the preferred bidder the Council will be working with resident leaseholders living on the Love Lane Estate to provide more detail on the leaseholder offer. This will include determining the minimum equity share percentage which resident leaseholders will need to contribute towards the acquisition of a new property in the development area. The Council will undertake a 6-week consultation with leaseholders on the offer the results of which will be considered at Cabinet later in the year. Furthermore, the Council will review each case on its merits to provide the most suitable housing offer that the resident can afford. This will ensure that residents whose financial circumstances have changed will be able to be adequately rehoused within the regeneration area.

The Council will also be working with residents to understand the level of service they require in the replacement homes and the service charge. This is to ensure that the services meet residents' aspirations and are affordable. In developing the leaseholder offer and estate management plan with the preferred bidder, due regard to the Public Sector Equality Duty will need to be made.

Significant progress has been made with the rehousing of Love Lane residents, since the rehousing process commenced in December 2014. The Council has established a successful and effective Rehousing Team that offers residents much more than rehousing advice (which includes the need to move close to existing neighbours and support networks, the need to be rehoused near to schools or childcare facilities, the need to be near familiar shops and services).

The team offer support to residents, identify needs and vulnerabilities and sign post or refer residents to ensure they receive the support and services they require. They also complete a post-move visit to check-up with all residents to ensure they have settled into their new homes and to see if they have any concerns that can be addressed. If a resident is having adjustment problems, the Rehousing Officer will allocate additional support for them. The Scheme aims to ensure that disruption is minimised by offering residents one move only where possible.

- **Sex**

On the Love Lane Estate, 53% of secure council tenants are female and 47% are male, which is roughly representative of the population of the ward. For resident leaseholders, 29% are female, 12% are male and 59% are unknown. The estate wide demographic information, for tenants 68.3% female and 31.3% male and for leaseholders 24.1% female, 61.4% male and 14.5% unknown. In TA, women tend to be more vulnerable to becoming homeless and are therefore more likely to use TA.

There are 11 known single parents amongst the secure tenants and leaseholders, which are likely to be women are significantly more likely to be heads of single parent households. This is also likely to be the case amongst temporary accommodation tenancies as there are a disproportionate number of single parent households in Northumberland Park, and this is likely to be represented on the Love Lane Estate.

The Scheme will impact on women and female led single parent households, including those in temporary accommodation, as being rehoused causes disruption and impacts on day-to-day living. There is the potential of an increase in the service charge but should this occur, due regard to the Public Sector Equality Duty will need to be made.

The Council will continue to mitigate the negative impacts of moving, through the dedicated Rehousing Team working on the Estate.

The Scheme will provide the Council an opportunity to build 2500 new homes, including 145 replacement social units and 45 shared equity units. Along with other regeneration schemes, this will help reduce the pressure on the availability of housing which will contribute to reducing those in temporary accommodation, which women are disproportionately represented.

Men are disproportionately represented amongst leaseholders (although the data is partial) and therefore will be impacted by the decision. The Council will need to acquire all leasehold properties and will need to support resident leaseholders in accessing a new home as set out above.

- **Gender Reassignment**

We do not have data on the number of Trans* tenants or leaseholders on the estate.

We do not envisage a disproportionate impact as a result of the rehousing process for this protected group. There may be a cohort of young Trans* people in temporary accommodation because they can be vulnerable to homelessness. This will be considered when information is provided to TA tenants about rehousing.

We are aware that Trans* people can experience discrimination and harassment and will therefore ensure equality policies are followed to minimise this occurring.

- **Age**

age range	secure council		resident leaseholders		HRW output		Northumberland Park ward	
	tenants				areas			
	total	%	total	%	total	%	total	%
0-4	no data	0.0%	no data	0.0%	22	10.3%	1,333	9.2%
5-7	no data	0.0%	no data	0.0%	12	5.6%	752	5.2%
8-9	no data	0.0%	no data	0.0%	5	2.3%	448	3.1%
10-14	no data	0.0%	no data	0.0%	8	3.7%	1,127	7.8%
15	no data	0.0%	no data	0.0%	1	0.5%	242	1.7%
16-17	no data	0.0%	no data	0.0%	0	0%	431	3%
18-19	no data	0.0%	no data	0.0%	9	4.2%	393	2.7%
20-24	no data	0.0%	no data	0.0%	24	11.2%	993	6.9%
25-29	3	4.3%	0	0.0%	17	7.9%	1,166	8.1%
30-34	3	4.3%	2	5.9%	50	23.4%	3,604	25%
35-39	3	4.3%	1	2.9%				
40-44	12	17.1%	2	5.9%				
45-49	8	11.4%	0	0.0%				
50-54	14	20.0%	1	2.9%	41	19.2%	2,344	16.2%
55-59	5	7.1%	3	8.8%				

60-64	6	8.6%	2	5.9%	7	3.3%	458	3.2%
65-69	4	5.7%	2	5.9%	15	7%	650	4.5%
70-74	4	5.7%	0	0.0%				
75-79	6	8.6%	0	0.0%	3	1.4%	375	2.6%
80-84	2	2.9%	0	0.0%				
85-89	0	0.0%	1	2.9%	0	0%	65	0.5%
90+	0	0.0%	0	0.0%	0	0%	48	0.3%
Unknown	0	0.0%	20	58.8%	0	0.0%	0	0.0%
Grand Total	70	100.00%	34	100.00%	214	100.00%	14429	100.00%

This data does not represent children and young people for Love Lane residents up to the age of 19 years old because they do not hold the tenancies themselves. However, we expect a large proportion of the 20-64-year old age groups to have children because, as outlined above, Northumberland Park has a comparatively younger population. In addition to this, there is a disproportionate number of female headed lone parent families.

The Council does not hold information relating to the age of leaseholders, but we expect them to be older, because they have had more opportunities to purchase properties and obtain private financial support in doing so. The Council will mitigate the impact of acquiring resident leaseholders' homes with the measures outlines above.

There is also an over representation of 40-64 year olds in the secure tenants' population and therefore will be impacted by the rehousing. Through the rehousing needs assessment process, we will ensure the needs of families and housing needs of different age groups are considered. If residents want more services in the new homes, there could be an increase in the service charge but the Council will be engaging residents on service charges before these are set. Should service charges increase, due regard to the PSED will need to be made.

Based upon the data collected from the High Road West Rehousing Team, 9 households require extra bedrooms and is likely to be for additional children. The Council will be able to provide additional housing as the Scheme will provide 2500 additional houses including 145 replacement social housing units which will meet residents' needs.

- **Disability**

disability	Secure Council		Resident Leaseholders	
	total	percentage	total	percentage
mental health	5	6.41%	0	0.00%
physical	19	24.36%	2	5.88%
unknown	3	3.85%	20	58.82%
none	51	65.38%	12	35.29%

The data in the table above is taken from Rehousing Officers' needs assessments of the disability of a tenant (the HRW Rehousing Team database), primarily in order to check whether there was a requirement for an occupational therapy assessment (in order to then make alterations to a new home). This means that there has been a focus on physical

disabilities in order to make sufficient adaptations and should explain why there is a larger than expected proportion of residents with a physical disability according to this data set.

We are aware that Northumberland Park Ward has a disproportionately high level of people with some form of limiting impairment or disability. This includes people with mental health issues or conditions, and is likely to be represented on the Estate.

Rehousing can be disruptive for all people, but particularly disabled people. There may be issues in regards to packing and unpacking for people with physical disabilities and there may be a need to ensure that the new homes are adapted to meet particular needs.

People with learning disabilities or sensory impairments may be reliant on fixed paths and routines which may be disrupted by being rehoused. In addition, those with mental health conditions or issues could experience anxiety or stress as a result of being rehoused. There is the potential of an increase in the service charge but should this occur, due regard to the Public Sector Equality Duty will need to be made.

The Council will continue to mitigate the negative impacts of moving, through the dedicated Rehousing Team working on the Estate. Dedicated Rehousing Officers undertake a needs assessment which considers the needs of every household effected, including those related to disabilities and support residents through every step of the move process. Rehousing Officers refer individuals needing adaptations to Occupational Therapy (OT) assessments and consideration whether disabled tenants need to be rehoused near to existing support networks and or neighbours. The Scheme also aims to ensure that households will only move once, thereby reducing the impact of more than one move.

- **Race and Ethnicity**

The ethnic profile tenants roughly reflect the population of Northumberland Park, although there is a slightly disproportionate number of White Other.

ethnicity	council		resident leaseholders		Northumberland Park ward	
	total	percentage	total	percentage	total	percentage
Asian	3	3.85%	1	2.94%	1,124	8%
black	32	41.03%	4	11.76%	5,821	40%
White British/ Irish/ Gypsy	11	14.10%	2	5.88%	2,651	18%
White Other	19	24.36%	7	20.59%	2,991	21%
Mixed	no data	0.00%	no data	0.00%	1,055	7%
Other	no data	0.00%	no data	0.00%	787	5%
Unknown	13	16.67%	20	58.82%	0	0%
Grand Total	78	100.00%	34	100.00%	14429	100%

We expect that this trend would also apply to leaseholders, as 58.82% of leaseholders' have not disclosed their ethnicity so we are unable to determine this. We will assume that within the temporary accommodation population, there will be a large proportion of residents of BAME communities.

language severity	barrier	secure council and resident leaseholder tenants
none		55
low/ moderate		3
severe		17

Based upon feedback from Rehousing Officers, there are particular needs for translation and interpretation services. The data above shows that language barrier, specifically with a large Turkish-speaking population, could be a barrier for us to communicate effectively with Love Lane residents, and this is likely to be the case for many impacted by this decision. We will continue to use translation and interpretation services when appropriate to ensure communication is maximised and appropriate housing is provided.

There is the potential of an increase in the service charge but should this occur, due regard to the Public Sector Equality Duty will need to be made. There is also the potential that BAME households will be rehoused away from their communities.

The Council will continue to mitigate the negative impacts of moving, through the dedicated Rehousing Team working on the Estate which considers links to cultural ties in the local area in the move process.

The Scheme will provide the Council an opportunity to build 2500 new homes, including 145 replacement social units and 45 shared equity units. Along with other regeneration schemes, this will help reduce the pressure on the availability of housing which will contribute to reducing those in temporary accommodation, which BAME communities are likely to be disproportionately represented.

- **Sexual Orientation**

We do not have data on the sexual orientation of tenants and leaseholders on the estate.

We do not envisage a disproportionate impact as a result of the rehousing process on this protected group. There may be a cohort of young LGB people in temporary accommodation because they can be vulnerable to homelessness. This will be considered by the Rehousing Officers as part of the needs assessment process when relevant.

We are aware that LGB people can experience discrimination and harassment and will therefore ensure equality policies are followed to minimise this occurring, including treating a same sex couple, whether cohabitating, married or civil partnered, the same as a heterosexual couple.

- **Religion and Faith**

The data below is from the HRW Rehousing Team Database, from assessments by the Rehousing Officers.

religion	Secure Council tenants		Resident Leaseholders	
	total	percentage	total	percentage
Christian	6	7.69%	7	20.59%
Muslim	5	6.41%	6	17.65%
none or prefer not to say	2	2.56%	1	2.94%
unknown	65	83.33%	20	58.82%
Grand Total	78	100.00%	34	100.00%

With secure Council tenants, the number of unknowns regarding religion. For resident leaseholders we can see that there are a significant proportion who are Christian or Catholic, but this is in line with the ward and Borough profile of circa 50%. Otherwise the religious profile of the HRW residents is in line with the ward.

For all Love Lane Council tenants, which will include TA residents, 9.1% are Christian, 5.3% are Muslim but for 79.8% their religion isn't known. Rehousing individuals and families could have impact on access to local religious places of worship. However, Rehousing Officers consider this as part of their needs assessment where required. It is also the case that the choice-based lettings system allows residents to choose whether to bid on properties, therefore they can choose to bid on properties which have close proximity to their place of worship.

- **Pregnancy and Maternity**

Only one resident is known to be pregnant at present, and we expect more to be in temporary accommodation. However, due to the nature of this protected characteristic, this could change over the course of the Scheme.

This decision will impact on women and female led single parent households, including those in temporary accommodation, as being rehoused causes disruption and impacts on day-to-day living.

The Council will continue to mitigate the negative impacts of moving, through the dedicated Rehousing Team working on the Estate. Dedicated Rehousing Officers undertake a needs assessment which considers the needs of every house hold effected, including child care and any health needs and support residents through every step of the move process. The Scheme aims to ensure that households will only move once, thereby reducing the impact of more than one move. The Council has already introduced a midwifery support service for tenants and leaseholders on the estate, which have supported over 160 women with housing, feeding and language support. There will also be a new childcare facility which will benefit all parents, particularly single mothers.

The Scheme will provide the Council an opportunity to build 2500 new homes, including 145 replacement social units and 45 shared equity units. Along with other regeneration Schemes, this will help reduce the pressure on the availability of housing which will contribute to reducing those in temporary accommodation.

- **Marriage and Civil Partnership Status**

civil status	secure council tenants and resident leaseholders	
	total	percentage
married	26	28.26%
un-married	57	61.96%
unknown	9	9.78%

Of the secure Council tenants and resident leaseholders, there are no tenants in a civil partnership. Should it be established that there are any, they will be treated the same as a married couple.

A) Employment and Businesses

- **Employment**

Employment and unemployment⁸

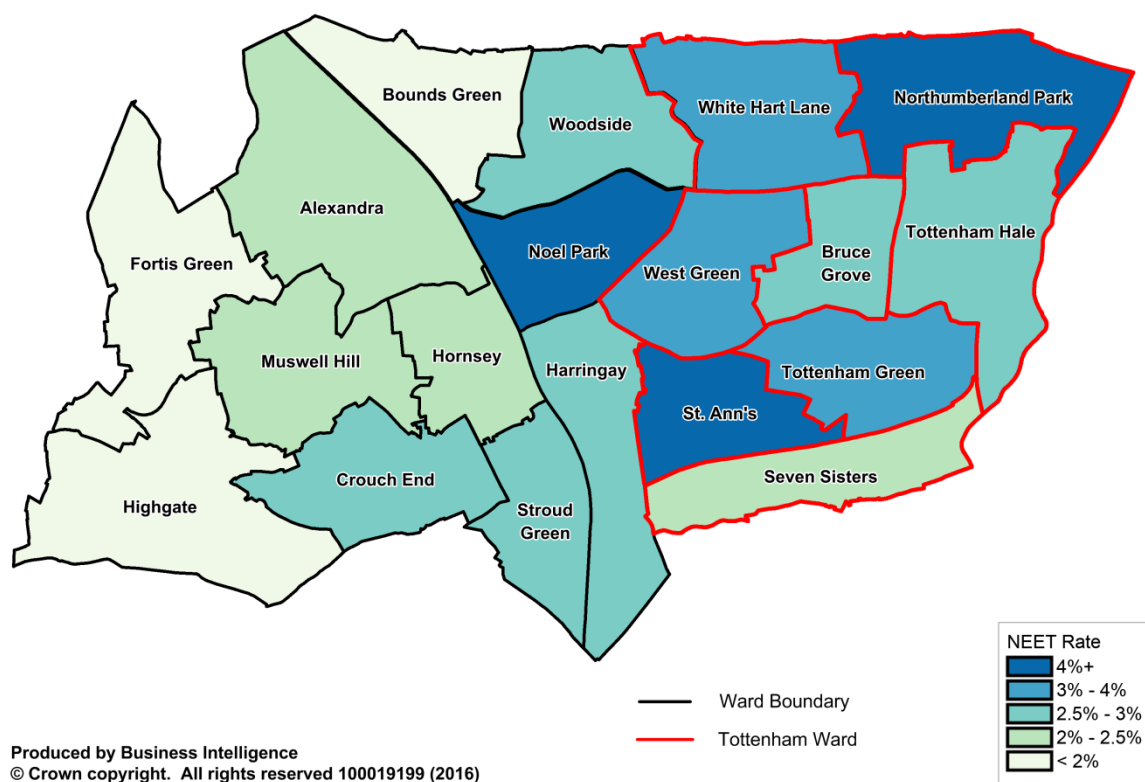
	Northumberland Park	Haringey	England and Wales
Economic Active	65.1%	75.2%	76.8%
Males	71.7%	80.1%	82.0%
Females	58.7%	70.2%	71.7%
In Employment	52.3%	67.5%	71.0%
Males	56.8%	71.6%	75.1%
Females	48.0%	63.5%	66.9%
Unemployment	19.6%	10.2%	7.6%
Males	20.8%	10.6%	7.6%
Females	18.2%	9.7%	6.8%

As demonstrated above using the Census data, Northumberland Park residents are significantly less likely to be economically active (65.1% compared to 75.2% for the borough) or in employment (52.3% compared to 67.5% for the borough average)⁹.

There is a particular inequality experienced by women with women less likely to be economically active (58.7% compared to 71.7% for men) and less likely to be in employment (48% of women in Northumberland Park are in employment while 56.8% of men are in employment). Based upon the data in the demographics section, this is likely to include a disproportionate number of lone parent households headed by women.

Proportion of 16-17 year olds Not in Employment, Education or Training (NEETs) by Ward as at December 2015

⁸ Census 2011



Northumberland Park has some of the highest level of NEETs in the borough. This is likely to reflect the younger population that live in Northumberland Park. In addition to this, it is likely to be an inequality that is experienced by particular BAME communities who live in the borough, as well as disabled people and people of different religions or faiths as identified in the demographics section.

To overcome these inequalities, the Scheme will help tackle this by providing £10m of funding for social and economic support for both businesses and residents, including a contribution of around £8m for supporting the Tottenham People Priority overall commitments. Over 3,300 construction jobs and 500 end user jobs are likely to be created as well as a library and learning centre developed. These are likely to benefit the groups which experience unemployment and deprivation.

Consideration will be needed to ensure that any Schemes are fully accessible to these groups, such as offering reasonable adjustments for disabled people, and support groups vulnerable to unemployment access support.

- **Businesses**

We do not have equalities information for the individual business owners but we do have a profile of the business typologies that will be directly and indirectly impacted by the proposals according to the current proposed masterplan and phasing. This could have an impact on different communities who are service users or customers of the businesses impacted.

Directly affected:

- 731-757 Tottenham High Road (odds) = retail e.g. fast food, beauty salon...
- 759 Tottenham High Road = GP practice.
- 6-18 White Hart Lane (evens) = retail e.g. tattooist, café.
- Peacock Industrial Estate = automotive and service e.g. mechanic, scrap, repairs, vehicle rental, glazing, textile, steelworks...
- Carbery Enterprise Park = service e.g. electrician, recruitment...
- Chapel Place = services e.g. banking, church...

Indirectly affected:

- 767-859 Tottenham High Road (odds) = retail e.g. hairdresser, fast food restaurant and takeaway, mini-market...
- Surrounding area e.g. White Hart Lane, Park Lane = retail e.g. newsagents, restaurant

As the Council does not hold equalities information for these businesses it is unable to determine the equalities impacts on businesses. However, the Council will be seeking to secure further equalities information through engagement with businesses and will seek to identify mitigation measures if any equalities impacts are identified. These mitigation measures will build on the measures already outlined in the High Road West Business Charter, which includes giving businesses a fair and equitable valuation and compensation process, providing a dedicated contact and business support and advice. The Scheme will also be providing new, high quality commercial space within the Scheme which will allow some businesses to relocate within the area.

Age:

If businesses move from the area, there could be a short term impact on people job opportunities in the local area. In the longer term, the Scheme will help generate jobs through economic development. This may specifically help younger people who are more likely to experience unemployment in the local area.

There may also be an impact on young people and older people who work within the businesses which need to be relocated. The Council will seek mitigate this impact by supporting the business to relocate and by supporting the businesses to respond to their employee's needs, where suitable.

There are also public functions which could be impacted, such as the use of the GP practice, which may be used by older people and children and young people disproportionately. The Council will try and ensure that this remains in the local area to minimise the disruption.

The Grace Centre will also be relocated, which is used by older people. Consideration will be needed to ensure that it is done so in an accessible place.

Disability:

If local businesses move, this could impact on some disabled people not being able to access goods and services as accessibly and locally as before.

There may also be an impact on disabled people who work within the businesses which need to be relocated. The Council will seek mitigate this impact by supporting the business to relocate and by supporting the businesses to respond to their employee's needs, where suitable.

There are also public functions which could be impacted, such as the use of the GP practice, which is likely to be used more by disabled people. The Council will try and ensure that this remains in the local area to minimise the disruption and remains accessible place.

Race and Ethnicity:

Some businesses are intended to serve particular racial and ethnic communities such as the Turkish community or the East European community. It is likely that business owners will reflect the ethnicities of the local community. These businesses provide a cultural and social hub for these communities as well as opportunities for other communities to embrace cultural diversity, thereby fostering good relations between different communities.

There may be some impact on particular ethnicities who work within the businesses which need to be relocated. The Council will seek mitigate this impact by supporting the business to relocate and by supporting the businesses to respond to their employee's needs, where suitable.

Religion and Faith:

Similar to race and ethnicity, some businesses serve a particular religious community. There are halal butchers that cater for Muslims and a banqueting hall that provides the space and services for very large religious ceremonies. If these are relocated or even closed, those communities' needs must be considered.

There is a Church in Chapel Place and this will be protected by the Scheme and its surroundings improved with higher quality public realm.

There may be some impact on particular religious or faith groups who work within the businesses which need to be relocated. The Council will seek mitigate this impact by supporting the business to relocate and by supporting the businesses to respond to their employee's needs, where suitable.

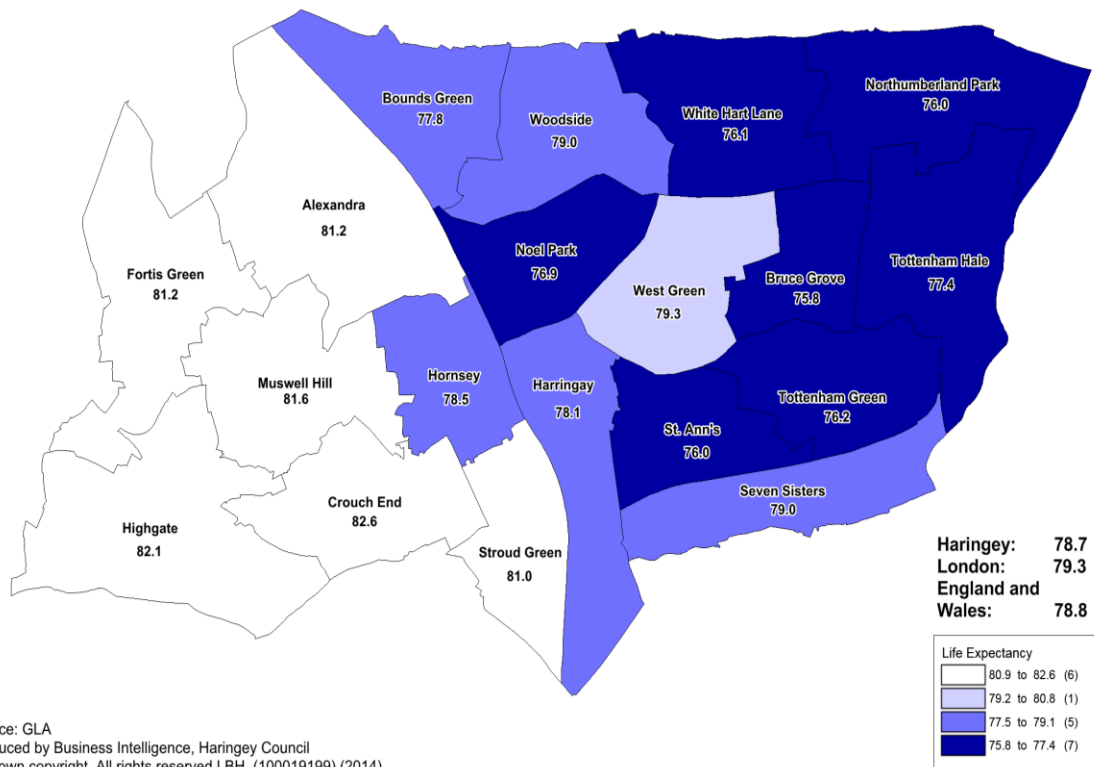
Sex/Pregnancy and Maternity:

The GP practice will be used by pregnant women and mothers and the Council will try and ensure remains in the local area to minimise the disruption.

For sexual orientation, gender reassignment and marriage and civil partnership status, we do not envisage a disproportionate impact based upon these protected groups

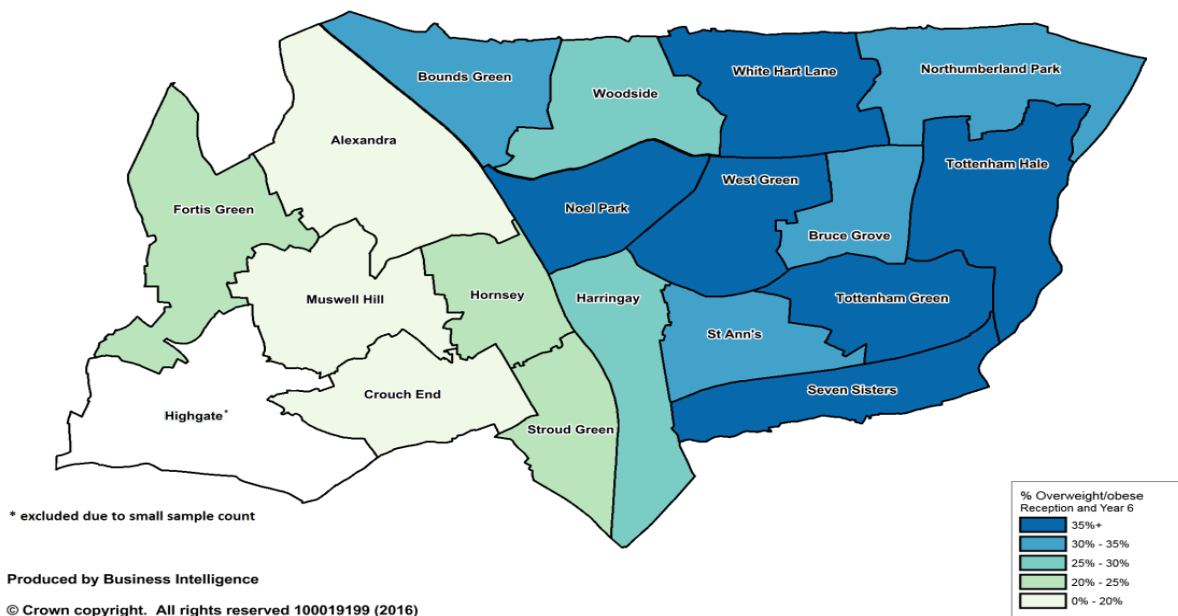
B) Healthier and Safer Communities

- Health



Haringey has a lower life expectancy (78.7 years) than the rest of London (79.3 years) and England and Wales (78.8 years). However, there is a significant difference between the east of the borough to the west of the borough, where there is greater social deprivation and greater ethnic diversity. We therefore expect that there is an inequality for BAME communities living in the east of the borough, in particular Northumberland Park.

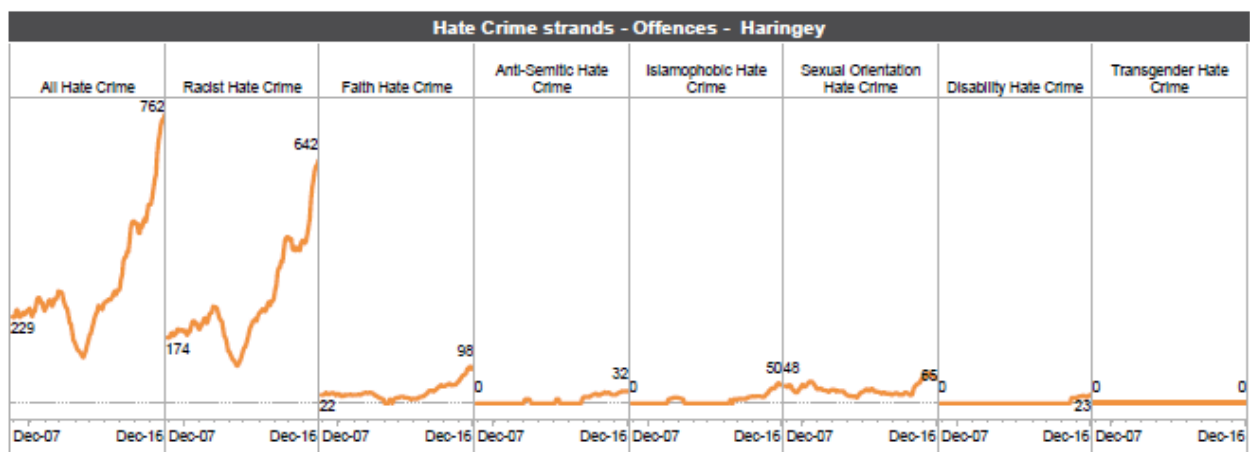
National Child Weight Measurement Programme 2015/16
Haringey Reception and Year 6 Students



A year 6 child living in the east is 2.5 times more likely to be overweight or obese than a peer living in the west. Due to the ethnic profile of the Borough, we therefore expect for particular BAME communities to be more likely to experience childhood obesity, therefore creating wider health inequalities as they get older. Northumberland Park has one of the higher rates of childhood obesity in the borough.

By providing green, open and welcoming spaces, with facilities for play and a community outdoor gym, we will help tackle local health inequalities.

- **Community Safety**



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 streets 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 Northumberland Park ward level data on hate crime, nor the Love Lane Estate level.

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

There has been extensive consultation and engagement with all stakeholders regarding the regeneration proposals for High Road West over the past 5 years. Further information regarding the engagement and consultation can be found at Appendix 9 of the main Cabinet report, including methods of engagement and key stakeholders.

The key consultations and engagement activities are summarised below:

High Road West Masterplan options consultation

The 'High Road West Masterplan Options' consultation took place between April and June 2013. The consultation sought the community's views on the council's proposal for the High Road West area. This included seeking views on the Council's proposal to move White Hart Lane Station south and create a new open space linking the High Road and three masterplan options which showed varying levels of change and development in the High Road West area. The consultation included extensive engagement with stakeholders through drop in sessions, one-to-one meetings, door knocking and briefing sessions. Both qualitative and quantitative feedback was received as part of the consultation. Over 435 feedback forms were received as part of this consultation. The feedback was considered at Cabinet on 28th November 2013.

High Road West Regeneration Proposals Consultation/s105 consultation

Between the 13th September and the 25th October 2014 the Council and Arup undertook a 6-week consultation on the High Road West Regeneration proposals. For secure Council tenants living on the Love Lane Estate this consultation process was a statutory consultation process which met the Council's statutory duty to consult under s105 of the Housing Act 1985. During the consultation the Council sought the local communities' views on the following documents:

- The High Road West Masterplan Framework- the final Masterplan for the High Road West area, developed by Arup and the Council through consultation with the community
- The proposals for White Hart Lane Station- the proposals developed by architects Landolt+Brown which develop plans for the station, arches and public realm
- The Tenant, Leaseholder and Private Tenant Guides- guides which set out assurances regarding rehousing and compensation, which will be applicable for residents living on the Love Lane Estate if the High Road West Masterplan is agreed
- The Business Charter- a charter setting out commitments to businesses which will be applicable if the High Road West Masterplan is agreed
- The High Road West Masterplan Framework Equalities Impact Assessment- an assessment of the impact of the Masterplan on the protected characteristics within the High Road West area.
- Ambrose and Mallory Court Draft Local Lettings Policy- a policy setting out the council's proposals on how 30 properties will be allocated, prioritising secure council tenants living on the Love Lane Estate.

301 responses were received as part of this consultation. The feedback was considered at Cabinet on 16th December 2014.

Resident Design Panel and Resident Design Guide engagement

Throughout 2015 and 2016, the Council worked with residents and the Independent Tenant and Leaseholder Advisor ("ITLA") for the Love Lane Estate, to create a Resident Design Panel, as was agreed in the Love Lane Resident Charter. The purpose of the Design Panel was to involve residents in all design aspects of the High Road West Regeneration Scheme and the resulting panel is diverse which reflects the residents.

After an extensive programme of community consultation and research undertaken by the Resident Design Panel facilitated by the ITLA and Council officers, which included; visits to other estate regeneration Schemes, specialist training in design from the Design Council/CABE and dedicated workshops in key areas, such as housing and community facilities, the Resident Design Panel produced the High Road West Resident Design Guide.

To ensure that residents' aspirations for the area were clear to Bidders from the outset, during the High Road West procurement process to select a development partner, the Design Guide was sent to Bidders early in the procurement process- allowing Bidders to use the Design Guide to shape their proposals. As the residents have written within the document, the Resident Design Guide "exemplifies good practice in engaging a community over a sustained period on the key design issues facing any housing regeneration Scheme.

Resident Procurement Team

In 2016 members of the Resident Design Panel were elected (by other members of the Panel) to form the Love Lane Resident Procurement Panel. These members have been involved throughout the duration of the procurement process. They have met with the bidders at each stage and have provided critical feedback on their proposals.

Businesses

The Council engaged with businesses throughout the development of the High Road West Masterplan. As a result of this work and alongside the approval of the Masterplan, the Council committed to a Business Charter, which set out the following commitments in accordance with feedback from the businesses:

- ensure businesses are able to participate in the regeneration proposals and are fully supported throughout the process,
- enable businesses to remain as viable as possible during the planning period and the subsequent regeneration, to enable individual traders to exercise real choice regarding their current and future options,
- a fair and equitable valuation and compensation process,
- endeavouring to keep the businesses and jobs within the area, or within the borough.

The Council has continued to engage with businesses on both an informal and formal basis throughout the procurement, with specific engagement events and activities focussed on projects such as the Tottenham Heritage Initiative, which is investing £2.25m to provide new frontages and business support for businesses in the North Tottenham Conservation Area and White Hart Lane station and public realm work engagement. Businesses have been provided with regular updates through newsletters, had access to training opportunities through the Council and in co-ordination with its partners and have had access to professional advice through the Business Property Manager.

The Council has recently employed the services of Retail Revival who have a successful reputation in supporting and developing businesses. They will be helping to ensure that the Council has the capacity to meet the commitments in the Residents' Charter while also helping to reinforce the economic sustainability of individual businesses and the local centre as a whole. Working with the Tottenham Traders Partnership, they will be providing training, business development advice, including access to a small grants pot, addressing vacant premises through, for instance, use of meanwhile activities from the local area and beyond and advising on initiatives which will address specific issues such as the temporary departure of Tottenham Hotspur Football Club and employment requirements in the local area.

Consultation on ownership and management of the replacement homes

Between the 27th March 2017 and the 5th May 2017 the Council undertook another statutory consultation pursuant to section 105 of the Housing Act 1985 with secure council tenants living on the Love Lane Estate to seek their views on the ownership and management of the replacement homes. At the same time the Council undertook a consultation with resident leaseholders on the principles of the shared equity offer and their views on the ownership and management.

The purpose of the consultation was to use the feedback to inform the ongoing dialogue with the three bidders involved in the procurement process to select a development partner and to help the Council's Cabinet make a decision on the ownership of the 191 replacement homes.

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 consultation and engagement which has been undertaken over the past five years has been instrumental in developing the proposals for the Scheme.

The previous Cabinet decisions and the accompanying Equalities Impact Assessments relating to the Scheme demonstrate how this engagement and consultation has shaped the proposals, particularly the Cabinet decisions below:

Cabinet Decision	How consultation and engagement shaped the proposal
28 th November 2013- High Road West Regeneration Project – Master Plan Option Consultation Feedback and Next Steps.	This consultation demonstrated that there was considerable support for comprehensive regeneration across the High Road West area and that residents wanted new homes, more jobs, new community facilities and a wider variety of shops and businesses. It also demonstrated that businesses affected by the Scheme were not supportive of the requirement to be relocated. Following the feedback from this consultation the Council's Cabinet agreed to develop a comprehensive masterplan for the High Road West area.
15 th July 2014 Cabinet Report- High Road West Regeneration Scheme Consultation.	This decision agreed the consultation and engagement approach for comprehensive change in HRW. This included the continued development of the HRW Residents' Charter and the HRW Business Charter through workshops and one-to-one meetings with residents and businesses to set out their concerns, priorities and aspirations.
16 th December 2014 Cabinet Report- High Road West Regeneration Scheme- Masterplan and Next Steps	The qualitative and quantitative data from this consultation has shown that there is substantial support from the local community for the principles within the High Road West Masterplan Framework. The quantitative data demonstrated that all of the Masterplan principles received at least 60% support from the local community and 18 of the 29 Masterplan principles received at least 70% support or over. The qualitative data demonstrated that the most common written theme was 'Support for the regeneration proposals' This significant support for the Masterplan principles was a reflection of the fact that the Masterplan has

	emerged and been developed through two years of consultation and engagement with the local community. There was however, still opposition to the regeneration proposals predominantly from residents in the wider area and from affected local businesses. Following the feedback from this consultation the Council's Cabinet agreed the High Road West Masterplan Framework, Resident Guides, Resident and Business Charters and agreed to commence the rehousing process on the Love Lane Estate. The consultation also fed into the equalities Impact assessment which accompanied this Cabinet decision.	
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Consultation on ownership and management of the replacement homes

The feedback from the most recent consultation undertaken between the 27th March 2017 and the 5th May 2017 on the Love Lane Estate is detailed in Appendix 6 to the main Cabinet report.

A summary of the findings is detailed below:

- The feedback from secure council tenants demonstrated which statutory rights, tenancy terms and services are most important to them, this has included protecting rent levels, having secure parking and having CCTV.
- The feedback from resident leaseholders has shown that they agree and or strongly agree with the principles the Council has developed for the shared equity homes and has shown that efficient and quality cleaning and refuse is the most important service to them.
- There is clear feedback from both secure council tenants and resident leaseholders that they would prefer the council to own the replacement housing built as part of the Scheme.
- The consultation has confirmed that the management and maintenance services and corresponding service charge is a major concern for residents. We will therefore, ensure that there is ongoing engagement with residents about this as the proposals are detailed by the development partner.
- The consultation has also confirmed that resident leaseholders are concerned about the equity share they will be required to own and the ability for this to be bought or gifted over time.

The recommendation for the Council to own the replacement homes within the regeneration area, will be a significant step in addressing the issues and concerns raised during this consultation in relationship to ownership and management.

The Council will also be working closely with Love Lane residents to further develop the proposals and address their specific concerns as the projects evolves, this includes engaging residents on the level of services and service charge in the new Scheme, working

with resident leaseholders to further develop the detailed leaseholder offer and the details of the shared equity arrangement.

As the Scheme moves into delivery the Council will continue to use the successful engagement and consultation methods it has employed to date to engage the community to ensure the detailed proposals meet the communities' needs. It will also have a greater focus on engaging business and developing further detail relating to equalities.

Full consideration will be needed to ensure that all persons with protected characteristics take part in the future consultation and engagement involved in delivering the HRW Scheme.

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

Below summarises the impact on sex of the Scheme:

Women and girls:

Women are over represented as tenants on the Love Lane Estate and there will be positive and negative impacts for people with this characteristic:

- A short term negative impact of rehousing which will be mitigated through the rehousing process outlined in the data analysis section (consideration will be given if a woman is pregnant, consideration will be given to childcare, schooling needs and the need to be rehoused near to existing support networks).
- A short term negative impact of rehousing TA which are more likely to be women will be mitigated with timely re-housing advice so that they are aware of all of their options.
- An unknown impact from moving the GP which women are more likely to need to use which will be mitigated by moving it nearby or within the Scheme if possible.
- A positive impact from a safer public realm which may reduce violence against women and girls.
- A long term positive impact from a renovated Grange Community Hub which will continue to deliver community services such a weekly midwife surgery to help mothers with needs such as help with feeding, housing, English as a second language and childcare.
- A positive impact from a new house of the appropriate size will reduce overcrowding which is more likely to affect single mothers.
- A long term positive impact from delivering the Scheme with a new nurse facility, with reduced rates for low income families.

Men and boys:

Male leaseholders are over represented in those impacted by rehousing there will be positive and negative impacts for people with this characteristic:

- A short term negative impact of rehousing which will be mitigated by the continued co-development of the leaseholder offer with residents.
- A positive impact in the longer term from a healthy public realm for men and boys who are more likely to have a mental health issue or condition, single men from BAME communities are particularly vulnerable.

The Scheme will provide longer term positive impacts for the 'Sex' protected characteristic. This includes 2500 more houses to tackle the demand for housing, employment opportunities and a healthier and safer public realm. In developing these benefits, consideration will be needed to ensure discrimination does not occur and equality of opportunity is advanced.

Positive	X	Negative	X	Neutral impact		Unknown Impact	X
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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 in the EqIA.

People who are Trans* will benefit from an increasingly safe public realm 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 Scheme.

Positive	X	Negative		Neutral impact		Unknown Impact	
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3. Age

Below summarises the impact on age of the Scheme:

Children and young people:

Residents of the High Road West area have a comparatively young population. There are also a disproportionate number of 16-17 year old NEETs in Northumberland Park and the ward has one of the highest rates of childhood obesity in the borough. There will be positive and negative impacts for people with this characteristic:

- A short term negative impact of rehousing which will be mitigated through the rehousing process outlined in the data analysis section (consideration will be given to preventing overcrowding, childcare and schooling needs).
- A positive impact through the creation of new jobs and delivery high quality new community facilities, such as the Library and Learning Centre which will help develop skills. There will also be bespoke programmes and projects for 'young leaders' aimed at providing volunteering, training and work experience opportunities for 16-18-year-old NEETs.

- A long term positive impact for overweight children of increased opportunities for physical activity, through the outdoor gym and green open space and through a programme of sports and activity aimed at tackling obesity and this inequality.
- A long term positive impact from delivering the Scheme with a new nurse facility, with reduced rates for low income families.
- An unknown impact from moving the GP which children and young people are more likely to need to use which will be mitigated by moving it nearby or within the Scheme if possible.

Older people:

Older people are over represented as tenants on the Love Lane Estate and are likely to be over represented amongst leaseholder population. There will be positive and negative impacts for people with this characteristic:

- A short term negative impact on rehousing leaseholders, because they may not be able to access to financial services such as mortgages which will be mitigated by the continued co-development of the leaseholder offer with residents.
- A short term negative impact of rehousing which will be mitigated through the rehousing process outlined in the data analysis section (consideration will be given whether older residents require an OT assessment or need to be rehoused near to existing support networks and or neighbours).
- A short term negative impact of relocating the Grace centre, used by older people which should be moved to a continually accessible location.
- A short-term negative impact of relocating local businesses may cause older people to lose access to familiar amenities. The Scheme will seek to mitigate the number of High Street businesses impacted (which residents are more likely to use than the industrious businesses) and will seek to relocate businesses where possible. The increase in commercial space will provide more choice and variety to residents.
- An unknown impact from moving the GP which older people are more likely to need to use which will be mitigated by moving it nearby or within the Scheme if possible.
- A long term positive impact of delivering more high quality community facilities and public realm such as the Library and Learning Centre which will provide a place to socialise and engage for older people who are more likely to experience social isolation.
- A positive impact for older people who are more likely to need assistance at home through the delivery of bespoke schemes offering support, such as professional advice to enhance home heating and signpost services and a handyman services.

The Scheme will provide longer term positive impacts for the 'Age' protected characteristic. This includes 2500 more houses to tackle the demand for housing, employment opportunities and a healthier and safer public realm. In developing these benefits, consideration will be needed to ensure discrimination does not occur and equality of opportunity is advanced.

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

Below summarises the impact on disability of the Scheme:

Residents of the estate are more likely to have a physical impairment or mental health issue than the rest of Haringey or London. There will be positive and negative impacts for people within this protected characteristic, this includes:

- A short term negative impact of rehousing which will be mitigated through the rehousing process outlined in the data analysis section (consideration will be given whether disabled residents require an OT assessment or need to be rehoused near to existing support networks and or neighbours).
- A short term negative impact of relocating the Grace centre, used by people with dementia which should be moved to a continually accessible location.
- A short term negative impact of relocating local businesses may cause disabled people to lose access to familiar amenities. The Scheme will seek to mitigate the number of High Street businesses impacted (which residents are more likely to use than the industrious businesses) and will seek to relocate businesses where possible. The increase in commercial space will provide more choice and variety to residents.
- An unknown impact from moving the GP which disabled people are more likely to need to use which will be mitigated by moving it nearby or within the Scheme if possible.
- A long term positive impact through improvements in public realm, street design and community facilities which will make the environment and facilities more accessible for disabled people and will also support the reduction in the extent of disability related hate crime.
- A long term positive impact through the delivery of high quality lifetime homes and the 10% wheelchair accessible homes which can be adapted to meet the bespoke needs of residents as well as an inclusive and accessible environment that allows residents to access community and local facilities. The Library and Learning Centre will help support skill development for disabled people.
- There will be a positive impact through greater employment opportunities through job creation in particular through extending the vocational offer and training programmes. In the Scheme there is a stated ambition for disabled people to be 5% of construction workforce (3,352) and 22% of end-use workforce (550).

The Scheme will provide longer term positive impacts for the 'Disability' protected characteristic. This includes 2500 more houses to tackle the demand for housing, employment opportunities and a healthier and safer public realm. In developing these benefits, consideration will be needed to ensure discrimination does not occur and equality of opportunity is advanced.

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

Below summarises the impact on race and ethnicity of the Scheme:

The High Road West area and Northumberland Park ward is one of the most diverse wards in the borough and has large Black African, Black Caribbean, Turkish, Kurdish and East European communities. In addition to this, there are a range of inequalities, for these communities, often as a result of poverty and deprivation. There will be positive and negative impacts for people within this protected characteristic, this includes:

- A short term negative impact of rehousing which will be mitigated through the rehousing process outlined in the data analysis section (consideration will be given to providing translation & interpretation services, as well as maintain links with their communities).
- A short term negative impact of relocating local businesses may cause ethnic minorities to lose access to shops and services catering to their specific cultural needs. The Scheme will seek to mitigate the number of High Street businesses impacted (which residents are more likely to use than the industrious businesses) and will seek to relocate businesses where possible. The increase in commercial space will provide more choice and variety to residents.
- A long term positive impact through the creation of a healthier environment with high quality open space and public realm with measures to tackle obesity which some BAME communities are more likely to experience.
- A positive impact through the creation of a safe, welcoming environment which will reduce gang and youth violence along with hate crime – people from particular BAME communities are more likely to experience hate crime and be victims of crime in general.
- A positive impact through increased employment opportunities, job creation and educational resources. BAME people are intended to be 32% of construction workforce (3,352) and 32% of end-use workforce (550) and the Learning and Library Centre providing educational space for all.

The Scheme will provide longer term positive impacts for the 'Race' protected characteristic. This includes 2500 more houses to tackle the demand for housing, employment opportunities and a healthier and safer public realm. In developing these benefits, consideration will be needed to ensure discrimination does not occur and equality of opportunity is advanced.

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 (see pages 7-8, 23 and 25).

There may be some benefits for lesbian, gay and bisexual people in the High Road West area, such as increase community safety which may reduce homophobic and biphobic hate crime through a healthier and safer public realm.

Any same sex couple who are cohabitating, married or in a civil partnership living in the estate will be treated the same as a heterosexual couple in any future rehousing.

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 to them taking part.

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

Below summarises the impact on religion of the Scheme:

There is limited data on religion and faith within the High Road West area. However, we understand that Northumberland Park has large Christian and Muslim communities, especially compared to the rest of Haringey, and this is likely to be the case here. There will be positive and negative impacts for people within this protected characteristic, this includes:

- A short term negative impact of rehousing which will be mitigated through the rehousing process outlined in the data analysis section (consideration will be given to proximity to places of worship and religious communities).
- A short term negative impact of relocating local businesses may cause religious people to lose access to shops and services catering to their specific religious needs. The Scheme will seek to mitigate the number of High Street businesses impacted (which residents are more likely to use than the industrious businesses) and will seek to relocate businesses such as food and beverage businesses related to different cultures and food nationalities where possible. The increase in commercial space will provide more choice and variety to residents.
- A positive impact with new and improved public realm to increase community safety will have a positive impact in regards to tackling Islamophobic, Anti-Semitic and other religious hate crime.
- A positive impact on this characteristic through delivery of the Design Code (developed with residents) which included responding to cultural requirements as requested by residents in the High Road West Resident Charter e.g. layout of homes to suit local cultural needs such as provision of serving space, storage requirements, design of bedrooms to suit multiple needs and design of safe accesses and separate kitchen (all with windows) and living rooms ample storage.
- A positive impact on community cohesion from new community facilities which will provide greater opportunity for engagement between specific communities.
- A positive impact from the Scheme enhancing the environment around local religious buildings – chapel in Chapel Place and improved setting to the St Francis Salles Church.

The Scheme will provide longer term positive impacts for the 'Religion or belief (or no belief)' protected characteristic. This includes 2500 more houses to tackle the demand for housing, employment opportunities and a healthier and safer public realm. In developing these benefits, consideration will be needed to ensure discrimination does not occur and equality of opportunity is advanced.

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

Below summarises the impact on pregnancy and maternity of the Scheme:

Northumberland Park has a disproportionate number of younger people as well as lone parent households which are headed by women. There will be positive and negative impacts for people within this protected characteristic, this includes:

- A short term negative impact of rehousing which will be mitigated through the rehousing process outlined in the data analysis section (consideration will be given if a woman is pregnant, consideration will be given to childcare, schooling needs and the need to be rehoused near to existing support networks).
- A short term negative impact of rehousing TA which are more likely to be single mothers will be mitigated with timely re-housing advice so that they are aware of all of their options.
- An unknown impact from moving the GP which mothers are more likely to need to use which will be mitigated by moving it nearby or within the Scheme if possible.
- A long term positive impact from a renovated Grange Community Hub which will continue to deliver community services such a weekly midwife surgery to help mothers with needs such as help with feeding, housing, English as a second language and childcare.
- A positive impact from a new house of the appropriate size will reduce overcrowding which is more likely to affect single mothers.
- A long term positive impact from delivering the Scheme with a new nursery facility, with reduced rates for low income families.

The Scheme will provide longer term positive impacts for the 'pregnancy and maternity' protected characteristic. This includes 2500 more houses to tackle the demand for housing, employment opportunities and a healthier and safer public realm. In developing these benefits, consideration will be needed to ensure discrimination does not occur and equality of opportunity is advanced.

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

Couples who are being rehoused and are in a civil partnership will be treated the same as if they were in a marriage.

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 Scheme aiming to tackle multiple issues, including building 2500 homes and creating a significant number of jobs. As a result, there will be significant intersectional inequalities and impacts which will cross different protected characteristics. In particular, the protected groups of sex, disability, ethnicity, religion and age are particularly significant.

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 Scheme will attempt to tackle inequalities relating to housing, employment, health and community safety. There will be some short term disruption caused by rehousing rehousing residents and acquiring and relocating businesses. However, the Scheme has mitigation measures in place to minimise the impact. Further mitigation measures will be developed as further equalities information, such as equalities data for affected businesses and as further feedback, such as consultation feedback from resident leaseholders on the detailed Love Lane Leaseholder offer is collated.

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

Mitigating actions have been incorporated within the proposal to prevent discrimination, harassment and victimisation, as well as advance equality of opportunity and foster good relations. These are detailed in the table below.

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. <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>	
Adjust the proposal: the EqlA 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 (where further information regarding equalities impacts is gathered the Council will develop further mitigation measure)
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.	

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
Rehousing of Love Lane residents disruption (Women, older people, children and young people, disabled people, religious people and BAME communities)	Continued delivery of the rehousing strategy, in line with the HRW Resident Charter, which has carried out need assessments and offers a choice based allocation system where residents can choose where to live based on their own needs.	David Clark	Ongoing
Relocation of businesses and the Grace Centre = Impact of relocation on businesses, loss of amenity for; older people, disabled people, religious people and ethnic minorities.	Delivery of the renewed business engagement strategy in line with the HRW Business Charter which will support existing business through the regeneration process in order that they can remain viable, and where	Clare Askew	Autumn 2017 – Retail Revival to start carrying out business needs assessments Winter 2017 – bespoke business training

	businesses are required to relocate, for this to be as nearby as possible.		programme to commence Ongoing engagement with business
Development of detailed leaseholder offer for Love Lane residents.	Engagement with residents in order to develop the HRW leaseholder offer, using the borough-wide offer as a baseline	Sarah Lovell / David Clark	Leaseholder offer to be agreed by the end of 2017.

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.

None

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

Rehousing:

Data:

- The equalities information has been collected for all secure Council tenants and for resident leaseholders willing to engage.

Monitoring:

- Satisfaction surveys are carried out which will identify if there are issues relating to inequality.

Business relocation:

Data:

- The business support work due to commence in September will seek to re-engage all businesses and will collect equalities data on all of those willing to provide it.

Monitoring:

- A database to monitor the business profile relating to protected characteristics is set up and will be maintained.
- Regular engagement with business will seek to identify where there are issues relating to inequality.

7. Authorisation

EqlA approved by Helen Fisher

Date 4th September 2017

8. Publication

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

Y

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