



Brighter strategies
for greener projects



Client: YMCA London City and North
Project: 184 Tottenham Lane
Report: Equalities Impact Assessment

QUALITY ASSURANCE

Issue/Revision:	Draft	Final
Date:	July 2026	August 2026
Comments:		
Prepared by:	Fin Maguire	Fin Maguire
Authorised by:	Petronella Tyson	Petronella Tyson
File Reference:	553975JB17MAR26_EQIA_DV0 2.docx	553975JB17MAR26_EQIA_DV0 2.docx

CONTENTS

1.0	INTRODUCTION	1
2.0	DEVELOPMENT CONTEXT	3
2.1	SITE DESCRIPTION	3
2.2	PROPOSED DEVELOPMENT	3
3.0	POLICY AND LEGISLATIVE BACKGROUND	4
3.1	NATIONAL	4
3.2	REGIONAL	5
3.3	LOCAL	7
4.0	COMMUNITY ENGAGEMENT	9
5.0	EQUALITY PROFILE BASELINE	10
5.1	POPULATION AND AGE	11
5.2	DISABILITY AND HEALTH	12
5.3	SEX AND GENDER REASSIGNMENT	13
5.4	MARRIAGE AND CIVIL PARTNERSHIPS	14
5.5	PREGNANCY AND MATERNITY	14
5.6	RACE AND ETHNICITY	15
5.7	RELIGION OR BELIEF	15
5.8	SEXUAL ORIENTATION	16
5.9	DEPRIVATION AND SOCIO-ECONOMIC STATUS	17
6.0	EQUALITIES IMPACTS	20
6.1	GENERAL CONSTRUCTION MITIGATION	20
6.2	AGE	21
6.3	DISABILITY	22
6.4	GENDER AND GENDER REASSIGNMENT	22
6.5	MARRIAGE AND CIVIL PARTNERSHIP	23
6.6	PREGNANCY AND MATERNITY	23
6.7	RACE AND ETHNICITY	23
6.8	RELIGION OR BELIEF	24
6.9	SEXUAL ORIENTATION	24
7.0	CONCLUSION	25
REFERENCES		

Tables

Table 5.2 Sexual Orientation, Haringey

Table 7.1 Summary of Equalities Impacts

Figures

Figure 5.1 Spatial Boundaries Map

Figure 5.2 Population by Age

Figure 5.3 Haringey Population Projections from 2022 to 2027

Figure 5.4 General Health of Population

Figure 5.5 Disability by Area

Figure 5.5 Gender Identity, Haringey

Figure 5.6 Ethnicity by Area

Figure 5.7 Religion by Area

Figure 5.8 Qualification Level by Area

Figure 5.9 Indices of Multiple Deprivation

Figure 5.10 Indices of Multiple Deprivation Chart 2025

Figure 5.11 Crime, Hornsey

1.0 INTRODUCTION

Greengage Environmental Ltd (Greengage) was commissioned by YMCA London City and North to undertake an Equalities Impact Assessment (EqIA) in relation to a detailed planning application for the Proposed Development known as 184 Tottenham Lane, within the London Borough of Haringey.

Proposals seek to demolish and redevelop the existing building to deliver 174 bedspaces and associated infrastructure, up to six storeys in height, continuing the core use of the site as accommodation for homeless young people. The building currently houses 155 young people aged 18 to 35 years with pressing housing needs. The existing accommodation is no longer fit for purpose and the buildings currently fail to meet the YMCA's requirements. These proposals seek to deliver a modern hostel that aligns with the current best-practice standards whilst increasing the number of bedspaces from 155 to 174.

The purpose of the EqIA is to assess the impact of the Proposed Development for the Applicant on persons who share a relevant protected characteristic and whether mitigation should be secured as part of any permission to advance equality of opportunity.

This assessment does this by assessing how the equal access and opportunity of the following characteristics listed as 'protected characteristics' in the Equality Act 2010 are addressed within the Proposed Development itself:

- a. Age;
- b. Disability;
- c. Gender reassignment;
- d. Marriage and civil partnership;
- e. Pregnancy and maternity;
- f. Race;
- g. Religion or belief;
- h. Sex; and
- i. Sexual orientation.

The assessment has also considered the vulnerable groups with regard to equalities to fostering good relations on the basis of protected characteristics and reduce inequalities of outcome associated with socio-economic disadvantage.

In addition to considering potential adverse effects, this assessment recognises the significant equality benefits associated with the Proposed Development. The redevelopment will replace accommodation that is no longer fit for purpose with a modern, accessible and higher-quality housing facility, increasing the number of bedspaces available for young people experiencing homelessness and housing insecurity. By improving the quality, accessibility and capacity of the accommodation, the Proposed Development has the potential to advance equality of opportunity for vulnerable young people and contribute positively towards reducing social inequalities within the Borough.

The assessment includes the following:

- Description of the site and the Proposed Development;

-
- A review of relevant National, Regional and Local Policies and Legislation;
 - A review of the equalities baseline;
 - A summary of the community engagement strategy; and
 - An assessment of the impact of the Proposed Development on protected characteristics set out in the Equality Act 2010.

2.0 DEVELOPMENT CONTEXT

The following section provides a description of the existing site and the development proposals.

2.1 SITE DESCRIPTION

The application site, 184 Tottenham Lane, is centred on National Grid Reference TQ 30309 88711. The site is located in the London Borough of Haringey and the surrounding area is comprised of largely residential areas, public highway and high street shops. Specifically, the site is bounded by Tottenham Lane to the east, and Elmfield Avenue to the north.

The existing YMCA property is a five storey semi-detached property fronting Tottenham Lane in central Crouch End, built circa 1920. The building currently comprises 155 single occupancy bedrooms with communal areas (including meeting rooms, storage areas and a canteen with adjacent kitchen) and a privately operated fitness centre, which has separate access to the main YMCA residential building.

2.2 PROPOSED DEVELOPMENT

The proposed development is for;

“Demolition of the existing building and erection of a new, improved hostel facility with ancillary office, training and communal facilities within a part four to part six storey building”.

This is specifically a detailed planning application to demolish and redevelop the existing building to deliver 174 bedspaces and associated infrastructure for 16-35 year olds, up to six storeys in height, continuing the core use of the site as accommodation for homeless young people.

3.0 POLICY AND LEGISLATIVE BACKGROUND

3.1 NATIONAL

Equality Act 2010

The Equality Act 2010¹ provides a legal framework to protect the rights of individuals and advance quality of opportunity for all. As such, it legally protects individuals in Great Britain from discrimination in the workplace and in wider society. For instance, by ensuring equal accessibility to employment, services, education facilities, buildings etc.

The Act entered into force on 1st October 2010 and combined 116 separate pieces of legislation and simplifies and merges previous legislation including the Equal Pay Act 1970, Sex Discrimination Act 1975, Race Relations Act 1976, Disability Discrimination Act 1995, Employment Equality (Religion or Belief) Regulations 2003, Employment Equality (Sexual Orientation) Regulations 2003, Employment Equality (Age) Regulations 2006, Equality Act 2006 (Part 2) and, Equality Act (Sexual Orientation) Regulations 2007.

The Act sets out a list of ‘protected characteristics’ that are to be considered in the assessment of equality issues:

- a. Age;
- b. Disability;
- c. Sex/gender reassignment;
- d. Marriage and civil partnership;
- e. Pregnancy and maternity;
- f. Race and ethnicity;
- g. Religion or belief; and
- h. Sexual orientation.

Overall, the Equality Act sets out provisions with the objective to eliminate unlawful discrimination, harassment, and victimisation; advance equality of opportunity; and foster good relation between communities.

With respect to the Equality Act it should be considered how the design process, planned construction and operation of the Proposed Development has taken communities and those groups identified above under consideration. This assessment considers how communities and people who are discriminated against, can benefit from the Proposed Development and how their participation can be encouraged.

National Planning Policy Framework (NPPF)

The NPPF² was updated in February 2025. The revised NPPF sets out the Government’s planning policies for England and how they are expected to be applied. It provides a framework within which locally prepared plans for housing and other development can be produced. At the heart of the NPPF is a presumption in favour of sustainable development. As part of this, the NPPF recognises the social role of sustainable development and delivering on social, environmental, and economic objectives.

Within this framework, the Chapter 12 'Achieving Well Designed Places' states that planning policies and decisions should ensure that developers meet a number of specific policies including:

'f) create places that are safe, inclusive, and accessible and which promote health and well-being, with a high standard of amenity for existing and future users; and where crime and disorder, and the fear of crime, do not undermine the quality of life or community cohesion and resilience.'

3.2 REGIONAL

The London Plan 2021

The London Plan 2021³ was formally adopted in March 2021, forming the Spatial Development Plan for London and part of the statutory Development Plan for Greater London.

The London Plan provides a longer-term view of London's development to inform decision making until 2041. It is therefore a key material consideration in planning decisions and has thus been referenced within this assessment. The concept of good growth underpins the entirety of the London Plan which then in turn informs several specific policies which are listed below.

Policy GG1: Building Strong and Inclusive Communities.

This policy aims to deliver diverse, equal, and strong communities. It states development proposals must engage with stakeholders early, provide access to good quality community spaces, and ensure streets and public spaces are planned for people to move about comfortably and safely. New buildings must reinforce identity, inclusivity, and adaption to changing community requirements regardless of age, disability, gender, religion, race, sexuality, marital status, or social class.

Policy GG3: Creating a Healthy City

This policy outlines requirements that proposals must follow to improve health and reduce health inequalities. These include promoting more active lifestyles, seeking to improve London's air quality, and improving access to, and the quality of, green and play space.

Policy D5: Inclusive Design

This policy states development proposals should achieve the highest standards of accessible and inclusive design. They should be convenient, welcoming and have no disabling barriers, and an inclusive design statement (DAS) should be included within development proposals.

Development proposal should achieve the highest standards of accessible and inclusive design. They should:

- be designed taking into account London's diverse population;
- provide high quality people focused spaces that are designed to facilitate social interaction and inclusion;
- be convenient and welcoming with no disabling barriers, providing independent access without additional undue effort, separation or special treatment;
- be able to be entered, used and exited safely, easily and with dignity for all; and
- be designed to incorporate safe and dignified emergency evacuation for all building users. In all developments where lifts are installed, as a minimum at least one lift per core (or more

subject to capacity assessments) should be a suitably sized fire evacuation lift suitable to be used to evacuate people who require level access from the building.

Policy E11: Skills and Opportunities for all

This policy aims to address low pay and gender and ethnicity pay gaps, and as set out in his Skills for Londoners Strategy, co-ordinate national, regional and local initiatives to promote inclusive access to training, skills and employment opportunities for all Londoners.

Development proposals should support employment, skills development, apprenticeships, and other education and training opportunities in both the construction and end-use phases, including through Section 106 obligations where appropriate. Boroughs should ensure these are implemented in ways that:

- enable those people undertaking training to complete their training and apprenticeships;
- ensure the greatest possible level of take-up by Londoners of the training, apprenticeship and employment opportunities created; and
- increase the proportion of under-represented groups within the construction industry workforce.

Mayor's Equality, Diversity, and Inclusion Strategy

The Mayor's Equality, Diversity, and Inclusion Strategy⁴ sets out how London will work to create a fairer, more equal, integrated city where all people feel welcome and able to fulfil their potential. In November 2022 the Mayor published a new set of equality objectives to replace those published in 'Inclusive London' in 2018. These are as follows:

- To increase the provision of genuinely affordable homes for the benefit of those groups and communities that are most likely to live in overcrowded, poor quality or unaffordable housing.
- To increase the number of homes that meet Londoners' diverse housing needs including, year-on-year, the pace of provision of affordable specialist and supported housing.
- To address the specific barriers that prevent some rough sleepers exiting rough sleeping and rebuilding their lives.
- Improve Londoners' air quality and access to green space and lower the city's carbon emissions so that inequalities in exposure to harmful pollution and climate risks are reduced.
- To ensure that investment in London's high streets is delivered in a way that can benefit the most deprived parts of London and can meet the expressed priorities of society's most marginalised or underrepresented groups.
- To address the specific barriers faced by those groups of Londoners most likely to experience financial hardship, helping them understand and access their entitlements and available support.
- Remove the barriers preventing children and young Londoners from realising their potential now and in later life.
- To help Londoners at risk of marginalisation in the labour market to get the skills and support they need to secure good quality job
- To ensure London's workforce reflects its population at all levels and in all sectors

- To increase the number and proportion of diverse-owned businesses within the Mayor's main supply chain.
- To support those most at risk of digital exclusion by promoting a consistent approach to addressing access needs, and upskilling those lacking basic digital skills.
- To address the reasons for health inequalities that cause some groups to experience poorer physical and mental health outcomes.
- That Londoners from all walks of life feel heard, and see themselves reflected in the public realm.
- To ensure London's diverse communities have the knowledge, networks, and volunteering opportunities they need to thrive.

3.3 LOCAL

Haringey Local Plan

Haringey adopted their Local Plan in 2013 (consolidated 2017). This will shape the location and scale of development in the borough until 2026. It is made up of the Strategic Policies⁵ and Development Management DPD⁶, and various SPDs.

Policy SP1: Managing Growth

The Council will focus Haringey's growth in the most suitable locations, and manage it to make sure that the Council delivers the opportunities and benefits and achieve strong, healthy and sustainable communities for the whole of the Borough. The Council will maximise the supply of additional housing to meet and exceed its minimum strategic housing requirement of 19,802 homes over the plan period from 2011-2026.

Policy DM1: Delivering High Quality Design

All new development and changes of use must achieve a high standard of design and contribute to the distinctive character and amenity of the local area. Development proposals shall demonstrate how the landscaping and planting are integrated into the development as a whole, and development proposals must ensure a high standard of privacy and amenity for the development's users and neighbours.

Policy SP14: Health and Well-Being

The Council will seek to improve health and wellbeing in Haringey. The Council will for example:

- Work with NHS Haringey in its goal to reduce health inequalities in the areas with poorest health;
- Prioritise interventions and resources to those areas of the borough where health inequalities are greatest; and
- Support the integration of community facilities and services, i.e. health, education, cultural and leisure in multi-purpose buildings.

Policy SP9: Improving Skills and Training to Support Access to Jobs and Community Cohesion and Inclusion

The Council will seek to address unemployment by facilitating training opportunities for the local population, increasing the employment offered in the borough and allocating land for employment purposes. The Council will secure financial contributions from development that results in a net loss of employment floorspace to invest in training and other initiatives that seek to promote employment and adult education in the borough.

YMCA London City and North Equality, Diversity and Inclusion (EDI) Policy

YMCA London City and North (YLCAN) has an established EDI Policy that promotes equality of opportunity, fairness and respect across all aspects of the organisation's activities. The policy is aligned with the Equality Act 2010 and the YMCA England & Wales Equality and Diversity Charter, embedding inclusive practices across employment, service delivery and organisational decision-making. It commits YLCAN to creating an environment free from discrimination, harassment and victimisation through inclusive recruitment and employment practices, mandatory EDI training, reasonable adjustments for disabled people, equal pay principles and ongoing monitoring of workforce diversity. The policy also sets out specific commitments to supporting people with protected characteristics and ensuring that services and facilities are accessible and inclusive for all.

Together, these measures demonstrate YLCAN's commitment to fostering an inclusive organisational culture and delivering services that are accessible, equitable and responsive to the diverse needs of residents, staff, volunteers and the wider community.

4.0 COMMUNITY ENGAGEMENT

Community engagement has been an integral part of the development proposals for 184 Tottenham Lane, with consultation undertaken throughout the design process to ensure that residents, business, community groups and elected representatives had the opportunity to influence the emerging scheme. The engagement strategy was prepared in accordance with the Localism Act 2011, the National Planning Policy Framework and Haringey Council's Statement of Community Involvement, with the objective of ensuring that stakeholders were informed of the proposals and able to provide meaningful feedback prior to the submission of the planning application.

Engagement commenced during the early stages of design development with YMCA staff, operational teams and residents to establish the project brief and identify priorities for the redevelopment. A co-design workshop and informal drop-in consultation were held with residents in January 2026, allowing participants to review emerging proposals, provide written comments, discuss the designs directly with the project team and identify opportunities for improvements to communal facilities and external spaces. Feedback from these sessions informed the design development, resulting in refinements to communal areas, meeting spaces, landscaping and resident facilities.

Alongside engagement with residents, the project team undertook an extensive programme of consultation with the Local Planning Authority, Haringey Quality Review Panel, Ward Councillors, Catherine West MP, local schools, community organisations and local businesses. Two public exhibition events were held in May and June 2026, supported by a dedicated project website, online feedback forms and public briefings through Haringey's Planning Forum. In total, 90 responses were received through the consultation process, providing valuable feedback on the proposals and helping to shape the submitted scheme.

The consultation identified broad support for the YMCA's continued presence in Crouch End and the provision of improved accommodation for young people, alongside concerns relating to building height, construction impacts, servicing arrangements and the design of and noise impact from external amenity spaces. The project team carefully reviewed all feedback received and made a number of amendments to the proposals, including revisions to the landscaping strategy, additional acoustic assessment, refinements to servicing arrangements and changes to the building design in response to comments from local stakeholders, the Quality Review Panel and the Local Planning Authority. This iterative engagement process has helped ensure that the proposals respond positively to the needs of both existing residents and the wider local community.

5.0 EQUALITY PROFILE BASELINE

A desktop review of the currently available baseline data has been conducted to establish an equality profile baseline of the local area.

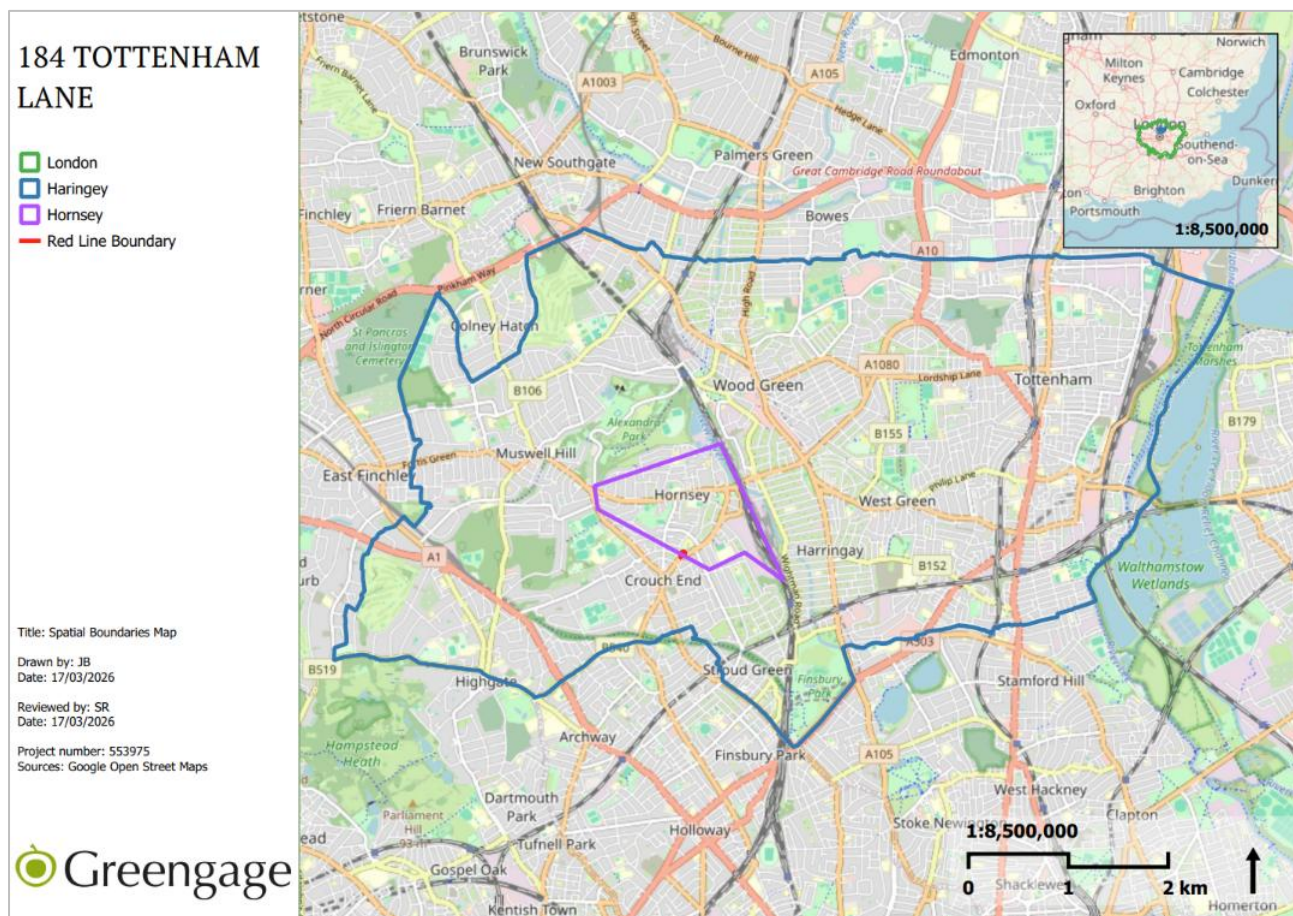
Levels of general inequality have been considered, along with determinants of equality. The Equality Act (2010) describes several 'protected characteristics'. The equality profile baseline has, therefore, considered data sets based on these protected characteristics that have the potential to be affected by the Proposed Development.

It is important when undertaking an assessment of the equality effects that the geographical scope of the assessment is clearly understood.

For comparison purposes and to understand the wider context of the baseline conditions reviewed, the following additional geographic scopes have been considered where appropriate:

- Ward: **Hornsey**;
- Local Authority: **Haringey**;
- Region: **London**; and
- National: averages for **England, Great Britain or the United Kingdom** dependent upon data availability to provide context.

Figure 5.1 Spatial Boundaries Map



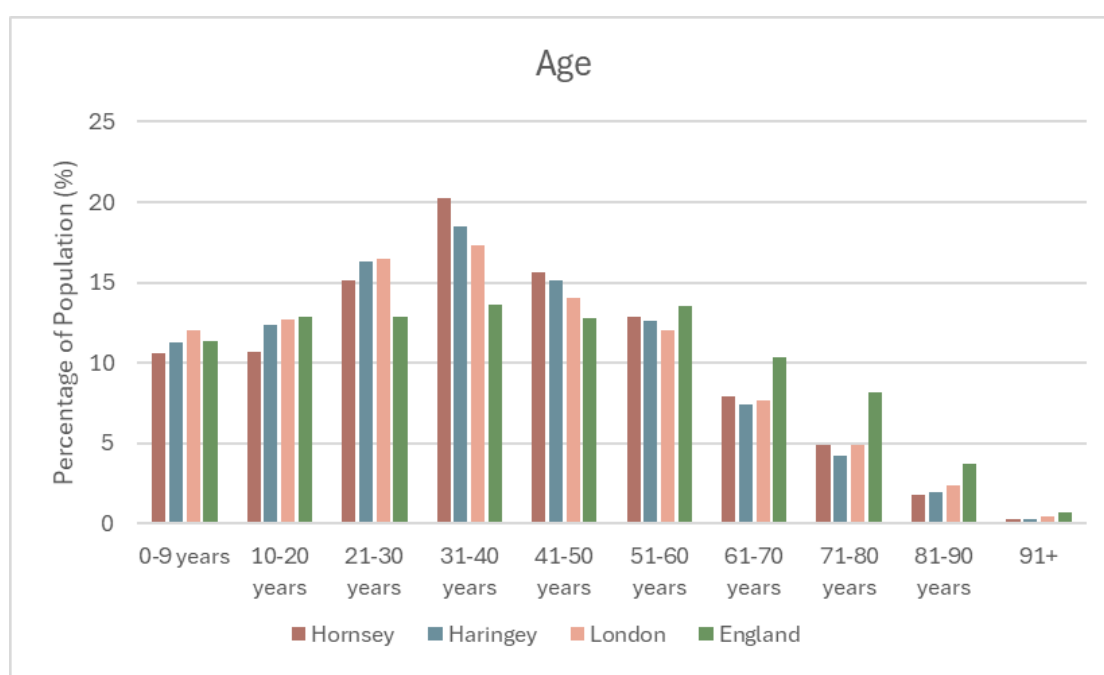
5.1 POPULATION AND AGE

According to the Census⁷, the London Borough of Haringey has a total population of 264,234. Within this figure, Hornsey ward, represents a total population of 15,038.

Age

In Haringey, the greatest proportion of residents are within the 31-40 age bracket equating to 18.4% of residents, which is followed by the 21-30 age bracket equating to 16.3% of residents. Within Hornsey ward, most residents are also between 31-40 years equating to 20.3% of residents. Here and in Haringey there are a lower proportion of elderly residents, for example 4.8% and 4.2% are aged 71-80 here, compared to 8.2% in England overall. Figure 5.2 below shows the age structure of England, London, Haringey and Hornsey ward⁸.

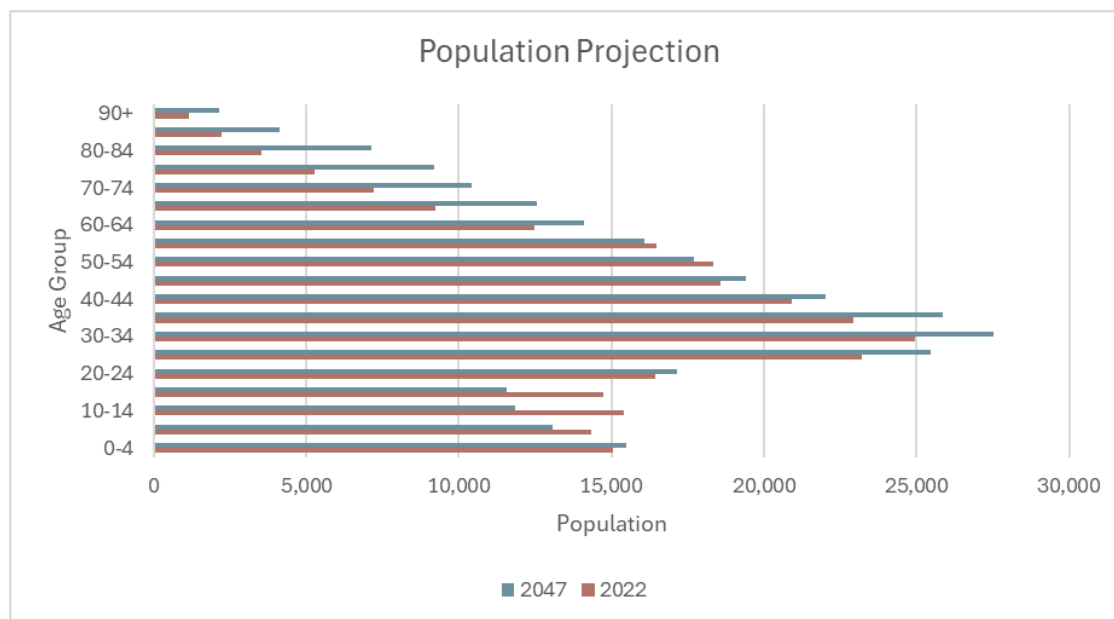
Figure 5.2 Population by Age



Population Projections

Population forecasts for Haringey⁹ show that between 2022 and 2047 figures are expected to rise from 262,413 to 282,893 -an increase of 7.8%. Notably, the proportion of 75-79 year olds will increase by 74.6% by 2047. Population forecasts show the Haringey will have a significantly aging population by 2047. Figure 5.3 below demonstrates how the age profile is projected to change in Haringey.

Figure 5.3 Haringey Population Projections from 2022 to 2027

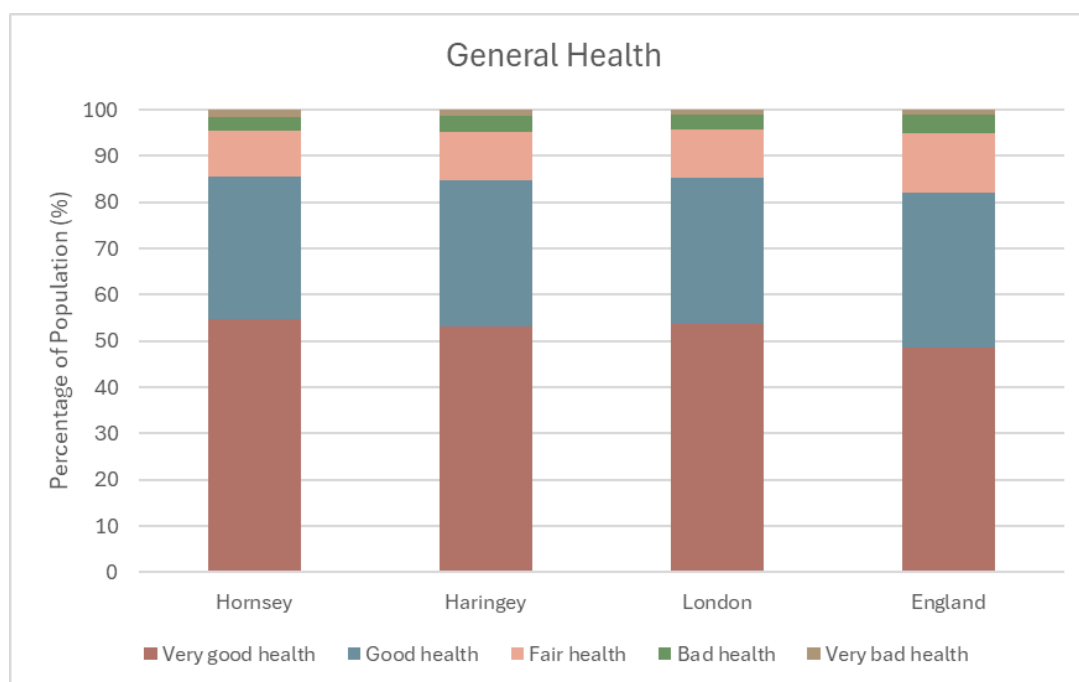


5.2 DISABILITY AND HEALTH

General Health

According to the census data¹⁰, 54.8% of residents within Hornsey are in 'Very good health' and 30.8% of residents are in 'Good health'. The proportion of residents in 'Very good health' is slightly more than in Haringey (53%) and similar to London (53.5%). 1.5% of residents in Hornsey are in 'Very bad health'. This is more than that in Haringey (1.2%), London (1%) and England (1.2%). Figure 5.4 below demonstrates this.

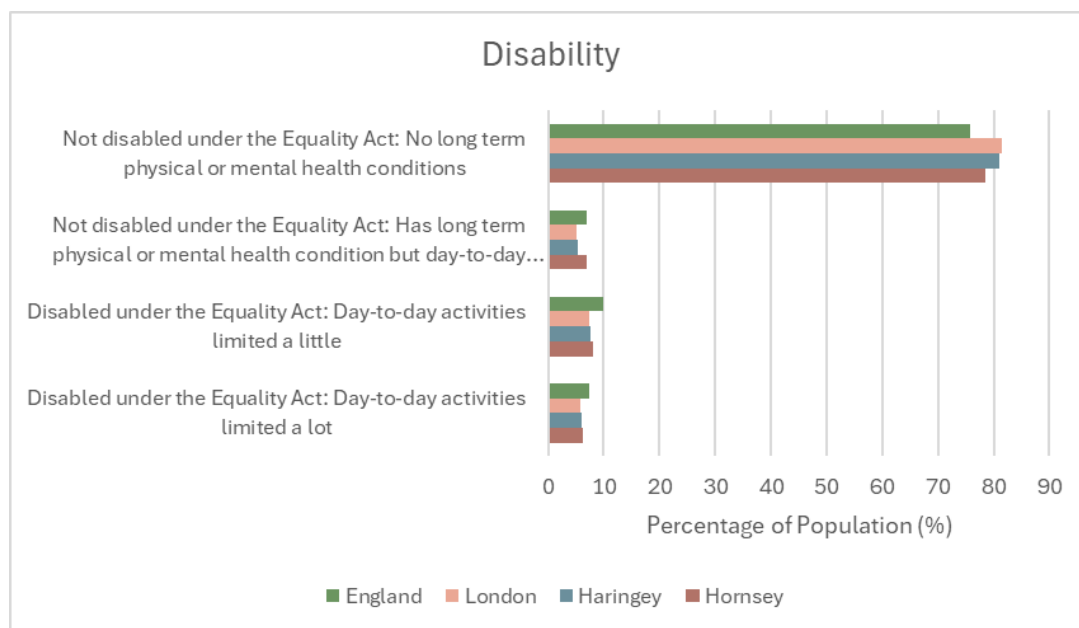
Figure 5.4 General Health of Population



Disability

In Hornsey¹¹, 78.6% of the population are not disabled under the Equality Act. 6.3% of residents are disabled under the Equality Act and have daily activities limited a lot, and 8.1% have daily activities limited a little. This is similar to Haringey where 81.1% of the population are not disabled under the Equality Act, 6.1% of residents are disabled under the Equality Act and have daily activities limited a lot, and 7.5% have daily activities limited a little. See Figure 5.5 below.

Figure 5.5 Disability by Area

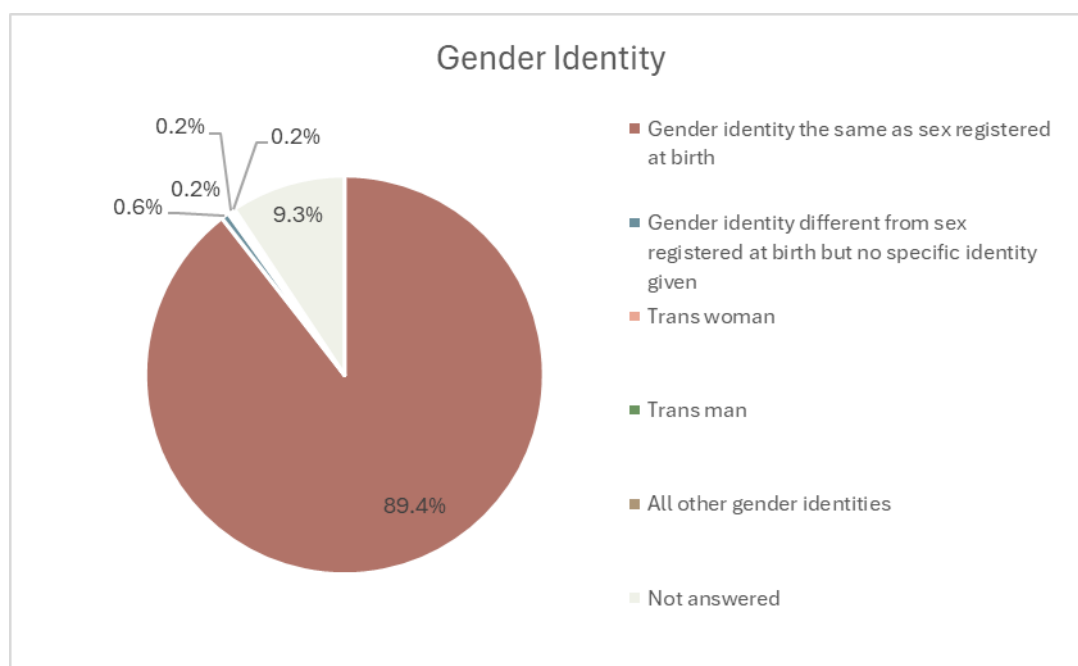


5.3 SEX AND GENDER REASSIGNMENT

In Haringey, 48.2% of the population are female, and 51.8% are male.

Within this, are people who identify as a different gender identity. Of those who do identify as a different gender than that registered at birth, in Haringey 0.6% give no specific gender (non-binary), 0.2% are trans women, 0.2% are trans men, and 0.2% identified as 'Other'. To note, this was a voluntary question included within the Census that not everyone answered¹².

Figure 5.5 Gender Identity, Haringey



5.4 MARRIAGE AND CIVIL PARTNERSHIPS

Of Haringey residents aged 16 years and over, 51.7% said they had never been married or in a civil partnership in 2021, up from 50.0% in 2011.

In 2021, just over one in three people (33.7%) said they were married or in a registered civil partnership, compared with 33.9% in 2011. The percentage of adults in Haringey that had divorced or dissolved a civil partnership remained at 8.2%.

The increase in the percentage of people aged 16 years and over who had never been married or in a civil partnership was greater across London (2.1 percentage points, from 44.1% to 46.2%) than in Haringey (1.7 percentage points). Across England, the percentage increased by 3.3 percentage points, from 34.6% to 37.9%¹³.

These figures include same-sex marriages and opposite-sex civil partnerships in 2021, neither of which were legally recognised in England and Wales in 2011. Same-sex marriages have been legally recognised in England and Wales since 2014 and opposite-sex civil partnerships have been recognised since 2019.

5.5 PREGNANCY AND MATERNITY

Total Fertility Rate is the average number of live children that a group of women would have if they experienced the age-specific fertility rates for the calendar year in question throughout their childbearing lifespan. It is a better measure of trends than the number of livebirths, since it accounts for the size and age structure of the female population of childbearing age. The total fertility rate in Haringey has decreased from 1.67 in 2013 down to 1.33 in 2023.

There is a falling birth-rate in Haringey. The number of live births per year in Haringey has decreased from 4,141 in 2013 to 3,064 in 2023. This is a percentage point decrease of 26%¹⁴. Haringey has a similar rate (0.3%) of live births to teenage mothers to London and England.

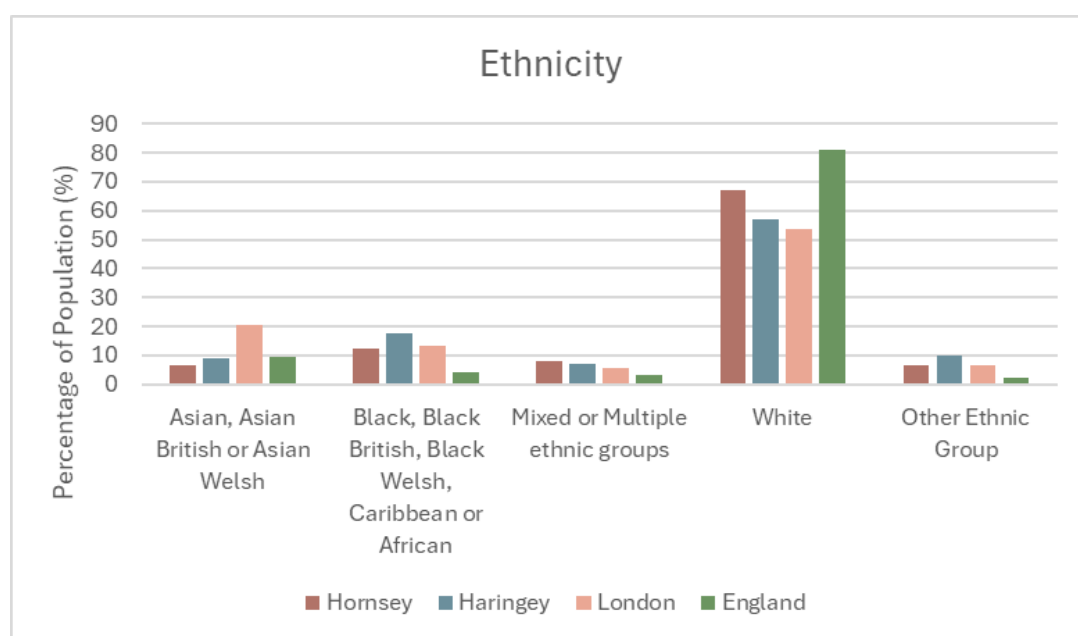
The rate of under 18 conception in Haringey has decreased dramatically over the past 10 years, this is in line with London and England. In 2021, Haringey had a significantly lower rate of under 18 conception rate compared to England (13 per 1,000) but was similar to London (9 per 1,000)¹⁵.

5.6 RACE AND ETHNICITY

Haringey is a highly diverse borough. 38% of residents are from BAME groups and 180+ languages are spoken¹⁶.

Within Hornsey¹⁷, 66.8% of the population are White, this is followed by 12.2% of the population being Black, Black British, Black Welsh, Caribbean or African. Within Haringey, there is a smaller proportion of White residents (60%) followed by 17.6% Black, Black British, Black Welsh, Caribbean or African residents. Here 8.7% are Asian, Asian British or Asian Welsh. This is shown in Figure 5.6 below.

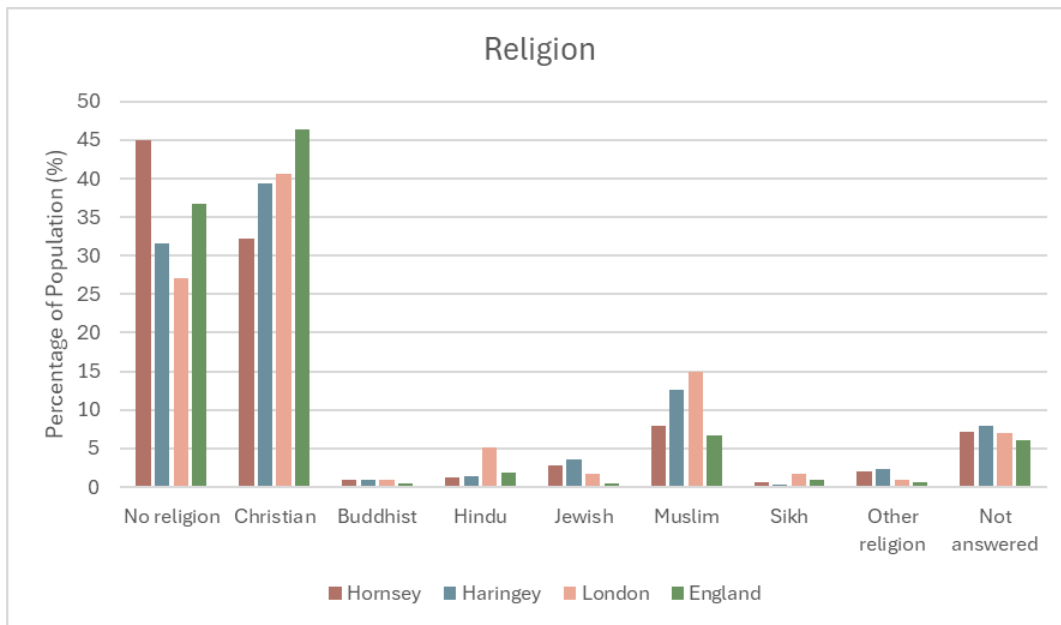
Figure 5.6 Ethnicity by Area



5.7 RELIGION OR BELIEF

Within Hornsey¹⁸, most of the population have no religion (45%). Following this, 32.2% of residents are Christian and 8% are Muslim. In Haringey there is a larger Christian and Muslim population (39.3% and 12.6%) compared to 31.6% having no religion. This can be seen in Figure 5.7 below.

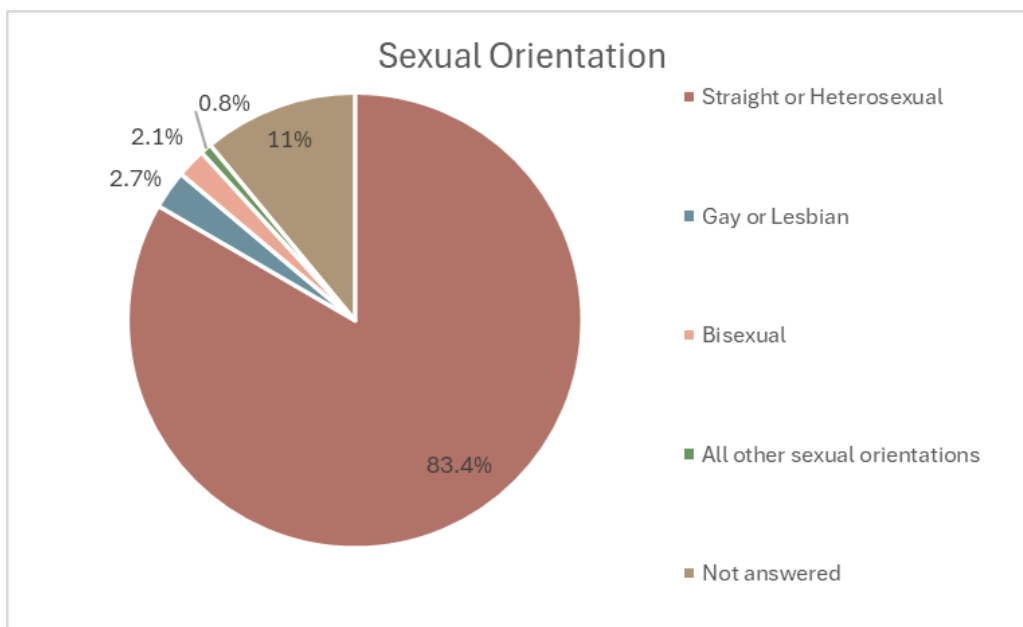
Figure 5.7 Religion by Area



5.8 SEXUAL ORIENTATION

The Census added a new set of questions relating to sexual orientation. In Haringey, the majority (83.4%) of residents identify as straight or heterosexual, 2.7% are gay/lesbian and 11% of residents chose not to answer¹⁹. This can be seen in Figure 5.2 below.

Table 5.2 Sexual Orientation, Haringey

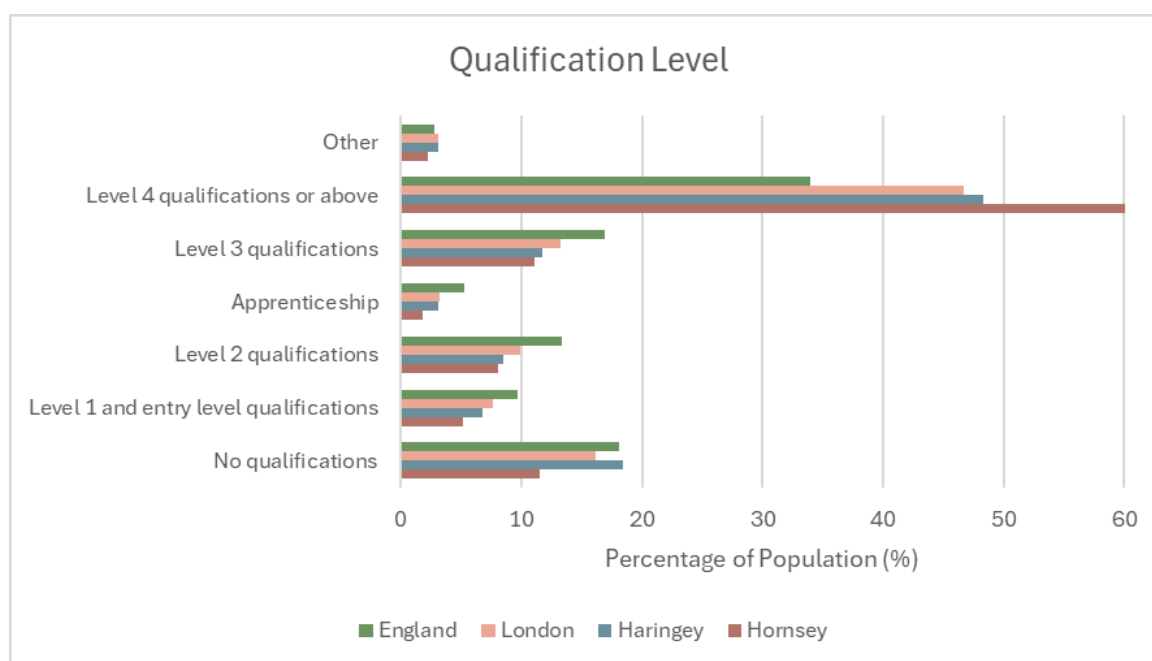


5.9 DEPRIVATION AND SOCIO-ECONOMIC STATUS

Qualifications and Economic Activity

Data provided by the Census²⁰ demonstrates that 60.1% of residents in Hornsey aged 16 years and over have gained Level 4 qualifications and above, which is significantly more than in relation to Haringey (48%) and London (46.7%). This is shown in Figure 5.8 below.

Figure 5.8 Qualification Level by Area



Additionally, 59.4% of the population aged 16 to 74 are economically active in Hornsey, which is more than 55.4% in Haringey and 53.4% in London²¹.

Industry

The Education industry employs the most residents in Hornsey equating to 12.3% of residents, with the Retail trade (except of motor vehicles and motorcycles) sector employing the next largest group at 7.7%. Here, 4.7% of residents are employed in the Construction sector. This is similar to Haringey where 10.9% are employed in Education, 8.9% in Retail trade, and a high proportion in Construction at 7.7%.²²

Deprivation and Crime

The context of people's lives directly influences their health. The Multiple Deprivation Domain measures the relative deprivation of small areas of England, the LSOAs, according to a range of variables including wealth, health and quality of life. The Indices of Deprivation (2025) Multiple Deprivation Domain²³ shows that the Lower Layer Super Output Area (LSOA) the site sits within (Haringey 028B) is Less deprived than most neighbourhoods within Haringey. Figure 5.9 below illustrates levels of deprivation surrounding the site.

Figure 5.9 Indices of Multiple Deprivation

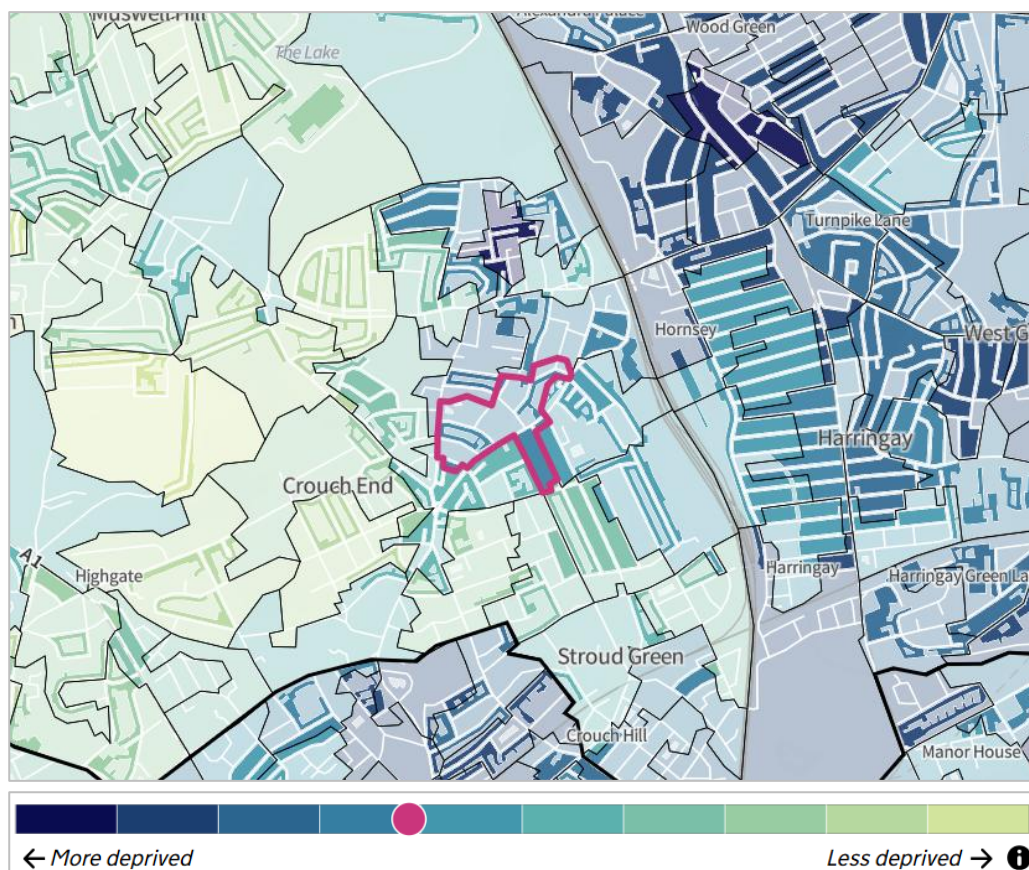
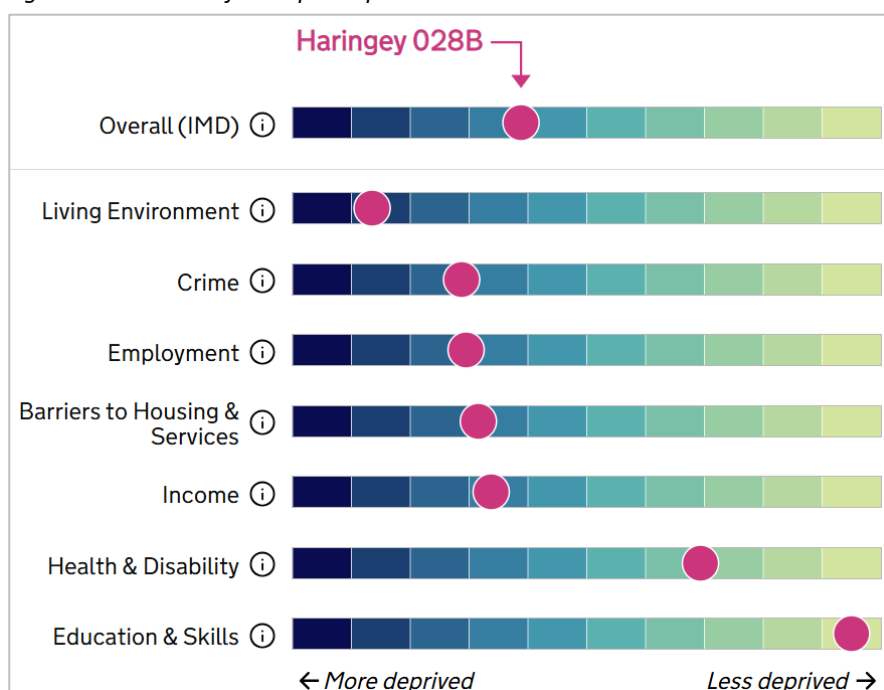


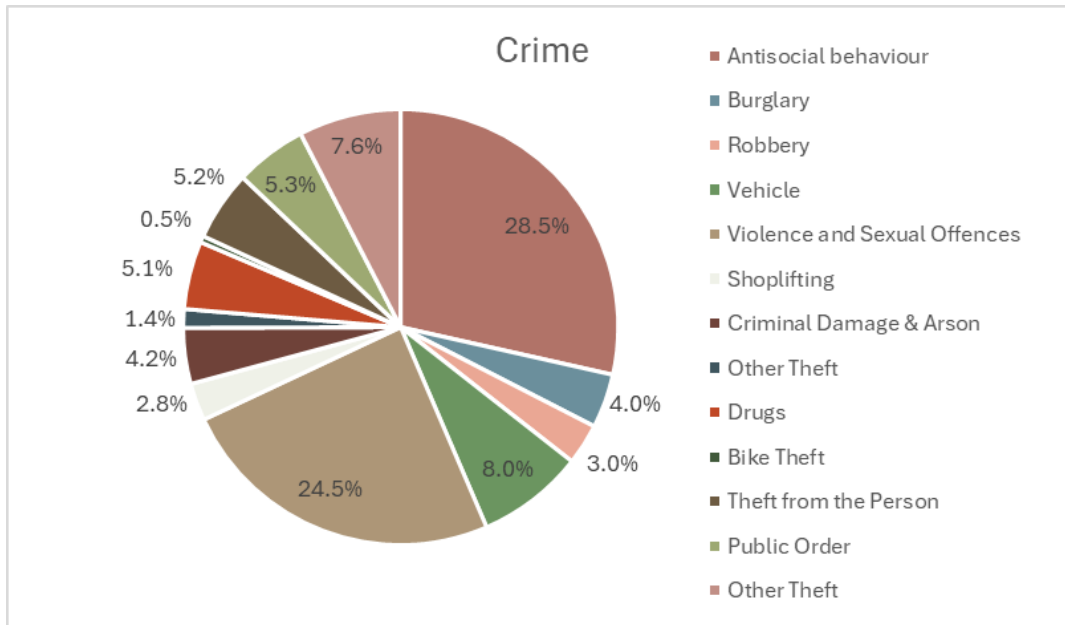
Figure 5.10 below shows the different deprivation domains, and where Haringey 028B sits within these categories. The lowest ranked category is 'Living Environment', which reflects measures such as the standard of housing, access to private outdoor space, pollution and traffic hazards. Compared to other neighbourhoods in Haringey, Haringey 028B is most deprived in relation to living environment. About two thirds of neighbourhoods in Haringey are less deprived in relation to living environment

Figure 5.10 Indices of Multiple Deprivation Chart 2025



The UK Crime Statistics gives an overview of the crime levels in the area. Figure 5.11 below shows the percentage of crimes between April 2025 and March 2026 for Hornsey²⁴. This shows that the majority of crime within the ward is antisocial behaviour (28.5%) and violence and sexual offences (24.5%). The rate of knife crime with injury is the 10th highest in London.

Figure 5.11 Crime, Hornsey



6.0 EQUALITIES IMPACTS

For the purposes of this assessment, sub-groups have been identified within certain protected characteristic categories based on the desk-based evidence review to provide a more detailed assessment where appropriate. The assessment considers the potential equality impacts arising during the construction and operational phases of the Proposed Development and whether these are likely to result in differential or disproportionate effects on people sharing protected characteristics under the Equality Act 2010. Where relevant, the assessment also considers how the Proposed Development advances equality of opportunity, promotes inclusive access to housing and services, and fosters good relations between different groups. Where no disproportionate impacts have been identified, the effect is considered to be neutral.

- Within 'age', the target group for the Proposed Development is 16-35 age range, other specific sub-groups include children (aged under 16), younger people (aged 16-24), and older people (aged over 65).
- Within 'race', all races and ethnicities are considered, but the sub-group of ethnic minority is identified to refer to non-White British communities.
- Within 'religion and belief', all religious and belief groups are considered, but the term 'Minority faith groups' refers to religious groups who are not Christian (Buddhist, Hindu, Jewish, Muslim, Sikh, and 'other').
- Within 'sex and gender reassignment', the assessment considers the experiences of women and of people who are proposing to undergo, are undergoing, or have undergone gender reassignment.
- Within 'sexual orientation', all sexual orientations are considered, with regard to the experiences of lesbian, gay and bisexual people where relevant to the assessment.
- Within 'pregnancy and maternity', pregnant women are reported as a sub-group where the effect only relates to pregnancy.

Other groups considered relevant to this assessment have been included in below sections.

6.1 GENERAL CONSTRUCTION MITIGATION

Construction activities have the potential to result in temporary effects through increased construction traffic, noise, dust, changes to pedestrian routes and temporary disruption to access. These effects would be managed through a Construction Environmental Management Plan (CEMP) and the Construction Logistics Plan, secured through planning condition where appropriate.

The CEMP and CLP would include measures to:

- Maintain safe and accessible pedestrian routes throughout the construction period;
- Minimise disruption from construction traffic, dust and noise where reasonably practicable;
- Provide clear signage and wayfinding where temporary diversions are required;
- Communicate temporary changes to residents and visitors in advance where practicable; and
- Ensure continued access to surrounding homes, community facilities, public transport and local services.

These mitigation measures are expected to minimise temporary construction effects for all users. The following assessment therefore considers only whether any protected characteristic is likely to experience additional or disproportionate impacts beyond those generally managed through the CEMP and CLP.

6.2 AGE

Children

The Proposed Development is intending to provide accommodation for children, as it comprises specialist housing for young people starting at ages 16 to 35 who have experienced homelessness or are at risk of homelessness. As such, the proposals do not include family housing or dedicated children's play facilities and do include flexible use with the intention of sports e.g. basketball nets, social spaces in the courtyard and internally ground floor, and with activities proposed in the external spaces. Due to the limitations of housing for young people especially 16-18 year olds, this group has now been included in the Proposed Development.

Adjacent to the site on Elmfield Avenue is Rokesly Primary School and plans have been made specifically to mitigate construction impacts on the staff, children and parents / carers.

The redevelopment will deliver wider community benefits through the replacement of an outdated building with high-quality accommodation that helps prevent youth homelessness and supports young people to achieve stable housing, education, employment and independent living. By improving life outcomes for young adults at a critical stage in their lives, the proposals are expected to contribute positively to the wider community in the longer term. The scheme also includes flexible space that has the potential to support a range of local activities and initiatives, subject to future operational requirements.

Young People

The Proposed Development has been specifically designed to provide modern specialist accommodation for young people aged 16–35 who have experienced homelessness or are at risk of homelessness. Replacing the existing outdated hostel with high-quality accommodation will significantly improve living standards by providing 174 en-suite bedrooms arranged within small cluster flats, together with move-on accommodation to support residents as they transition towards independent living. This stepped accommodation model reflects YMCA London City and North's approach to enabling residents to develop confidence, life skills and long-term housing stability.

The design also places considerable emphasis on residents' wellbeing through the provision of shared kitchens, communal space, flexible community/meeting spaces, quiet study areas, laundry facilities and a landscaped courtyard. These spaces have been designed to encourage social interaction, reduce isolation and provide opportunities for learning, recreation and personal development. The shared ground floor accommodation could also provide space for community activities, workshops and creative uses, helping residents build social connections and engage positively with the wider community.

The proposed communal courtyard has been designed as a safe, attractive and flexible outdoor environment that supports a range of activities, including outdoor dining, exercise, gardening, creative activities and informal recreation. Seating areas, biodiversity enhancements and opportunities for food growing further contribute towards residents' physical and mental wellbeing.

Older People

Whilst the Proposed Development is not specifically intended to accommodate older people, the design has been developed using inclusive design principles to ensure that staff, visitors, volunteers and members of the local community can safely access and use the building. Lifts serving all floors, accessible entrances and inclusive communal facilities will enable people with a range of mobility needs to access the development.

The provision of flexible community space at ground floor level and an accessible landscaped environment will also ensure that older visitors and community groups are able to participate in activities hosted within the building.

The Proposed Development directly supports the objectives of London Plan Policies GG1 and GG3 by delivering high-quality accommodation and communal spaces that promote inclusion, health and wellbeing for young people experiencing homelessness. Overall, the Proposed Development is expected to have a **positive** effect on the protected characteristic of age by providing modern specialist accommodation, opportunities for independent living and a safe, inclusive environment that promotes wellbeing and social interaction.

6.3 DISABILITY

The Equality Act 2010 provides protection against discrimination and promotes equality of opportunity for disabled people. The Proposed Development has been designed to significantly improve accessibility when compared with the existing hostel. The proposals provide level access throughout the building, increase lift provision from one passenger lift to three, and deliver 10% wheelchair-accessible or adaptable bedspaces. These measures will improve ease of movement and enable the building to accommodate residents with a range of mobility and access needs.

The Proposed Development also replaces an existing building with poor accessibility, including a stepped entrance and no accessible bedrooms, with a building that incorporates accessible accommodation, improved circulation and accessible communal facilities. The landscape proposals also provide level access to all building entrances, further improving accessibility across the site.

These measures reflect the inclusive design principles set out in London Plan Policy D5 by removing barriers to access and creating a more accessible and inclusive living environment. Overall, the Proposed Development is expected to have a **positive** impact on the protected characteristic of disability by improving the accessibility of the building and providing more inclusive accommodation than the existing hostel.

6.4 GENDER AND GENDER REASSIGNMENT

The Proposed Development has been designed to provide an inclusive and equitable living environment for residents of all genders, including transgender and non-binary people. The replacement of the existing hostel with modern accommodation will significantly improve residents' privacy, dignity and personal security through the provision of private en-suite bedrooms, replacing the shared bathroom facilities within the existing building. This creates a more inclusive living environment where residents can maintain greater privacy and autonomy, reducing potential barriers associated with shared facilities.

The accommodation has also been designed around smaller, secure cluster flats with fob-controlled access, replacing the existing institutional layout of long corridors. Together with dedicated staff facilities operating on a 24-hour basis, these measures contribute to a safer and more supportive residential environment for all residents, including those undergoing or having

undergone gender reassignment, who may be particularly vulnerable to discrimination, harassment or social isolation.

The proposed communal spaces, flexible community facilities and landscaped courtyard have been designed to encourage social interaction, wellbeing and inclusion, providing opportunities for residents from all backgrounds to participate in a supportive community.

Overall, the Proposed Development is expected to have a **positive** effect on people with the protected characteristics of gender and gender reassignment by providing safe, inclusive and high-quality accommodation that promotes dignity, privacy, equality of opportunity and independent living.

6.5 MARRIAGE AND CIVIL PARTNERSHIP

The protected characteristic of marriage and civil partnership relates to protection from discrimination based on marital or civil partnership status. The Proposed Development has been designed to provide accommodation for young people aged 16–35 who have experienced homelessness or are at risk of homelessness, regardless of their marital or civil partnership status.

The provision of high-quality communal spaces, shared kitchens, flexible community facilities and landscaped amenity areas will provide opportunities for residents to socialise, access support and participate in community activities irrespective of their marital or civil partnership status. No differential impacts have been identified for this protected characteristic.

Overall, the Proposed Development is anticipated to have a **neutral** effect on people who are married or in a civil partnership.

6.6 PREGNANCY AND MATERNITY

The Proposed Development provides specialist accommodation for young people aged 16–35 who have experienced homelessness or are at risk of homelessness. The scheme has not been specifically designed to accommodate families with dependent children and does not include family housing or facilities specifically intended for parents with young children.

The proposed building will, however, provide significantly improved living conditions compared with the existing hostel through the provision of private en-suite bedrooms, accessible communal facilities, level access throughout the building, improved lift provision and dedicated on-site support facilities. These improvements will benefit all residents equally, including any residents who may become pregnant during their occupancy, by providing a safer, more private living environment.

Overall, no adverse impacts have been identified in relation to pregnancy and maternity, and the Proposed Development is therefore anticipated to have a **neutral** effect on this protected characteristic.

6.7 RACE AND ETHNICITY

The Proposed Development has been designed to provide inclusive accommodation for young people from all racial and ethnic backgrounds. The proposals include flexible community space at ground floor level that will be available for residents, staff and the wider community. This space is intended to accommodate a range of activities, including workshops, creative arts, meetings and community events, helping to encourage social interaction, community participation and positive

relationships between people from diverse backgrounds. The landscaped courtyard and communal facilities have similarly been designed to provide welcoming spaces that encourage interaction, recreation and informal socialising.

The provision of flexible community facilities and welcoming communal spaces contributes towards the creation of strong and inclusive communities, consistent with the objectives of London Plan Policy GG1. Overall, the Proposed Development is expected to have a **positive** effect on people of all racial and ethnic backgrounds by providing inclusive specialist accommodation, accessible community facilities and opportunities to foster social cohesion within a safe and supportive environment.

6.8 RELIGION OR BELIEF

The Proposed Development has been designed to provide an inclusive and welcoming environment for people of all religions, beliefs and those with no religion. The proposed accommodation and communal facilities will be available to eligible residents regardless of their religion or belief, with no aspects of the design or operation that would favour or disadvantage any particular faith group.

The scheme includes flexible community space and a landscaped courtyard designed to accommodate a range of activities, including workshops, meetings, social events, quiet relaxation and communal gathering. These adaptable spaces provide opportunities for residents from different faiths and belief backgrounds to come together, interact and participate in community life within a safe and supportive environment. The landscape strategy has been developed to create a communal garden that fosters social connection, with spaces for both socialising and solitary relaxation, supporting the wellbeing of all residents.

Overall, the Proposed Development is expected to have a **positive** effect on the protected characteristic of religion or belief by providing an inclusive living environment and flexible communal facilities that can be accessed by people of all faiths and beliefs on an equal basis.

6.9 SEXUAL ORIENTATION

The Proposed Development has been designed to provide a safe, inclusive and supportive living environment for all residents, regardless of sexual orientation. The replacement of the existing hostel with modern accommodation will improve residents' privacy, dignity and personal security through the provision of private en-suite bedrooms, smaller cluster flats and enhanced communal facilities, creating a higher quality living environment than the existing accommodation.

The proposals also include flexible community spaces and a landscaped courtyard that have been designed to encourage social interaction, wellbeing and community participation through a range of activities, including workshops, recreation, exercise and informal socialising. By providing welcoming shared spaces that are available to all residents, the scheme promotes inclusion and helps to reduce social isolation, irrespective of sexual orientation.

Overall, the Proposed Development is expected to have a **positive** effect on the protected characteristic of sexual orientation by providing inclusive, high-quality accommodation that promotes equality of opportunity, wellbeing and a sense of community for all residents.

7.0 CONCLUSION

This Equalities Impact Assessment has assessed the likely equality impacts of the Proposed Development having regard to the Equality Act 2010 and relevant national, regional and local planning policy. In particular, the following protected groups have been considered:

- Age;
- Disability;
- Sex/Gender reassignment;
- Marriage and civil partnership;
- Pregnancy and maternity;
- Race and ethnicity;
- Religion or belief; and
- Sexual orientation.

Table 7.1 summarises the impacts of the Proposed Development on protected characteristics.

Table 7.1 Summary of Equalities Impacts

Protected characteristic	Impact	Detail
Age	Positive	Provides modern accommodation for young people aged 16–35 experiencing or at risk of homelessness, with high-quality en-suite facilities, communal spaces, landscaped courtyard and move-on housing that promote wellbeing, independent living and social inclusion. Inclusive design also ensures accessibility for older visitors and community users.
Disability	Positive	Replaces an inadequately accessible building with an inclusive design including level access throughout, three lifts, 10% wheelchair-accessible/adaptable bedspaces, accessible communal facilities and improved circulation, significantly improving accessibility for disabled residents and visitors.
Sex/ Gender reassignment	Positive	Delivers a safer and more inclusive living environment through private en-suite bedrooms, secure cluster flats with controlled access, 24-hour staff presence and communal spaces that promote dignity, privacy, equality of opportunity and social inclusion for all genders, including transgender and non-binary people.
Marriage and civil partnership	Neutral	Accommodation and facilities are available regardless of marital or civil partnership status.

Protected characteristic	Impact	Detail
		No differential impacts have been identified, with equal access to communal spaces, support services and community facilities.
Pregnancy and maternity	Neutral	Although not specifically designed for families, the development provides improved living conditions, accessible facilities, level access, improved lift provision and enhanced privacy, benefiting pregnant residents equally. No adverse impacts identified.
Race and ethnicity	Positive	Provides inclusive accommodation and flexible community space that encourages community participation, social interaction and cohesion between people from diverse racial and ethnic backgrounds within a safe and welcoming environment.
Religion or belief	Positive	Creates an inclusive environment with flexible communal and outdoor spaces that are accessible to people of all faiths, beliefs and none, supporting equality, wellbeing and opportunities for shared community activities.
Sexual orientation	Positive	Provides inclusive, high-quality accommodation with private rooms, secure living arrangements and welcoming communal spaces that promote equality, wellbeing, social interaction and reduce isolation for residents regardless of sexual orientation.

Overall, the Proposed Development is expected to result in predominantly positive or neutral effects across all protected characteristics identified within the Equality Act 2010. The assessment has not identified any disproportionate adverse effects on people who share a protected characteristic. Where temporary impacts may arise during the construction phase, these would be managed through the implementation of standard construction mitigation measures, including the Construction Environmental Management Plan (CEMP), ensuring that any effects are temporary and minimised where reasonably practicable.

The Proposed Development will replace accommodation that is no longer fit for purpose with a modern, accessible and higher-quality specialist housing facility, increasing the provision of accommodation for young people experiencing or at risk of homelessness. Through the delivery of inclusive design, improved accessibility, enhanced communal facilities and high-quality living environments, the scheme has the potential to advance equality of opportunity, promote social inclusion and contribute positively towards reducing inequalities experienced by vulnerable groups.

Inclusive design has been embedded throughout the evolution of the Proposed Development and should continue to inform the detailed design, construction and operational phases of the development. Ongoing engagement with residents, staff and other stakeholders, together with the implementation of appropriate management and operational measures, will help ensure that

the completed development remains accessible, inclusive and responsive to the needs of its residents and the wider community.

REFERENCES

- ¹ Equality Act 2010: guidance - GOV.UK (www.gov.uk)
- ² Ministry of Housing, Communities and Local Government (2021); *National Planning Policy Framework*
- ³ GLA (2021); *New London Plan 2021*
- ⁴ *The Mayor's Equality Objectives (2022) | London City Hall*
- ⁵ *Haringey Local Plan: Strategic Policies – 2013-2026*
- ⁶ *final_haringey_dmp_dtp_online-optimised.pdf*
- ⁷ Office for National Statistics (2021) *Population estimates*
- ⁸ Office for National Statistics (2023) *Age by single year*
- ⁹ Office for National Statistics (2021) *Population projections for local authorities: Table 2*
- ¹⁰ Office for National Statistics (2023) *General health*
- ¹¹ Office for National Statistics (2023) *Disability*
- ¹² *Gender identity - Office for National Statistics*
- ¹³ *How life has changed in Haringey: Census 2021*
- ¹⁴ *JSNA: Focus on children and young people.*
- ¹⁵ Office for Health Improvement and Disparities (OHID) *Fingertips*
- ¹⁶ *State of the Borough profile – May 2025*
- ¹⁷ Office for National Statistics (2023) *Ethnic group*
- ¹⁸ Office for National Statistics (2023) *Religion*
- ¹⁹ *Sexual orientation - Office for National Statistics*
- ²⁰ Office for National Statistics (2023) *Highest level of qualification*
- ²¹ Office for National Statistics (2023) *Economic activity status*
- ²² Office for National Statistics (2024) *Industry*
- ²³ *Indices of Deprivation (2025); Indices of Deprivation explorer map.*
- ²⁴ *Your area | Police.uk*