

EQUALITY IMPACT ASSESSMENT

The **Equality Act 2010** places a ‘**General Duty**’ on all public bodies to have ‘**due regard**’ to the need to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity for those with ‘protected characteristics’ and those without them
- Fostering good relations between those with ‘protected characteristics’ and those without them.

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on protected characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

Stage 2 – Full Equality Impact Assessment

An EqIA provides evidence for meeting the Council’s commitment to equality and the responsibilities under the Public Sector Equality Duty.

When an EqIA has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.

Please read the Council’s Equality Impact Assessment Guidance before beginning the EqIA process.

1. Responsibility for the Equality Impact Assessment

Name of proposal	A Strategy for Tottenham High Road
Service area	Housing, Regeneration, and Planning
Officer completing assessment	Matthew Maple / Toussainte Reba
Equalities/ HR Advisor	Olayinka Animashaun
Cabinet meeting date (if applicable)	January 2019
Director/Assistant Director	Helen Fisher / Peter O’Brien

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

'A Strategy for Tottenham High Road' (the "Strategy") aims to provide a vision and framework for change to the town centres along the High Road, Bruce Grove, Tottenham Green / High Cross and Seven Sisters. Cabinet will make a decision regarding the whether to approve the Strategy. Each project arising from the Strategy, will have a separate and individual project development, feasibility, engagement and approvals process. As such, this EqIA does not refer to a change in policy or commitment to any particular project, but rather, considers the likely impact of projects which arise from the Strategy programme, subject to their individual assessment.

The Strategy is an aspirational and multi-agency approach to change, promoting the town centres as the focus for community activities and recognising the need to make the town centres competitive in relation to rapidly changing trends. This is expected to positively impact on businesses, residents, visitors and other stakeholders on or around the High Road and its town centres. The holistic approach to local improvements aims to address the key issues affecting the High Road and its residential catchment areas through varying means of 'community wealth building' as delivered through the objectives below, and particularly, by promoting:-

"An approach to projects and interventions on the High Road which helps residents and businesses to develop skills and involvement in town centre activities in order to make the most of opportunities and feel greater ownership of the process of change in the High Road"

- Supporting Tottenham High Road's town centres¹ to thrive in a changeable economy, increasing the number of quality jobs for local people, and making it easier to do business in Tottenham, by promoting an affordable and sustainable mix of retail, office, civic and leisure uses (both day and evening)
- Fostering strong, vibrant, diverse and culturally rich town centres by celebrating their uniqueness, diversity of communities and their heritage and culture
- Providing accessible, quality spaces for people to come together through measures which promote:-
 - Healthier streets and neighbourhoods, tackling issues such as air quality
 - Safer public spaces for everyone
 - Streets and highways that are accessible for walking and cycling
 - Town centres which are better accessed and served by digital (SMART) technology

¹ reference to 'town centres' includes the secondary parades along the High Road between, and at the edges of the centres

- An approach which attracts inward investment and maximises Council, other public sector funding and private investment for the benefit of communities in Tottenham

3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these

This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.

Protected group	Service users	Staff
Sex	Census 2011	N/A
Gender Reassignment	Equality and Human Rights Commission Hate Crime Offences, Home Office	N/A
Age	Census 2011	N/A
Disability	Census 2011	N/A
Race & Ethnicity	Census 2011	N/A
Sexual Orientation	Hate Crime Offences, Home Office	N/A
Religion or Belief (or No Belief)	Census 2011	N/A
Pregnancy & Maternity	Census 2011	N/A
Marriage and Civil Partnership	Census 2011	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.

1. Demographics

A) Sex²

	Female	Male
Bruce Grove	50.2%	49.8%
Tottenham Green	50.8%	49.2%
Tottenham Hale	50.3%	49.7%
Northumberland Park	50.2%	49.8%
Haringey	50.5%	49.5%
London	50.9%	49.1%
England	50.8%	49.2%

As in common with national and regional trends, there are slightly more females than males in Tottenham High Road. However, unlike the wider trend, in all but Tottenham Green, the difference is marginal and the number of men is comparatively higher than the regional and national ratio.

	Female headed lone parent families	Male headed lone parent families
Bruce Grove	93.0%	7.0%
Tottenham Green	94.5%	5.5%
Tottenham Hale	91.0%	9.0%
Northumberland Park	93.0%	7.0%
Haringey	92.7%	7.3%
London	92.5%	7.5%
England	90.3%	9.7%

Haringey has a higher proportion of female headed lone parent families compared to London and England and Tottenham Green in particular, has more mothers than fathers as the lone head of the family.

Lone mothers are more likely to experience inequalities, such as access to employment opportunities.

B) Gender reassignment

We do not hold data on the number of people who are seeking, receiving or have received gender reassignment surgery, and there is not national data collected for this protected characteristic. The Equality and Human Rights Commission estimate that there are between 300,000-500,000 transgender people in the UK³. 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.

² Census 2011

³ <https://www.equalityhumanrights.com/en/trans-inequalities-reviewed/introduction-review>

C) Age⁴

	0-15	16-24	25-44	45-64	Over 65
Bruce Grove	22.5	13.0	37.3	18.9	8.4
Tottenham Green	20.4	13.3	38.8	19.3	8.2
Tottenham Hale	23.6	17.7	32.1	18.8	7.8
Northumberland Park	27.0	12.6	33.1	19.4	7.9
Haringey	20.4	11.8	39.0	20.0	8.8
London	19.9	12.3	35.5	21.2	11.1
England	18.9	11.9	27.5	25.4	16.3

Haringey has a relatively higher proportion of younger people and young adults than the London, national or Haringey proportions. This is particularly accentuated in Northumberland Park which has a higher proportion of children, and Tottenham Hale, which has a higher proportion of young adults than the wider figures, the latter probably being due to the student accommodation provided there. Correspondingly, there are fewer older working people in most of the wards with people therefore at the earlier stages of their working life. This contrasts slightly with Haringey generally, which has a higher proportion in the 25-44 age group than the London or UK averages. The exception is Tottenham Green which approximately following the Haringey and London averages.

All areas have a significantly lower proportion of people over 65 in comparison to the UK and London averages.

D) Disability⁵

	Bruce Grove	Tottenham Green	Tottenham Hale	Northumberland Park	Haringey	London	England and Wales
Day-to-day activity limited a lot	7.5%	8.4%	7.2%	8.1%	6.8%	6.7%	8.3%
Day-to-day activity limited a little	7.6%	8.0%	7.5%	8.6%	7.2%	7.4%	9.3%
Day-to-day activity not limited	84.9%	83.6%	85.3%	83.3%	86.0%	85.8%	82.4%
Day-to-day activity	4.4%	5.2%	4.2%	5.0%	3.8%	3.4%	3.6%

⁴ Census 2011

⁵ Census 2011

limited a lot: Age 16-64							
Day-to-day activity limited a little: Age 16-64	5.0%	5.6%	4.8%	5.9%	4.6%	4.2%	4.6%
Day-to-day activity not limited: Age 16-64	59.7%	60.6%	59.6%	54.2%	62.4%	61.5%	56.5%

Tottenham High Road wards have a proportionately higher amount of people with disabilities than the Haringey and London numbers and is closer to the UK average. However, the UK average is probably related to the comparatively older profile of the population as is demonstrated when looking at figures for working age people. Tottenham Green and Northumberland Park have the highest rate of people whose activities are limited.

E) Ethnicity

	Bruce Grove	Tottenham Green	Tottenham Hale	Northumberland Park	Haringey	London	England
English/Welsh/Scottish/N.Irish/British	17.4%	19.3%	18.4%	16.6%	34.7%	44.9%	79.8%
White Irish	2.2%	1.9%	1.6%	1.7%	2.8%	2.2%	1.0%
Gypsy or Irish Traveller	0.2%	0.2%	0.2%	0.1%	0.2%	0.1%	0.1%
White Other	24.2%	25.8%	22.4%	20.7%	23.0%	12.7%	4.6%
White and Black Caribbean	2.1%	2.3%	2.4%	2.7%	1.9%	1.5%	0.8%
White and Black African	1.2%	1.1%	1.5%	1.6%	1.0%	0.8%	0.3%
White	1.1%	1.3%	0.9%	0.9%	1.5%	1.2%	0.6%

and Asian							
Other mixed	2.5%	2.4%	2.0%	2.1%	2.1%	1.5%	0.5%
Indian	2.4%	1.8%	2.8%	1.3%	2.3%	6.6%	2.6%
Pakistani	1.1%	0.7%	1.2%	0.5%	0.8%	2.7%	2.1%
Bangladeshi	2.5%	2.5%	1.7%	1.5%	1.7%	2.7%	8.2%
Chinese	1.6%	1.6%	2.2%	1.0%	1.5%	1.5%	0.7%
Other Asian	3.9%	4.5%	3.9%	3.5%	3.2%	4.9%	1.6%
Black African	14.8%	13.8%	15.7%	22.0%	9.0%	7.0%	1.8%
Black Caribbean	13.5%	10.9%	12.6%	13.5%	7.1%	4.2%	1.1%
Black Other	3.6%	4.2%	4.3%	4.8%	2.6%	2.1%	0.5%
Arab	0.9%	0.7%	1.5%	0.9%	0.9%	1.3%	0.4%
Any Other Ethnic	4.6%	5.0%	4.7%	4.5%	3.9%	2.1%	0.6%

Haringey has a smaller 'White British' population by proportion than London and England and this is accentuated around the Tottenham High Road area with around half the Haringey average.

As for the Haringey figure, Tottenham High Road has a significant 'White Other' population compared to London and England. This includes Turkish and East European communities.

There is almost twice as many Black African and Black Caribbean people as the Haringey average, which is significantly higher than the national and regional average. The numbers of people from the Asian subcontinent is comparatively lower than the London average.

BAME communities are more likely to experience inequalities, such as discrimination and poverty.

F) Sexual Orientation

We do not hold ward or borough level data on sexual orientation, and it is not collected nationally through the Census. However, the ONS estimates that 3.7% of Haringey's population are lesbian, gay or bisexual (LGB), which is the 15th largest LGB community in the country⁶. We will need to ensure that the inequalities and discrimination experienced by LGB people are considered throughout this EqIA.

⁶<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/articles/subnationalsexualidentityestimates/uk2013to2015#introduction>

G) Religion

	<i>Bruce Grove</i>	<i>Tottenham Green</i>	<i>Tottenham Hale</i>	<i>Northumberland Park</i>	<i>Haringey</i>	<i>London</i>	<i>England and Wales</i>
Christian	51.6%	50.9%	52.4%	50.6%	45.0%	48.4%	59.3%
Buddhist	1.3%	1.4%	1.5%	1.0%	1.1%	1.0%	0.4%
Hindu	2.0%	1.6%	2.4%	1.1%	1.8%	5.0%	1.5%
Jewish	0.4%	0.6%	0.6%	0.2%	3.0%	1.8%	0.5%
Muslim	19.0%	17.7%	20.3%	24.2%	14.2%	12.4%	4.8%
Sikh	0.4%	0.1%	0.3%	0.2%	0.3%	1.5%	0.8%
Other religion	0.4%	0.5%	0.2%	0.3%	0.5%	0.6%	0.4%
No religion	16.6%	18.6%	14.7%	13.2%	25.2%	20.7%	25.1%
Religion not stated	8.3%	8.5%	7.6%	9.2%	8.9%	8.5%	7.2%

People along Tottenham High Road are significantly more likely to have some sort of religion than any of the Haringey, London or England population (the Haringey figure suggesting a particularly high amount of secular people in areas outside Tottenham). The noticeable figures relate to the numbers of Muslim people along Tottenham High Road, which reflects the numbers of Black African and Turkish people in the area. The Christian population is higher than the London average but Hindu, Sikh and Jewish people are below London averages.

H) Pregnancy and maternity

The proportion of 0-4 year olds in the Census 2011:

	Number of 0-4 year olds
Bruce Grove	7.8%
Tottenham Green	7.4%
Tottenham Hale	8.2%
Northumberland Park	9.2%
Haringey	7.1%
London	7.2%
England and Wales	6.2%

Dependent Children

	Proportion of households with dependent children
Bruce Grove	37.4%
Tottenham Green	32.2%
Tottenham Hale	40.0%
Northumberland Park	40.3%
Haringey	31.4%

London	30.9%
England and Wales	29.1%

Reflecting earlier observations, Tottenham High Road has a high proportion of young children and households with dependent children, which suggests a higher number of pregnant women (assuming a constant trend). Tottenham Green is comparatively low and closer to the Haringey and London averages.

I) Marital and civil partnership status⁷

	Married (heterosexual couples)	Civil Partnership
Bruce Grove	32.2%	0.7%
Tottenham Green	29.4%	0.6%
Tottenham Hale	31.6%	0.3%
Northumberland Park	32.0%	0.2%
Haringey	33.3%	0.6%
London	39.8%	0.4%
England and Wales	46.6%	0.2%

The number of married people along Tottenham High Road (only available to heterosexual couples at the time) is significantly lower than in London and England (comparable to the Haringey average). The proportion of people in civil partnerships is higher in Bruce Grove and Tottenham Green compared to the London and England and Wales average, although generally, combined with the figures for the gender and age characteristics, it might be extrapolated that there is a higher proportion of young working men, a characteristic which, if one assumes the reason for working in the area is work rather than family or community, as was suggested in a recent Resident Survey, might suggest a transient population.

2. Tackling inequalities

A Strategy for Tottenham High Road aims to address all areas of the Borough Plan objectives and therefore has far reaching positive impacts on inequalities in the area. These are articulated in a general sense in the Strategy objectives as noted above.

The Strategy will provide benefits through the development of the projects described within. These are not described in detail in the Strategy and will require further development of the detail of each project, including feasibility, engagement and greater understanding of the nature of the benefits expected to be gained. However, in lieu of this

⁷ Census 2011

further work being undertaken, we can describe the likely expected benefits, which are included below, referring to five 'major projects'⁸ as appropriate, which are anticipated to arise from the Strategy and relate to each of the areas as follows:-

PROJECT	WARD	TOWN CENTRE
Enterprising Tottenham High Road	Bruce Grove	Bruce Grove
Liveable Seven Sisters	Tottenham Green	Seven Sisters
Stoneleigh and Holcombe Yards	Tottenham Hale	Bruce Grove
Investing in the Heart of Tottenham	Tottenham Green	High Cross / Tottenham Green
Pride in a High Quality High Road	All Wards	All town centres

General

Tottenham is ethnically diverse, with over three quarters of residents from ethnic minorities, and proportionately younger than the rest of the borough and the city as a whole. Tottenham also has a less qualified population and a higher poverty rate. Most of Tottenham also falls within the bottom 10% most deprived area nationally. It performs poorly in respect of income, education, skills and health compared to other places in the UK.

A recent Residents Survey indicated that South Tottenham has a lower rate of satisfaction in the local area than the borough average, (a figure which is significantly surpassed by north Tottenham, where only 63% of people are satisfied). The reasons given mirror those from the Strategy consultation, with anti-social behaviour and cleanliness at the top of the list. South Tottenham is narrowly below the borough average for feelings of safety (again north Tottenham significantly surpasses this). These perceptions are significantly heightened if you are from a Black or Asian background, Muslim faith or if you have a disability.

The rate of communication between the Council and people in South Tottenham is lower than anywhere else in the borough (interestingly, north Tottenham scores comparatively well). Perhaps owing to its strong transport links and proximity to other boroughs, significantly larger numbers of people work outside the borough. South Tottenham has the lowest rates of physical activity, and the worst rates of mental health.

However, issues related to housing were considered satisfactory in south Tottenham according to the Resident Survey.

The projects proposed to be delivered through A Strategy for Tottenham High Road will address issues affecting the population, particularly those in protected characteristics as follows, in relation to the objectives.

- i) Supporting Tottenham High Road's town centres⁹ to thrive in a changeable economy, increasing the number of quality jobs for local people, and making it**

⁸ See Cabinet report for fuller description of projects

easier to do business in Tottenham, by promoting an affordable and sustainable mix of retail, office, civic and leisure uses (both day and evening)

Tottenham has high level of economically inactivity and unemployment rate. There were many reasons why people would not be in work. In fact a minority of them are classed as unemployed (i.e. able to, wanting and seeking work). The remainder were classed as economically inactive – they were not working or able/available to do so. A third (33%) of the working-age people in North Tottenham were economically inactive, compared to 28% in South Tottenham and 21% in the rest of Haringey. A distinctly larger proportion of 25-49 and 50-59 year olds claim **Employment and Support Allowance** in Tottenham than in other Haringey. There is also higher levels of young people claiming DLA in Tottenham. The median pay of employees living in Tottenham (£11.40) and working in Tottenham (£12.50) is significantly lower than the rest of the borough (£16.90) and London’s top quartile.

It has been shown that Tottenham High Road includes a higher than average proportion of men of a younger age. Tottenham has also seen falls in attainment rates for GCSE A*-C. Whilst the highest NEET levels are in Noel Park, the next 6 highest levels are within 6 Tottenham wards.

16/17 year olds in Employment, Education or Training

Sex/Gender (June 2017)¹⁰

<i>Sex/Gender</i>	<i>Haringey</i>	<i>London</i>	<i>England</i>
Female	93.20%	95.3%	92.30%
Male	88.90%	93.20%	90.50%
Total	91.00%	94.20%	91.40%

Haringey is below the London and England average. Females are more likely to be in employment, education or training for 16-17 year olds compared to males.

Employment by sex/gender, 2015¹¹

	<i>Haringey</i>	<i>London</i>	<i>National comparator</i>
Women	64.8%	66.5%	68.6%
Men	77.6%	79.6%	79.1%
Total	71.3%	72.9%	73.9%

Employment rates in Haringey are lower than London and the national average. The gap between men and women may be due to women still typically taking on responsibility for childcare, which in Haringey is likely to include female headed lone parent families.

Projects will be developed that recognise the high proportion of single mothers who need additional support and enhanced access to employment through facilities such as creches, safer, more accessible transport and access to IT facilities.

The proportion of 16-17 year olds who are not in employment, education and training (NEETs) in Haringey varies, where younger people are more likely to be NEET in the east of the borough compared to the west of the borough.

⁹ reference to ‘town centres’ includes the secondary parades along the High Road between the centres

¹⁰ <https://www.gov.uk/government/publications/participation-in-education-and-training-by-local-authority>

¹¹ <https://data.london.gov.uk/dataset/london-borough-profiles>

Only 13% of young people in vocational education found sustained employment and training against the England average of 23%. Only 3% were able to entered apprenticeships, compared to the England average of 7%. The proportion of 16 and 17 year olds who are NEET (Not in Education, Employment and Training) is far greater in the east than elsewhere in the borough. Three wards (Northumberland Park, St Ann's and Noel Park) have a NEET rate above 4%, against the Haringey average of 3.6% and the London average of 3.1%.¹²

There is a higher rate of living in the area for a short period of time and travelling out of the borough for work. Research indicates that Haringey is home to the 10th lowest number of businesses in London and the third lowest number of jobs (after Lewisham and Barking and Dagenham), indicating that there is significant capacity for growth in both businesses and employment.

The Strategy will help to address these issues by aiming to enhance the skills and capacities of local people from the local area, both in relation to employment, as well starting businesses and promoting good quality work in the area.

Access to work is likely to be affected due to inequalities affecting the high proportion of people of Black African / Black Caribbean ethnicity, which statistically has been demonstrated to have lower rates of employment.

16-17 year olds NEETs by Ethnicity (June 2016)

<i>Ethnicity</i>	<i>Haringey</i>	<i>London</i>	<i>England</i>
White	91.4%	91.2%	90.4%
Mixed race	89.3%	91.6%	90.3%
Black or Black British	92.1%	94.3%	93.7%
Asian or Asian British	94.8%	96.2%	95.2%
Chinese	93.5%	97.2%	97.1%
Other	91.5%	93.8%	90.8%

With the exception of 'White', the proportion of 16-17 year olds in employment, education or training is lower in Haringey compared to national and regional picture.

Responding to this need would be demonstrated through projects such as Enterprising High Road, which aims to provide affordable work space linked to training and employment support services for people in the local community, as well as other projects, such as Holcombe Yards, which aims for similar objectives.

Responding to the lack of childcare and crèche facilities, as has been highlighted as an issue for women in accessing jobs, such as in Bruce Grove, which has a low proportion of crèches and primary schools, promoting high quality access to the facilities that are available, such as might be achieved through enhancing the access from Bruce Grove,

¹² Department for Education NEET annual statistics, via [London](#) Datastore

over High Cross to the southern part of the High Road, could make it more practical to better utilise the available community centres for this purpose¹³.

This would make a considerable improvement to people's lives through opening up these facilities to a wider population of people.

ii) Fostering strong, vibrant, diverse and culturally rich town centres by celebrating their uniqueness, diversity of communities and their heritage and culture

Tottenham High Road has a high proportion of people from Black African / Black Caribbean and 'other White' ethnicities and Muslim faith. In order to promote improved access to facilities and services, it is important that the area reflects the community and business activities, cultural needs and the character and identity of local people.

Development of business space will be progressed to reflect local business and consumer needs, as will be the aim for Enterprising Tottenham High Road. Investing in the Heart of Tottenham will enhance the accessibility of cultural facilities at Tottenham Green, and it is hoped provide the opportunity for an enhanced range of facilities in the built and open spaces. Liveable Seven Sisters will enhance opportunities for developing the culturally relevant leisure offer, particularly in enhancing its rich offer of independent international food, through developing business forums, tackling anti-social behaviour, improving physical access and working with local people to better enhance and reflect the local culture in the streetscape, open spaces and any opportunities for the buildings. The Bernie Grants Arts Centre might be a better used facility if it could be better integrated to the transport hub at Seven Sisters, through improved and expanded pedestrian and cycling accessibility along the 'Seven Sisters boulevard', enhancing the area's reputation and range of leisure activities for everyone in the area.

Pride in a High Quality High Road will provide the opportunity for projects to be developed with local people, so not only is there a reflection of local culture, but an ownership by local people through having been part of the improvements.

iii) Providing accessible, quality spaces for people to come together through measures which promote:-

- **Healthier streets and neighbourhoods, tackling issues such as air quality**
- **Safer public spaces for everyone**
- **Streets and highways that are accessible for walking and cycling**
- **Town centres which are better accessed and served by digital (SMART) technology**

Tottenham has a distinctly higher proportion of children in the overweight or obese category. At 71%, Tottenham has 22% higher rate registering as at least overweight in year 6 compared to the rest of Haringey. Childhood obesity is largely caused by behaviour and environment a child is placed within. Eating high calorie, low nutrient foods, whilst participating in sedentary activities significantly increases the chances of becoming

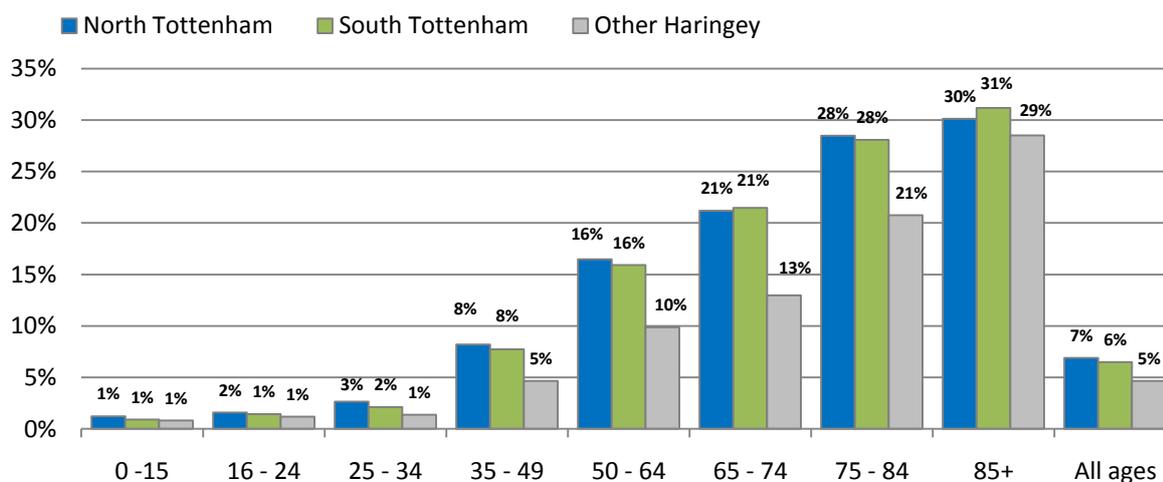
¹³ survey on childcare sufficiency due to be published in January 2019

overweight. It can be difficult however for children and parents to make healthy food choices and get physical activity when they are exposed to environments that do not support healthy habits. Children who have childhood obesity will have higher risk for other health problems, implying a greater pressure on Adult social care in Haringey.

Health is a key component of A Strategy for Tottenham High Road and projects will be developed reflecting best practice in relation to the ‘Healthy Towns’ and ‘Healthy Streets’ agendas promoted by NHS / TCPA and TfL. Information provided above has indicated that, while the population along Tottenham High Road is predominantly younger than the borough, London and UK averages, rates of ‘limitations’, or disabilities, are higher than average for working age people. Lack of community cohesion and mental health issues are significant factors for south Tottenham as indicated above and shown below.

There is the typical gap between male (80) and female (85) life expectancy. However, women in Haringey are more likely to experience shorter healthy life expectancy. Men are less likely to access mental health services and therefore experience crisis mental health situations. As pointed out in the Haringey Health and Wellbeing Strategy, suicide rates are 33% higher in Haringey than the rest of London, with young men being a disproportionately high represented group. The programme would have engaged with young men in order to reduce this inequality¹⁴.

Proportion of people in bad health¹⁵



Census data above shows that there are significant variations in the proportions of individuals in bad health based on their location, and this is throughout the population regardless of age. Looking at the populations as a whole, North Tottenham has the highest proportion of its population in bad health at 6.9%, South Tottenham is slightly better at 6.5%, whilst the remainder of Haringey is significantly better at 4.7%.

Focusing more narrowly at age groups the most notable difference is throughout the age brackets 25-34, 34-49, and 50-64, which contain approximately 59% of the population, where in all cases the North and South Tottenham proportion of people in bad health is 60% greater than that of the remainder of Haringey. The difference narrows as age increases, becoming as small as 1 percentage point at 85+, although at this point a significant proportion of the population would have been in bad health due to old age.

¹⁴ http://www.haringey.gov.uk/sites/haringeygovuk/files/final_-_health_and_wellbeing_strategy_2015-18_0.pdf

¹⁵ Census 2011 table DC3302EW, available via [Nomis](http://www.nomis.gov.uk).

3,000 children and young people will have a mental health issue at any point in time, while 34,000 will have a common mental health issue, such as depression or anxiety¹⁶. Development of a programme to promote positive mental health and wellbeing would have helped tackle this inequality.

Over 34,500 adults in Haringey have a common mental condition such as anxiety or depression. This is a proven barrier to sustained employment- just 33% of those with mental health issues are in work, compared to 53% of residents with a physical disability. More than 4,000 live with a severe mental illness, predominantly in the east of the borough; low percentages are in employment or settled accommodation.¹⁷

The east of the borough generally experiences higher rates of poor mental health. Depression prevalence in the east of the borough is 5.4% (QOF, 2015/16). Furthermore, 66% of suicides in 2015 took place in the east of the borough; with our latest suicide audit revealing suicide is more likely among those from BAME backgrounds.

A Strategy for Tottenham High Road aims to enhance health. Adopting Healthy Towns and Healthy Streets principles throughout and promoting greater community cohesiveness through for instance, creating better and more spaces for people to meet, has the potential to help tackle issues related to mental health. Physical improvements to areas is a key feature of the Liveable Seven Sisters and Heart of Tottenham projects, providing greater opportunity for people with limitations to access their town centres and the shops, services, community spaces and business and employment places.

On a wider level, the Strategy will look at issues such as air quality (including a proposal for a green wall), and providing safer access for walking and cycling as well as public transport, which should reduce use of private vehicles and promote greater interactivity.

Liveable Seven Sisters promotes an improved quality of streetscape and potentially a greater proportion of the highway dedicated to walking and cycling, which would help to make the town more accessible. Enhanced range of uses in the area and investment in the businesses in Seven Sisters would promote more 'eyes on the street' (both day and evening), while projects to tackle cleanliness and antisocial behaviour would promote use of the town centre for all people, particularly those from protected characteristics (e.g. Black African / Caribbean and Muslim, as well as those who might also feel vulnerable in less accessible places, such as people from the LGBT community) who have indicated (through the Residents Survey) that they feel less safe.

Access to public toilets, as is anticipated through the Enterprising Tottenham High Road, will enable older people and people with mobility issues to access the town centre.

iv) An approach which attracts inward investment and maximises Council, other public sector funding and private investment for the benefit of communities in Tottenham

Projects are being developed with local people in mind, aimed at increasing community wealth. For instance, the focus bringing in investment to promote the food and drinks

¹⁶ [http://www.haringey.gov.uk/sites/haringeygovuk/files/final - health and wellbeing strategy 2015-18 0.pdf](http://www.haringey.gov.uk/sites/haringeygovuk/files/final_-_health_and_wellbeing_strategy_2015-18_0.pdf)

¹⁷ [Haringey Health and Wellbeing Strategy 2015-18](#)

sectors, not only promotes health in the communities, but also provides the opportunities to celebrate local culture, provide good quality jobs (through initiatives such as social leases which are an aim of Enterprising Tottenham High Road) for people from culturally diverse backgrounds to celebrate their cultures through diverse range of activities related to growing, selling and eating / drinking food and beverages.

4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?

Please outline which groups you may target and how you will have targeted them

Further information on consultation is contained within accompanying EqIA guidance

Extensive consultation has been carried out in assessing the current context of the High Road in Tottenham in relation to business and residents' needs and aspirations. This has included engagement which relates to people in protected characteristics such as the engagement with young people and through feedback from the Safer Neighbourhoods Team.

This is combined with other surveys such as the Residents Survey to provide a robust picture of issues which affect people generally, and more specifically, those from the protected characteristics, as has been explored in the above section.

Before the Residents Survey, in October 2013, Haringey Council commissioned an independent organisation, Soundings, to conduct a thorough five-month consultation exercise called Tottenham's Future, to gather views from the community on their hopes and ambitions for the next 20 years. The responses fed into and shaped the council's 'Tottenham Strategic Regeneration Framework' which sets out how the local community's priorities can be achieved and on which the Strategy is informed.

Also, the Authority has undertaken robust consultation (in accordance with statutory requirements) to prepare the Tottenham Area Action Plan Development Plan Document, which puts clear planning guidelines and policies in place to support local people's ambitions for long-term regeneration in Tottenham, bringing thousands of new homes, better access to jobs and employment and improved transport links. The Area Action Plan includes clear policy guidance about how change and development should come forward. Since 2015, public consultations on the Regulation 18 and Regulation 19 versions of the Area Action Plan have taken place with an Examination in Public which took place between August – September 2016.

Going forward, engagement is a key part of the High Road Strategy objectives, and it is the aim, in developing each of the projects from the Strategy, that more detailed issues can be explored, with people who are more directly affected by that particular project, particularly focussing on those who might not normally have a voice. This approach has been explored at Page Green Common, where local school children have played an important role in defining the nature of the project. It is beginning to be explored at the

early stages of the Enterprising Tottenham High Road project, as key representatives from a broad spectrum of groups and organisations are engaged in detailed discussions about their hopes for the area and the project, with the aim that this initial network of groups, expand into a broad network representing a wider cross section of the different people representing the local community.

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?

In total, the team conducting the High Road Strategy consultation, spoke with over 1,600 people and had around 250 recorded responses as well many more general interactions (e.g. exhibitions, leaflets, news items) with residents, shoppers and businesses over the two stages of the consultation process.

The priorities arising from the consultation are as follows:-

- Better provision and improve safety for cyclists and pedestrians
- Improve cleanliness and anti-social behaviour along the High Road
- Improve signage along the High Road, and links to the Lea Valley and Caruncle Passage
- Improve and bring back into use, heritage buildings such as Palace Cathedral and former Barclays Bank
- Greening the High Road and each town centre, and to reduce air pollution
- Make the High Road an attractive place to be in and shop (e.g. shop front improvement programme)
- Improve shops and facilities along the High Road, i.e. public toilets and a wider variety of shops
- Include art projects along the High Road particularly at Page Green or around Tesco
- Improve local parks

As noted above, this is combined with the findings of other surveys to provide a robust picture of how the High Road currently responds to people's needs, including those from protected characteristics, and how it might be improved to better respond to them.

Some key elements of this include:

- Promoting more accessible, safer and healthier access to town centres, which responds directly to issues raised regarding fears and concerns from some groups to travelling to the town centres
- Promoting spaces in town centres for commercial / employment and community spaces, which provide the training and support and opportunities for business start up / growth in the area
- Tackling lack of community cohesiveness by promoting a participative approve to change, working with the local communities to develop and deliver ideas and projects

5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.

Further information on assessing impact on different groups is contained within accompanying EqlA guidance

1. Sex

A number of inequalities that exist have been identified, including:

- Female headed lone parent households accessing employment and training opportunities
- Men and boys disproportionately experience mental health conditions
- Women experience longer unhealthy life expectancy

As noted previously, the Strategy proposes a number of projects which have the potential to help tackle these issues, including providing the opportunities for more and improved training / skills development spaces for businesses and employees (as proposed through Enterprising Tottenham High Road, enhancing access for cycles and walking which encourages healthier forms of active travel and creating healthy spaces and places for people to meet and encouraging community participation in changes, which is aimed at helping to tackle mental health issues by promoting better community cohesiveness.

Positive	X	Negative		Neutral impact		Unknown Impact	
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2. Gender reassignment

We do not have data on the Trans* community in Haringey. However, we are aware that Trans* people experience the following inequalities:

- Discrimination and harassment in education, training and employment
- Mental health inequalities

The programme would have helped to tackle these inequalities and would have be built around safe access to town centres and inclusive places to meet.

Positive	X	Negative		Neutral impact		Unknown Impact	
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3. Age

Given the proportion of young people, focus should be on this group, although also recognising the importance of recognising needs for older people. There are many

inequalities based around age, including:

- A disproportionate number of young people in the east of the borough who are NEET
- Older people are more likely to be in bad health, especially in the east of the borough
- Mental health conditions that impact on both younger and older people

There is a strong emphasis on developing employment opportunities, both through creating and optimising potential employment spaces in Tottenham, and linking this to training and skills development opportunities.

Opportunities to reflect local culture through commercial, community and creative projects is important for people both young and old in enhancing people's sense of belonging in the area, building communities and reducing the transitory nature of the population, building a more typical age profile across the area.

Positive	X	Negative		Neutral impact		Unknown Impact	
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4. Disability

There is a comparatively high proportion of people with 'limitations' in Tottenham High Road. There are many inequalities based upon the disability protected group, including:

- Barriers to accessing education, training and employment opportunities
- Health inequalities, including people with mental health conditions.
- Physical barriers around the streets and public realm
- Perceptions of safety, particularly in the evening and night

Physical improvements to areas is a key feature of the Liveable Seven Sisters and Heart of Tottenham projects, providing greater opportunity for people with limitations to access their town centres and the shops, services, community spaces and business and employment places.

Adopting Healthy Towns and Healthy Streets principles throughout and promoting greater community cohesiveness through for instance, creating better and more spaces for people to meet, has the potential to help tackle issues related to mental health.

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

There are many inequalities based upon the race protected group, including:

- Number of NEETs from BAME communities and barriers to accessing education, training and employment opportunities, including STEM
- Mental health conditions are disproportionately impacting on specific BAME communities
- Perceptions of safety, particularly in the evening and night

Physical improvements, combined with measures proposed at tackling anti-social

behaviour and cleanliness, is a key feature of the proposed Holcombe Yards project, providing greater opportunity for people from BAME groups, who have expressed a concern about access and safety, to access their town centres and the shops, services, community spaces and business and employment places.

There is a strong emphasis on developing employment opportunities, both through creating and optimising potential employment spaces in Tottenham, and linking this to training and skills development opportunities.

Opportunities to reflect local culture through commercial, community and creative projects is important for people from all backgrounds in enhancing people's sense of belonging in the area, building communities and reducing the transitory nature of the population, building a more typical age profile across the area.

Positive	X	Negative		Neutral impact		Unknown Impact	
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6. Sexual orientation

We do not have accurate borough or national data on sexual orientation. However, we are aware that lesbian, gay and bisexual people experience the following inequalities:

- Perceptions of safety, particularly in the evening and night

Physical improvements to areas is a key feature of the Liveable Seven Sisters and Heart of Tottenham projects, providing greater opportunity for people with limitations to access their town centres and the shops, services, community spaces and business and employment places.

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

There are many inequalities based upon the religion / belief group, including:

- Perceptions of safety, particularly in the evening and night

Physical improvements, combined with measures proposed at tackling anti-social behaviour and cleanliness, is a key feature of the Holcombe Yards project, providing greater opportunity for people from BAME groups, who have expressed a concern about access and safety, to access their town centres and the shops, services, community spaces and business and employment places.

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

A number of inequalities that exist have been identified, including:

- Female headed lone parent households accessing employment and training opportunities
- Women and girls entering STEM educational and careers pathways

The project team is aware of issues for lone parents (particularly mothers) accessing jobs, particularly access to crèche / childcare facilities and generally inequalities related to women in the workplace related to their role as parents. The programme will aim to help tackle this by optimising access to the available childcare provision and work to develop the skills and capacity of people in the area, including pregnant women and parents of young children, to better access employment opportunities.

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

The Strategy programme would treat a couple who are in a civil partnership the same as in a marriage, including benefits such as those provided above.

Positive	X	Negative		Neutral impact	X	Unknown Impact	
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10. Groups that cross two or more equality strands e.g. young black women

There are many intersectionary issues and inequalities which the Strategy programme will aim to reduce. In particular, those living in the east of the borough are likely to hold multiple protected characteristics and live in poverty.

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 Strategy is expected to have a direct and indirect positive impact on individuals or groups with protected characteristics along Tottenham High Road relative to current circumstances through the means and manner described above.

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
<p>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></p>			
<p>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</p>			Y
<p>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.</p>			
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
<p>Focus on improved, safer, healthier access to town centres; enhanced spaces for people to meet</p> <p>Various groups – BAME groups (e.g. Black African / Black Caribbean), Muslims, people from various sexual orientations</p>	<p>The EqIA has highlighted some greater detail regarding the protected groups with most prevalent issues in the area, which include lack of social cohesion, health, ‘limitations’, young mothers access jobs and safety at night issues. Although addressed in the Strategy, greater emphasis might be placed on these issues as projects from the programme develop.</p>	<p>Toussainte Reba / Matthew Maple</p>	<p>2019/20 to 2021/22 and beyond</p>
<p>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.</p>			
<p>N/A</p>			
6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:			
<p>The project team is following the Theory of Change approach to establishing and demonstrating the effectiveness of actions in relation to the stated aims and objectives. Further work is required to detail this approach and the indicators required as projects are developed. The Good Growth Fund ‘Enterprising Tottenham High Road’ project will provide a test bed for this approach, as a requirement of that funding programme.</p>			

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7. Authorisation	
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EqlA approved by: Olayinka Animashaun	Date 31/10/18
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8. Publication <i>Please ensure the completed EqlA is published in accordance with the Council's policy.</i>	
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As part of Cabinet report 22 nd January 2019

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