

HARINGEY COUNCIL

EQUALITY IMPACT ASSESSMENT FORM



Service: Economic Regeneration

Directorate: Urban Environment

Title of Proposal: Wood Green Town Centre Supplementary Planning Document (SPD)

Lead Officer: Mark Hopson – Physical Regeneration Manager

Names of other Officers involved: Deborah Hogan

Step 1 - Identify the aims of the policy, service or function

State what effects the proposal is intended to achieve and who will benefit from it.

The overall purpose of the Wood Green Town Centre Supplementary Planning Document (SPD) will be to provide strategic planning guidance for the town centre and surrounding area for the next 25 years. The SPD will form part of the wider Local Development Framework (LDF), a portfolio of policies that will control and enhance development within Haringey

The Wood Green Town Centre SPD will be compiled following extensive consultation with the local community and stakeholders. Three themes will make up the vision for the SPD: community; quality and sustainability.

These themes will aim to:

- ensure that Wood Green is a place which meets the needs of local people and provides a safe and welcoming environment;
- ensure that environment, infrastructure and amenities of Wood Green are of a high quality; and
- promote a sustainable approach to Wood Green in terms of transport, development, retail and community life.

The SPD will conform to relevant national, regional, sub-regional and local planning policy and will seek to take into account all equalities issues. Key policy and strategy documents that have relevance to the SPD are:

- National planning policy guidance, such as:
 - i. **PPS1 Delivering Sustainable Development** – This document contains a section highlighting government guidelines on Social Cohesion and Inclusion (Planning for Sustainable Development, p. 7). Development Plan policies should seek to: ensure that that impact of development on the social fabric of communities is considered; reduce social inequalities; address accessibility for all members of the community to jobs, health, housing, education, shops, leisure, and community facilities; take into account the needs of the community in relation to age, sex, ethnic background, religion, disability and income; delivery safe, healthy and attractive places to live; support the promotion of health and wellbeing by making provision for physical activity.
 - ii. **PPS6 Planning for Town Centres** – This document contains a section highlighting government policy objectives for town centres (Planning for Town Centres, p.5) to promote vitality and viability. The wider objectives relate to: improving social inclusion; investment to regenerate deprived areas creating additional employment opportunities and improved physical environment; promote economic growth of regional, sub-regional and local economies; to develop more sustainable patterns of development promoting sustainable transport choices.

- iii. **PPS12 Local Spatial Planning** – This document sets out government policy on Local Development Frameworks and includes guidance on the preparation of Supplementary Planning Documents. The document draws attention to the importance of wide consultation on Core Strategies, under which documents such as the SPD sit. One element of the Core Strategy is the Statement of Community Involvement SCI. The role of the SCI (Local Spatial Planning, p.12) is to ensure that: details on how to engage with diverse sections of the community is included; identify which umbrella organisations and community groups need to be involved at different stages of the planning process; explain the process and appropriate methods for effective community involvement; include information on how the SCI will be monitored, evaluated and scrutinised at the local level; include details of where community groups can get more information on the planning process.
- o Regional and sub-regional planning policy guidance including:
 - i. **Supplementary Planning Guidance (SPG) - Planning for Equality and Diversity in London** – This document is aimed at Local Authorities and provides guidance on how to implement the key London Plan relating to addressing the needs of London’s different communities. The SPG also highlights the spatial impacts of wider socio-economic issues such as poverty and discrimination. The document covers: promoting equality and diversity in the planning process, key spatial and social issues for London and addressing the spatial needs of target equality groups.
- o Local planning policy guidance, including:
 - i. **Haringey UDP and forthcoming LDF** – These documents follow guidance set down in PPS12 on Local Spatial Planning;
 - ii. **Haringey Council’s Greenest Borough Strategy** – The document includes an Equalities Impact Assessment;
 - iii. **Haringey Council’s Regeneration Strategy** – Objective 1 “People” highlights the Council’s desire to increase skills, raise employment and reduce worklessness. Objective 3 “Prosperity” includes a priority to build on Haringey’s young, ethnically diverse community to take advantage of innovation and global trade opportunities and promote entrepreneurialism;
 - iv. **Haringey Safer Communities Strategy** – The strategy was formed as a result of extensive consultation to understand the concerns of the local community. It focuses on key local priorities including Young People, crime and victimisation. The strategy highlights community engagement as a key approach to tackling crime and anti-social behaviour;
 - v. **Haringey Sustainable Community Strategy** – The strategy was formed as a result of extensive consultation. It focuses on key outcomes impacting on all elements of the local community. Outcome areas include:
 1. People at the Heart of Change – building on a cohesive and included community;
 2. An Environmentally Sustainable Future – including engagement with children and young people in environmental issues and promoting the concept of the “green generation”;
 3. Economic Vitality and Prosperity Shared by All – to increase employment and the number of people in work, creating greater prosperity, opportunity and enterprise with a particular focus on children and young people;
 4. Be Safer for All – reduce the instances and fear of crime supporting the most vulnerable members of the community;
 5. Healthier People with a Better Quality of Life – tackle health inequalities and create more decent homes focusing on those communities at the highest risk of poor health;
 6. Be People and Customer Focused – Greater opportunities for civic engagement and volunteering drawing in local people to work together, including children and young people. Bring communities and the generations together to tackle social isolation and exclusion.
 - vi. **The Haringey Guarantee** – This programme works with employers, schools, colleges, training providers, employment services and local communities. The key aims of the programme are to provide: jobs for unemployed local people; jobs for local people with relevant skills following successful completion of a training programme; routes into structured training and education for local young people and support for local businesses.

Intended beneficiaries

The SPD will benefit all who live, work and visit Wood Green. The SPD will be compiled as a direct result of a 2-stage consultation process. All recommendations made in the SPD will therefore be representative of the views of the local community and stakeholders.

Main Stakeholders

The main stakeholders to be consulted for the draft SPD include: The Environment Agency; English Heritage; Natural England; English Partnerships; the GLA; Cabinet Members; Ward Councillors, key Council Officers and all the local communities who live, work or visit Wood Green. Once adopted, the document will provide guidance for Council Officers and developer who intend to make any changes or additions to the streetscape within the geographical remit of the SPD. The SPD will have particular relevance for Council services such as: Planning; Frontline Services and Neighbourhood Management.

Stakeholders will want the SPD to offer guidance and clarity on planning policies within the town centre as well as a wide range of issues relating to the built and natural environment in line with relevant national and regional policies.

Step 2 - Consideration of available data, research and information

You should gather all relevant quantitative and qualitative data that will help you assess whether at presently, there are differential outcomes for the different equalities target groups – diverse ethnic groups, women, men, older people, young people, disabled people, gay men, lesbians and transgender people and faith groups. Identify where there are gaps in data and say how you plug these gaps.

In order to establish whether a group is experiencing disproportionate effects, you should relate the data for each group to its population size. The 2001 Haringey Census data has an equalities profile of the borough and will help you to make comparisons against population sizes.

http://harinet.haringey.gov.uk/index/news_and_events/fact_file/statistics/census_statistics.htm

2 a) Using data from equalities monitoring, recent surveys, research, consultation etc. are there group(s) in the community who:

- are significantly under/over represented in the use of the service, when compared to their population size?***
- have raised concerns about access to services or quality of services?***
- appear to be receiving differential outcomes in comparison to other groups?***

On-street consultation event targeting young people –Young people were encouraged to add their concerns and hopes for Wood Green to a display board and map out the future types of service offers they would like to see in the town centre. Comments included:

- feeling that there is a perception that crime and gangs on the High Road is significant
- there should be more community facilities, particularly those aimed at young people.

Haringey Phoenix Group walking audit – The group for the blind and partially sighted undertook their own Wood Green town centre audit the findings from which were fed into the draft SPD. Key findings included

- the need to make a variety of improvements to pedestrian crossings
- reduce obstacles on pavements or make them more easily detectable.

Individual Stakeholder meeting with Shop Mobility representative -

The Shop Mobility scheme in Wood Green represents people with physical disabilities in the local area. It was therefore very important to obtain the views of this particular group. Key points raised by this group were:

- A number of shops and cafes have steps at their entrances making them not DDA compliant;
- Some of the pavements along the High Road and town centre do not have dropped kerbs;
- The junction of the High Road and Gladstone Road is difficult to cross, and there is a problem with tree routes obstructing pavements;
- There could be more help for visually impaired users of the town centre.

Ethnicity:

Consistent equalities monitoring of those who contributed through the consultation process did not take place and therefore a clear assessment of responses from diverse ethnic groups could not be made. Specific consultation with some BME stakeholders did however take place:

Retail Health Check – This activity measured Wood Green in terms of its vitality and viability. Key indicators relevant to equalities included: diversity of the main town centre; retailer representation and accessibility. A strength identified in the Retail Health Check is that there is significant ethnic representation amongst businesses on Turnpike Lane. There are potentially adverse implications if this group is not protected.

Individual Stakeholder meeting with Sol Ali (Chair of the Turnpike Lane Traders Association) – The Turnpike Lane Traders Association represents a range of BME businesses. Sol Ali, as Chair of the Association, represents a key stakeholder in the future of Wood Green town centre and connecting roads. Key points raised by this group were:

- Turn Turnpike Lane into an ‘Asian Oxford Street’. The road should be multi-cultural, and complementary to the High Road;
- There is a problem with too many groups of youths using the street;
- There is a need to improve the physical appearance of the street. The lighting, street furniture and quality of the pavements could all be improved (Ilford Lane was cited as an appropriate example). Small trees and an increase in ‘greenery’ could also help to improve the appearance;
- The smaller, independent shops should be relocated to Turnpike Lane, to make room for larger shops along the High Road;

Gender, religious belief and sexual orientation:

It is likely that representatives from each of these 3 groups responded during the course of both the initial and statutory consultation periods. The groups, however, were not targeted specifically and this highlights a gap in the consultation process. In addition, insufficient equalities monitoring provision was made for the draft SPD feedback forms. Any gaps will be addressed prior to any future consultation activity and will be identified in the Equality Impact Assessment Action Plan.

Whilst the Council cannot prove the extent of the diversity of responses received during the consultation process, significant qualitative and quantitative data was obtained as a result of both consultation phases.

2 b) What factors (barriers) might account for this under/over representation?

The aims of the SPD may have differential outcomes for certain equality target groups in the following ways:

Disability and Older People

- Physically moving around the town centre. Wood Green High road is quite cluttered and improvements could be made to the lay out and provision of facilities to enable improved mobility around the town centre.
- Accessing appropriate travel to and around Wood Green. Disabled people may require improved transport links in order to access the town. The London Plan sets out that the parking needs of disabled motorists and motorcyclists need to be more clearly accounted for within Supplementary Planning Documents.
- Accessing shopping and other local facilities.
- The SPD is a complex document and the language may be a barrier to engaging people with communication needs in the consultation process.

Ethnicity and Religion or Belief

- People from ethnic minority groups and faith communities may face barriers to accessing culturally appropriate services and facilities if these are not protected.

Step 3 - Assessment of Impact

Using the information you have gathered and analysed in step 2, you should assess whether and how the proposal you are putting forward will affect existing barriers and what actions you will take to address any potential negative effects.

3 a) How will your proposal affect existing barriers? (Please tick below as appropriate)

Increase barriers?	Reduce barriers? <input checked="" type="checkbox"/>	No change?
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Comment

In general the aims of the SPD are to reduce barriers faced by particular equality target groups in accessing Wood Green.

3 b) What specific actions are you proposing in order to respond to the existing barriers and imbalances you have identified in Step 2?

- Improvements to the public realm and reduction in street furniture making the street less cluttered and more user-friendly and improve disabled access.
- Language within the SPD to be improved for clarity in relation to access and inclusive design.
- Enhancement of accessibility into and within the town centre.
- Consideration of the parking needs of disabled motorists or motorcyclists as set out in the London Plan.
- Improvements to pedestrian safety at the Alexandra Road/High Road junction to include road narrowing at the pedestrian crossing point to improved disabled access.

3 c) If there are barriers that cannot be removed, what groups will be most affected and what Positive Actions are you proposing in order to reduce the adverse impact on those groups?

Haringey Shop Mobility said that many shop entrances are not DDA compliant. It would be impossible to enforce this with existing businesses however consideration of DDA guidelines will be taken into account with any new building development.

Promote character areas and complementary role of Turnpike Lane – the geographical remit of the SPD does not at present extend to this area.

Where a proposal is made that may impact directly on one particular community group, the SPD will emphasise that extensive consultation will need to take place before any decision is made. This will be the case for any proposed development/redevelopment in the town centre.

Step 4 - Consult on the proposal

Consultation is an essential part of impact assessment. If there has been recent consultation which has highlighted the issues you have identified in Steps 2 and 3, use it to inform your assessment. If there has been no consultation relating to the issues, then you may have to carry out consultation to assist your assessment.

Make sure you reach all those who are likely to be affected by the proposal, ensuring that you cover all the equalities strands. Do not forget to give feedback to the people you have consulted, stating how you have responded to the issues and concerns they have raised.

4 a) Who have you consulted on your proposal and what were the main issues and concerns from the consultation?

Consultation has taken place in 2 phases.

Phase 1:

The draft SPD was produced and drafted on the back of extensive initial consultation with stakeholders including: local residents and businesses, strategic partners, community representatives, Councillors and Council Officers. The format of consultation included:

- High Street consultation event aimed at Young People, 19 July 2007;
- Town Centre Walking Audit, 13 October 07;
- Member/Senior officer visioning sessions;
- Meetings with local partnership groups;
- Steering Group, drawn from within the Council and other key stakeholders including TfL and the PCT.

Feedback from the consultation was summarised in a Draft Evidence Base and Consultation Report which was published on the Council's web site together with the draft SPD and Sustainability Appraisal.

Phase 2:

A 6 week statutory consultation period on the draft SPD took place between 17 May and 25 June. This gave the opportunity for local residents and stakeholders to see their initial proposals drafted into one document and again to feedback views. This also included feedback on the accompanying Sustainability Appraisal and Consultation Report which were undertaken in conjunction with the main SPD report.

In line with corporate guidance the statutory consultation included a weekend exhibition and launch at The Mall shopping followed by an exhibition highlighting key proposals of the draft SPD at the Wood Green library for the duration of the consultation period. Hard copies of the documents were available to view at the library and at River Park House as well as electronically, on the Council's web site and planning consultation portal Lime House.

4 b) How, in your proposal have you responded to the issues and concerns from consultation?

A Consultation Summary Report was produced incorporating all responses received from Phase 2 of the consultation process. In line with regulations, the Consultation Summary Report presents a response to all feedback received. On the basis of the agreed suggestions, the SPD will be amended accordingly and the final draft will go to Planning Committee for review on 8 September and to Cabinet for adoption on 14 October.

4 c) How have you informed the public and the people you consulted about the results of the consultation and what actions you are proposing in order to address the concerns raised?

A formal SPD page on the Council's website provides constantly updated information: www.haringey.gov.uk/woodgreenspd. Feedback of consultation results will be posted at this location.

There is a dedicated Wood Green SPD website that can be found at: <http://www.woodgreenspatialplan.net/>.

Step 5 - Addressing Training

The issues you have identified during the assessment and consultation may be new to you or your staff, which means you will need to raise awareness of them among your staff, which may even involve training. You should identify those issues and plan how and when you will raise them with your staff.

Do you envisage the need to train staff or raise their awareness of the issues arising from any aspects of your proposal and as a result of the impact assessment, and if so, what plans have you made?

Where any proposals or projects from the SPD are taken forward equalities issues will need to be assessed. Where staff training is identified as a requirement, this should be provided by the service delivering the project.

There are regular Urban Environment Equalities meetings, chaired by the Assistant Director of Economic Regeneration, at which equalities issues and queries relating to the SPD may be raised and any training gaps identified.

Step 6 - Monitoring Arrangements

If the proposal is adopted there is a legal duty to monitor and publish its actual effects on people. Monitoring should cover all the six equality strands. The purpose of equalities monitoring is to see how the policy is working in practice and to identify if and where it is producing disproportionate adverse effects and to take steps to address the effects. You should use the Council's equal opportunities monitoring form which can be downloaded from Harinet. Generally, equalities monitoring data should be gathered, analysed and report quarterly, in the first instance to your DMT and then to the Equalities Team.

What arrangements do you have or will put in place to monitor, report, publish and disseminate information on how your proposal is working and whether or not it is producing the intended equalities outcomes?

- *Who will be responsible for monitoring?*
- *What indicators and targets will be used to monitor and evaluate the effectiveness of the policy/service/function and its equalities impact?*
- *Are there monitoring procedures already in place which will generate this information?*
- *Where will this information be reported and how often?*

These issues will be considered in future monitoring exercises.

Where a proposal is made that may impact directly on one particular community group, the SPD will emphasise that extensive consultation will need to take place before any decision is made. This will be the case with any proposed development/redevelopment in the town centre.

Step 7 - Summarise impacts identified

In the table below, summarise for each diversity strand the impacts you have identified in your assessment

Age	Disability	Religion /Belief	Gender	Ethnicity	Sexual Orientation
<p>OLDER PEOPLE People with limited mobility may experience unfair outcomes if the requirements outlined within the EIA have not been accounted for.</p> <p>YOUNGER PEOPLE Young people could face unfair outcomes if the needs they outlined are not accounted for in the SPD.</p> <p>Young People felt particularly concerned about gangs and crime in the Wood Green high road area.</p>	<p>People with limited mobility may experience unfair outcomes if the requirements outlined within the EIA have not been accounted for.</p> <p>Specifically, people with physical disabilities face barriers to benefiting from the SPD in terms of:</p> <ul style="list-style-type: none"> ▪ Accessing shops ▪ Moving around the town centre ▪ Accessing transport facilities. <p>LEARNING DISABILITIES People with learning disabilities and communication needs may not engage with the SPD and be able to participate in planning development work because information is often complex and difficult to understand.</p>	<p>No Evidence of impact.</p>	<p>No Evidence of impact.</p>	<p>No Evidence of impact.</p>	<p>No Evidence of impact.</p>

Step 8 - Summarise the actions to be implemented

Please list below any recommendations for action that you plan to take as a result of this impact assessment.

Issue	Action required	Lead person	Timescale	Resource implications
Not all equalities strands (gender, sexual orientation & religious belief, ethnicity) were represented in the SPD consultation process.	Include equalities monitoring questions in all future consultation activity in order to identify any groups who are not participating in consultation, and to compare feedback from different equalities groups.	Project Managers	For the lifespan of the SPD	Project plans will need to reflect time required for further consultation activity
Equalities issues will not be monitored in any work undertaken as a result of the SPD	Regular equalities monitoring to take place at the Urban Environment Equalities meeting.	Planning Service	Regular project monitoring will need to take place with regard any actions resulting from proposals made in the SPD	A regular Urban Environment Equalities meeting already takes place on a regular basis
Information on consultation activity is not always disseminated to the general public	All resident consultation and engagement activity to be reported through the Council's Corporate Consultation process.	Project Managers	For the lifespan of the SPD	An e-form is available to all Council Officers to complete. Once the consultation information has been submitted an automatic process will ensure that all findings are reported on the Council's online consultation database
SPD is not easily accessible to the general public, and specifically to those who have communication needs.	Language within the SPD to be improved for clarity in relation to access and inclusive design.	Physical Regeneration	Prior to Planning Committee on 8 September 2008	Urban Practitioners will incorporate any changes into the SPD as part of their remit of work
Enhancement of accessibility into and within the town centre.	Reduce street furniture making the street less cluttered and more user-friendly and improve disabled access.	Frontline Services	For the lifespan of the SPD	Project plans will need to reflect time required for further consultation activity
Disabled and Older people may face barriers	Consideration of the parking needs of disabled motorists or motorcyclists as set out in the London	Frontline Services	For the lifespan of the SPD	Project plans will need to reflect time required for further

to accessing the town by car or bike.	Plan.			consultation activity
Physical Access for pedestrians with physical mobility problems.	Improvements to pedestrian safety at the Alexandra Road/High Road junction to include road narrowing at the pedestrian crossing point to improved disabled access.	Frontline Services	For the lifespan of the SPD	Project plans will need to reflect time required for further consultation activity

Step 9 - Publication and sign off

There is a legal duty to publish the results of impact assessments. The reason is not simply to comply with the law but also to make the whole process and its outcome transparent and have a wider community ownership. You should summarise the results of the assessment and intended actions and publish them. You should consider in what formats you will publish in order to ensure that you reach all sections of the community.

When and where do you intend to publish the results of your assessment, and in what formats?

Assessed by (Author of the proposal):

Name: Mark Hopson

Designation: Physical Regeneration Manager

Signature:

Date:

Quality checked by (Equality Team):

Name: Bethan Williams

Designation: Equalities Project Officer

Signature:

Date:

Sign off by: (Sponsor of the proposal):

Name: David Hennings

Designation: Assistant Director for Economic Regeneration

Signature:

Date: