

2026

re:shape

Equalities Impact Assessment

Ashley Park



Ashley Park Equalities Impact Assessment

Final Report

RE:shape T Ltd

26 August 2026

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1.0 Introduction

- 1.1 This Equalities Impact Assessment ('EqIA') has been prepared by Lichfields on behalf of RE:shape T Ltd. ('the Applicant'). The EqIA has been prepared to accompany the planning application in respect of the former Ashley House site, Ashley Road, Tottenham Hale, N17 9LZ within the London Borough of Haringey ('LBH'). The proposed development is referred to as 'Ashley Park' for the purpose of this application.
- 1.2 The planning application seeks full permission for "*a phased mixed-use development comprising: (i) enabling works and operations; (ii) residential development (Use Class C3) including affordable housing; (iii) shared living accommodation (Sui Generis), (iv) commercial and community floorspace (Use Classes E and F2); and (v) site-wide and/or phase-specific access, servicing, public realm, blue-badge parking, cycle parking, open space, hard and soft landscaping, utilities, plant and all other associated works.*"
- 1.3 The purpose of this EqIA is to identify, assess and present any potential equality impacts arising from the proposed development on any group(s) with "*protected characteristics*" as defined by the Equality Act 2010, and to identify any interventions and/or measures required to mitigate any adverse effects. This report is intended to assist LBH in its consideration of the planning application for the proposed development.

Proposed Development

- 1.4 The site is located between Ashley Road to the east and Down Lane Park to the west, and north of residential properties along Hale Road. It comprises vacant brownfield land following the demolition of the former Ashley House buildings in August 2023. The site is situated approximately 200 metres north-west of Tottenham Hale Underground and railway station. The surrounding area is characterised by a mix of uses, including a number of recent mixed-use developments incorporating commercial units at ground and lower ground floor levels with residential accommodation above.
- 1.5 The proposed development seeks permission for the delivery of 87 new affordable homes, 522 shared living studio units, 230 sq.m of Class E commercial floorspace and 125.5 sq.m of community floorspace, as well as public realm enhancements and new play space.

Scope of the Assessment

- 1.6 The scope of this EqIA has due regard for national legislation. It focuses on the local impact area ('LIA') surrounding the proposed development, which for the purpose of this study comprises the ward of Tottenham Hale.

Report Structure

- 1.7 The remainder of this EqIA is structured as follows:
- **Section 2.0** sets out the approach and methodology used in this EqIA;
 - **Section 3.0** reviews the relevant legislative and policy framework in which the proposed development is to be delivered;

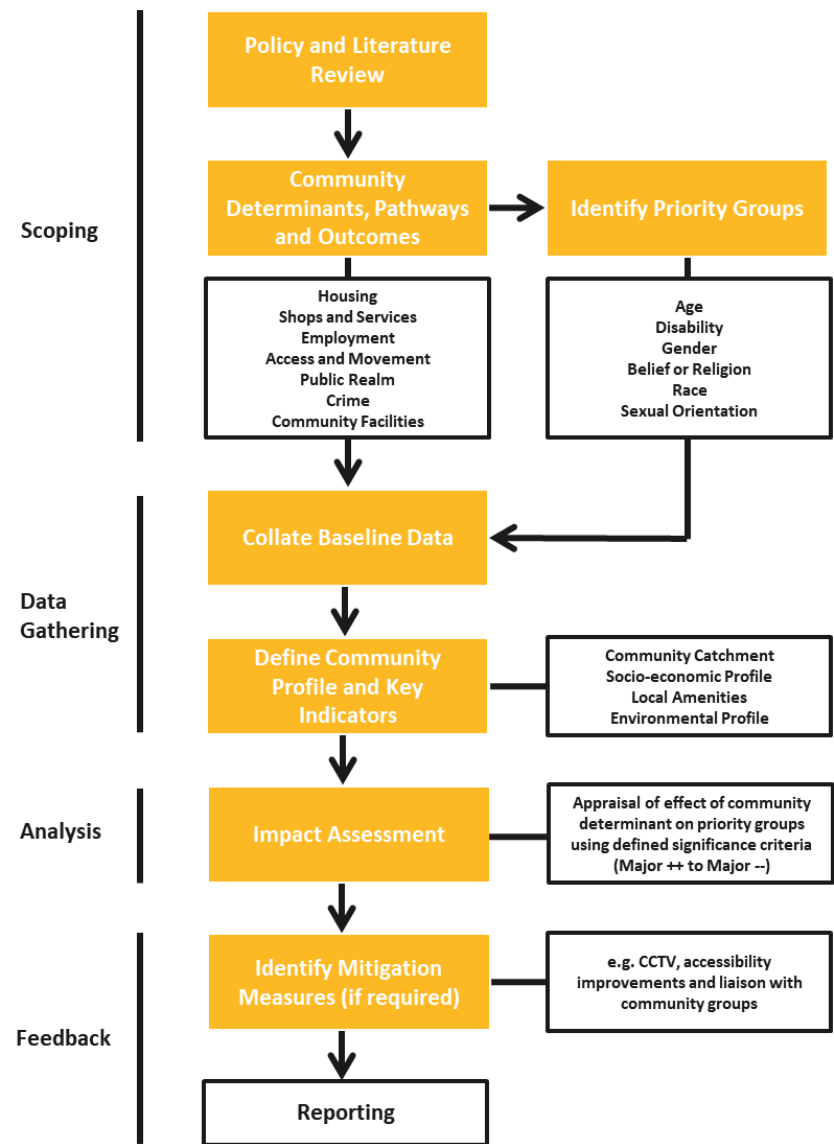
- **Section 4.0** considers the demographic and socio-economic profile of the LIA benchmarked against LBH and London more widely. This is used to identify the priority groups within the local community;
- **Section 5.0** undertakes an assessment of the likely equality impacts of the proposed development on the identified priority groups and the general population of the LIA and LBH; and
- **Section 6.0** presents the EqIA's overall conclusions.

2.0 Assessment Methodology

- 2.1 The approach to this EqIA draws on best practice approaches, including those set out by the Greater London Authority's ('GLA') Planning for Equality and Diversity in London Supplementary Planning Guidance¹ ('SPG'). The assessment commences by undertaking a review of relevant legislation and regional and local planning policy to identify the issues (and policies) relating specifically to equality, both at the London-wide level, and more specifically in LBH.
- 2.2 The approach continues by identifying the particular priority groups (i.e., groups with "*protected characteristics*" as defined by the Equality Act 2010), drawing on data from the Office for National Statistics ('ONS') and other information available at the LIA level. Equality determinants, pathways and outcomes are then identified based on the main components of the proposed development.
- 2.3 Once the baseline demographic and socio-economic profile for the LIA and LBH is established, the EqIA appraises the potential impacts of the equality determinants on the priority groups identified, using defined significance criteria on a matrix basis from major adverse to major beneficial, representing the scale of impacts over and above the baseline position.
- 2.4 The potential impacts of the proposed development are assessed during both the construction and operational phases, taking into account the location and duration of an impact when relevant. Subsequently, the need for measures to address adverse impacts (and maximise beneficial ones) are considered, including measures embedded as part of the proposed development. The assessment framework is set out in Figure 2.1 overleaf.

¹ Greater London Authority (2007), *Planning for Equality and Diversity in London: Supplementary Planning Guidance to the London Plan*.

Figure 2.1 EqIA impact framework

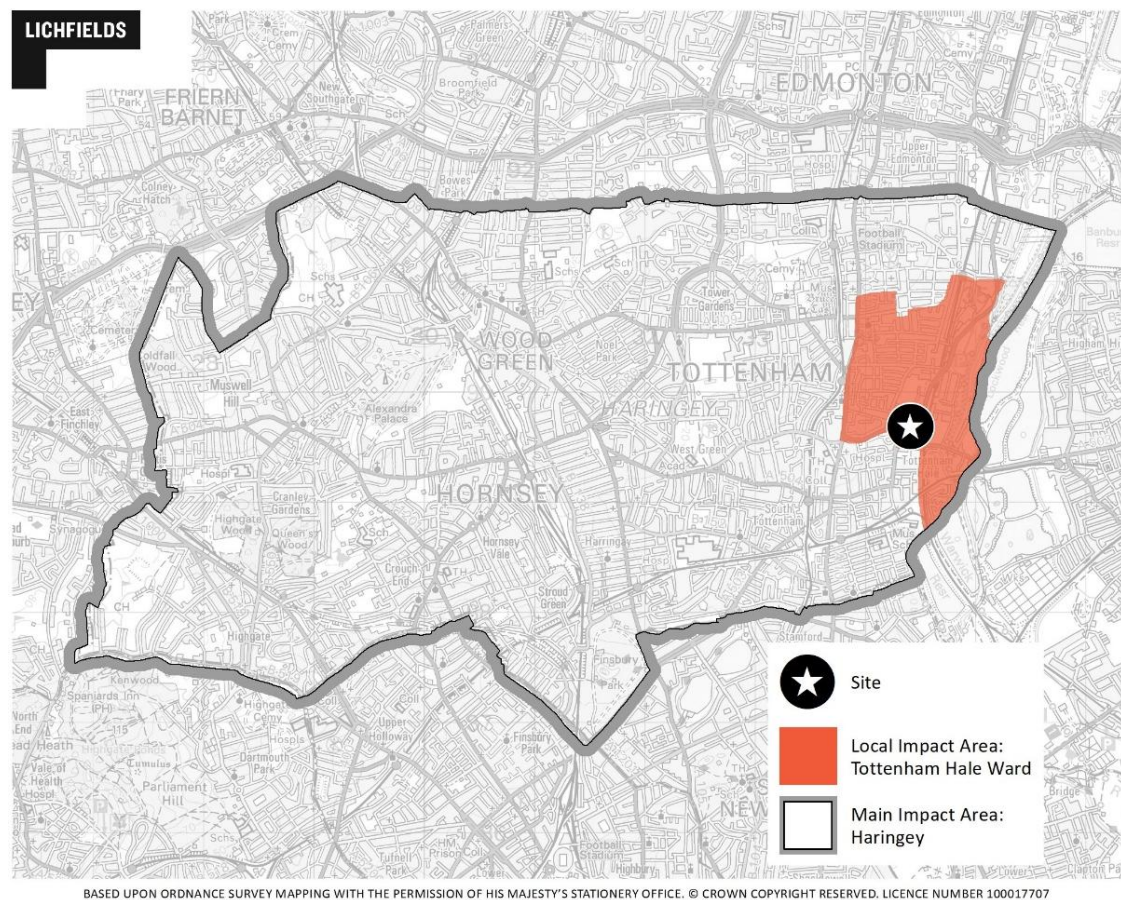


Source: Lichfields

Impact Areas

- 2.5 The LIA is considered to be the area most directly and significantly affected by the proposed development. For the purpose of this EqIA, the LIA is defined as the ward of Tottenham Hale, as shown in Figure 2.2.
- 2.6 In addition, the proposed development will also have wider impacts across the wider LBH area. Therefore, where relevant, the LIA is considered against LBH and Greater London more widely to provide additional context.

Figure 2.2 Local Impact Area and LBH boundary



Source: Lichfields

Approach to the Assessment

- 2.7 The EqIA identifies links between the proposed development and equality measures using determinants, pathways and impacts.

Determinants and pathways

- 2.8 Determinants are factors that cause equality outcomes. Factors are personal, social, cultural, economic and environmental. They include living and working conditions such as housing, employment, the environment, transport, education and access to local services. For the purposes of this EqIA, the GLA's Planning for Equality and Diversity in London SPG is used to identify the determinants related to each of the priority groups identified at the end of Section 4.0. The indicators highlighted in local planning policy are also used. Pathways are variables that lead to a change in a determinant which affects equality.

- 2.9 The following pathways are considered in this assessment:

- Access to employment and training opportunities;
- Access to appropriate and affordable housing;
- Urban design and public realm; and

- An accessible, inclusive and safe environment.

Impacts

2.10 The following terms are used to define the significance of the equality impacts identified:

- **Major impact** – where the proposed development could be expected to have a significant impact (i.e., either beneficial or adverse) on the identified priority groups, or the general population in equality terms;
- **Moderate impact** – where the proposed development could be expected to have a noticeable impact (i.e., either beneficial or adverse) on the identified priority groups, or the general population more widely in equality terms;
- **Minor impact** – where the proposed development could be expected to result in a minor and mainly un-noticeable impact (i.e., either beneficial or adverse) on the identified priority groups, or the general population in equality terms; and
- **Negligible impact** – where no discernible impact is expected as a result of the proposed development on the identified priority groups or general population in equality terms.

2.11 The impacts linked to each pathway are assessed in Section 5.0 of this report. The nature of impact is categorised as either beneficial, neutral or adverse. The assessment uses the following red/amber/green ('R/A/G') classification as outlined in Table 2.1.

Table 2.1 Nature of impact

Nature of Impact	Red / Amber / Green
Beneficial	
Neutral	
Adverse	
Uncertain	

3.0 Legislative and Policy Framework

National Legislation

Equality Act 2010

- 3.1 The Equality Act 2010² ('the Act') brings together the provision of previous equal rights legislation into a single legal framework. The Act introduces the terms "*protected characteristics*" to describe groups to whom it gives protection, and are defined as follows:
- Age;
 - Disability;
 - Gender reassignment;
 - Marriage and civil partnership;
 - Pregnancy and maternity;
 - Ethnicity;
 - Religion or belief;
 - Sex; and
 - Sexual orientation.
- 3.2 These protected characteristics have been taken as the starting point for understanding and establishing the demographic profile of the LIA, relative to LBH and London more widely. The baseline assessment is used to identify key priority groups within the local community, against whom the assessment in the EqIA is undertaken (i.e., in addition to the general population in the LIA).
- ### Regional Policy
- #### The London Plan
- 3.3 The London Plan³ promotes the principle of Good Growth, as a new approach to planning which it defines as "*planning for growth on the basis of its potential to improve the health and quality of life of all Londoners, to reduce inequalities and to make the city a better place to live, work and visit.*"
- 3.4 The London Plan is informed by six Good Growth ('GG') objectives, the first of which, GG1, (Building strong and inclusive communities) is the most pertinent to this EqIA. Strategic objective GG1 seeks to build on London's tradition of openness, diversity and equality to ensure that London continues to generate a wide range of economic and other opportunities so that everyone is able to benefit from these, making it a fairer, more inclusive and equal city.
- 3.5 In addition, strategic objective GG1 also seeks to support and promote the creation of an inclusive London where all Londoners, regardless of their age, (dis)ability, gender, identity,

² HM Government (2010), *Equality Act 2010*.

³ GLA (2021), *2021 London Plan*.

marital status, religion, race, sexual orientation, social class, or whether they are pregnant / have children can share in its prosperity, culture and community, minimising the barriers, challenges and inequalities they face.

Draft London Plan

- 3.6 The Draft London Plan was published for consultation in July 2026⁴. It continues to promote the objectives of Good Growth now defined as “*growth that drives economic productivity, is socially inclusive and environmentally sustainable.*”
- 3.7 The Draft London Plan’s first Good Growth objective; making better use of land, includes MBUL8 (Inclusive design) ensures that “*development contributes towards an inclusive built environment enabling all Londoners to participate in their city*”. It specifies that development should be designed to respond to and accommodate the requirements of London’s diverse population and be flexible to accommodate future requirements.

Planning for Equality and Diversity

- 3.8 The Planning for Equality and Diversity in London SPG⁵ provides detailed guidance on how to address the needs of London’s many communities alongside addressing issues such as poverty and discrimination. The SPG has been used to inform the assessment of impacts of the proposed development in Section 5.0 below.

Equal Life Chances for All

- 3.9 The Equal Life Chances for All⁶ framework sets out key equality objectives to promote outcomes for a diverse range of communities and seeks to bring real changes to the quality of life for all Londoners. The framework’s objectives relate to a range of topic areas, including:
- Employment, pay and skills;
 - Regeneration;
 - Housing;
 - Community engagement; and
 - Crime and policing.

The Mayor’s Equality Objectives

- 3.10 The Mayor of London has set out 12 objectives on how he will work to create a fairer, more equal city, where all residents feel able to fulfil their potential⁷. These objectives include those targeting the provision of affordable or specialist housing, addressing inequality in education, skills and health, and promoting investment in high streets in the most deprived areas of London.

⁴ GLA (2026), *Draft London Plan*. [Online] Available at: <https://www.london.gov.uk/programmes-strategies/planning/london-plan/next-london-plan/draft-london-plan-consultation/draft-london-plan-consultation-resources/draft-london-plan>. [Accessed July 2026].

⁵ GLA (2007), *Planning for Equality and Diversity in London SPG to the London Plan*.

⁶ GLA (2014), *Equal Life Chances for All*.

⁷ GLA (2022), *The Mayor’s Equality Objectives*. [Online] Available at: <https://www.london.gov.uk/programmes-strategies/communities-and-social-justice/mayors-strategy-equality-diversity-and-inclusion/mayors-equality-objectives-2022>. [Accessed: July 2026].

Local Policy

LBH Local Plan 2013

- 3.11 The LBH Local Plan is divided between three documents; Strategic Policies, Development Management Development Plan Document ('DPD'), and the Site Allocations DPD.
- 3.12 The Strategic Policies Document⁸ was adopted in 2013 and updated in 2017. It sets out the long-term vision for the development of the borough. Policies relevant to this assessment include:
- **Policy SP2 (Housing)** seeks to increase the provision and access to high-quality and affordable housing as well as foster the development of mixed and balanced communities across the borough;
 - **Policy SP8 (Employment)** seeks to ensure that economic vitality and prosperity is shared by all in the borough. It aims to reduce worklessness, increase skills provision and address child poverty;
 - **Policy SP9 (Improving skills and training to support access to jobs and community cohesion and inclusion)** states that the Council will seek to address unemployment by facilitating training opportunities for the local population;
 - **Policy SP11 (Design)** states that development shall incorporate solutions to reduce crime and the fear of crime, such as promoting social inclusion, create well-connected public realm, and applying the principles set out by 'Secured by Design' and Safer Places; and
 - **Policy SP14 (Health and well-being)** seeks to prioritise interventions and resources to those areas of the borough where health inequalities are greatest, and support the integration of community facilities and services.

LBH Draft Local Plan

- 3.13 The LBH Draft Local Plan⁹ is the emerging Local Plan for the borough, and once adopted, it will set out the vision and development plan for the borough in the period up to 2041. It is divided into three parts with Part 1 (Placemaking for Haringey) setting the strategic vision and key placemaking objectives. This includes the overarching strategic vision and emphasises the objective to create places where everyone can belong and thrive, as well as a fair, healthy, safe, resilient and sustainable borough. It sets out the following placemaking objectives and priorities:
- **Placemaking Objective ('PO') 1 (A fair place)** where inequalities are significantly reduced, and everyone is afforded the same opportunities to reach their potential;
 - **PO2 (A healthy and safe place for people to start, live and age well in)** sets a target to reduce health inequalities and support physical and mental health;
 - **Placemaking Priority ('PP') 3 (Homes for the Future)** aims to deliver high-quality and resilient homes to ensure that everyone has access to a safe, stable, and affordable homes; and

⁸ Haringey Council (2017), *Haringey's Local Plan: Strategic Policies 2013 – 2026*.

⁹ Haringey Council (2025), *Haringey Draft Local Plan Part 1: Placemaking for Haringey*.

- **PP5 (An inclusive economy)** commits to supporting the local economy and high streets by fostering an inclusive economy that helps to reduce inequities, improve health outcomes, and strengthen local communities.

3.14 In addition, Part 2 (Neighbourhood Policies) sets out locally specific development management policies while Part 3 (Borough-Wide Policies) sets out design principles to guide development across the borough. This includes a series of policies on inclusive design (Policy D3), the provision of affordable housing (Policy H2), large-scale purpose-built shared living accommodation (Policy H8), and building an inclusive and resilient economy (Policy EI1).

4.0 **Demographic and Socio-Economic Profile**

- 4.1 This section sets out the demographic and socio-economic profile of the LIA by identifying the key characteristics of the local population and environment, based on the “*protected characteristics*” as outlined within the Equality Act 2010. The key demographic and socio-economic characteristics of the LIA are benchmarked against the LBH and Greater London averages to help understand the wider context within which the LIA sits. Where data is not available at the ward level, socio-economic indicators have been presented at the LBH level.
- 4.2 This section uses the latest publicly available data from the ONS and the Ministry of Housing, Communities and Local Government (‘MHCLG’), supported by various additional evidence at the local level. Data drawn from third-party sources has not been independently verified by Lichfields.

Demographic Profile

Age

- 4.3 The latest data from the ONS shows that the population of the LIA was approximately 14,000 people in 2024¹⁰. Table 4.1 provides a breakdown of the LIA’s population by broad age group. It identifies that the LIA has a higher working age population (aged 16 to 64 years old) (i.e., of 75.9%) relative to the LBH and London averages (i.e., of 70.8% and 69.0% respectively). In particular, the LIA has an appreciably higher proportion of younger people aged 16 to 24 (i.e., of 17.8%) compared to the borough and London averages of 11.0% and 11.7% respectively.

Table 4.1 Comparative age breakdown of resident populations (2024)

Age		LIA	LBH	London
0-15		16.6%	18.0%	18.7%
16-64	16-24	17.8%	11.0%	11.7%
	25-49	44.1%	41.7%	40.4%
	50-64	14.1%	18.2%	16.9%
	16-64 Total	75.9%	70.8%	69.0%
65+		7.5%	11.3%	12.3%

Source: ONS (2024) / Lichfields analysis

- 4.4 However, there is a relatively lower proportion of children aged 0 to 15 years (i.e., of 16.6%) and older people aged 65 years and over (i.e., of 7.5%) compared with both LBH and the London averages. Across LBH, 18.0% of the population are children, and a further 11.3% are aged 65 or older. These proportions are also lower than the London average of 18.7% for children and 12.3% for people aged 65 and over.

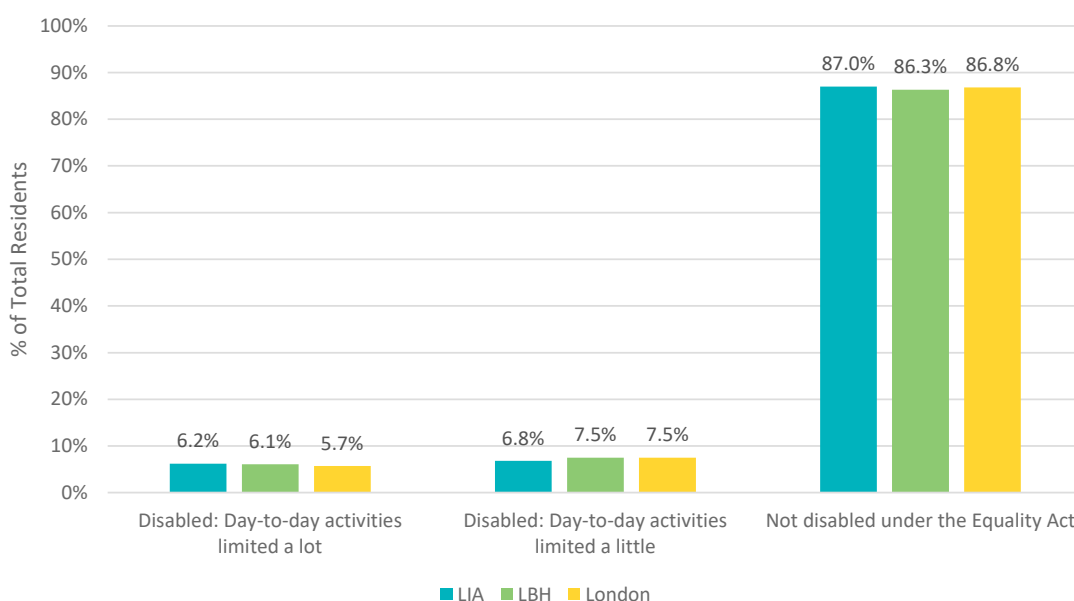
Health and Disability

- 4.5 Figure 4.1 below presents data from the 2021 Census¹¹ and shows that 13.0% of the LIA’s population has a long-term health problem or disability that limits their day-to-day

¹⁰ ONS (2024), *Population Estimates*.
¹¹ ONS (2021), *Census 2021: TS038 – Disability*.

activities (i.e., either “a little” or “a lot”). This is marginally lower than the LBH and London averages (i.e., of 13.7% and 13.2% respectively). However, the LIA has a marginally higher proportion of people with a disability that limits their daily activity ‘a lot’ (i.e., of 6.2% of the total population) compared to the LBH and London averages (i.e., of 6.1% and 5.7% respectively).

Figure 4.1 Proportion of the population with long-term health problems / disabilities (2021)



Source: ONS Census (2021) / Lichfields analysis

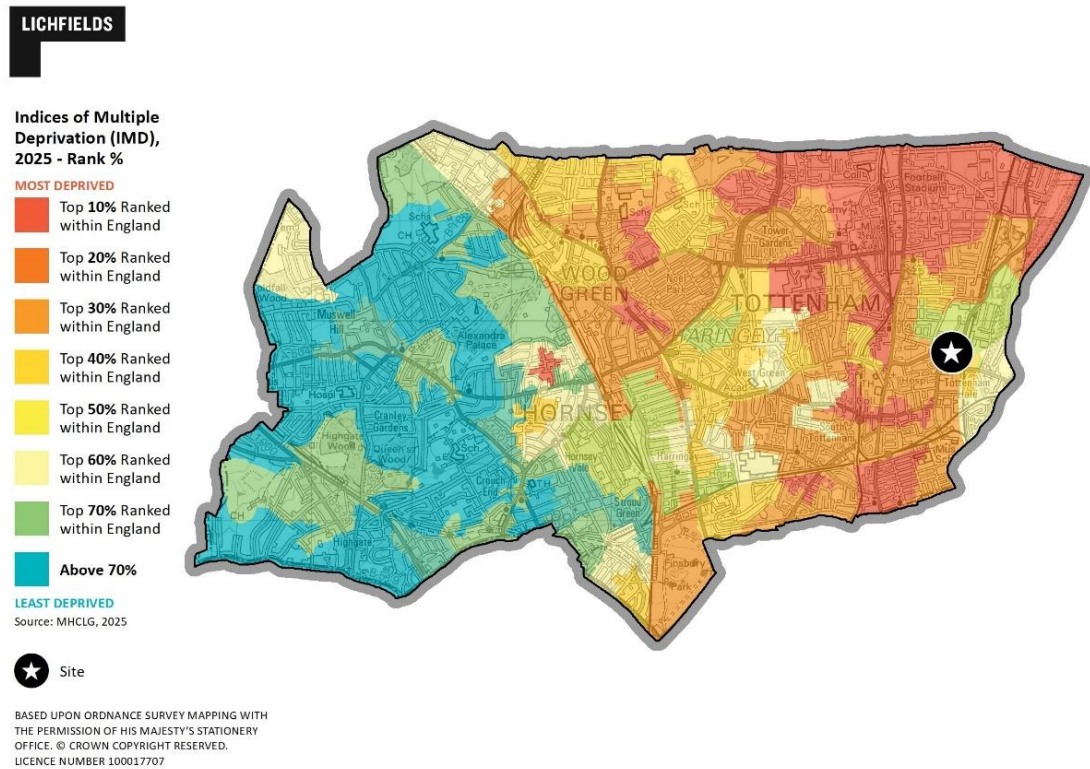
- 4.6 Further data on health from the 2021 Census¹² indicates that the LIA’s residents have slightly better health outcomes when compared with LBH as a whole, but are broadly in line with the London average. Census data indicates that 85.1% of the LIA’s residents experience either “good” or “very good”, compared with 84.8% in LBH and 85.4% across London as a whole. Conversely, 0.9% of the LIA’s resident population recorded their health to be “very bad”, compared with 1.2% across LBH and 1.0% across London.
- 4.7 The 2025 English Indices of Deprivation¹³ (‘IoD’) ranks the 296 local authorities in England across seven domains of deprivation¹⁴ where 1st represents the most deprived local authority in a domain, and 296th represents the least deprived local authority nationally. LBH is ranked as the 29th most deprived local authority nationally and the 6th most deprived in London (out of 33 authorities). Therefore, LBH ranks within the 1st decile for deprivation nationally. The neighbourhood (i.e., Lower-layer Super Output Area, or ‘LSOA’) in which the site is located is ranked within the 3rd decile of all LSOAs nationally for overall deprivation, indicating that deprivation is more of a problem in the area around the site compared to the England average. Figure 4.2 shows overall deprivation by LSOA within LBH.

¹² ONS (2021), *Census 2021: TS037 – General Health*.

¹³ Ministry of Housing, Communities and Local Government (MHCLG) (2025), *2025 Indices of Multiple Deprivation*.

¹⁴ The IoD domains of deprivation are Income, Employment, Education, Health, Crime, Barriers to Housing, and Living Environment.

Figure 4.2 Indices of Multiple Deprivation – Overall deprivation (2025)



Source: MHCLG (2025) / Lichfields analysis

- 4.8 Within the health deprivation domain, LBH is ranked as the 141st most deprived local authority nationally placing it within the 5th decile, suggesting that it is relatively less deprived in terms of health. However, out of the 33 authorities in London, LBH ranks as the 12th most deprived, indicating that health deprivation is relatively higher in LBH than the rest of London. The LSOA in which the site is located is ranked within the 4th decile of all LSOAs nationally within the health domain, indicating that health deprivation is slightly higher in the immediate area around the site relative to LBH as a whole (i.e., relative to the LBH average).

Ethnicity and Place of Birth

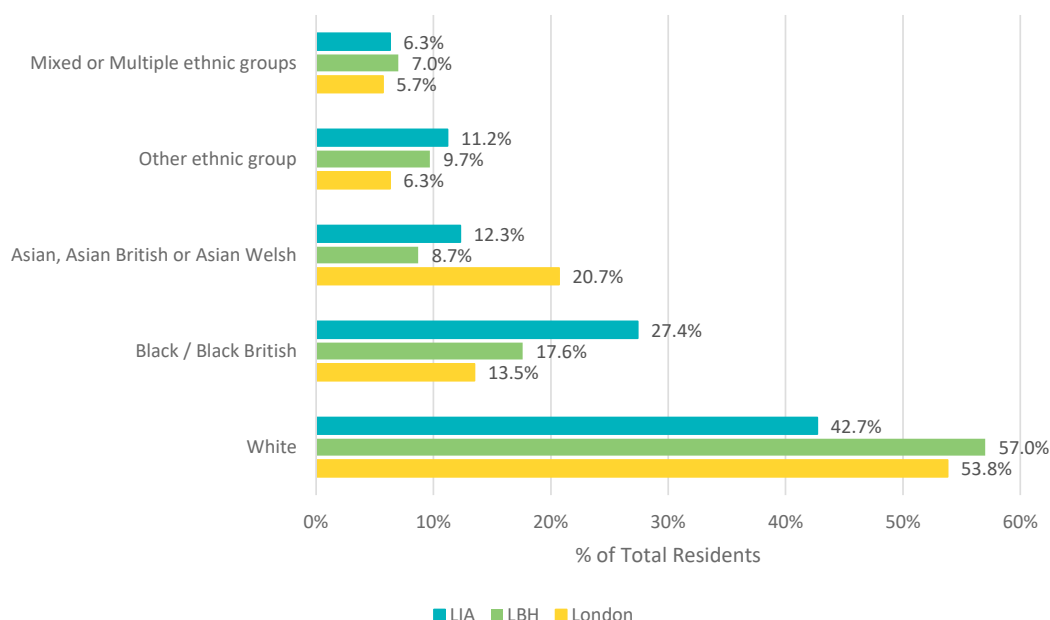
Ethnicity and Language

- 4.9 Figure 4.3 indicates that as of 2021, the LIA had an overall higher proportion of residents from minority ethnic groups (57.3%) relative to LBH (43.0%) and London (46.2%)¹⁵, indicating that the LIA is more ethnically diverse than LBH and London averages.
- 4.10 With 27.4%, the proportion of Black, Black British, Black Welsh, Caribbean or African people is the second largest ethnic group within the LIA. This group is significantly higher compared to LBH and the London averages (i.e., of 17.6% and 13.5% of residents respectively). However, while the LIA has a higher proportion of Asian/British Asian

¹⁵ ONS (2021), *Census 2021: TS021 - Ethnic group*.

residents (12.3%) than LBH as a whole (8.7%), the group is appreciably under-represented when compared to the London average (20.7%). Figure 4.3 provides a summary of ethnicity in the LIA, alongside LBH and London as a whole.

Figure 4.3 Ethnic group by geography



Source: ONS Census (2021) / Lichfields analysis

- 4.11 A person's main language may also provide an indication of their ethnicity and therefore contribute towards "*protected characteristics*" defined by the 2010 Equality Act. Data from the 2021 Census¹⁶ regarding main language is not available at the ward level. Therefore, the LIA has not been included in Table 4.2 below which only presents data for LBH and London.
- 4.12 The data presented in Table 4.2 indicates that English is the most widely spoken language within LBH, with 72.8% of people recording it as their main language. This is slightly below the average for London (78.4%). Other European Union ('EU') languages are spoken by 10.3% of LBH residents and are the second most widely spoken language group, followed by Turkish (3.8%). Both of these language groups are spoken at higher rates compared to the averages in London (6.4% and 0.8% respectively).

Table 4.2 Main language of residents

Main Language	LBH	London
English (English or Welsh in Wales)	72.8%	78.4%
Other European language (EU)	10.3%	6.4%
Turkish	3.8%	0.8%
Spanish	3.1%	1.4%
African language	1.7%	1.1%
Portuguese	1.6%	1.1%

¹⁶ ONS (2021), *Census 2021: TS024 - Main language*.

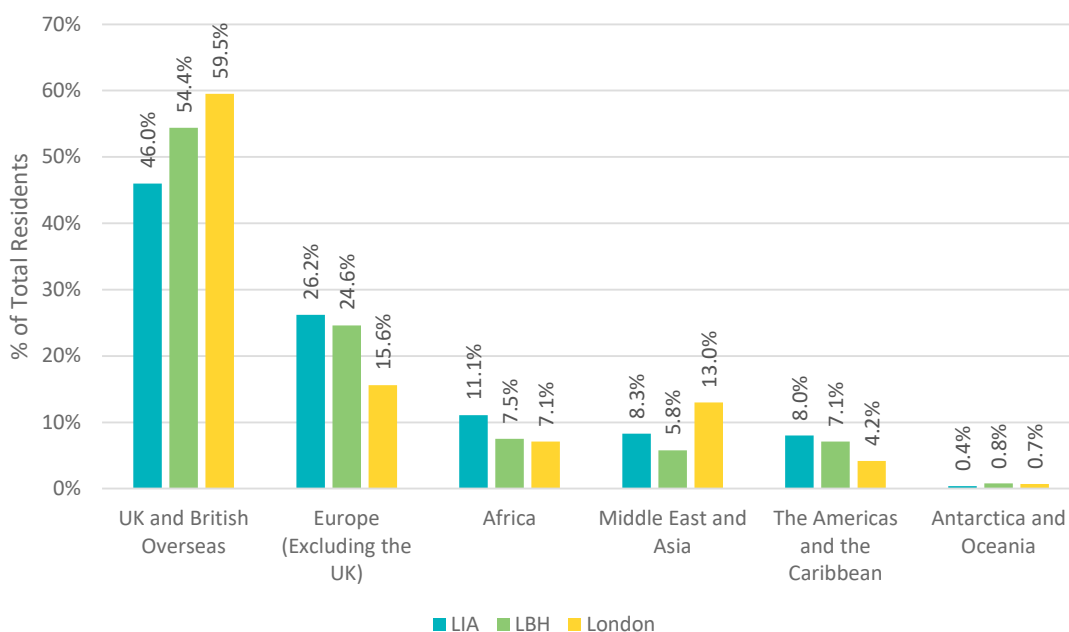
Main Language	LBH	London
South Asian language	1.4%	5.6%
East Asian language	1.2%	1.4%
West or Central Asian language	1.0%	1.0%
Other European language (non EU)	0.9%	0.5%
French	0.8%	0.8%
Arabic	0.6%	0.8%
Russian	0.3%	0.4%
Other Language	0.5%	0.2%

Source: ONS Census (2021) / Lichfields analysis

Place of Birth

- 4.13 The 2021 Census also provides information relating to a person's country of birth¹⁷. As shown in Figure 4.4, this data indicates that 46.0% of the LIA's population were born in the UK; an overall lower proportion than LBH (of 54.4%) and London as a whole (of 59.5%). The LIA has a higher proportion of residents born in Europe (26.2%) and Africa (11.1%) when compared to both LBH (24.6% and 7.5% respectively) and London (15.6% and 7.1% respectively).

Figure 4.4 Place of birth (2021)



Source: ONS Census (2021) / Lichfields analysis

Religion or Belief

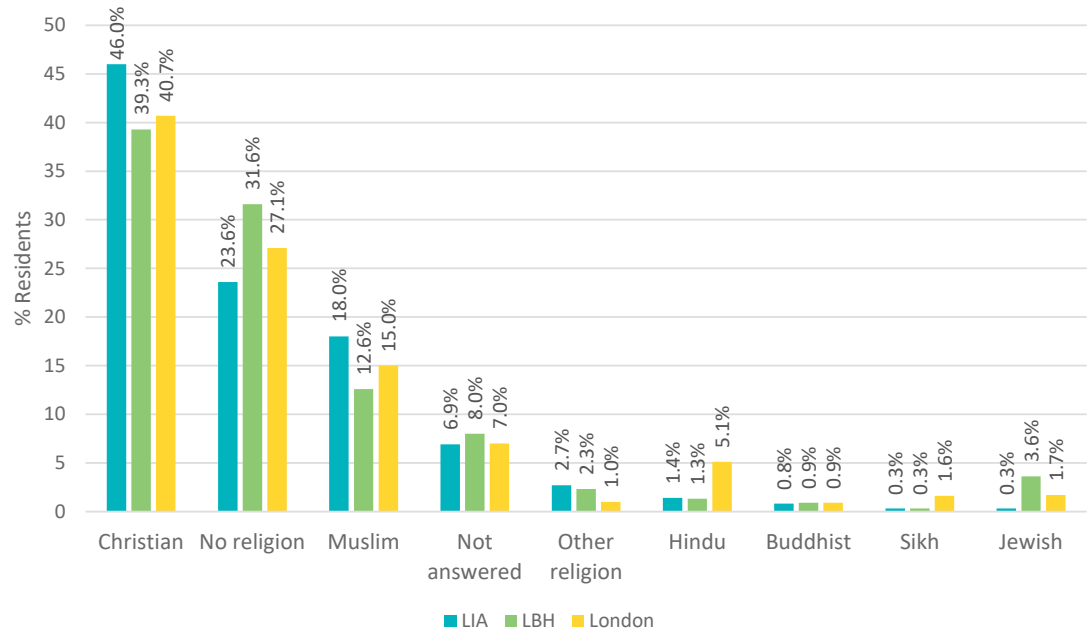
- 4.14 In total, 76.4% of the LIA's residents ascribed themselves with a specific religion at the time of the 2021 Census¹⁸. This proportion is higher than the equivalent rates for LBH and London (i.e. of 68.3% and 73.0% respectively). As presented in Figure 4.5, 46.0% of the

¹⁷ ONS (2021), *Census 2021: TS004 - Country of birth*.

¹⁸ ONS (2021), *Census 2021: TS030 - Religion*.

LIA’s residents affiliate with Christianity, compared with 39.3% in LBH and 40.7% across London. The proportion of residents affiliating with Islam in the LIA (18.0%) is higher than the equivalent figure for LBH (12.6%) and the average for London (15.0%).

Figure 4.5 Religion or belief of resident population (2021)



Source: ONS Census (2021) / Lichfields analysis

Gender and Identity

4.15 The male to female ratio in the LIA in 2024 was 46.8% male and 53.2% female¹⁹. This gender balance was slightly more pronounced compared to LBH (47.9% male and 52.1% female) and London as a whole (48.5% male and 51.5% female). In particular, the gender balance in the LIA is skewed more heavily towards females in the 65 and over age group (43.4% male and 56.9% female). There are more females in the LIA across all age groups. A comparison of the gender balance by age group in the LIA to the London average is presented in Table 4.3.

Table 4.3 Gender balance by age in the LIA and London

Age Group	LIA		London	
	Male	Female	Male	Female
0 to 15	49.1%	50.9%	51.1%	48.9%
16 to 24	48.9%	51.1%	49.6%	50.4%
25 to 49	47.0%	53.0%	48.4%	51.6%
50 to 64	44.1%	55.9%	48.5%	51.5%
65+	43.4%	56.6%	44.8%	55.2%
All ages	46.8%	53.2%	48.6%	51.4%

Source: ONS (2024) / Lichfields analysis

¹⁹ ONS (2024), *Mid-Year Population Estimates*.

- 4.16 Information presented in Haringey Council's JSNA report on Violence Against Women and Girls ('VAWG') indicates that the rate of domestic abuse in LBH was 11.4 per 1,000 of the population in 2022/23²⁰. While data is not presented to compare this rate to the London average, the rate for LBH ranks 3rd worst out of the five North Central London Boroughs which also includes, Barnet, Camden, Enfield and Islington. The report also states that women and girls in LBH are disproportionately likely to be repeat victims of VAWG when compared to the London average.

Gender Identity

- 4.17 Data relating to gender identity indicates that within LBH 89.4% of residents identify with the same gender they were assigned at birth, compared with 91.2% across London²¹. Furthermore, 0.6% of residents in LBH identify with a different gender to that which they were assigned at birth, which is slightly higher than the average for London (i.e., of 0.5%). It should be noted that 9.3% of LBH residents did not answer questions relating to gender identity and reassignment, suggesting that the proportion of residents identifying with a different gender to that they were assigned at birth is higher than reported.

Sexual Orientation

- 4.18 The 2021 Census also collected data relating to sexual orientation which is summarised in Table 4.4. It shows that 83.4% of LBH residents identified as straight / heterosexual, a lower proportion than London as a whole (i.e., of 86.2%)²². Accordingly, a greater proportion of LBH residents identified as gay or lesbian (2.7%) or bisexual (2.1%), compared to the London averages (2.2% and 1.5% respectively).

Table 4.4 Sexual orientation by geography

Sexual Orientation	LBH	London
Straight or Heterosexual	83.4%	86.2%
Gay or Lesbian	2.7%	2.2%
Bisexual	2.1%	1.5%
All other sexual orientations	0.8%	0.5%
Not answered	11.0%	9.5%

Source: ONS Census (2021) / Lichfields analysis

Labour Market Indicators

- 4.19 Labour market data provided in the Annual Population Survey²³ ('APS') is not available at the ward level and therefore data is provided at the LBH spatial scale. The APS shows that the economic activity rate in LBH (i.e., of 76.7%) is slightly lower than the London average (i.e., of 79.8%). Furthermore, the unemployment rate of 7.1% in LBH is higher than the London average of 6.2%. Data available on the employment rate²⁴ indicates that the rate among ethnic minority groups in LBH of 62.2% is appreciably lower than the overall borough economic activity rate (of 71.5%), and lower than the average for ethnic minority

²⁰ Haringey Council (2024), *Haringey JSNA: Focus on Violence Against Women and Girls*.

²¹ ONS (2021), *Census 2021: TS070 - Gender identity*.

²² ONS (2021), *Census 2021: TS077 - Sexual orientation*.

²³ ONS (2025), *Annual Population Survey, January 2025 to December 2025*.

²⁴ The employment rate is the proportion of people aged 16 to 64 who are currently in employment.

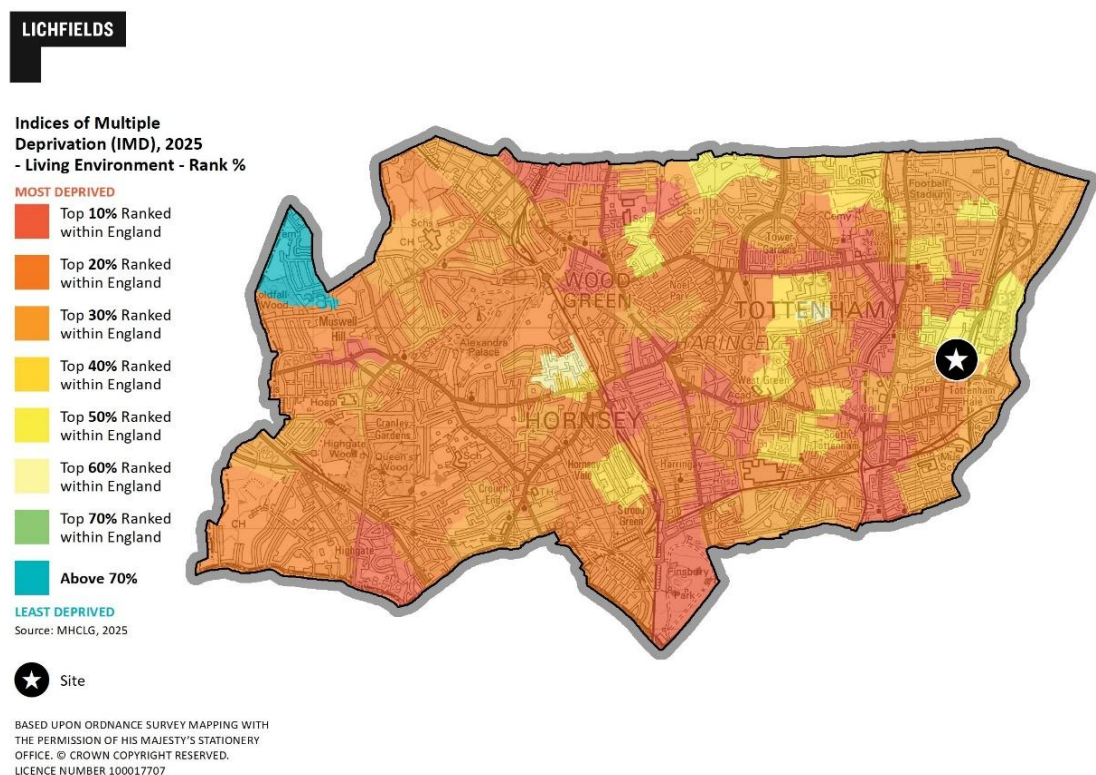
groups across London as a whole (of 70.3%). This analysis suggests that a labour market participation gap exists between different ethnic groups within the borough. This gap is likely to be exacerbated locally due to the fact that the LIA has a higher proportion of residents from BAME and Asian backgrounds, as identified in paragraph 4.9.

- 4.20 This trend is mirrored by data on the number of residents in the area claiming unemployment support or Universal Credit²⁵. This indicates that in June 2026, 7.6% of LBH residents aged 16 to 64 claimed unemployment support compared to the London average (i.e., of 5.6%). Unemployment support claimant data is also available at the LIA spatial level and indicates that around 840 residents claim unemployment support, equivalent to 7.9% of core working age population. This analysis suggests that unemployment is slightly more of a challenge locally in the LIA and LBH as a whole than other areas of London.

Local Environment

- 4.21 Figure 4.6 illustrates deprivation across LBH in 2025 in the living environment domain. LBH is ranked as the 10th most deprived local authority in England in terms of living environment (i.e., out of 296 local authorities), and the 8th most deprived local authority area in London (i.e., out of 33). The LSOA in which the site is located is ranked within the 2nd decile of most deprived LSOAs nationally in the Living Environment domain.

Figure 4.6 Indices of Deprivation – Living Environment (2025)



Source: MHCLG (2025) / Lichfields analysis

²⁵ ONS (2026), *Claimant count by sex and age*.

Crime

- 4.22 The Planning for Equality and Diversity in London SPG indicates that hate crimes tend to be specifically directed at groups with “*protected characteristics*” (as defined in the Equality Act 2010) and can range from verbal abuse to direct hostility and physical attacks. On this basis, this assessment also considers incidences of crime.
- 4.23 The 2025 IoD ranks LBH as the 30th most deprived local authority in England in terms of Crime. This places LBH within the 2nd decile nationally, indicating that crime is more of a problem within the borough relative to the country as a whole. The LSOA in which the site is located falls within the 3rd decile in the Crime domain, indicating that deprivation relating to crime is also a problem in the area around the site.
- 4.24 The ONS also records crime data by local authority²⁶ which indicates that there were 107.0 crimes recorded in LBH per 1,000 residents in 2025. This compares to a rate of 101.7 crimes per 1,000 residents across the Metropolitan Police force area in London as a whole. This rate also places LBH 9th out of the 32 London Borough’s in the Metropolitan Police force area²⁷. The most common form of offence in LBH in 2025 was ‘theft’ (47.0 crimes per 1,000 residents), followed by ‘violence against the person’ (28.8 crimes per 1,000 residents) and ‘drug offences’ (8.0 crimes per 1,000 residents).
- 4.25 Table 4.5 compares the rates of different crime rates in LBH to rates across the Metropolitan Police force area as a whole. It indicates that offences relating to ‘violence against the person’, ‘drugs’, ‘robbery’, ‘sexual offences’ and ‘possession of weapons’ are relatively higher in LBH compared to the Metropolitan Police force area as a whole.

Table 4.5 Crime rate per 1,000 residents by offence type

Type of Offence	LBH	Metropolitan Police Force
Theft offences	47.0	47.5
Violence against the person	28.8	27.0
Drug offences	8.0	6.0
Criminal damage and arson	6.2	6.1
Public order offences	6.2	6.2
Robbery	5.1	3.6
Sexual offences	3.4	3.0
Miscellaneous crimes against society	1.3	1.4
Possession of weapons offences	1.0	0.7
All offences	107.0	101.7

Source: ONS (2026) / Lichfields analysis

Housing

- 4.26 Data from the Census indicates that in 2021, there were approximately 4,000 households in the LIA, accounting for 3.8 % of all households across LBH²⁸. Within the LIA, 28.6% of households owned their home, which is lower than the equivalent figure for LBH of 37.2%

²⁶ ONS (2026), *Crime in England and Wales: Police Force Area data tables*.

²⁷ The City of London has its own police force, and therefore only 32 of the 33 local authorities in London form the Metropolitan Police Force area.

²⁸ ONS (2021), *Census 2021: TS054 – Tenure*.

and appreciably lower than the figure for London as a whole of 45.2%. Meanwhile, a higher proportion of the LIA's households live in socially rented accommodation (32.6% of households) compared to the LBH and London averages (of 25.2% and 23.1% of households respectively). Shared ownership is also more common in the LIA, accounting for 3.7% of households, compared to 1.6% in LBH and 1.5% across London as a whole.

Figure 4.7 Tenure of households



Source: ONS Census (2021) / Lichfields analysis

- 4.27 The 2025 IoD ranks LBH as the 10th most deprived local authority area nationally in terms of Barriers to Housing and the 6th most deprived authority in London. The LSOA in which the site is located also performs very poorly in relation to Barriers to Housing, falling within the 3rd most deprived decile nationally. This is characteristic of LSOA's within London, where the housing market is significantly constrained in comparison with many other areas across the country.
- 4.28 The London Plan outlines a current target for LBH to deliver 15,920 homes over the course of the plan period from 2019/20 to 2028/29 (i.e., equivalent to 1,592 homes per annum). Under the Draft London Plan, published in July 2026, LBH is set a slightly higher target of delivering 19,030 net additional homes from 2027/28 to 2036/37 (i.e., equivalent to 1,903 homes per annum). Data from the latest LBH Authority Monitoring Report²⁹ shows that LBH delivered 4,171 homes over the four-year period from 2020/21 to 2023/24. This represents an annual delivery of 1,043 homes per annum over this period, slightly below the target rate set in the London Plan and below the target rate for the next ten years set in the Draft London Plan.

Identification of Priority Groups

- 4.29 Through analysis of the baseline position presented in this section, a number of priority groups with “*protected characteristics*” and which have potential to face a greater impact from the proposed development (because of their representation within the LIA) have been identified. These groups include:

²⁹ Haringey Council (2025), *Authority Monitoring Report: 2020/21 to 2023/24*.

- **Priority group 1: *Black, Asian and Minority Ethnic ('BAME') groups*** – The LIA is more ethnically diverse than the London average. This is also reflected by place of birth and language statistics;
- **Priority group 2: *Women and girls*** - The LIA has a higher share of female residents overall compared to the London average, with the difference more pronounced among older residents. Information from the Haringey Council JSNA also identifies VAWG as being a greater problem in the borough than in other areas of London;
- **Priority group 3: *Residents identifying as LGBTQ+*** - The LIA has a higher proportion of residents who identify as being gay, lesbian or bisexual compared to the London average. In addition, a higher proportion of LBH residents identify with a different gender to that which they were assigned at birth compared to the London average; and
- **Priority group 4: *People with a disability and / or long-term limiting illness*** - Although the overall share of residents with a limiting long-term health problem or disability is broadly comparable to benchmarks, the LIA has a slightly higher proportion of people whose activities are limited “a lot” by a disability than LBH and London averages. Data from the IoD also shows that deprivation relating to health is relatively high in the local area.

5.0 Assessment of Equality Impacts

- 5.1 This section assesses the scale and nature of the main equality impacts arising during the construction phase of the proposed development and once it is operational on the general population, as well as the priority groups in the LIA, as identified at the end of the preceding section.

During the Construction Phase

Access to Employment and Training Opportunities

- 5.2 Construction activity associated with the proposed development will generate employment opportunities in construction and related sectors across the economy.
- 5.3 As outlined in the Economic Benefits Assessment ('EBA') which accompanies this planning application, the direct full-time equivalent ('FTE') jobs generated during the construction phase of the proposed development can be estimated by calculating the turnover that can be supported by one FTE construction job. This is calculated by dividing the total turnover in the construction sector in Great Britain³⁰ by the total number of FTE jobs in the construction sector³¹.
- 5.4 The total cost of construction for the proposed development is then divided by this ratio, and once accounting for 'leakage' and 'displacement', indicates that the proposed development could support 68 net direct FTE workers per annum over the course of the 29-month construction period.
- 5.5 In addition, the proposed development will also generate a further 107 FTE jobs per annum more widely across London through the construction supply chain, as well as through wider induced employment effects. This includes the effect generated by the additional spending from employees' earnings (i.e. from both those employed directly on site and within the supply chain).
- 5.6 In aggregate, it is therefore estimated that the proposed development will support a total of 175 FTE jobs per annum. It is anticipated that a proportion of these roles will be filled by residents from within the local and LBH more broadly.
- 5.7 Given the scale of the construction activity (i.e., relative to the size of the construction sector, both locally and across Greater London more widely), it is anticipated that the proposed development's impact on local employment opportunities will be limited, generating an overall **minor beneficial** impact on the general population, and all of the priority groups considered.

Access to Appropriate and Affordable Housing

- 5.8 This theme is not considered to be relevant during the construction phase because the site is currently vacant and contains no housing.

³⁰ ONS (2025), *Count, turnover and average turnover in the UK by industry excluding finance and insurance*.

³¹ ONS (2025), *Business register and employment survey, 2024*.

Urban Design and Public Realm

- 5.9 Down Lane Park is an existing park located directly to the west of the site. Despite its proximity there is currently no direct access into the park from the site which is currently vacant. While there may be some impact to the existing public realm from construction activity, this is anticipated to be limited in scale and will be managed in line with best-practice guidance as outlined in the Outline Construction Environmental Management Plan ('OCEMP') submitted as part of this application. This includes measures which ensure that the site boundary will be secured by hoardings, appropriate lighting will be in place to balance the need for public safety without causing shadows or excessive light pollution, and the implementation of a Traffic and Pedestrian Management Plan to identify pedestrian routes through and around the site. Therefore, the impact on the general population and all priority groups considered arising from construction effects on the public realm is assessed to be **negligible**.

An Accessible, Inclusive and Safe Environment

- 5.10 This theme is not considered to be relevant during the construction phase of the proposed development. Access to/from the site during this phase will be via a number of entrances which will be controlled. Outside of working hours (including weekend days), the site will be locked and protected in line with health and safety requirements and construction best practice. The site will be protected 24/7, and on-site security will patrol the area outside working hours (including weekend days).

During Operation

Access to Employment and Training Opportunities

- 5.11 As identified in the EBA which submitted as part of this application, once completed, the proposed development will include 230 sq.m of Class E commercial floorspace alongside the management of 522 shared living studio units. The precise number and nature of jobs that will be supported will ultimately depend on the end users that occupy the commercial units. The EBA estimates that across both the commercial floorspace and the shared living facility, the proposed development is expected to support approximately 16 net direct FTE jobs on-site. In addition, these direct FTE jobs will generate a further 10 net FTE jobs more widely through indirect supply chain and wider induced employment effects, including jobs supported by the additional spending generated from the new direct jobs
- 5.12 These jobs will provide people, including residents from across all priority groups, such as BAME communities who typically face higher unemployment rates in the Borough, with the opportunity to access new employment, potentially increasing income levels and improving their overall quality of life. Furthermore, the creation of on-site roles also has potential to start addressing challenges associated with the high proportion of core working-age residents currently claiming unemployment support. Given the scale of employment supported, the equality impact of the proposed development is therefore judged as **minor beneficial** on the general population and all priority groups considered.

Access to Appropriate and Affordable Housing

- 5.13 Once completed, the proposed development will comprise 87 new affordable, social rent homes, as well as 522 shared living studio units. In line with guidance³² on large-scale purpose-built shared living ('LSPBSL'), shared living units can count towards meeting housing supply on a ratio of 1.8:1. This means that each 1.8 shared living units equate to one home.
- 5.14 On this basis, the proposed development is therefore anticipated to contribute 377 new homes (comprising 87 affordable homes and 290 full home equivalents in the form of the shared living studio units) to LBH's housing supply. This equates to 2.4% of LBH's 10-year housing target as outlined within the 2021 London Plan, and 23.7% of LBH's annual housing target (i.e., of 15,920 homes, or 1,592 homes per annum).
- 5.15 More importantly, it should be noted that the proposed development will cater for specific needs within the housing market. This includes the provision of 87 social rent homes addressing housing affordability challenges in the borough and the LIA. Within Greater London, housing costs typically make up a large proportion of residents' monthly disposable income, with people on lower incomes generally seeing a larger proportion of their salary going towards housing costs. Therefore, the proposed development will help to improve accessibility to housing for lower income groups.
- 5.16 In the form of the shared living studio units, the proposed development will provide new accommodation for renters who may otherwise be living in either single-occupancy homes and/or homes in multiple occupancy which are also in high demand from families. Therefore, the delivery of purpose-built shared living housing will help to free up other forms of housing for families and increase flexibility within the local housing market. Shared living accommodation typically appeals to young adults who wish to build social connections but do not want to share living space with others, and are especially attractive to international residents. Furthermore, shared living accommodation offers a degree of flexibility not offered elsewhere, which can appeal particularly to young professionals and recent graduates.
- 5.17 On this basis, the equalities impact of the proposed development on the general population and each of the priority groups identified is therefore assessed as **moderate beneficial**.

Urban Design and Public Realm

- 5.18 The proposed development will create a new green link through the centre of the site. This aims to link Down Lane Park to the west with Berol Square to the east of Ashley Park Road, and stretches beyond the site through neighbouring developments, in-line with the Council's long-term vision for the area. This will include new landscaping and tree planting through the site, and the site's history will be explored through new art installations. It will also be designed to prioritise pedestrians and cyclists and will be fully wheelchair accessible.
- 5.19 As outlined in the Planning Statement submitted as part of this application, in line with paragraph 4.32 of the Shaping Neighbourhoods Play and Informal Recreation SPG³³, play

³² Mayor of London (2024), *London Plan Guidance: Large-scale purpose-built shared living*.

³³ Mayor of London (2012), *Shaping Neighbourhoods: Play and Informal Recreation Guidance Supplementary Planning Guidance*.

space requirements can be reduced based on the type of housing proposed and the access to private gardens. The proposed affordable housing element contains ten maisonettes with rear gardens that exceed private space requirements. On this basis, the requirement as per the GLA Child Yield Calculation is for 360 sq.m of 0-4 play space, all of which is provided on site.

5.20 As identified during pre-application engagement with the Council, in the context of the need to deliver public realm, longstanding aspirations for the green link and the proposed development's proximity to existing facilities in Down Lane Park, it is not considered that older children's play is required to be provided on site. Additional play provision for older age groups will be provided off site.

5.21 Therefore, the equalities impact of the proposed development on urban design and public realm is assessed to be **minor beneficial** across the general population, and all priority groups considered.

An Accessible, Inclusive and Safe Environment

5.22 The design of the proposed development draws on the principles of Secured by Design, and includes consideration of:

- Increased footfall and greater visibility of ground level (including via passive surveillance);
- Clear visibility across public spaces; and
- Lighting that enhances a sense of safety at night.

5.23 Specific measures to ensure that the proposed development remains safe and secure include closed-circuit television ('CCTV') throughout the scheme and all doors at ground floor level will have the appropriate security rating, while the individual shared living studio doors will all be PAS 24 doors with high security ratings. The shared living component of the proposed development will also be gated and there will be a 24/7 on-site management team to create a 'meet and greet' strategy. Fob access will be used to ensure that only residents can gain access to their own floors of the buildings.

5.24 Outside bike racks will be placed away from entrances to buildings to avoid tailgating. There will also be no electric bike charging points within the indoor cycle stores to reduce the risk of fires.

5.25 The Applicant is committed to providing an inclusive living environment by delivering a significant number of wheelchair accessible homes. The scheme will provide 53 wheelchair accessible studio units within the shared living component, representing 10.15% of the 522 studios. All areas of the development will be fully accessible to all visitors, irrespective of their mobility. This landscape strategy is designed to avoid significant level changes across the site and paths are designed to be firm and slip-resistant with level and even surfaces. In addition, 10 Blue Badge parking spaces will be provided, with nine spaces allocated to the affordable homes and one to the shared living accommodation. The public realm will also be fully wheelchair accessible.

5.26 Therefore, the equalities impact of the proposed development on accessibility and safety is assessed to be **minor beneficial** across the general population and all priority groups

apart from **people with a long-term health condition or disability** for whom the proposed development is assessed to be **moderate beneficial**.

Intervention and Mitigation

5.27

Whilst the assessment presented above has not identified any significant adverse effects, the Applicant may also consider putting in place a series of additional measures aimed at maximising benefits, such as:

- 1 The promotion of employment opportunities (i.e., both temporary during the construction phase, and permanent once operational) and encouraging local participation, via the advertising of new roles locally and working with relevant local organisations (such as the Haringey Council and Jobcentre Plus) to promote opportunities;
- 2 Prepare and implement a Skills and Employment Plan which seeks to maximise the employment opportunities (i.e., both short- and longer-term) enabled by the proposed development;
- 3 Ensure that all communal spaces are delivered to Building Regulation requirements M4(2) (i.e., accessible and adaptable) and/or M4(3) (i.e., wheelchair accessible);
- 4 Ensure that all the public realm improvements and open space proposed are delivered; and
- 5 Ensure that measures such as CCTV and the landscape design are implemented as set out within the project description and/or adapted to remove long shadows and provide an increased sense of safety.

Summary

5.28

Table 5.1 provides a summary of the equality impacts arising from the proposed development.

Table 5.1 Summary of equality impacts of the proposed development during its construction phase and once operational

Determinant	Pathway	Priority Group	Group-Specific Equality Impact	Equality Impact on the General Population
During Construction				
Employment	Access to Employment and Training Opportunities	1. Residents from BAME communities	Minor Beneficial	Minor Beneficial
		2. Women and girls	Minor Beneficial	
		3. Residents who identify as LGBTQ+	Minor Beneficial	
		4. Residents with disabilities and / or long-term limiting illnesses	Minor Beneficial	
Housing provision	Access to Appropriate and Affordable Housing	This theme is not considered to be relevant as the site is currently vacant.		

Determinant	Pathway	Priority Group	Group-Specific Equality Impact	Equality Impact on the General Population
Public Realm	Urban Design and Public Realm	1. Residents from BAME communities	Negligible	Negligible
		2. Women and girls	Negligible	
		3. Residents who identify as LGBTQ+	Negligible	
		4. Residents with disabilities and / or long-term limiting illnesses	Negligible	
Crime and Safety	An Accessible, Inclusive and Safe Environment	This theme is not considered to be relevant during the construction phase, as access to / from the site will be via a number of manned entrances which will be secured outside of working hours.		
During Operation				
Employment	Access to Employment and Training Opportunities	1. Residents from BAME communities	Minor Beneficial	Minor Beneficial
		2. Women and girls	Minor Beneficial	
		3. Residents who identify as LGBTQ+	Minor Beneficial	
		4. Residents with disabilities and / or long-term limiting illnesses	Minor Beneficial	
Housing provision	Access to Appropriate and Affordable Housing	1. Residents from BAME communities	Moderate Beneficial	Moderate Beneficial
		2. Women and girls	Moderate Beneficial	
		3. Residents who identify as LGBTQ+	Moderate Beneficial	
		4. Residents with disabilities and / or long-term limiting illnesses	Moderate Beneficial	
Public Realm	Urban Design and Public Realm	1. Residents from BAME communities	Minor Beneficial	Minor Beneficial
		2. Women and girls	Minor Beneficial	
		3. Residents who identify as LGBTQ+	Minor Beneficial	
		4. Residents with disabilities and / or long-term limiting illnesses	Minor Beneficial	
Crime and Safety	An Accessible, Inclusive and Safe Environment	1. Residents from BAME communities	Minor Beneficial	Minor Beneficial
		2. Women and girls	Minor Beneficial	
		3. Residents who identify as LGBTQ+	Minor Beneficial	

Determinant	Pathway	Priority Group	Group-Specific Equality Impact	Equality Impact on the General Population
		4. Residents with disabilities and / or long-term limiting illnesses	Moderate Beneficial	

6.0 Conclusions

- 6.1 This EqIA has been prepared to identify, assess and present any potential equality impacts on groups with “*protected characteristics*” as defined by the Equality Act 2010, that would arise from the delivery of the proposed development comprising 87 affordable homes, 522 shared living studio units, 230 sq.m of use class E commercial floorspace, 125.5 sqm of community floorspace, as well as new play space and public realm improvements.
- 6.2 The assessment presented in this EqIA draws on best practice and guidance, including the Equality Act 2010, the GLA’s Planning for Equality and Diversity in London SPG, and local policy.
- 6.3 A review of the demographic and socio-economic indicators for the LIA predominantly drawn from the 2021 Census and other ONS datasets, has been undertaken to identify the key priority groups within the local community benchmarked against LBH and London as a whole. The review has identified the following priority groups with “*protected characteristics*” in the LIA:
- **Priority group 1:** Black, Asian and Minority Ethnic (‘BAME’) groups;
 - **Priority group 2:** Women and girls;
 - **Priority group 3:** Residents identifying as LGBTQ+; and
 - **Priority group 4:** People with a disability and / or long-term limiting illness.
- 6.4 The proposed development will deliver a range of socio-economic and regeneration outcomes to the LIA, such as additional housing, new employment opportunities, the delivery of new public realm improvements and an improved sense of security.

During the Construction Phase

- 6.5 The construction phase of the proposed development will support construction activity on-site, allowing residents to access opportunities in construction, generating an overall **minor beneficial** impact. The construction phase will also have a **negligible** impact on the limited existing public realm given the site is currently vacant and unoccupied, and due to the adoption of best practice practices along with mitigation and monitoring measures.

During Operation

- 6.6 The completed development will see the delivery of 87 new affordable homes as well as 522 new shared living units along with associated communal and amenity space, new commercial and community floorspace, and public realm enhancements. Based on a review of the equality impact outlined above, it is anticipated that the proposed development will be **beneficial** on employment, housing provision, public realm and enhancing safety across all priority groups, as well as the general population.

the 1990s, the number of people in the UK who are employed in the public sector has increased by 1.5 million, from 2.5 million in 1980 to 4 million in 1999. The public sector has also become an important employer of women, with 5.5 million women employed in the public sector in 1999, compared with 4.5 million in 1980. The public sector has also become an important employer of people with disabilities, with 1.5 million people with disabilities employed in the public sector in 1999, compared with 1 million in 1980.

The public sector has also become an important employer of people from ethnic minorities, with 1.5 million people from ethnic minorities employed in the public sector in 1999, compared with 1 million in 1980. The public sector has also become an important employer of people from the lower socio-economic classes, with 1.5 million people from the lower socio-economic classes employed in the public sector in 1999, compared with 1 million in 1980.

The public sector has also become an important employer of people with low qualifications, with 1.5 million people with low qualifications employed in the public sector in 1999, compared with 1 million in 1980. The public sector has also become an important employer of people with low skills, with 1.5 million people with low skills employed in the public sector in 1999, compared with 1 million in 1980.

The public sector has also become an important employer of people with low income, with 1.5 million people with low income employed in the public sector in 1999, compared with 1 million in 1980. The public sector has also become an important employer of people with low housing, with 1.5 million people with low housing employed in the public sector in 1999, compared with 1 million in 1980.

The public sector has also become an important employer of people with low health, with 1.5 million people with low health employed in the public sector in 1999, compared with 1 million in 1980. The public sector has also become an important employer of people with low education, with 1.5 million people with low education employed in the public sector in 1999, compared with 1 million in 1980.

The public sector has also become an important employer of people with low employment, with 1.5 million people with low employment employed in the public sector in 1999, compared with 1 million in 1980. The public sector has also become an important employer of people with low income, with 1.5 million people with low income employed in the public sector in 1999, compared with 1 million in 1980.

The public sector has also become an important employer of people with low housing, with 1.5 million people with low housing employed in the public sector in 1999, compared with 1 million in 1980. The public sector has also become an important employer of people with low health, with 1.5 million people with low health employed in the public sector in 1999, compared with 1 million in 1980.

The public sector has also become an important employer of people with low education, with 1.5 million people with low education employed in the public sector in 1999, compared with 1 million in 1980. The public sector has also become an important employer of people with low employment, with 1.5 million people with low employment employed in the public sector in 1999, compared with 1 million in 1980.

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The public sector has also become an important employer of people with low health, with 1.5 million people with low health employed in the public sector in 1999, compared with 1 million in 1980. The public sector has also become an important employer of people with low education, with 1.5 million people with low education employed in the public sector in 1999, compared with 1 million in 1980.

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