

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 Strategic Regeneration Framework (Cabinet Report January 2018)
Service area	Regeneration, Planning and Development
Officer completing assessment	Hal Khanom
Equalities/ HR Advisor	Ashley Hibben, Policy and Equalities Officer
Cabinet meeting date (if applicable)	January 2018
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

The Wood Green Strategic Regeneration Framework, to be considered by Cabinet in January 2018, sets out nine strategic objectives which will guide the Wood Green Regeneration Programme. The objectives are based around themes of 'Sustainability Urban Living, Growing the Economy, and Revitalising the Town Centre.

Opportunities on your Doorstep	Sustainable Urban Living	Revitalise the Town Centre
Build a bigger Metropolitan Town Centre with more employment space, delivering 4,000 new jobs	Deliver 6,400 new homes for existing and new residents to rent and buy in high quality, characterful neighbourhoods	Secure investment in a well-connected, destination which draws people from Haringey and beyond
Maximise opportunities for local residents through education, training, skills and employment	Invest in social and community infrastructure, including parks and a new library	Celebrate, protect and build on Wood Green's diversity and heritage
Support a business destination with the infrastructure in place for existing businesses to grow and to attract new businesses	Design a healthy and accessible town centre with welcoming spaces where people enjoy spending time	Make Wood Green a destination of choice, with a strong cultural offer both day and night

The policy for 6,400+ new homes and 4,000 new jobs has been tested through the Sustainability Appraisal process for the Wood Green AAP.

This document assesses the impact on the protected characteristics of a Cabinet decision to adopt the nine objectives outlined in the Strategic Regeneration Framework, and to endorse the first phase of projects. As projects are brought forward under the framework, EqlAs will need to be prepared for any proposal which is likely to impact on protected characteristics.

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

The existing community within and surrounding the Wood Green AAP area will be affected by the Strategic Regeneration Framework. Existing and future residents and businesses of Haringey will also be affected, as well as the Council's workforce.

It is recognised that there are certain stakeholders who will be more affected by the regeneration proposals than others but this EqlA assesses the impact on all those directly and indirectly affected by the proposals. Specifically, it will consider residents who are directly affected, stakeholders who are directly affected, local businesses, and those impacted from the surrounding residential areas.

a) Residents who are directly affected by the regeneration proposals:

- 300 Residents of Sky City and Page High estates:
 - 201 residents of Sky City estate
 - 100 residents of Page High estate

- Residents living in properties within the Wood Green area, both leaseholders and homeowners.
- Community services running from within the Wood Green area (GP surgery, Alevi community centre, West Indian Cultural Centre, Caxton Road Community Hub, Sky City Community Centre, Turkish Islamic Cultural Centre)

b) Local businesses affected by the regeneration proposals. There are 500 businesses in the Wood Green area, which will be impacted, particularly by the plans to develop infrastructure which can support existing businesses to grow and new business to be attracted.

- c) Those from surrounding areas who are impacted by the regeneration proposals:
- Existing residents surrounding the Wood Green area and all residents of Haringey.
 - Businesses next to or within the area
 - Services running next to or near the area
 - Future residents and businesses of Haringey

As part of this EqlA, key trends and identified needs will be assessed for the area and taken into consideration in the analysis of the impact of proposals on protected groups.

The decision-making route being taken:

The Strategic Regeneration Framework has developed from two years of engagement with residents, stakeholders and businesses, and incorporates evidence gathered from a number of studies.

The SRF will be considered by the Council's Priority 4 Strategic board, SLT, Councillors and Cabinet Advisory Board. Following this process of key stakeholder engagement, the Council's Cabinet in January will decide whether to adopt the Strategic Regeneration Framework.

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 EqlA 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_eqla_data.xlsx</p> <p>Studies and data collected as part of the development of the Wood Green "Preferred Option" AAP and Wood Green Investment Framework including consultation and engagement events dating back to 2015</p>	N/A

Gender Reassignment	We do not hold this data. The Equality and Human Rights Commission have published a national estimate.	N/A
Age	<p>Ward level equalities data, 2011 Census http://www.haringey.gov.uk/sites/haringeygovuk/files/ward_level_eqia_data.xlsx</p> <p>Studies and data collected as part of the development of the Wood Green "Preferred Option" AAP and Wood Green Investment Framework including consultation and engagement events dating back to 2015</p>	N/A
Disability	<p>Ward level equalities data, 2011 Census http://www.haringey.gov.uk/sites/haringeygovuk/files/ward_level_eqia_data.xlsx</p> <p>Studies and data collected as part of the development of the Wood Green "Preferred Option" AAP and Wood Green Investment Framework including consultation and engagement events dating back to 2015</p>	N/A
Race & Ethnicity	<p>Ward level equalities data, 2011 Census http://www.haringey.gov.uk/sites/haringeygovuk/files/ward_level_eqia_data.xlsx</p> <p>Studies and data collected as part of the development of the Wood Green "Preferred Option" AAP and Wood Green Investment Framework including consultation and engagement events dating back to 2015</p>	N/A
Sexual Orientation	ONS Annual Population Survey 2013-15 (NB there is no Census data readily available for this protected characteristics)	N/A
Religion or Belief (or No Belief)	<p>Ward level equalities data, 2011 Census http://www.haringey.gov.uk/sites/haringeygovuk/files/ward_level_eqia_data.xlsx</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>	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>	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?

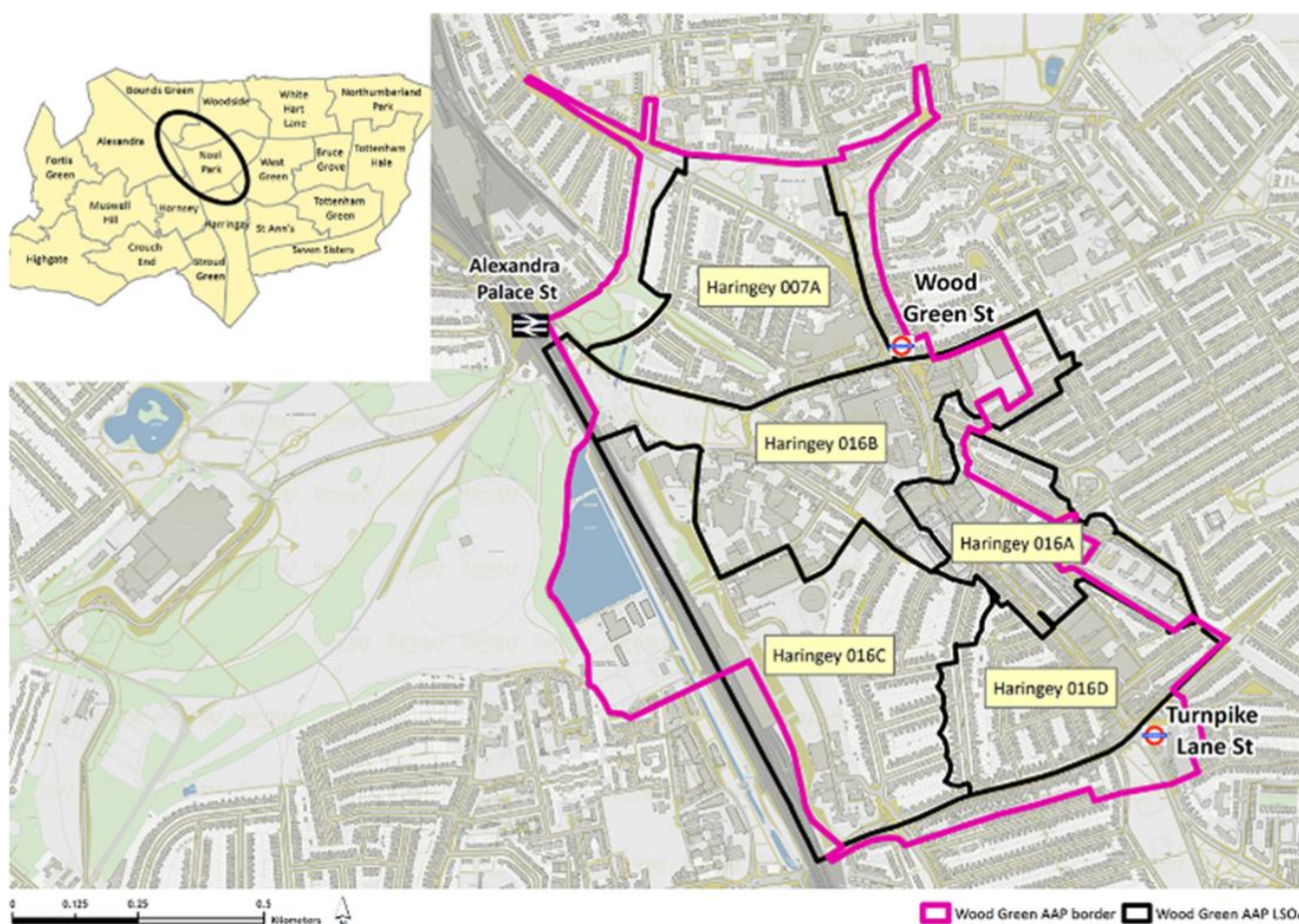
Explain how you will overcome this within the proposal.

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

Demographics

The Demographic information below is based on the collective data for 5 Lower Layer Super Output Areas (Haringey 007A, 016A, 016B, 016C, and 016D), which together closely align to the Wood Green “Preferred Option” AAP boundary. The data does not reflect all nine protected characteristics and has therefore also used Census 2011 data for the wards of Noel Park and Woodside, Haringey Borough and London wide averages have been reviewed for comparison.

For the purposes of this section, the five LSOAs will be termed *the study area*. The population in the LSOAs is 9,539, which equates to roughly 1 in 30 Haringey residents living in Wood Green.



1. Sex¹

	Female	Male
Study area	48.8%	51.2%
Noel Park	49.4%	50.6%
Woodside	48.7%	51.3%
Haringey	49.6%	50.4%
London	50.2%	49.8%
England	50.6%	49.4%

¹ Census 2011

The study area and most of the wards impacted by this decision differ from London and England in that they have a slightly larger male population compared to female, while in London and nationally this trend is reversed. In the study area this is slightly more marked compared to the wider borough trend, where 50.4% are male and 49.6% are female.

	Total lone parent families	Female headed lone parent families	Male headed lone parent families
Study area	377	349 (90%)	28 (10%)
Noel Park	739	699 (94.6%)	40 (5.4%)
Woodside	597	563 (94.3%)	34 (5.7%)

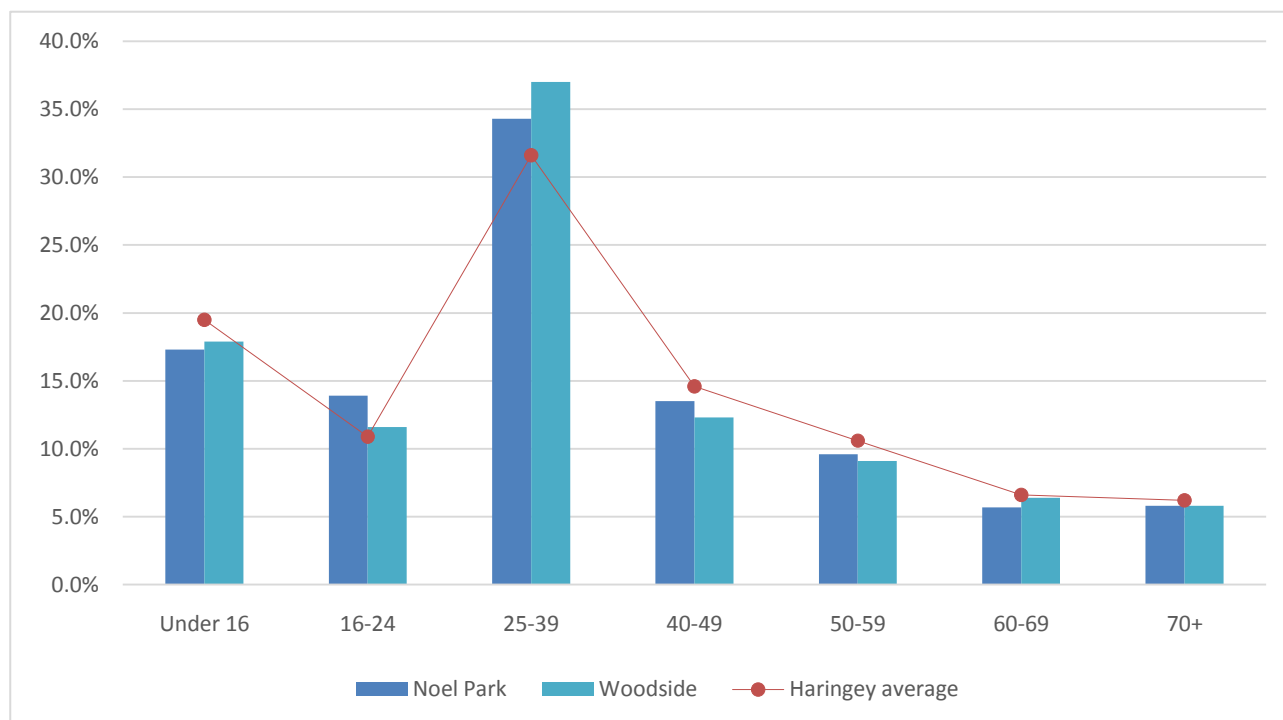
In the study area women are much more likely to head lone parent families.

The Community Hub (formerly known as the Asian Centre) is located within one of the development sites in the HDV Business Plan for Wood Green and is disproportionately used by women. Women are more likely to use council services and the Customer Service Centre, as well as the Wood Green library. Any changes to these elements will need to undertake a full EqlA.

2. 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 EqlA, we will use the inclusive term Trans* in order to represent the spectrum of transgender and gender variance.

3. Age³



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.

The study area has an above average proportion of 20-64 year olds (72%). Conversely the study area also contains a below average proportion of 0-10 year olds (12%) as well as people aged 65 and over (7%).

0-19 Age groups by ward

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

The Efdal Supplementary school and Efdal Kids Club are included in the Wood Green HDV Business Plan and therefore any change in provision or location of these services will disproportionately impact on children. The Community Hub (formerly known as the Asian Centre) is located in the HDV WGBP area and is predominately used by older people.

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

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

4. Disability⁴

⁴ Census 2011

	Noel Park	Woodside	Study Area
Day-to-day activity limited a lot	8.7%	7.3%	8%
Day-to-day activity limited a little	8.3%	7.6%	8.6%
Day-to-day activity not limited	83.0%	85.0%	83.4%
Day-to-day activity limited a lot: Age 16-64	5.1%	4.2%	6.4%
Day-to-day activity limited a little: Age 16-64	5.5%	4.7%	7.7%
Day-to-day activity not limited: Age 16-64	61.8%	63.4%	85.9%
	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%
<p>Higher proportions of residents in the study area, and impacted wards, are reported to have their day-to-day activity limited a lot by their disability as compared to the borough and London average, though slightly less than the England and Wales proportions.</p> <p>Despite this there is a disproportionately high number of people with day-to-day activity limited a lot in Noel Park. Residents who use some of the buildings, such as the library, from Noel Park might have disabilities and therefore impacted by any future decision.</p> <p>Disabled people are more likely to use council services and the Customer Service Centre, as well as the Wood Green library. Any changes to these elements will need to undertake a full EqIA.</p>			

5. Ethnicity

	Noel Park	Woodside	Study Area
White; English/Welsh/Scottish/N.Irish/British	24.5%	23.3%	26.2%
White Irish	2.8%	3.2%	3.0%
White; Gypsy or Irish Traveller	0.1%	0.2%	0.2%
White; White Other	27.4%	30.0%	27.0%
Mixed; White and Black Caribbean	2.3%	2.1%	2.0%
Mixed; White and Black African	0.9%	1.2%	0.8%
Mixed; White and Asian	1.3%	1.3%	1.4%
Mixed; Other mixed	2.2%	2.1%	2.0%
Asian/Asian British; Indian	3.2%	4.1%	3.0%
Asian/Asian British; Pakistani	1.1%	0.8%	0.9%
Asian/Asian British; Bangladeshi	2.8%	2.6%	2.4%
Asian/Asian British; Chinese	2.4%	2.4%	2.4%
Asian/Asian British; Other Asian	3.9%	4.4%	3.8%
Black African	8.7%	8.0%	9.5%
Black Caribbean	8.0%	5.6%	6.9%
Black Other	3.1%	3.3%	3.0%
Other Ethnic group; Arab	1.4%	0.8%	1.0%
Other Ethnic group; Any Other Ethnic	3.9%	4.4%	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	1.90%	1.46%	0.78%

Black Caribbean			
Mixed; White and Black African	1.02%	0.80%	0.30%
Mixed; White and Asian	1.47%	1.21%	0.63%
Mixed; Other mixed	2.10%	1.45%	0.53%
Asian/Asian British; Indian	2.33%	6.64%	2.62%
Asian/Asian British; Pakistani	0.75%	2.74%	2.10%
Asian/Asian British; Bangladeshi	1.73%	2.72%	8.23%
Asian/Asian British; Chinese	1.47%	1.52%	0.72%
Asian/Asian British; Other Asian	3.19%	4.88%	1.55%
Black African	9.04%	7.02%	1.8%
Black Caribbean	7.10%	4.22%	1.1%
Black Other	2.63%	2.08%	0.52%
Other Ethnic group; Arab	0.87%	1.30%	0.42%
Other Ethnic group; Any Other Ethnic	3.85%	2.14%	0.62%

The ethnic profile of the study area shows great ethnic diversity with significant 'White British' and 'White Other' populations.

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 in the study area is less than the Haringey average (26.2% study area, 34.68% Haringey). This means this group is not the majority ethnic group in the study area, as it is borough wide.

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

The majority group in the area is White Other, forming 27% (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 groups are broadly proportional to the Haringey average (9.05% study area, Haringey 9.04) but Black Caribbean groups are proportionally less than the Haringey average (6.9% study area, 7.10%). The proportion of Black Other is higher than the Haringey average. It can be deduced that this includes sizeable Somali and Eritrean communities.

For any changes to buildings used by specific ethnic groups, we will need to consider the impact on this protected characteristic.

The current draft of the Wood Green “Preferred Option” AAP states that adequate reprovision for space for community use, which would include specific ethnic communities, should be provided prior to redevelopment. New locations for facilities targeted towards specific ethnic groups will need to be identified and deliverable relocation strategy agreed prior to any redevelopment of sites which include community buildings. The SRF commits to working within the planning policy framework and the policies therein. Close engagement and support will be required from the outset. Consideration in this process should be made to ensure that there are no barriers for the ethnic groups impacted in the engagement process.

6. 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.

Wise Thoughts, is a charity for LGBTQ (and BAME) communities, and the organiser of London’s Gaywise FESTival. The charity runs a Creative Cultural Hub in the Wood Green Library. It runs LGBT women’s and men’s separate meet ups, as well yoga sessions for all of the community

We will need to ensure that we consider the inequalities and discrimination experienced by LGB people throughout this EqlA and in changes to Wood Green library.

7. Religion

	<i>Noel Park</i>	<i>Woodside</i>	<i>Study Area</i>
Christian	46.4%	49.6%	45.6%
Buddhist	1.2%	1.4%	1.2%
Hindu	2.8%	3.0%	2.2%
Jewish	0.4%	0.7%	0.5%
Muslim	19.1%	17.0%	17.7%
Sikh	0.3%	0.5%	0.3%
Other religion	0.5%	0.6%	0.4%
No religion	21.3%	18.9%	23.5%
Religion not stated	8.0%	8.2%	8.5%

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

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

In the study area, Christianity is the largest religion, with significant Muslim and no religion populations. Christians are the largest religious group in the area, 45.6% of the study area identify as Christians, slightly higher than the Haringey average (45%). The Muslim population makes up 17.7% of the study area, 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 slightly lower Hindu population in the study area than in Haringey (1.2% study area, 1.8% Haringey). There is a lower Jewish population in the area compared to the borough (0.5%, 3.0%).

There are a large number of places of worship in the Wood Green area serving people of different religions. 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. The 'Alevi Centre' serves followers of Alevi faith. The Alevi are a marginalised group whose religion is still not recognised in Turkey where they constitute the largest minority.

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.

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

8. 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
Study Area	523
Noel Park	875
Woodside	1017

Dependent Children

	Proportion of households with dependent children
Study Area	27.5%
Noel Park	31.2%
Woodside	30.7%
Haringey	31.4%
London	30.9%
England and Wales	29.1%

In the study area, there are fewer households with dependent children than the Haringey average. However, 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. Only Noel Park has a higher than London average and, all are above England and Wales.

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

Marital and civil partnership status⁶

	Married (heterosexual couples)	Civil Partnership
Study Area	28.1%	0.5%
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. The proportion of people in civil partnerships is slightly lower than the Haringey average but slightly higher than the London 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.

Wider Socio-economic Data

Opportunities on your Doorstep

- 1 Build a bigger Metropolitan Town Centre with more employment space, delivering 4,000 new jobs.
- 2 Maximise opportunities for local residents through education, training, skills and employment.
- 3 Support a business destination with the infrastructure in place for existing businesses to grow and to attract new businesses.

Sustainable Urban Living

- 1 Deliver 6,400 new homes for existing and new residents to rent and buy in high quality, characterful neighbourhoods.
- 2 Invest in social and community infrastructure, including parks and a new library
- 3 Design a healthy and accessible town centre with welcoming spaces where people enjoy spending time.

Revitalise the Town Centre

- 1 A well-connected, lively destination which draws people from Haringey and beyond.
- 2 Celebrate and build on Wood Green's heritage so people are proud of their diverse communities.
- 3 Make Wood Green a destination of choice, with a strong cultural offer both day and night

The 9 objectives in the SRF can be grouped under the following areas which they aim to impact: employment, connectivity/transport, housing, air quality, education, training, skills, health and wellbeing, diversity and crime.

Employment

Haringey as a borough has experienced limited economic growth since 1994; only 120 local jobs were created each year, many of which are entry level jobs in the retail and service economy. The borough has the fourth lowest number of jobs per working age resident of any borough in London.

⁶ Census 2011

Wood Green has a higher than Haringey average proportion of working age residents.

In the study area, an average of 2 more people claim Jobseeker's Allowance in each LSOA, than the Haringey average. There are more people claiming Employment support allowance for mental health issues than the Haringey average. The highest rate of Jobseeker's Allowance Claimants in Wood Green is found among those aged 50-64, much higher than the Haringey average and almost twice as high as the rate among 24-59 year olds and 16-24 year olds.

The number of Jobseeker's Allowance claimants in Wood Green dropped substantially in February 2017, by 41% from the figures recorded at 2007. This mirrors the pattern in Haringey, but the borough's drop is more significant at 51%. In Wood Green, there has been a decrease in the number of claimants in all categories except those aged 50+. Instead, for this age group in the same period 2002-2017, the number of claimants has increased by 57%.

Noel Park, the ward which most of the AAP area is within, has a disadvantaged labour market. ONS defines a disadvantaged labour market as comprising six key characteristics; numbers of disabled people, lone parents, people aged 50 and over, lowest qualified, those living in the most deprived local authority wards and having an ethnic background that is non-white. Noel Park has higher than borough averages for all six characteristics. Unemployment figures in the ward are disproportionately higher than the borough average. Census 2011 data shows that 544 households with dependent children and no adult in employment, 2.6% higher than the borough average.

During the preparation of the Economic Development and Growth Strategy, the Wood Green Investment Framework and Wood Green AAP, several studies have been commissioned looking at existing and emerging employment trends in Wood Green and Haringey.

1. LBH Workspace Viability Assessment, GVA, 2014
2. Haringey Economic Growth Assessment, PBA, 2014
3. Wood Green Local Economic Vitality Study, Fluid, 2015
4. Haringey Economic Growth Strategy, LBH, 2015
5. Wood Green Employment Land and Workspace Study, DTZ, 2015
6. Haringey Affordable Workspace Study, Carter Jonas, 2016
7. Economy and employment space study, GVA (draft) 2017

One key finding from these reports is that Haringey has seen a growth in business and associated employment in the Tech and Creative sectors- particularly in: (1) TV, Film, Video, photography (2) Music, Performing & Visual Arts (3) Creative Design (Graphic Design, Production Design and Fashion Design & Production) (4) IT & Software.

From the draft findings from the EESS, we know that WG does not have a critical mass of B-class uses. Comparison of jobs to businesses by sector shows that the existing B-class uses are generally low intensity (i.e. there are a large number of businesses but generating relatively few jobs). Growth in jobs are on average lower than greater London forecasts. Projections do suggest an upward trend in office-based activities.

	Median Household Income
Time Period	2012/2013
Noel Park	£30,620
Woodside	£32,010
Wood Green Area	£32,618
Haringey	£35,420
London Top Quartile	£39,473
London Median	£35,152

The median household earnings in Wood Green are lower than the Haringey average by £2,802,

and also lower than the London Median by £2,534.

In Haringey based on 2014 data, 29.5% of employee jobs are paid less than the London living wage. This is significantly higher than the London percentage of 19%.

Transport and connectivity

Wood Green has excellent connectivity with transport connections to the south and north, and direct routes into Central London. The AAP area has two underground stations on the Piccadilly Line, Wood Green and Turnpike Lane, with access to the Victoria Line at nearby Seven Sisters and Finsbury Park. Alexandra Palace rail station runs six trains per hour to Moorgate and regular services to Hertfordshire.

Despite these transport links, at peak times the tube, rail and bus services are very crowded. There is a perception that transport links are weak, with the Piccadilly line slower than the Victoria line getting into central London. There are issues with station accessibility, with both Wood Green and Turnpike Lane available only using stairs. Mitigating actions will be required to address these. Cycle parking provision outside of Wood Green station is limited, congested and blocks access to the station entrance.

The area suffers from weaker east and west links which is made worse by the East Coast Mainline running through Wood Green. Cycling through Wood Green is challenging with steep topography changes between Wood Green and Highgate, Alexandra Palace and south through the Harringay Ladder. Wood Green High Street and Green Lanes are popular routes but challenging to cycle.

Foot tunnels crossing the East Coast Mainline which runs through Wood Green are considered unsafe and attract anti-social behaviour. People do still cycle through and across the Wood Green area, and TFL has identified the route between Camden Town and Tottenham Hale travelling through Wood Green, as a priority cycle route with demand for improved cycling routes. TFL will also be introducing a new Quietway between Bowes Park and Farringdon which runs through the eastern side of Wood Green.

Housing:

Haringey's population has grown at a faster rate in the last 10 years than the average rate either across the borough's statistical neighbours or London. Continued population growth is accelerating demand for housing of mixed tenure.

This includes the need for all types of housing, with a large number of residents wanting to access affordable home ownership. Haringey has the second highest number of households living in temporary accommodation because they are homeless. Haringey's housing crisis is situated within London's distinct housing crisis. In 2017, it is anticipated that London's population will rise to pass the 8.4 million mark, with housebuilding not happening at the rate we need, and the existing housing market becoming more unaffordable to the people living and working in London.

London Councils estimate that 800,000 new homes will be needed in the capital over the next decade, for secure rented accommodation and home ownership, whilst recent annual completions have averaged less than 25,000 a year.

The Strategic Housing Market Assessment (SHMA) conducted in 2014 identifies an affordable housing requirement of 11,757 homes over the period 2011-2026, which equates to 59% of the total housing requirement of 20,172 homes of all tenures over the same period.

There is a significant shortfall in one and two bedroom dwellings and an acute shortage of affordable housing for larger family homes of three or more bedrooms. The GLA forecasts that by 2026 Haringey will have a further 1,881 households with at least three children, increasing the shortfall.

The Council's Housing Strategy in October 2016 outlines the issues in regard to housing demand and supply in the borough. The strategy can be found here:

<http://www.minutes.haringey.gov.uk/ieListDocuments.aspx?CId=118&MId=7846&Ver=4>

The EqIA for the Housing Strategy found that there were a range of inequalities in housing across Haringey, including with issues of affordability which impact on protected characteristics. This includes:

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

As specific housing developments are brought forward, they should seek to implement the Housing Strategy and specific consideration should be given to equality considerations during development of the proposals, and at the decision-making stage. EqIAs will be required which should focus not only on directly impacted residents such as existing Council secure tenants, leaseholders and those in temporary accommodation, but a review should include the wider impacts of proposed developments. Wider impacts should cover impact on privately housed tenants, and potential impact on market value of housing, in relation to median earnings.

Air quality

GLA data suggests around 9,400 deaths per year in London are attributable to air quality related illnesses. GLA analysis shows that health effects of air pollution disproportionately impact communities experiencing deprivation, like in the study area.

Every borough in London including Haringey has recorded illegally high levels of pollution exceeding the limits set by World Health Organisation. Wood Green High Road and Turnpike Lane within the study area, are two of the worst rated areas for pollution in Haringey. The intensive traffic on the High Road, congested pavements and a lack of green infrastructure are impacting the air quality.

Education:

In the Wood Green area there are 3 primary schools and 1 secondary school, all of which were rated Good at their latest inspections. Despite this, the proportion of pupils achieving 5 A*-C grades at GCSE (Key Stage 4) is lower than the Haringey average. More than 6% of children in Wood Green live in temporary accommodation. Educational achievement is improving however at a faster rate than either the borough's neighbours or the rest of London.

In Noel Park, census data from 2011 shows there were 544 households with dependent children and no adult in employment, 2.6% higher than the borough average.

	5+ A*-C at GCSE inc Maths and English	Level 4+ at Key Stage 2
Time Period	2016	2015
Noel Park	49.1%	74.7%
Woodside	44.9%	72.7%
Woodside/Noel Park	47.2%	73.7%

Average		
Haringey	59.0%	82.0%
London Top Quartile	64.7%	86.0%
London Median	59.4%	84.0%

Training:

There is no sixth form provision or post-16 provision in the Wood Green area. Young people in Wood Green have to travel to centres outside of the area. St Thomas Moore is located just outside the AAP area to the north. To the east, College of Haringey, Enfield and North East London. To the south west, Hornsey Sixth Form College and Greig City Academy. Access for young residents to this provision is dependent on strong transport infrastructure.

	Qualification at Level 3 and 4 and above
Time Period	2011
Good Performance Is...	High
Noel Park	44.3
Woodside	42.2
Wood Green Area	48.36
Haringey	50.4
London Top Quartile	56.3
London Median	48.8

Skills:

Haringey's Pathways to Work study identifies the best routes (education, training and experience) into career-type roles across a number of major sectors of the London labour market. This will tap into the entrepreneurial spirit of Wood Green, where there are clusters of social enterprises. Haringey has an established 'rag trade' and is working to develop local skills in fashion and textiles. The borough is also aiming to increase tech led design and manufacture by up-skilling the local workforce and providing appropriate infrastructure to attract employers.

Haringey Adult Learning Service (HALS) provides a learning service for adults aged 19 and over. It offers concessionary fees for households with income less than £19,000 per year. Since April 2015 to September 2017, 833 people have been supported to increase their skill level by HALS (based on course completion dates).

The Council also provides a free business recruitment service through the Haringey Employment and Skills Team (HEST).

Health

	Life expectancy male	Life expectancy female
Time Period	2010-14	2010-14
Noel Park	77.4	84.4
Woodside	79.6	84.4
Woodside/Noel Park	78.5	84.4

Average		
Haringey	79.9	84.6
London Top Quartile	80.8	84.7
London Median	79.9	83.9

We do not have study area life expectancy data at present. Based on the Woodside and Noel Park average, there is a lower life expectancy for males compared to Haringey (1.4 years), and slightly lower life expectancy for females (0.2 years). This is lower than the London median for males but slightly higher than the life expectancy for females.

Noel Park has the 4th lowest life expectancy of all 19 Haringey wards (80.9), while Woodside has the 7th (82.0). The average life expectancy in Haringey is 82.1, which is more or less in line with the London average (82.3).

RECEPTION AGE CHILDREN – 2011/12-2013/14

	% obese	% excess weight	Rank obese	Rank excess weight
Noel Park	14.2%	25.4%	5	7
Woodside	12.0%	27.0%	8	5

CHILDREN IN YEAR 6 – 2011/12-2013/14

	% obese	% excess weight	Rank obese	Rank excess weight
Noel Park	31.3%	47.9%	1	1
Woodside	23.5%	40.7%	11	10

Noel Park has the 5th highest rate of reception age children who are obese of all Haringey wards, and the 7th highest rate of reception age children who have excess weight, while Woodside ranks 8th and 5th respectively. The proportion of Haringey children who are obese and have excess weight increases with age, and in Noel Park in particular this is exacerbated, with the highest rate of children who are either obese or have excess weight out of all Haringey wards in Year 6 (aged 10-11). Woodside sits closer to the Haringey average, ranking 11th in relation to obesity, and 10th in relation to excess weight. While both Noel Park and Woodside have seen a slight decrease in the proportion of reception age children who are obese or overweight since 2010/11-2012/13 (between 1% and 4% decrease), both have seen an increase in the proportion of Year 6 children who are overweight or obese in the same time period (between 3% and 7% increase).

GLA – LONDON WELLBEING INDEX, 2013

In 2013 the GLA's wellbeing index, which ranks all London wards according to the wellbeing of residents, calculated using 12 measures that include life expectancy, unemployment rate and crime rate. Noel Park and Woodside both index substantially below the London average, and Noel Park ranks 615th out of 625 wards (in the bottom 2%).

Ward	London Rank 2013 (out of 625)	Index Score 2013
Woodside	450	-3.9

Noel Park	615	-11.1
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Haringey has high levels of both severe and common mental illness compared to London. Around 34,500 or 17.6% of the 16-74 age group have a common mental health problem (mainly anxiety and depression), while 4,000 have severe mental ill health (2%) – this is the 9th highest prevalence of severe mental illness in London, significantly higher than the London average of 1.1%.

There are currently 3,817 children and young people in Haringey with mental ill health, including anxiety and emotional disorders.

Access to greenspace is linked to better health and wellbeing outcomes. 50% of people say they would be **less active** without their local parks and green spaces (Fields in Trust 2015) and 14% of people with good access to green spaces say they are dissatisfied with their mental health, compared to 22% of those with poor access (ResPublica, 2015).

Haringey Ward	% of homes with good access to nature
Alexandra	100
Bounds Green	100
Crouch End	100
Fortis Green	100
Harringay	100
Highgate	100
Muswell Hill	100
Seven Sisters	100
Hornsey	99
Tottenham Hale	99
Stroud Green	98
Northumberland Park	93
White Hart Lane	87
St. Ann's	58
Bruce Grove	52
Tottenham Green	51
Woodside	46
Noel Park	41
West Green	38

Noel Park and Woodside have only 41/46% of homes with good access to nature, with only West Green ward with a lower percentage in Haringey.

Diversity

Haringey is one of the most diverse boroughs in London, more so in the east side of the borough than the west. Wood Green reflects this diversity ethnically, with the largest group White Other and 44% of residents identifying as Black, Asian and Minority Ethnic. Predominant groups include Turkish, Somali and black Caribbean. Details covered under ethnicity and religion.

Crime

Crime and the fear of crime has also been a deterrent to attracting better investment and impacts

how residents feel about the area. Noel Park has a crime rate of 218.6 per thousand population, the highest rate for 'All crime' in the borough, more than three times the national rate (70 per 1,000 pop.) and more than double the borough average of 101.8.

	Violence with injury
Time Period	2015-2016
Noel Park	19.4
Woodside	12.9
Wood Green Area	16.1
Haringey	10.0

Violent crimes causing injury are significantly higher in the Wood Green area than the Haringey average.

There was a 29% increase in the number of racist and religious hate crime offences and a 49% increase in the number of Islamophobic hate crime offences in the borough between 2015/16 and 2016/17.

Type of hate crime	Haringey			London
	July 2015 – June 2016	July 2016 – June 2017	Change %	Change %
Racist & Religious	539	698	+29%	+24%
Anti-Semitic	31	27	-13%	+12%
Islamophobic	41	61	+49%	+25%

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

The Council has undertaken a significant amount of community engagement already in Wood Green in order to develop the AAP and the SRF (section 4b). The preferred option AAP will require Reg18 consultation to begin early 2018, which will complement and enhance the existing work being undertaken. A number of studies are being developed borough wide which will include consulting with residents, for example the new Transport Strategy.

Communications resource will be dedicated to ensuring ongoing communication, consultation and engagement with residents, businesses, landowner and statutory partners.

Both Page High and Sky City residents will be engaged by the Council through messages shared through Sanctuary and Metropolitan Housing Association's channels. Sky City resident's association and Page High tenant's association will also be engaged directly.

There Council will employ a ladder of engagement with stakeholders, from informing and listening, consulting and partnership working. This will range from updating news on our website and channels, to public meetings, key stakeholder meetings through to capacity building training opportunities and small grants.

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

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

Wood Green AAP

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

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

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

Over the course of the 10-week consultation period, Public Voice:

- Held 11 exhibitions of the plans in public places around Wood Green;
- Ran 9 workshops to invite different sections of the community to come and discuss the plans in more detail;
- Knocked on the doors of all homes that are included within draft Site Allocations in the plans (and so may potentially be affected by demolition and rebuilding work), left information with all of these, and spoke directly to 180 residents;
- Set up a consultation website where people could read about the plans and leave comments;
- Advertised the consultation on posters along the High Road, through e-mails to relevant contacts, on social media and in local press.

At the same time, Haringey Council:

- Sent newsletters to over 18,000 addresses in Wood Green to notify them about the consultation;
- Sent letters to local residents whose homes are proposed to be included within Site Allocations (and so may potentially be affected by demolition and rebuilding work);
- Sent letters to local businesses;
- Held 14 meetings with local businesses, residents, interest groups and statutory agencies;
- E-mailed or sent letters to all organisations and individuals on the Local Plan consultation

database, including over 800 people who took part in the previous round of consultation in 2016;

- Advertised the consultation on the Council's website;
- Made copies of the AAP available to view in all local libraries, at the Civic Centre, the Planning Office, and online;
- Placed an advert in the Haringey Independent

We listened to the views of people who live in and around Wood Green, people who go there to do their shopping, people who work or run businesses there, and people who visit for other reasons. We also heard from local landowners, and local and national statutory bodies. Over 1,000 people and organisations provided feedback on the plans for Wood Green, and more than 6,500 people viewed the consultation material online or at an event or public exhibition of the plans – just under a third of the total population of Wood Green.

The workshops were targeted at specific stakeholder groups including disabled people, older people, the Turkish community, the West Indian community, younger people, and Library users. Equalities data on age, disability, ethnicity and sex was collected from people who participated. All representations received were analysed, and a consultation report has been prepared listing all issues raised especially equality issues. The Council has considered how the AAP could be amended to reflect local concerns, and a new draft of the preferred option will now be considered by Cabinet for Reg18.

From the consultation report, the top issues for residents were:

- Concern over the impact of traffic on, and improving air quality on Wightman Road and the Harringay Ladder
- Opposition to demolishing the Victorian terraced homes on Caxton, Mayes, and Coburg Roads
- Interest in a new swimming pool and leisure centre in Wood Green
- The desire to see a better choice of shops, cafes and restaurants in the town centre
- Concerns about the level of new affordable housing that would be built as part of the regeneration

Site specific concerns were:

- **WGS A9 – Wood Green Town Centre West** – a large number of people objected to proposals to demolish Victorian homes on Caxton, Coburg and Mayes Roads, while others expressed concerns about how the rights of affected social housing tenants living above the Mall would be guaranteed
- **WGS A10 – The Mall (East)**– similar concerns were expressed about the rights of residents currently living above the Mall, if this were to be demolished, and where the current Market Hall traders would be relocated to. Several people made suggestions for refurbishing the Mall, and there was a desire to see at least one cinema remain in the centre of Wood Green
- **WGS A25 – Hornsey Filter Beds**– many people objected to building housing on this site, which is designated as Metropolitan Open Land (similar to green belt), with some people feeling it should be preserved for wildlife
- **WGS A8 – Wood Green Library** – some people objected to plans to demolish the library, instead arguing for it to be refurbished or extended, while others wanted to see a replacement library built either on the same site or in an equally accessible location
- **WGS A12 – Bury Road Car Park**– similar concerns were expressed about the rights of social housing residents living in the flats above the car park, though there was also some support for demolishing it to make better use of the space

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

8. Sex

The percentage of female residents in the area is slightly lower than the Borough average.

All residents regardless of gender will benefit from the proposals set out in the SRF including:

- The increase in jobs and training opportunities
- The provision of more homes
- The improved transport and connectivity
- The improvements to public spaces and streets
- The improved cultural offer of Wood Green
- A more sustainable, low carbon neighbourhood

Projects which impact sites used predominantly by women will require further EqlAs. As women are more likely to use council services and the Customer Service Centre as well as the Library, proposed changes to these elements will have separate EqlAs to supplement individual proposal Cabinet decisions.

Women are still more likely to be responsible for childcare and there are likely to be more female lead single parent families in the area, therefore changes to the Community Hub is likely to impact women. A new location for the TICC, Efdal Community and the community hub will need to be identified and relocation strategy agreed before the redevelopment of the sites. The AAP preferred option states adequate reprovision for space for community use should be provided prior to redevelopment. The SRF commits to working within the planning policy framework.

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. There are not any known services specifically for Trans* people in Wood Green but wider LGBT services are run by Wise Thoughts from Wood Green Library. This will need to be considered and relocation sought for Wise Thoughts in the new Library proposals which require a full EqlA.

In Haringey there has been an increase of all recorded hate crime. The data for transphobic hate crime is small but we are aware that Trans* people are impacted by hate crime. They may benefit from possible reduction of crime and anti-social behaviour, or fear of hate crime, through making public realm safer and designing out crime.

Positive		Negative		Neutral impact		Unknown Impact	X
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3. Age

Haringey has a young population with a quarter of the population under the age of 20 and 91% of the population aged under 65 (89% London, 83% England). The average of Noel Park and Woodside has a higher 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.

As the number of young people living in the study area is above the Borough average, the plans to deliver more homes and jobs will benefit these young people. All ages will benefit from the improvements in transport, community and leisure facilities, as well as the investments in open spaces, streets and public realm. There will be particular opportunities to tackle inequalities based on the 'age' characteristic.

This will include:

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

As there is a higher percentage of young residents in Wood Green, they are likely to be impacted negatively by the disruption caused by the construction phases of development plans.

Any schemes which include provision used by specific ages, for example Efdal Kids Club, will be required to provide adequate reprovision of space for the community use prior to redevelopment, as outlined in the WG AAP preferred option.

Older people, children and young people are more likely to use council services and the Customer Service Centre. Changes to these services require a full EqIA.

Positive	X	Negative	X	Neutral impact		Unknown Impact	
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4. Disability

In Haringey 14% of residents have a long-term health problem that limits their day to day activity, lower than England but in line with London. 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.

16.6% of residents of the study area reported a long-term disability or health condition, which roughly reflects the proportion of people reporting some limitation to day-to-day activity in wards affected by the SRF. However, all those areas affected by the SRF are below the national average in regard to people reporting limitation of day-to-day activity.

Despite this there is a disproportionately high number of people with day-to-day activity limited a lot in Noel Park. Residents who use some of the buildings, such as the library, from Noel Park might have disabilities and therefore will be impacted by any future decision on relocation.

Disabled people are more likely to use council services and the Customer Service Centre, as well

as Wood Green library. Any changes to these elements will need to undertake a full EqIA.

Improvements to public realm and open spaces should create more accessible neighbourhoods, which people with disabilities can benefit from. The Council should lobby TFL to improve the accessibility of Wood Green and Turnpike Lane stations.

Haringey has high levels of both severe and common mental illness compared to London. Improvements to green space and access to green space may be of benefit to increase mental wellbeing and reducing feelings of mental ill health.

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

Compared to the Haringey, London and national average, there is a smaller 'White British' population, but a larger 'White Other' population. The majority group in the area is White Other, forming 27% (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 groups are broadly proportional to the Haringey average (9.05% study area, Haringey 9.04) but Black Caribbean groups are proportionally less than the Haringey average (6.9% study area, 7.10%). The proportion of Black Other is higher than the Haringey average. It can be deduced that this includes sizeable Somali and Eritrean communities.

Providing more affordable housing in line with Planning Policy will benefit those who are vulnerable, in temporary accommodation or homeless, including BAME communities. One of the objectives of the SRF is to support local people with opportunities in education, training and employment. This should benefit existing residents including BAME communities.

The SRF also aims to safeguard and promote the diversity of Wood Green, which should benefit residents from all ethnicities, celebrating differences in cultures and traditions.

Specific groups who are potentially negatively affected by development plans are being engaged with and should be provided with space prior to redevelopment. We should ensure that translation and interpretation is considered for engagement with residents who do not have English as a First Language.

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.

Consultations with residents over Haringey's Housing Strategy showed concerns over exclusion of LGBT residents where homelessness is related to sexual orientation; over 50% of people who approach Stonewall Housing state that their housing problem is directly related to their sexual orientation or gender identity". The provision of additional housing should benefit LGBT residents in temporary accommodation. Housing associations and the Council have guidelines and adhere to legislation that does not allow for sexual orientation to negatively impact on housing allocation.

Wise Thoughts, is a charity for LGBTQ (and BAME) communities, and the organiser of London's Gaywise FESTival. The charity runs a Creative Cultural Hub in the Wood Green Library. It runs

LGBT women's and men's separate meet ups, as well yoga sessions for all of the community.

The development proposals for Wood Green library will need a full EqIA and to consider arranging adequate space for the charity to provide its services, aimed towards not only the general LGBT community, but also the intersections of sexuality and race.

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

Christianity is the largest religion, with the Muslim population of Wood Green higher than the borough average, higher than in London and England. There is a slightly lower Hindu population than in Haringey, and a lower Jewish population.

There are a large number of places of worship in the Wood Green area serving people of different religions. 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 will be delivered.

The Alevi Centre which serves the Alevi community, will not be impacted.

Close engagement and support will be required from the outset. Consideration in this process should be made to ensure that no religious groups are disproportionately affected by the plans.

The current draft of the Wood Green "Preferred Option" AAP states that adequate re-provision for space for the community use should be provided prior to redevelopment. A new location for the facilities affecting specific religious groups will need to be identified and deliverable relocation strategy agreed prior to the redevelopment of sites serving religious purposes.

The SRF commits to working within the planning policy framework and the policies therein. Close engagement and support will be required from the outset. Consideration in this process should be made to ensure that there are no barriers for different religious groups in the engagement process for proposal development.

Further EqIAs will be required for any developments which impact on specific religious groups.

Increasing employment space and drawing business from Haringey and beyond could potentially increase the price to rent employment space in the area. This could negatively impact existing small businesses which cater to religious groups, for example local halal butchers. Business relocation strategies should pay particular attention to locations of businesses which serve specific religious groups.

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

The study area has a slightly lower proportion of families with dependent children than the Haringey, England and Wales average. We do not envisage any inequalities based upon this characteristic as a result of any of the projects developed under the SRF.

There will be opportunities to tackle inequalities based on the 'pregnancy and maternity' protected characteristic including more homes including affordable homes as well as increased opportunities

in training and jobs.

Projects which impact sites used predominantly by women will require further EqlAs. As women, who may be mothers, are more likely to use council services and the Customer Service Centre as well as the Library, proposed changes to these elements will have separate EqlAs to supplement individual proposal Cabinet decisions.

Women are still more likely to be responsible for childcare and there are likely to be more female lead single parent families in the area, therefore changes to the Community Hub are likely to impact on women. A new location for the TICC, Efdal Community and the community hub will need to be identified and relocation strategy agreed before the redevelopment of the sites. The AAP preferred option states adequate reprovision for space for community use should be provided prior to redevelopment. The SRF commits to working within the planning policy framework.

Improved accessibility should benefit this protected characteristic as it makes travelling with prams easier.

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

There is a lower proportion of people who are in marriages compared to the Haringey and London averages. There is a slightly lower proportion of people who are in civil partnerships in the area compared to the Haringey average, but this is still higher than the London average.

We do not envisage any inequalities based on marriage or civil partnership status based on projects identified to deliver the SRF objectives.

Positive	X	Negative		Neutral impact		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 Strategic Regeneration Framework provides opportunity to develop interventions which support mixed tenure communities and safer, more welcoming public realm.

Projects developed to deliver the SRF's objectives will be assessed individually to ensure they remove or minimise disadvantage experienced by persons from protected characteristics, and will endeavour to be of benefit to all of the community in Wood Green. Projects will seek specifically to work to reduce the inequalities outlined in this report.

Procurement processes will ensure that no proposal will lead to discrimination, harassment or victimisation to residents and staff when delivering services.

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 protected characteristics are impacted?	Action	Lead officer	Timescale
Wood Green and Turnpike Lane station access issues (disability)	Lobby TFL to install lifts and step free access to WG and TPL stations as part of their improvement works. An accessibility steering group is being established to develop a public realm design guide.	Head of Area Regeneration Wood Green	1-3 years
Sky City and Page High demolition (all)	The ERRPP will be extended to housing association tenants in Page High and Sky City at the point which the scheme to develop the Mall is brought forward.	Director of Regeneration Sanctuary and Metropolitan Housing	2-5 years
Ensure that due regard is paid to the Public Sector Equality Duty when	EqIA required on the Council's preferred option for the Council Accommodation,	Project Manager for Council	When Cabinet considers the decision.

making decisions as a result of proposals which deliver the SRF objectives. Library and Customer Service Centre (Age, Sex, Sexuality, Gender Reassignment)	Library and Customer Service relocation, following options appraisal for how to achieve continuous service and/or reprovision of space for key services for protected characteristics.	Accommodation project	
Community buildings/spaces (age, sex, ethnicity, religion)	For all buildings with community uses which require demolition, work with the community to identify new locations in Wood Green prior to demolition. EqIAs required for individual proposal decisions.	Director of Regeneration	Establish a new location before redevelopment.

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 Wood Green Programme Board and the Council's Priority 4 Board will monitor regeneration schemes which are brought forward to deliver the objectives of the SRF. All schemes which directly impact equalities groups will be developed in line with the Council's plans for engagement and consultation. The Head of Area Regeneration Wood Green will complete further EqIAs for specific programmes and projects brought forward in the delivery plan.

7. Authorisation

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8. Publication

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

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