



Brighter strategies
for greener projects



Client: TRI 7 (& Fusion)

Project: Lordship Lane, Wood Green

Report: Equalities Impact Assessment

QUALITY ASSURANCE

Issue/Revision:	Draft	Final
Date:	January 2024	February 2024
Comments:		
Prepared by:	Jozie Beattie	Jozie Beattie
Authorised by:	James Bumphrey	James Bumphrey
File Reference:	552611JB08NOV23FV01_Eql A.docx	552611JB08NOV23FV01_Eql A.docx

CONTENTS

1.0	INTRODUCTION	1
2.0	METHODOLOGY	2
2.1	EQUALITY ACT	2
2.2	POLICY, LEGISLATION AND GUIDANCE DOCUMENTS	2
2.3	SIGNIFICANCE OF IMPACTS	3
2.4	USERS AND STAKEHOLDERS	3
3.0	PROPOSED DEVELOPMENT AND SITE CONTEXT	4
3.1	SITE DESCRIPTION	4
3.2	PROPOSED DEVELOPMENT	4
4.0	POLICY AND LEGISLATIVE BACKGROUND	5
4.1	NATIONAL	5
4.2	REGIONAL	6
4.3	LOCAL	9
5.0	EQUALITIES POLICIES AND PROCEDURES OF THE APPLICANT	11
6.0	COMMUNITY ENGAGEMENT	12
7.0	EQUALITY IMPACT AND NEEDS ANALYSIS	13
7.1	AGE	14
7.2	DISABILITY AND HEALTH	19
7.3	GENDER REASSIGNMENT, SEX AND SEXUAL ORIENTATION	22
7.4	PREGNANCY AND MATERNITY	25
7.5	RACE	28
7.6	RELIGION AND BELIEF	31
7.7	HUMAN RIGHTS	33
8.0	SUMMARY AND CONCLUSIONS	35
REFERENCES		

Tables

Table 4.1	Strategic Equality, Diversity, and Inclusion objectives with relevant groups	8
Table 7.1	Pregnancy, Maternity and Fertility 2021/2022	25
Table 7.2	Religion by Area, 2021	31
Table 8.1	Equalities Impact Summary	0

Figures

Figure 7.1	Population by age for Wood Green South, Haringey and London, 2021 Census	14
Figure 7.2	Population projections 2018 to 2043 LB Haringey	15
Figure 7.3	Income Deprivation Affecting Older People Index (IDAOPI), 2019	15
Figure 7.4	Haringey, General Health, 2021 Census	20
Figure 7.5	Haringey, Gender Identity different from sex registered at Birth, 2021 Census	23
Figure 7.6	Early Years Facilities within 1km of Site	27
Figure 7.7	Wood Green South Ethnicity, 2021 Census	28
Figure 7.8	University attendance by ethnicity over time, 2011-2021	29

1.0 INTRODUCTION

This Equalities Impact Assessment (EqIA) has been prepared by Greengage Environmental and is submitted in support of the Proposed Development of 707-725 Lordship Lane, Wood Green, London ('the Site'), in the London Borough of Haringey (LB Haringey), on behalf of Atri7 2 Limited & Fusion Global Management LLP ('the Applicant'). The Proposed Development is for:

'Demolition of the existing building and redevelopment to provide affordable homes, purpose built student accommodation, and flexible ground floor commercial (Class E) Floorspace within buildings ranging between 3 – 9 storeys, public realm and landscaping works, cycle parking, and associated works.'

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 detail relevant mitigation and design interventions to advance equality of opportunity.

The assessment incorporates the following:

- Summary of the proposal and key stakeholder groups.
- A review of relevant National, Regional and Local Policies and Legislation.
- A summary of the community engagement strategy.
- Desktop analysis of relevant local socio-economic demographics relating to the protected characteristics and deprivation.
- Identify potential equalities and socio-economic risks and impacts on protected characteristic groups from the Proposed Development.
- Set out mitigation for any negative and or disproportionate impacts that are predicted to arise from the Proposed Development for any of the protected characteristic groups. This will include impacts on staff and the local community.
- Identify any relevant monitoring plans.

2.0 METHODOLOGY

2.1 EQUALITY ACT

This EqIA has been prepared in line with the themes set out within the Equality Act 2010. The report summarises the current conditions for each of the protected characteristic groups within the local impact area and determines the effect of the development on each group.

This assessment reviews 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.

2.2 POLICY, LEGISLATION AND GUIDANCE DOCUMENTS

The following policy, legislation and guidance documents have been used to form the baseline assessment:

- Equality Act 2010¹
- National Planning Policy Framework 2023²
- The London Plan 2021³
- Mayors Equality, Diversity, and Inclusion Strategy 2018⁴
- Haringey's Local Plan⁵
- Human Rights Act 1998
- ONS 2021 Census Data⁶
- Indices of Multiple deprivation 2019⁷
- UK Crime Statistics⁸
- ONS Claimant Count Data January 2023⁹

Conclusions regarding the equality and health impacts of the development were made with best professional judgement, drawing on the baseline assessment for factual context.

2.3 SIGNIFICANCE OF IMPACTS

The definition and terms used to describe the significance of impacts are set out below:

- Positive Impact - where the development would result in benefits to the protected characteristic groups;
- Neutral Impact – where the development would have no impact upon the protected characteristic groups; and
- Negative Impact - where the development would cause a deterioration to the protected characteristic groups.

A distinction between short and long-term; permanent and temporary impacts has been made, where applicable.

2.4 USERS AND STAKEHOLDERS

The key building users and stakeholders identified therefore are:

- Students;
- Staff; and
- Local communities/ residents (including protected community groups).

The protected characteristics will be considered holistically but with specific focus on these stakeholder and user groups, considering how the building can best serve their needs without discrimination or access barriers.

3.0 PROPOSED DEVELOPMENT AND SITE CONTEXT

3.1 SITE DESCRIPTION

The Site is located within the Wood Green Town Centre, approximately 150m east of Wood Green Station. The Site is approximately 0.86 hectares (ha) in size and is currently occupied by a single storey building, in use by Mecca Bingo as a bingo hall. The remainder of the Site is occupied by surface level car parking. The Site is bound by:

- Lordship Lane (A109) to the north of the Site;
- Sultan Terrace and Vincent Square to the east of the Site;
- Residential properties along Moselle Avenue to the south of the Site; and
- Omnibus House and Redvers Road to the west of the Site.

Within the surrounding context, Lordship Lane is characterised by a variety of two and three storey properties, the east of the application Site is bound by a housing estate with three storey blocks, the southern boundary is characterised by Wellesley Road with two and three storey town houses and the rear gardens of the properties along Moselle Avenue. The West of the application Site is bound by Omnibus House, a nine storey residential building.

The Site is not located within a Conservation Area, nor does it contain any listed buildings. The Noel Park Conservation Area is located immediately to the south of the Site.

3.2 PROPOSED DEVELOPMENT

The development proposals are as follows:

‘Demolition of the existing building and redevelopment to provide affordable homes, purpose built student accommodation, and flexible ground floor commercial (Class E) Floorspace within buildings ranging between 3 – 9 storeys, public realm and landscaping works, cycle parking, and associated works.’

The proposed land uses are as follows:

- 77 affordable homes (Use Class C3), proposed as a mix of social rented and shared ownership homes;
- Student accommodation (Sui Generis) comprising 623 student rooms including 62 affordable student bedrooms; and
- 796 sqm (GIA) of flexible Commercial, Business and Service floorspace (Use Class E)

A comprehensive open space strategy has been developed by Park Hood Landscape Architects and will seek to create a public realm that is a natural open scape. The design will incorporate a nature play area, wildlife shrub buffers, raised planters and a rain garden alongside outdoor working and dining facilities. Further details are provided within the Landscape Design and Access Statement which accompanies this planning application.

4.0 POLICY AND LEGISLATIVE BACKGROUND

4.1 NATIONAL

Equality Act 2010

The Equality Act¹⁰ 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. Gender reassignment;
- d. Marriage and civil partnership;
- e. Pregnancy and maternity;
- f. Race;
- g. Religion or belief;
- h. Sex; and
- i. 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 relations 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 equality groups identified above under consideration. This assessment considers how communities and equality group can benefit from the Proposed Development and how their participation can be encouraged.

National Planning Policy Framework (NPPF)

The NPPF¹¹ was published in December 2023, replacing the previous NPPF, adopted in September 2023. 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 and Beautiful 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'

4.2 REGIONAL

The London Plan, 2021

The London Plan 2021 was formally adopted in March 2021, forming the Spatial Development Plan for London and part of the statutory Development Plan for Greater London¹².

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 encourages early and inclusive engagement with stakeholders, to ensure the changes to the physical environment achieve an overall positive contribution to London. This policy aims for the provision of quality community spaces, services, amenities, and infrastructure to accommodate, encourage, and strengthen communities to increase social integration and address social isolation.

Policy GG3: Creating a healthy city

This policy aims to reduce health inequalities. Those involved in planning and development must ensure:

- Determinants of health are addressed;
- Active and healthy lifestyles are promoted;
- The Healthy Streets Approach is utilised;
- Air quality is improved and;
- Green infrastructure is provided.

Policy D5: Inclusive Design

This policy encourages Development Plans to support the creation of inclusive neighbourhoods by embedding inclusive design and collaborating with local communities in the development of planning policies that affect them.

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
- 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, 2018

The Mayor's Equality, Diversity and Inclusion Strategy sets out the former mayor's equality framework for London¹³. It commits the Greater London Area to tackle inequality, improve the life chances of Londoners and to remove barriers that hinder them from reaching their potential.

Page 10 of the Strategy includes a table of strategic objectives and particularly relevant groups. Those that are particularly relevant to this assessment are set out below.

Table 4.1 Strategic Equality, Diversity, and Inclusion objectives with relevant groups

Strategic Objectives	Particularly Relevant Groups
1. To work with housing associations, councils, developers, investors, and government to help increase the supply of homes that are genuinely affordable to buy or rent. This will help to tackle the inequalities experienced by certain groups of Londoners most affected by the city's shortage of affordable homes.	Black and Minority Ethnic Groups , children and young people, low-income households, migrants, refugees.
2. To work with councils, landlords and government to help improve property conditions, management standards, security, and affordability for private renters. This will help to support the growing numbers of households with children in private rented homes, as well as groups who are more likely to live in the sector.	Black and Minority Ethnic Groups, children and young people, low-income households, migrants, refugees, disabled people.
4. To work with councils, housing associations, government, and communities to help improve the supply of homes available to meet Londoners' diverse housing needs, including for accessible and adapted housing, specialist and supported accommodation, and Gypsy and Traveller sites.	Older people, including older Lesbian, Bisexual, Gay, Transgender, Queer (LGBTQ+) groups and Black and Minority Ethnic Groups people, disabled people, care leavers, gypsies and travellers, LGBTQ+ Londoners.
5. To work with councils, government, the voluntary sector, and communities to make preventing homelessness a priority and make Young people, Lesbian, Bisexual, Gay, Transgender, Queer + Londoners, Black and Minority Ethnic groups, sure that people who lose their home are helped into sustainable accommodation.	Young people, Lesbian, Bisexual, Gay, Transgender, Queer Londoners, Black and Minority Ethnic groups, Londoners with mental ill-health, refugees and asylum seekers, women, veterans, single people on low-incomes.
6. To work with government, councils, the voluntary sector, and communities to ensure rough sleepers are helped off the streets as quickly and sustainably as possible. There should be a way for every rough sleeper in London to leave the streets.	Non-UK nationals, young people, Lesbian, Bisexual, Gay, Transgender, Queer people, single men, those with mental health issues.
9. To work with government, boroughs, developers, businesses, and communities to promote the use of inclusive design through planning, procurement and commissioning of projects and programmes.	Older people, disabled people, parents, women, people from low-income households.
19. To work with employers, education and skills providers, and voluntary and community organisations so that as many	Black and Minority Ethnic Groups, older women, Deaf and disabled

Strategic Objectives	Particularly Relevant Groups
Londoners as possible can participate in, and benefit from, employment opportunities in London. This includes providing employability and skills support for those who are disadvantaged in London's skills, enterprise, and jobs market.	people, low-income households, lone parents, ex-offenders, veterans, carers, care leavers, refugees, migrants.
20. To work with employers and their organisations, unions, and the voluntary sector to help ensure London's employers have fair and inclusive employment practices to retain and help their employees progress. There will be a focus on those groups that experience major barriers at work.	Women, Black and Minority Ethnic Groups, migrants, disabled people, carers, older people, low-income households.
23. To work through Transport for London and with the London boroughs, development partners and other planning authorities to help change London's streets and public places to address barriers to walking and cycling, and make sure they focus on accessibility and inclusion issues.	Black and Minority Ethnic Groups, older people, disabled people, women, low-income households

4.3 LOCAL

Haringey's Local Plan - Strategic Policies, 2013¹⁴

SP8: Employment

The Council will secure a strong economy in Haringey and protect the Borough's hierarchy of employment land, Strategic Industrial Locations, Locally Significant Industrial Sites, Local Employment Areas, and other non-designated employment sites.

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 encourage the provision and growth of education and training facilities within the borough in areas such as Haringey Heartlands and Tottenham Hale and areas of high unemployment.

The Council will promote the diversification of the borough's economy and support new and expanding employment sectors such as green industries, small and medium sized enterprises.

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.

SP11: Design

All new development should enhance and enrich Haringey's built environment and create places and buildings that are high quality, attractive, sustainable, safe, and easy to use.

SP14: Health and Well-being

The Council will seek to improve health and well-being in Haringey.

The Council will:

- Work with NHS Haringey in its goal to reduce health inequalities in the areas with poorest health; Identify appropriate sites for new health infrastructure including those in Haringey's growth areas based on a health service delivery plan agreed by the Council and its partners;
- Protect existing facilities and support the provision of new or improved health facilities through land use planning area plans, development management decisions, improved service management plans and through planning contributions (see SP17);
- 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.

SP15: Culture and Leisure

The Council will safeguard and foster the borough's cultural heritage and promote cultural industries and activities through:

1. Protecting the established Cultural Quarter at Wood Green and the development of further cultural quarters, where appropriate, through Area Action Plans.
2. Supporting the provision of new work spaces and social and cultural venues in all areas of the borough that support all formal and informal cultural and leisure activities.
3. Protecting and enhancing, where feasible, existing cultural facilities and access to cultural heritage throughout the borough.

SP16: Community Facilities

The Council will work with its partners to ensure that appropriate improvement and enhancements, and where possible, protection of community facilities and services are provided for Haringey's communities.

5.0 EQUALITIES POLICIES AND PROCEDURES OF THE APPLICANT

Fusion Students LLP has an Equality and Diversity Policy (2021) which;

'Seeks to create a residential environment which is free of harassment, and which protects the dignity of students and staff irrespective of their gender, sexual orientation, racial or ethnic background, religion, or disabled status. It regards sexual, racial, or personal harassment very seriously and requires all students and staff to observe its policy in this area. Students and staff who believe they are experiencing harassment within their accommodation or workplace are advised to raise this with their respective Residence Manager and Line Manager in the first instance. You can also contact the Equality and Diversity Office, or the Students Union Advice Centre. This operating procedure is to enable you to deal with complaints of harassment or bullying effectively and without discrimination.'

The following sections set out the procedure for dealing with a complaint of harassment or bullying. The procedure applies where a complaint arises from something in work or at a work-related event, social function, or business trip.

- Establishing the facts with the complainant.
- Read the definitions of harassment or bullying contained in the Anti-harassment and Bullying policy. Familiarise yourself with the policy.
- As soon as possible meet the person who has raised the complaint to establish the facts. Hold the discussion in a private setting. Keep notes.
- Establish if the person has raised the matter informally already. If they have done so ask them what they would like to happen next and tell them that they can raise the matter under the formal grievance procedure or try again following the informal route with your help. Consult HR.
- If the matter is too serious or they have not tried the informal route, consult HR.
- Ask if they are happy to return to work or if anything needs to happen before they do so. Consult HR.
- If they are distressed offer to send them home on full pay for the rest of the day. Consult HR.
- Informing the person who has been named in the complaint
- Consult senior Management and HR before taking any action.

6.0 COMMUNITY ENGAGEMENT

Kanda Consulting were appointed to undertake pre-application community consultation for an application regarding the refurbishment and restoration of 707-725 Lordship Lane. The objective of the consultation was to provide a full pre-application consultation with local residents and key local stakeholders, in line with LB Haringey's requirements.

A series of targeted public engagement activities have taken place to present the proposed scheme to local residents and stakeholders. This has taken place in conjunction with pre-application discussions with the LB Haringey.

This involved:

- Letters sent to key local stakeholders. This included four political stakeholders and four community groups.
- Flyers sent to c.1,502 addresses nearest to the Site to promote the dedicated consultation website and the public consultation events.
- The launch of a dedicated project consultation website, www.lordshipplaneconsultation.co.uk. The website introduced the proposals through an information pack, provided a feedback form and shared contact details for the project team. The website was updated throughout the consultation process, and there have been 151 unique visitors to the website since its launch.
- Two public consultation events were held in May 2023 to introduce local residents and community members to the project team and proposals, with ten people in attendance.
- A further public consultation event was held in late November 2023, with nine people in attendance.

Overall, feedback from the scheme has been generally positive, and several respondents noted the potential to revitalise the Site given its current location. They were particularly positive towards new public spaces, improved public realm and town centre spaces on the ground floor, which they felt needed to be more present in the current area.

Where residents did raise concerns was around the influx of more residents to Wood Green and the impact that would have on the demand for local amenities and transport links in the area. These issues have been addressed through the planning application, and in the Statement of Community Involvement.

7.0 EQUALITY IMPACT AND NEEDS ANALYSIS

A desktop review of the currently available 2021 Census data has been conducted to establish an equality profile baseline of the local area as well as other relevant data sources.

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 equalities 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:

- Site ward: Noel Park - Wood Green South (Lower Layer Super Output Area (LSOA))
- Borough: Haringey
- Regional: London
- National: averages for England, Great Britain or the United Kingdom dependent upon data availability to provide context.

For the purposes of this assessment, sub-groups have been identified within certain protected characteristic group categories based on the desk-based evidence review to improve the assessment.

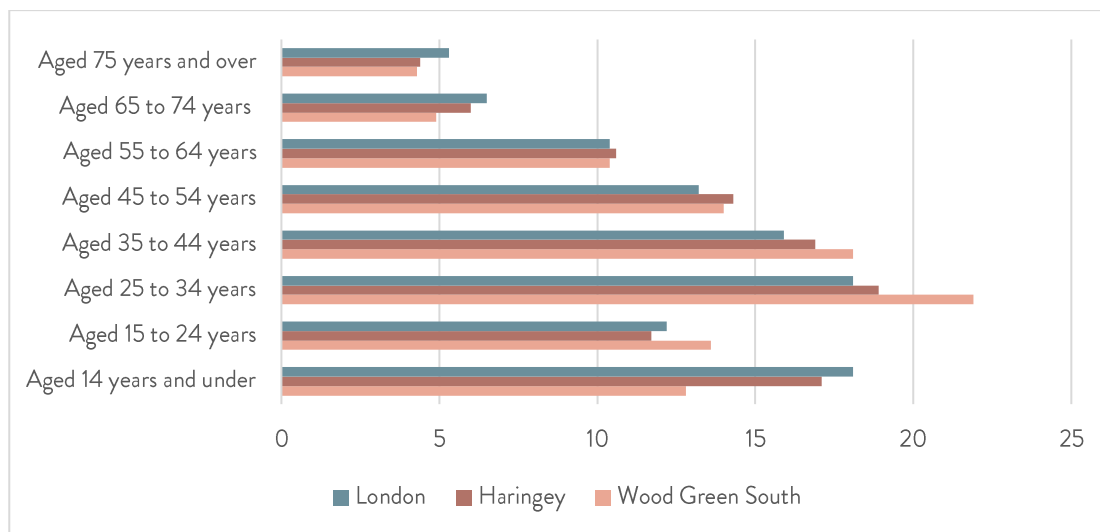
- Within 'age', all age ranges are considered, but specific sub-groups include children (aged under 16), younger people (aged 16-24), and older people (aged over 65).
- Within 'race', all races and ethnicities are considered, but the sub-group of ethnic minority is identified to refer to non-White British 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 'sexual orientation' and 'gender reassignment', all sexual orientations and gender statuses are considered, but the 'Lesbian, Gay, Bisexual, Transgender, Queer Plus' (LGBTQ+) community is considered together.
- Within 'sex', the sub-groups of men and women are used.
- Within 'pregnancy and maternity', pregnant women are reported as a sub-group where the effect only relates to pregnancy.

7.1 AGE

Baseline

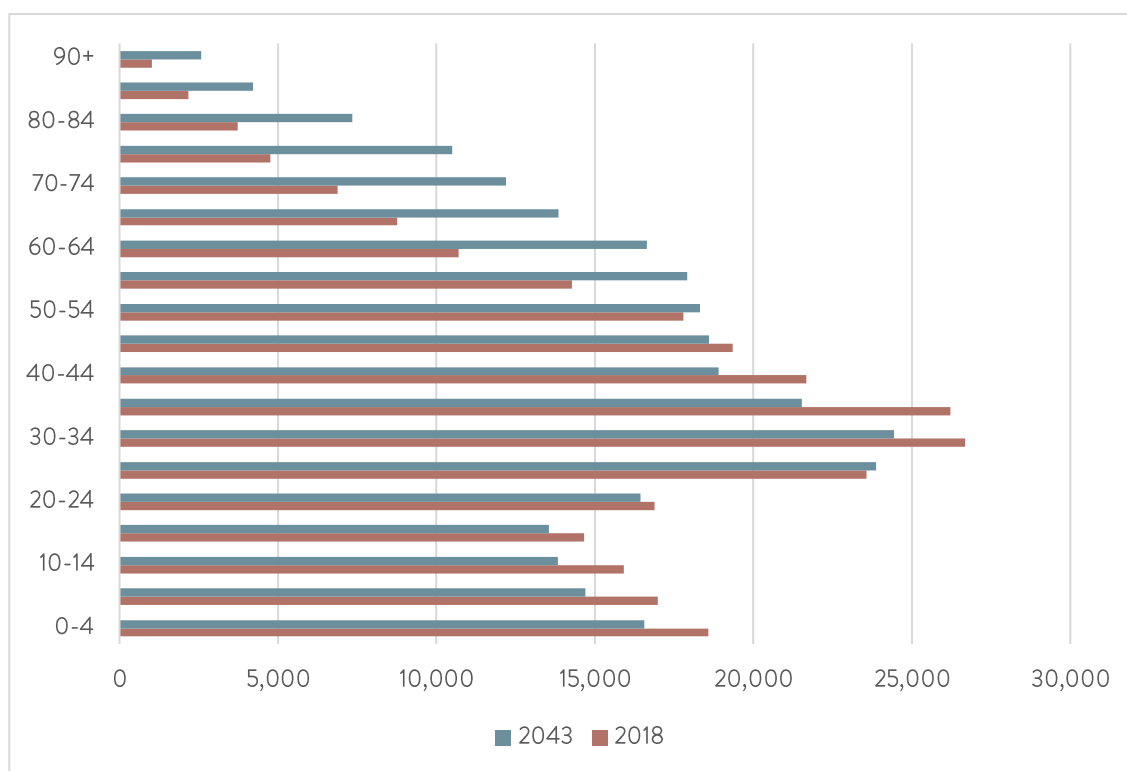
The median age in Wood Green South is 35 and in Haringey is 36 years. The greatest percentage of the population are aged 25 to 34 years, equating to 21.9% of the population with only 4.3% over 75 years old. The figure below shows the age structure of Wood Green South in comparison to Haringey and London.

Figure 7.1 Population by age for Wood Green South, Haringey and London, 2021 Census



Population forecasts for LB Haringey show that the population is expected to increase from 270,624 to 285,952 persons (by 5.67%) between 2018 and 2043¹⁵. For over 65s, the population is projected to increase by 85.38%, resulting in an ageing population due to increased life expectancy. The proportion of residents over the age of 65 was 10% in 2018, this is expected to increase to a proportion of 17% by 2043. Figure 7.2 demonstrates how the age profile is projected to change in LB Haringey.

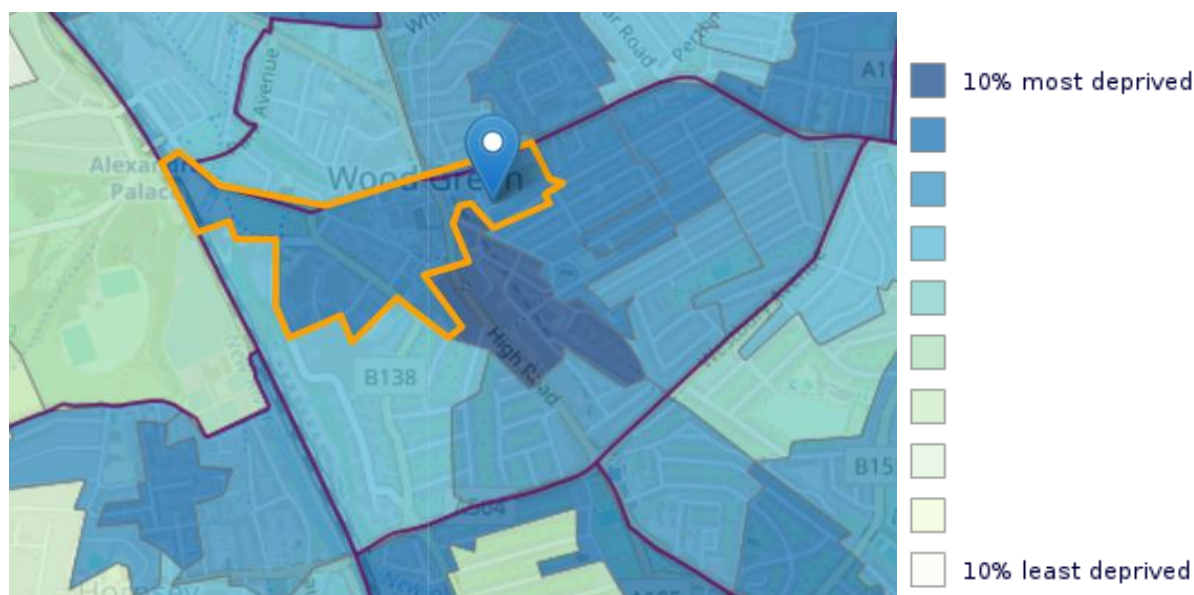
Figure 7.2 Population projections 2018 to 2043 LB Haringey



Source: ONS Population projections, 2018-based

Noel Park Ward is among the 20% most deprived area when considering the Income Deprivation Affecting Children Index and the Income Deprivation Affecting Older People (aged 60 or over) Index. The figure below shows this in relation to surrounding wards.

Figure 7.3 Income Deprivation Affecting Older People Index (IDAOPI), 2019



Potential Impacts of Proposed Development

The 'age' characteristic can be broken down to highlight impacts on children/young people and older people, who are most significantly impacted by changes to the built environment and living or working conditions.

Children and Young People

Within the local communities the baseline has identified that 12.8% of Wood Green South are 14 years old and under (17.1% for Haringey). Therefore, impacts on this group should be considered.

Children who cannot move about safely and independently on foot and bicycle often become less physically active, reducing opportunities for children to develop certain cognitive, motor, and physical skills – as well as contributing towards childhood obesity risks. Reduced access can lead to increased stress and anxiety in children which can turn to negative health outcomes such as poor mental health. Social contact and out-of-classroom learning can also improve the wellbeing of children.

Older People

The number of people over 65 years old is set to rise to 17% of the population by 2043 within Haringey. Therefore, design must be responsive to the needs of local older users, particularly within the public realm and streetscape. An opportunity to socialise can have a positive effect on the loneliness of older people which may in turn provide positive health benefits. Renewal processes open up opportunities to create spaces and places that can be accessed and effectively used by all, regardless of age, ability or disability, using principles of inclusive design. There are a number of equality groups, particularly those who are older, who can experience difficulties with access, mobility and navigation who could benefit from improvements in this area. For those with dementia, familiarity is key and any changes made would benefit being incremental and the function (s) of the proposed development being clear and explicit¹⁶.

Similarly, the type of amenity on offer can be age specific and activities such as bingo are popular with older people. Therefore, alternative venues and locations that can host such activities nearby is crucial as the number of bingo halls falls by 21%. No concern was raised in the public engagement exercise about the change of use, and in the public engagement report, it is not clear if users of the bingo hall and / or older people were specifically consulted other than notified of the consultation.

Transport facilities and services need to be planned for ease of use and convenience. Elderly people participate less than the wider population in public life if it is difficult to access services or spaces and, as a consequence, feel more isolated.

The most significant impacts for these groups are considered to be:

- Loss of places to gather, loss of entertainment activity popular with older people such as bingo; loss of familiarity for those dealing with dementia;
- Negative health impacts including mental wellbeing, respiratory illness, added confusion for dementia sufferers, reduced mobility; and

- Impacts on the accessibility of buildings, public spaces, and transport routes due to construction traffic and development phasing.

Mitigation, Design Interventions and Opportunities

Construction

Construction Logistics Plan

A Construction Logistics Plan (or similar) will be produced to outline the strategies in place to ensure that the wider impacts of construction are minimised. In particular for older and younger users there is a higher risk of social isolation or exclusion during construction when typical routes are blocked, or pathways are unsafe/uneven. Ramped or level diversion routes must therefore be implemented at all times during construction work and the contractor should take care to keep routes clear of dirt and debris to minimise risks to users.

There are also a number of local community facilities and elements of infrastructure adjacent to the Site which will require continued access during construction. These are likely to be of particular benefit to older users and include Wood Green Station (entrance 100m west) and bus stops along Lordship Lane and Redvers Road. Access should be maintained to social spaces and public transport at all times to allow younger and older users to remain connected with the wider community, limiting potential negative impacts on mental and physical wellbeing from social isolation.

The Construction Logistics Plan (CLP) will outline a construction traffic management system that will be put in place to ensure that there is limited impact due to vehicular movements on pedestrian access. This includes an ambition for off-peak delivery strategies and the implementation of a Site travel plan. Noise and dust mitigation should also be put in place to limit the health impacts on local residents in accordance with best practice. This can be incorporated into the CLP or Construction Environmental Management Plan (CEMP) which could be secured by planning condition.

Operation

During operation impacts relating to the age characteristics are the accessibility of the buildings and public realm. It is recommended to follow the Design Principles for Dementia Friendly Neighbourhoods¹⁷ to ensure older people's needs are included in the designs.

Accessibility

Internal spaces are designed to be fully accessible and give space for ease of use and versatility, logic, safety and legibility and the creation of places and spaces that are convenient and enjoyable for all.

The following access provisions have been incorporated:

- Transport: Scheme in close proximity to public transport with easy and accessible links.
- Cycle Facilities: Secure internal storage is provided as well as a number of Sheffield stands within the public realm.

- Entrances: Main entrance relates to surrounding context and is clearly visible from street, as identified in building design.
- Circulation: Vertical circulation provided in all cores. Step free routes at each level from Ground Floor to bedrooms and external areas.
- Means of Escape: Internal escape routes suitable for independent escape by all users.
- Social Spaces: Designed to be fully compliant with Approved Document Part M with all areas easily accessible to users without the need for support.

Located beside the main reception is the large open plan social space, designed to be accessible to all. Lift access is provided up to the additional amenity areas at First Floor level via a transitional staircase and the central core. All furnishings and fittings throughout the spaces shall be Part M compliant.

The configuration of lifts and staircases provides a consistent layout at all levels. Ground Floor provides street access to the purpose-built student accommodation (PBSA) element of the scheme and the first floor amenity level provides access to all cores within the scheme. This will ensure residents and visitors can navigate the building successfully and simply. The main core has two lifts with one serving as a fire fighting lift. All lifts will comply with Part M with suitable dimensions and facilities for those with sensory disabilities. Entrance thresholds to all lift and stair cores are designed as level access without the need for steps or ramps.

Communal Spaces

The amenity spaces will include seating and planting, allowing users to sit within areas of planting, benefitting their mental wellbeing and giving opportunities for connection.

The provision of multiple communal spaces including the public open space, community café and food hall will give opportunities for people to come together from a variety of backgrounds, decreasing the risk of social isolation and encouraging intergenerational mixing. The affordable catering offer will support this. For older people who used the bingo hall, the communal areas will have new activities and it is recommended their needs are included in the programme.

The landscape for the development has therefore been designed to incorporate 'playful' landscape, as part of an overall provision of approximately 850sqm of children's play space.

Employment

Renewal and development can act as a means of promoting economic growth and supporting job creation. It can also facilitate improved connectivity between communities and places of employment and education. Improved opportunities to access employment and education can serve to help address issues of inequality and improve social mobility.

In particular, construction schemes can help younger people access skills and training opportunities through internships and schools' workshops offered by contractors and developers on Site. The use of local supply chains would also increase local income and could have impacts on household income, benefitting the Income Deprivation Affecting Children Index and the Income Deprivation Affecting Older People Index at the Site.

During the demolition and construction stage, it is anticipated the Proposed Development would generate 184 full-time equivalent (FTE) gross construction jobs per annum throughout the build programme.

Once operational, the Proposed Development is estimated to create in the order of an additional 65 direct gross FTE jobs as follows:

- PBSA – 14 jobs
- Offices – 17 jobs
- Café/Food Hall – 34 jobs

Active measures should be taken to support older people into employment as the over 50s currently face several barriers to accessing work. This should be achieved through programmes such as the Department of Work and Pension's Restart Scheme¹⁸ which supports people over 50 with work coaches and mid-life MOTs at job centres.

This would be to ensure compliance with London Plan Policy E11 and the Mayor's Equality, Diversity and Inclusion Strategy which focuses on working with employers, education, and skills providers so that as many Londoners as possible can participate in, and benefit from, employment opportunities in London. This includes providing employability and skills support for those who are disadvantaged in London's skills, enterprise, and jobs market.

Conclusion

Assuming these measures are put in place the impact on the 'age' characteristic during construction is considered to be **neutral**.

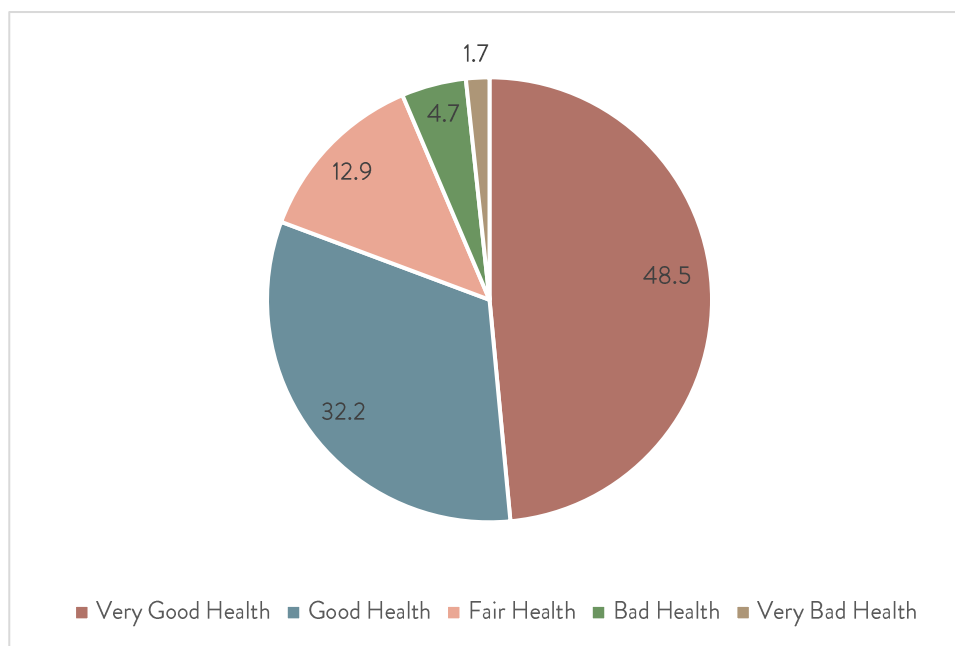
Given the employment opportunities generated and facilities provided, the Lordship Lane Site will have a **positive** impact on younger and older age groups.

7.2 DISABILITY AND HEALTH

Baseline

Generally, the population of LB Haringey is in good health, with 48.5% of residents in "Very Good Health" and 32.2% in "Good Health". Only 1.7% are in 'Very Bad health'. This is shown in the figure below.

Figure 7.4 Haringey, General Health, 2021 Census



Source: ONS - Health 2021

According to the Indices of Deprivation (2019)¹⁹, the Site of the Proposed Development is situated within one of the 20% most deprived neighbourhoods in the country under the Health Deprivation and Disability Domain.

According to the 2021 Census, 7.9% of residents within Haringey have day-to-day activities limited a lot and 8.7% of residents have day-to-day activities limited a little. This is slightly higher than within London, where 7.1% of residents have day-to-day activities limited a lot and 8.5% of residents have day-to-day activities limited a little.

The Joint Strategic Needs Assessment (JSNA) is comprised of a rolling series of factsheets providing an in-depth perspective on the key health and wellbeing needs of the local population. Key observations from the 'State of the Borough' report are as follows:

- Life expectancy has decreased across England, though for men in Haringey the decrease was 1.1 years, double the average decrease for men across London.
- There are significant gaps in healthy life expectancy between populations in Haringey: the gap in healthy.
- Cancer, cardiovascular disease, and lung disease are the main causes of early death (deaths under the age of 75) in Haringey. The most common habits associated with long-term conditions, poor health and early death in Haringey are poor diet, smoking, and high blood pressure.
- Late diagnoses of HIV has significantly increased over the last 4 years, while teenage pregnancy rates have markedly declined in recent years. STI infections have fallen to their lowest levels ever, however this is likely due to the pandemic.

- Haringey has a similar proportion of babies with low birth weight compared to England, although the rate has increased slightly from last year. The proportion of Children in Care up to date with immunisations has fallen significantly over the last 3 years, though this is true across London.

Potential Impacts of the Proposed Development

People with disabilities will often experience the built environment in different ways to the wider population. If these differences are not adequately considered when developments are being designed, then relative disadvantage and social isolation can be further entrenched. Buildings and spaces need to be legible and easy to navigate, free of physical barriers and appropriately lit.

Many of the areas highlighted within the age characteristic are also relevant in terms of ensuring those with disabilities have safe access throughout the construction and operation phase.

Mitigation, Design Interventions and Opportunities

Construction

As the development is carried out, clear access routes should be maintained with appropriate signage and wayfinding. Ramped or sloping access must be incorporated into all temporary routes, particularly ensuring access to existing homes, office, or community facilities along Lordship Lane, Redvers Road and Wellesley Road. This will help to minimise impacts on those with mobility limitations as well as people with pushchairs, the young and older people, who may have greater difficulty navigating unfamiliar routes.

Any changes to bus stops should be clearly noted, and residents should be made aware in advance to ensure all have equal access to public transport. This information should be made available in a variety of formats to meet residents' and building users' needs. If temporary pedestrian crossings are required these should include accessibility features for those with mobility issues and visual or audio impairments to ensure the public remain safe.

The measures set out above should be detailed within the CLP or CEMP (secured by planning condition).

Operation

Inclusive Design

The concept of inclusive design is a key component of the development and extends to all parts of the proposal.

Accessible dwellings will include:

- Access within accommodation is step free.
- Clear turning circles inside entrance and bedrooms are provided.
- Minimum clear width of doors, landings and radiators are incorporated.
- Minimum length of worktops with adjustable height to be wheelchair accessible.

- Storage/charging for wheelchair is available.

Out of hours intercom will be set at wheelchair height and reception desks will include a drop section for wheelchair users, in full view in case of assistance requirements.

To support those with disabilities in accessing the building there are total of 6 Blue Badge parking spaces will be provided. These comprise 4 no. residential spaces, 1 no. PBSA space and 1 no. space for the non-residential uses. There is capacity for the inclusion of a further four residential blue badge parking spaces within Wellesley Road, should the need arise in the future.

Health

The health of building users has also been considered within the design. The development provides significant amenity space and promotes walking and cycling to encourage healthier, more sustainable living. The building will target a BREEAM 'Excellent' rating and will promote the health and well-being of the occupant. The scheme has also been designed to minimise any negative impacts on the local environment including wind conditions, daylighting and overshadowing on neighbouring properties. Given the gradient of the existing Site and adjacent roads, the main entrance has been located at an easily accessible point at the centre of the Site with gradient not exceeding 1:21 therefore not classed as a ramp. This will limit the health impacts on stakeholders including local residents and business owners, making the wider area surrounding Wood Green desirable, accessible and inclusive for all.

The Site sits within the 20% most deprived areas within the Health Deprivation and Disability Domain. The Site includes accessible accommodation and active travel measures to support walking or cycling to work as well as fully accessible parking spaces. This suits the location which is within a Public Transport Access Level (PTAL) 6a/6b rating and has access to multiple active travel and public transport routes. PTAL ratings have been developed by Transport for London and *'are a detailed and accurate measure of the accessibility of a point to the public transport network, taking into account walk access time and service availability.'*²⁰ As is discussed above, internally the buildings support users with a variety of mobility, physical and mental impairments through the design of spaces.

Conclusion

The design measures outlined above, in addition to those to be developed at further detailed design stage will ensure the development is accessible for all, which will have a positive impact on people with disabilities.

Increased access to employment and accommodation for those with disabilities will have a **positive** impact in terms of socio-economic outcomes.

7.3 GENDER REASSIGNMENT, SEX AND SEXUAL ORIENTATION

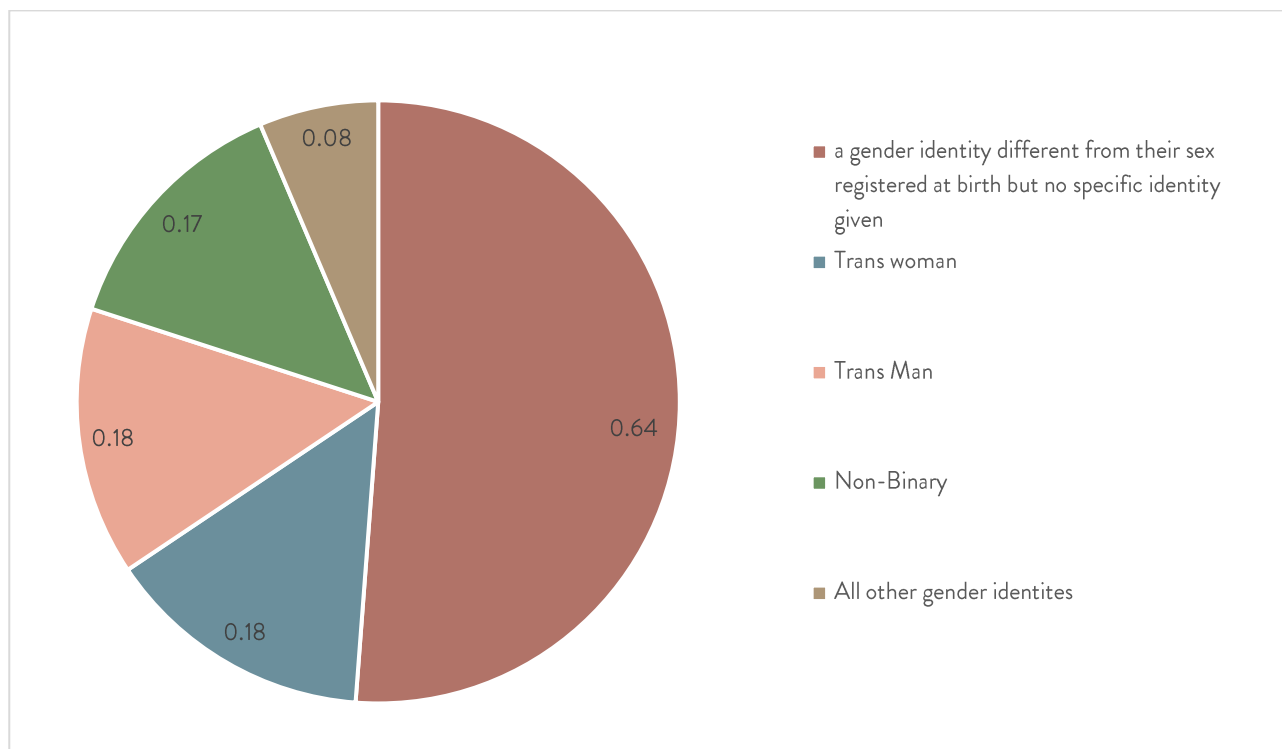
These protected characteristics have been grouped as it is considered that the impacts of the built environment, construction and operation of buildings are likely to be similar for all people who associate with these characteristics.

Baseline

Gender Reassignment

Information on gender reassignment was gathered in the 2021 Census and shows that within Haringey 89.43% of the population have a gender identity the same as their sex registered at birth. The figure below shows the percentage of the population who have a gender identity different than their sex registered at birth. It should be noted that 9.32% of people did not answer this question.

Figure 7.5 Haringey, Gender Identity different from sex registered at Birth, 2021 Census



Sex

Within Wood Green South 50.8% of the population are female and 49.2% are male. In Haringey 51.8% of the population are female and 48.2% are male

Sexual Orientation

The 2021 Census added a new set of questions relating to sexual orientation. This shows that 2.81% of people over 16 in Wood Green South are gay or lesbian, 2.33% are bisexual and 0.71% are of other sexual orientations (*Note 11.61% did not answer). Within the wider area of Haringey, 2.74% are gay or lesbian, 2.08% are bisexual and 0.81% are of another sexual orientation (*Note 10.99% did not answer).

Potential Impacts of the Proposed Development

During the redevelopment process there are likely to be areas of land sectioned off and used for storage of goods and machinery. Hoardings and narrow routes may be used on site to direct pedestrians to allow continued access to local streets, public transport routes and businesses. This can attract unwanted

activity including anti-social behaviour and crime, which can affect those who are more likely to be a victim or witness of crime or those who are more fearful of crime.

It has been suggested that fear of crime can contribute to social isolation, particularly for vulnerable groups such as women and Lesbian, Gay, Bisexual, Transgender and Queer people. The recent reported increases in hate crime involving Lesbian, Gay, Bisexual, Transgender, and Queer populations emphasises the importance of access to safe spaces for this group. Levels of crime have in part been attributed to the urban environment. It has been argued that the opportunity for some forms of crime can be reduced through thought-out approaches to planning and design of neighbourhoods and towns.

The most significant impacts for those who have undergone gender reassignment, women and LGBTQI+ people are considered to be:

- Adverse safety impacts including fear of exclusion, violence and impacts on mental wellbeing as a result of increased fear; and
- Impacts on the use of buildings, public spaces, and services due to designs not being suitable for specific groups needs or spaces feeling inaccessible to certain people.

Mitigation, Design Interventions and Opportunities

Construction

During construction there will be hoarding and lighting in place which will be regularly inspected. This may increase perceptions of safety and ensure that groups such as women and LGBTQI+ people feel comfortable using spaces surrounding the site.

Considering the current level of street lighting, there are still instances of crime, and construction work is not likely to improve this condition as the regular changes to the street layout and potential hoardings impacting continuous street lighting could result in opportunistic crime.

Operation

Redevelopment, introduction of safety measures and increased footfall could result in a reduction of personal attacks and crime. The following measures have been included within the scheme to ensure safety of users of the building:

- All entrances will have a secure access point and CCTV, with security contact details displayed across the building.
- The Site will have external CCTV and enhanced street lighting coverage for safety.
- The Site will have 24-hour presence of management team, security concierges, customer service or front of house.

Further details are provided in the Crime Impact Statement submitted with the application.

Conclusion

The change of use on the site, with the associated measures described above could lead to greater perceptions of safety and overall reduction in crime would have benefits for the wider socio-economic conditions of Haringey and Wood Green. An uplift in the safety conditions would make this a more attractive area to people from all backgrounds and likely increase local spend, use of public spaces and applications for employment and education.

Overall a **neutral** to **positive** impact on crime and perceptions of safety is anticipated, although there may be a temporary **negative** impact during construction. This impact is likely to be felt by women and LGBTQI+ people who are more likely to be a victim of hate crime.

7.4 PREGNANCY AND MATERNITY

Baseline

The table below shows the number of live births and the breakdown of births across ethnicity based on the data available at different Site location levels (no split for Haringey). This table also includes the quantity of multiple births to one mother in 2021 in England, where available.

Table 7.1 *Pregnancy, Maternity and Fertility 2021/2022*

		Haringey	London	England
Live Births (Total)		3,376	110,961	595,948
Live Births by Ethnicity	Asian		24,426	75,094
	Black		13,476	29,533
	Mixed/ Multiple		12,502	42,155
	Other		5,367	13,817
	White		53,142	421,984
Multiple Births				16,925

Within Wood Green South 9.1% of household are lone parents with dependent children which is similar to Haringey (8.6%). 13.6% of households in Haringey are single-family households of a married or civil partnership couple with dependent children and 3.2% a cohabiting couple with dependent children.

Potential Impacts of the Proposed Development

Reduced access can lead to increased stress and anxiety and pregnant women may experience negative health impacts from the redevelopment process. During construction the impacts on those who are pregnant are considered to be:

- Access impacts through changes of routes during building work;
- Reduction in places to sit and rest; and

- Health implications due to higher vulnerability during pregnancy from construction impacts such as increased dust levels and poor air quality due to construction traffic.

Issues surrounding access have been discussed within sections 7.1, 7.2 and 7.3 of this report. These include changes to typical routes and uneven surfaces, the inclusion of places to sit or rest and the need for maintained ramped and dropped curbs, wide routes and clear definitions between space users. Publicly accessible, well landscaped spaces offer opportunities for people to come together and connect with nature. This will have particular benefit for mothers who are likely to take greater care-giving responsibility and who may be at home in the day who can use these spaces to improve their mental and physical health.

Mitigation, Design Interventions and Opportunities

Construction

As is set out in the Air Quality Assessment submitted with the application, overall, the construction and operational air quality effects of the Proposed Development are judged to be not significant during the construction phase and not significant upon completion. This is due to the fact that the anticipated traffic flows are below the relevant EPUK and IAQM assessment thresholds.

In order to mitigate adverse health impacts during construction a number of measures will be taken which will be incorporated into the CLP or CEMP. The measures described in the Air Quality Assessment will assist in tackling air pollution and improving air quality and the health and well-being of its people.

NO₂ is largely caused by transport and power generation. The primary health impact of long-term exposure is reduced life expectancy. Those with pre-existing health conditions, including pregnancy, may be particularly vulnerable if they live or work adjacent to major trunk roads and high traffic areas. The sites' location close to the A105 High Road must be considered in terms of reduction of pollution and encouraging active travel measures. Addressing health implications such as air quality is in direct response to The London Plan Policy GG3 which focuses on creating a healthy city through promoting active and healthy lifestyles, improving air quality and addressing detriments to health.

Operation

Design Measures

During operation the impacts on pregnant users and stakeholders will be in relation to accessibility of spaces and perception of safety. These have been considered in detail within Section 7.1, 7.2 and 7.3 of this report with associated design measures including:

- Accessible and inclusive design.
- Design to meet BREEAM 'Excellent' with associated health and well-being requirements.
- CCTV, street lighting and 24-hour presence of staff.
- Provision of multiple communal spaces including the public open space, community café and food hall.

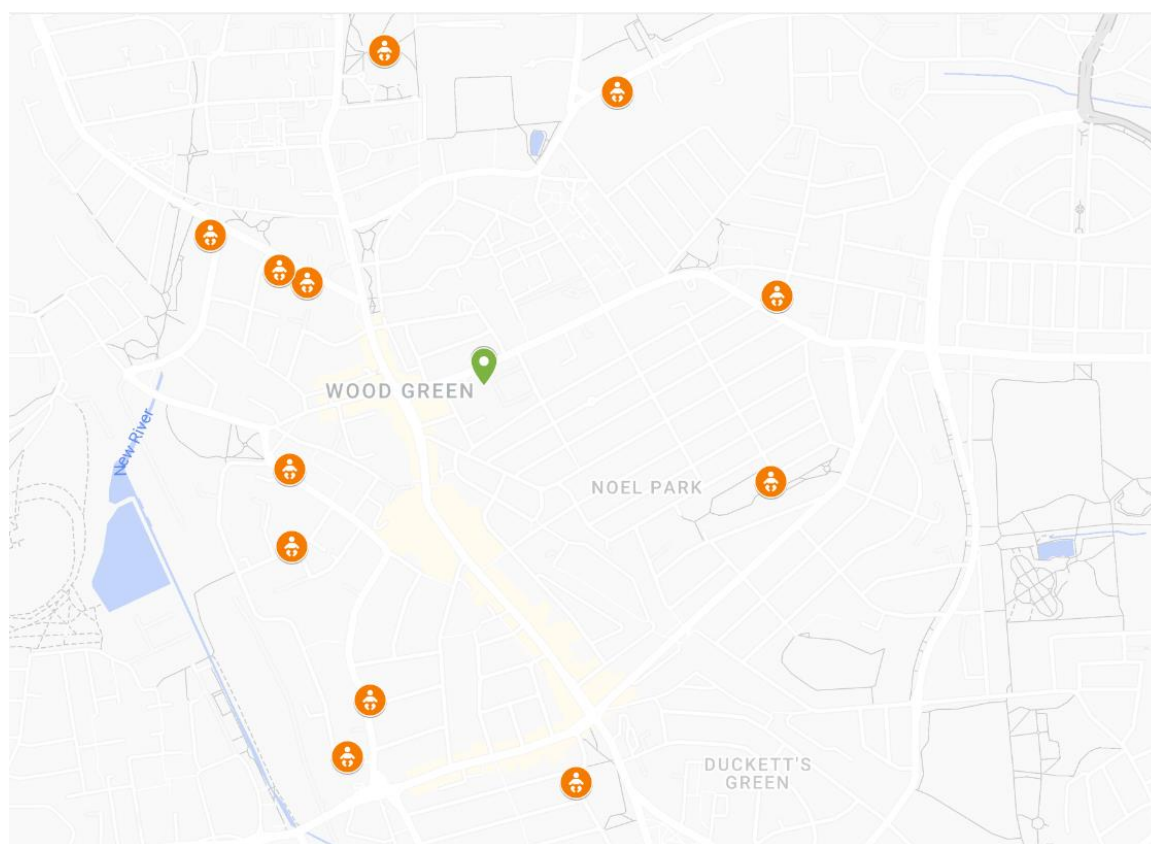
- Provision of large areas of place space for children.

Access to Childcare

There are likely to be building users, including residents or staff who require childcare in close proximity to the Site to ensure that they have equal access to opportunities and services within Wood Green.

The map below shows the nurseries within 1km (20-minute walk) of the Site. This shows that there are a number of facilities available to suit building users needs and there are no adverse impacts related with child care in close proximity to the development. The data was aggregated from the website childcare.co.uk, daynurseries.co.uk and google maps.

Figure 7.6 *Early Years Facilities within 1km of Site*



(Key: site=green, nurseries=orange)

Conclusion

Due to the access and construction management strategies in place, the Proposed Development will have a **neutral** impact on pregnancy and maternity during construction.

Given the design measures incorporated the Proposed Development will have **neutral to positive** impact in terms of this protected characteristic during the operational phase.

Increase in the socio-economic conditions of pregnant women could also have positive health implications and improve rates of live births. The Site is currently in the 20% most deprived areas nationally. Improvements in working conditions, education opportunities and natural environment can

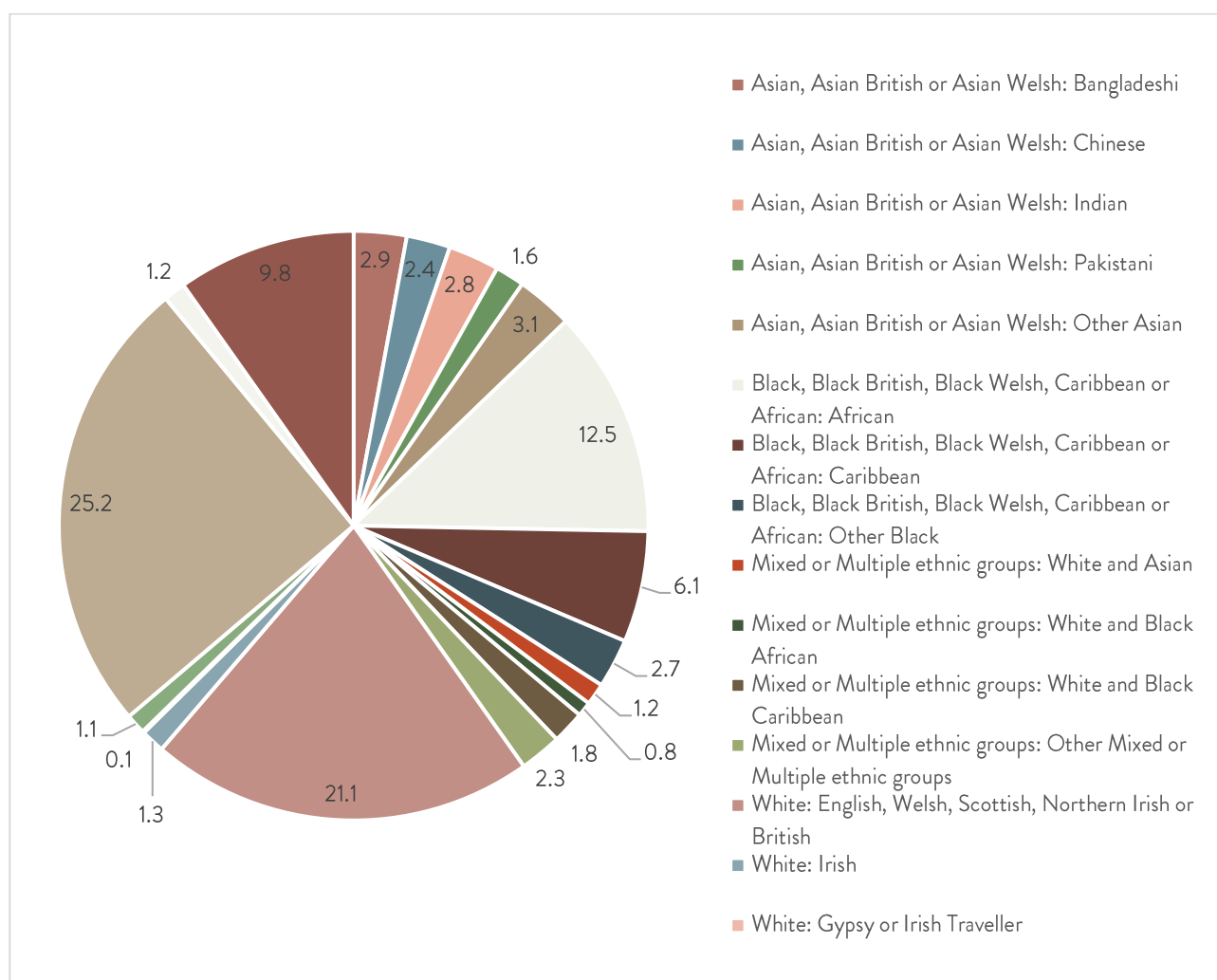
result in improved pregnancy outcomes. While the Proposed Development is not likely to have direct impact on this, the overall development of Wood Green and the wider schemes championed by the local council (e.g Haringey Heartlands) could have long-term positive benefits.

7.5 RACE

Baseline

According to the 2021 Census, the majority of residents in Wood Green South are of English/ Welsh/ Scottish/ Northern Irish/ British ethnicity, equating to 21.1% of residents, followed by 25.2% of residents from Other White ethnic groups. 21.3% of residents are Black, Black British, Black Welsh, Caribbean or African. Further breakdown is shown in the figure below.

Figure 7.7 Wood Green South Ethnicity, 2021 Census



Source: Ethnic group - Census Maps, ONS

According to the 2021 Census, the majority of residents in Haringey are of English/ Welsh/ Scottish/ Northern Irish/ British ethnicity, equating to 31.9% of residents, followed by 22.1% of residents from Other White ethnic groups and 17.6% of residents are Black, Black British, Black Welsh, Caribbean or African.

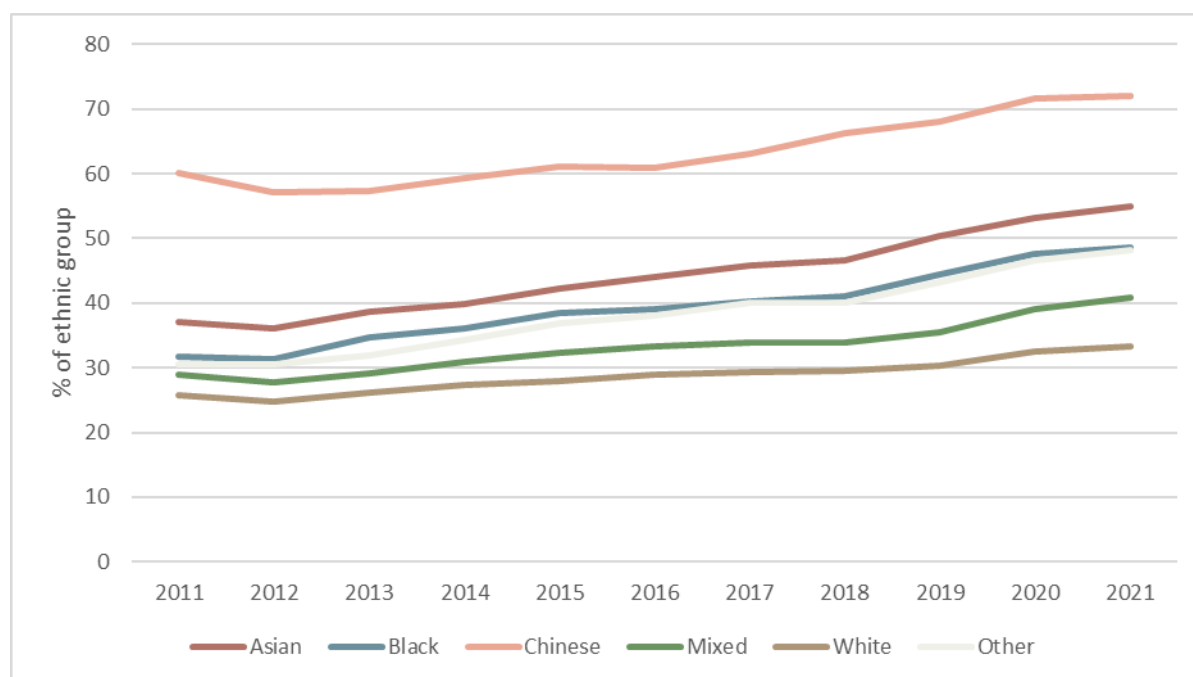
Potential Impacts of Proposed Development

Community safety and perception of safety is a particular concern for some Black and Minority Ethnic groups and needs to be considered for the Proposed Development. Studies are beginning to be carried out on the result of cumulative racial discrimination over time and the effects on morbidity, poor physical health, and mental health conditions.²¹ Racial discrimination can also lead to avoidance of specific areas or activities which may have adverse health effects such as travelling by private vehicle to avoid abuse on public transport or avoiding open spaces.

Health status and life expectancy of minority ethnic groups can vary significantly from the wider population reinforced by experience of deprivation and reduced access to open space and employment opportunities.

The ONS has published data pertaining to the percentage of state school pupils aged 18 getting a higher education place, by ethnicity over time. This shows that access to further education for people from non-white British backgrounds is increasing year on year. The figure below shows that in 2021 the percentage of state schools' pupils from a Chinese background obtaining a higher education place was 72.1%. This was followed by 54.9% of Asian pupils and 48.6% of black pupils. Providing further education facilities will therefore support this ongoing increase in access to higher education for ethnic minority pupils.

Figure 7.8 University attendance by ethnicity over time, 2011-2021



Construction

The most significant potential impacts for people of minority ethnic groups are considered to be:

- Potential safety fears due to reconfiguration of public routes; and
- Reduction in access to open space with negative health implications.

Issues surrounding access, health and safety have been discussed in detail within the previous sections of this report. The following summaries the impacts of the Proposed Development on the needs of people of all ethnicities and in particular minority ethnic groups:

- The Site arrangement may result in dead-ends, changes in routes and high value items being left on Site, attracting higher levels of crime.
- Regular changes to the street layout and potential hoardings impacting continuous street lighting could result in opportunistic crime.
- Reduced access to existing homes, office or community facilities along Lordship Lane and other surrounding streets.
- Fear of crime on public transport felt by people in minority ethnic groups.

The resulting impact would be negative in terms of safety and security and neutral in terms of access to open space and health implications relating to construction work.

Operation

In operation the building is likely to support a number of people from ethnic minority backgrounds into work and education (through provision of accommodation). These measures will limit adverse health impacts on ethnic minority groups who are shown to have greater health inequalities in relation to building design and open space.

The Site will also offer a number of social spaces that can be used by all and are designed with safety measures in place to ensure that fear of crime is minimised. This will ensure development responds to The London Plan Policy D5 which addresses the needs of London's diverse communities and creates inclusive spaces.

Mitigation, Design Interventions and Opportunities

Construction

A number of measures have been outlined previously in this report and are considered to be relevant to this protected characteristic (to be set out in CLP or CEMP):

- Hoarding and lighting in place which will be regularly inspected.
- Maintaining access to community facilities.
- Advance notice of any changes to bus stops.

During construction additional measures should also be implemented to support people from minority ethnic backgrounds into employment. This should include partnering with Jobcentres and working with local residents to ensure they have access to suitable training opportunities.

Operation

A local employment plan for construction workers and operational building staff should be implemented in accordance with the Mayor's Equality, Diversity, and Inclusion Strategy. This strategy aims to work

with employers and skills providers so that as many Londoners as possible can participate in, and benefit from, employment opportunities in London.

Conclusion

Implementation of local employment plans for construction workers and operational building staff would have a **positive** impact. There may be a temporary **negative** impact during the construction phase, although this will be minor and temporary.

The Proposed development would have a **positive** impact based on race through creation of social space and opportunities for connection without fear of crime as well as employment opportunities.

7.6 RELIGION AND BELIEF

Baseline

Within Wood Green South 25.7% of residents have no religion which is lower than Haringey and England where 31.6% and 36.7% have no religion retrospectively. The second largest religion within Wood Green South is Muslim, equating to 19.2% of residents which is higher than the average across England (6.7%) and higher than that for London (15%). The table below summarises these figures.

Table 7.2 Religion by Area, 2021

	Wood Green South	Haringey	London	England
No religion	25.7	31.6	27.1	36.7
Christian	39.3	39.3	40.7	46.3
Buddhist	1.3	0.9	0.9	0.5
Hindu	1.8	1.3	5.1	1.8
Jewish	0.2	3.6	1.7	0.5
Muslim	19.2	12.6	15.0	6.7
Sikh	0.2	0.3	1.6	0.9
Other religion	3.5	2.3	1.0	0.6
Not Answered	8.8	8	7.0	6.0

Potential Impacts of Proposed Development

There are several places of worship in close proximity to the Site including:

- Dominion Centre - 110m southwest
- Jubilee Church Centre - 160m south
- Wood Green Mosque - 230m southwest

Potential impacts for communities based on religion and belief are considered to be:

- Safety concerns in relation to religion related crime;
- Inadequate access to spaces to perform religious activities; and
- Practices within the built environment that contradict beliefs or faith practices.

Issues surrounding safety have been discussed earlier in this report. The following summarises the impacts of the Proposed Development on the needs of people of all religions and in particular minority religion groups:

- The Site arrangement may result in dead-ends, changes in routes and high value items being left on Site, attracting higher levels of crime.
- Regular changes to the street layout and potential hoardings impacting continuous street lighting could result in opportunistic crime.
- Reduced access to local places of worship and community facilities.
- Reduced access to public transport.

Mitigation, Design Interventions and Opportunities

Construction

Access to local places of worship should be maintained throughout the construction process and working hours should be considerate of religious practices taking place within local spaces. The contractor should also provide wellbeing facilities on Site which suit the faith practice needs of employees, for examples spaces for prayer or washing.

Site safety and maintenance of accessibility during construction has been discussed above. These measures will be incorporated into a CLP or CEMP.

Operation

The greatest proportion of residents within Wood Green South are Christian and Muslim. An additional 7% of the population are Sikh, Hindu, Jewish and from other religions. The building and its redevelopment is not considered to have any adverse socio-economic impacts on these groups or the protected characteristic of religion.

In operation the building users and stakeholders will be from a variety of backgrounds and there are opportunities to offer employment and education to people who are from minority religion groups through employment plans and Equality, Diversity and Inclusion policies within specific businesses who will use the space.

A multi-faith room is provided within the development ensuring that no residents would be excluded based on religion or belief.

Once construction is complete the development will make the public realm more permeable by opening up the street, allowing for connecting routes between existing streets and the wider community. The

building will be surrounded by a well-maintained landscape and the café will create areas that the community can come together in, encouraging connection. This will encourage interaction between building end users and the public. This will have particular impact on minority groups including minority ethnic groups, minority religion groups and LGBTQI+ people. Interaction in public spaces that feel safe and welcoming will allow people of all backgrounds to express their opinions and co-exist with other community groups.

Potential Socio-Economic Impacts, Needs and Issues

During operation the Proposed Development will have a **neutral** to **positive** impact on religious groups by providing spaces for community cohesion as well as increased safety measures.

There may be a short-term **negative** impact during the construction phase, although this will be minor and temporary.

7.7 HUMAN RIGHTS

The Human Rights Act was published in 1998 and sets out the fundamental rights and freedoms of everyone in the UK. The rights are as follows:

- Right to life
- Prohibition of torture
- Prohibition of slavery and forced labour
- Right to liberty and security
- Right to a fair trial
- No punishment without law
- Right to respect for private and family life
- Freedom of thought, conscience, and religion
- Freedom of expression
- Freedom of assembly and association
- Right to marry
- Prohibition of discrimination
- Prohibition of abuse of rights
- Protection of property
- Right to education
- Right to free elections

Potential Impacts of the Proposed Development

The Human Rights considered to be of particular relevance to the development of the Lordship Lane Site are the prohibition of slavery and forced labour, the right to liberty and security, the freedom of thought, conscience, and religion, the freedom of expression, the prohibition of discrimination or abuse of rights and the right to education.

Mitigation, Design Interventions and Opportunities

Construction

During construction measures should be in place to ensure that there is no forced labour within the supply chain. This should include the sourcing of raw materials and in the transportation of goods. The Proposed Development will achieve this through adhering to the Considerate Constructors Scheme²². This includes a checklist of compliance and steps for monitoring and reporting. The CLP/CEMP will include a requirement that all vehicle and driver management practices will comply with the Fleet Operators Recognition Scheme (FORS) and Construction Logistics and Community Safety (CLOCS).

The measures discussed early in this report in relation to safety, religion and access are also considered relevant and not repeated here.

The other rights have been discussed in previous section of this report. T

Operation

The Proposed Development will have a positive impact on Human Rights through the provision of new student accommodation allowing students freedom of thought, liberty, and secure education opportunities. All future occupiers will be compliant with the Modern Slavery Act.

Conclusion

With the implementation of the construction phase measures previously outlined, in addition to the Considerate Constructors Scheme, the overall impact on Human Rights in construction is considered to be **neutral**.

A **positive** impact is anticipated for the operational phase.

8.0 SUMMARY AND CONCLUSIONS

This Equalities Impact Assessment has reviewed the Proposed Development of the Lordship Lane Site with respect to relevant policies and procedures. In particular, the following protected groups have been considered:

- Age;
- Disability;
- Gender reassignment;
- Pregnancy and maternity;
- Race;
- Religion or belief;
- Sex;
- Sexual orientation; and
- The Human Rights.

The Proposed Development will be subject to policies and procedures of the Applicant set out to ensure equality for the protected groups outlined in the Equality Act 2010 and Human Rights Act 1998.

Overall development will have a **neutral to positive** impact through construction and operation. Potential impacts affecting vulnerable groups relating to the protected characteristics defined in the Equality Act 2010 are summarised in Table 8.1.

A post-occupancy evaluation is recommended to report on whether the design outcomes go beyond measures already proposed and identified in this assessment. This will allow the Applicant to apply additional measures to support the needs of end users or apply principals from this development as best practice going forward.

Table 8.1 Equalities Impact Summary

Characteristics	Mitigation	Design Measures and Opportunities	Overall Impact
Age	Ensure activities that include the needs of older people are included in the activity programme for the communal spaces; A Construction Logistics Plan (or similar) will be produced to outline the strategies in place to ensure that the wider impacts of construction are minimised. This document will include details of any: • Ramped or level diversion routes. • Methods to keep footways clear of dirt and debris. • Community facilities to be protected with access maintained. • Measures to minimise noise and dust impacts. • Any temporary amendments to bus stop locations	<u>Accessibility</u> Internal spaces are designed to be fully accessible. <u>Community Spaces</u> The provision of multiple communal spaces including the public open space, community café and food hall will give opportunities for people to come together from a variety of backgrounds, decreasing the risk of social isolation. Include activities that benefit older people in the programming. Be explicit about the function of the proposed development. <u>Employment</u> During the demolition and construction stage: 185 full-time equivalent (FTE) gross construction jobs per annum Once operational, 65 direct gross FTE jobs Active measures should be taken to support older people into employment as the over 50s currently face several barriers to accessing work.	Assuming these measures are put in place the impact on the 'age' characteristic during construction is considered to be neutral. Given the employment opportunities generated and facilities provided, the Lordship Lane Site will have a positive impact on younger and older age groups.
Disability and Health	Measures set out in CLP and CEMP (secured by planning condition): • Maintenance of access routes e.g temporary ramps or slopes	Multiple design measures including: • Accessible and inclusive design • Blue badge parking provision	The design measures outlined above, in addition to those to be developed at further details design will ensure the

Characteristics	Mitigation	Design Measures and Opportunities	Overall Impact
	- Advance notice of any changes to bus stops - Any temporary pedestrian crossing should include accessibility features.	Design to meet BREEAM 'Excellent' with associated health and well-being requirements.	development is accessible for all, which will have a positive impact on people with disabilities. Increased access to employment and accommodation for those with disabilities will have a positive impact in terms of socio-economic outcomes.
Gender Re-assignment	Measures set out in CLP and CEMP (secured by planning condition): - Hoarding and lighting in place which will be regularly inspected. - Maintaining access to community facilities. - Advance notice of any changes to bus stops.	Multiple design measures including: - Accessible and inclusive design - Provision of multiple communal spaces - Safe and secure design	Overall, a neutral to positive impact on crime and perceptions of safety is anticipated, although there may be a temporary negative impact during construction. This impact is likely to be felt by women and LGBTQI+ people who are more likely to be a victim of hate crime.
Pregnancy and Maternity	In order to mitigate adverse health impacts during construction a number of measures will be taken which will be incorporated into the CLP or CEMP.	Design measures including: - Accessible and inclusive design. - Design to meet BREEAM 'Excellent' with associated health and well-being requirements. - CCTV, street lighting and 24-hour presence of staff.	Due to the access and construction management strategies in place, the Proposed Development will have a neutral impact on pregnancy and maternity during construction. Given the design measures incorporated the Proposed

Characteristics	Mitigation	Design Measures and Opportunities	Overall Impact
		Provision of multiple communal spaces including the public open space, community café and food hall.	Development will have neutral to positive impact in terms of this protected characteristic during the operational phase.
Race	Measures set out in CLP and CEMP (secured by planning condition): - Hoarding and lighting in place which will be regularly inspected. - Maintaining access to community facilities. - Advance notice of any changes to bus stops.	In operation the building is likely to support a number of people from ethnic minority backgrounds into work and education (through provision of accommodation). The Site will also offer a number of social spaces that can be used by all and are designed with safety measures in place to ensure that fear of crime is minimised. A local employment plan for construction workers and operational building staff should be implemented in accordance with the Mayor's Equality, Diversity, and Inclusion Strategy.	Implementation of local employment plans for construction workers and operational building staff would have a positive impact. There may be a temporary negative impact during the construction phase, although this will be minor and temporary. Proposed development would have a positive impact based on race through creation of social space and opportunities for connection without fear of crime as well as employment opportunities.
Religion and Belief	Access to local places of worship should be maintained throughout the construction process. The contractor should also provide	Once construction is complete the development will make the public realm more permeable by opening up the street, allowing for connecting routes between existing streets and the wider	During operation the Proposed Development will have a neutral to positive impact on religious groups by providing spaces for

Characteristics	Mitigation	Design Measures and Opportunities	Overall Impact
	wellbeing facilities on Site which suit the faith practice needs of employees. Site safety and maintenance of accessibility during construction has been discussed above. These measures will be incorporated into a CLP or CEMP.	community. This will encourage interaction between building end users and the public.	community cohesion as well as increased safety measures. There may be a short-term negative impact during the construction phase, although this will be minor and temporary.
Human Rights	During construction measures should be in place to ensure that there is no forced labour within the supply chain. This should include the sourcing of raw materials and in the transportation of goods. The Proposed Development would achieve this through adhering to the Considerate Constructors Scheme.	Continued monitoring and reporting of supply chain and construction employment and end user activities through Considerate Constructors Scheme.	With the implementation of the construction phase measures previously outlined, in addition to the Considerate Constructors Scheme, the overall impact on Human Rights in construction is considered to be neutral. A positive impact is anticipated for the operational phase.

REFERENCES

- ¹ Equality Act 2010 (legislation.gov.uk)
- ² Ministry of Housing, Communities and Local Government (2023); National Planning Policy Framework
- ³ GLA (2021); New London Plan 2021
- ⁴ GLA (2018); The Mayor's Equality, Diversity and Inclusion Strategy
- ⁵ Haringey's Local Plan (2013) Strategic Policies
- ⁶ ONS (2021) Census 2021
- ⁷ Indices of Deprivation 2015 and 2019 (communities.gov.uk)
- ⁸ [UKCrimeStats.com - The Leading Independent Crime Data Platform](https://ukcrimestats.com)
- ⁹ ONS (2023) [Claimant Count - Nomis - Official Census and Labour Market Statistics \(nomisweb.co.uk\)](https://nomisweb.co.uk)
- ¹⁰ Equality Act 2010 (legislation.gov.uk)
- ¹¹ Ministry of Housing, Communities and Local Government (2023); National Planning Policy Framework
- ¹² GLA (2021); New London Plan 2021
- ¹³ GLA (2018); The Mayor's Equality, Diversity and Inclusion Strategy
- ¹⁴ Haringey's Local Plan (2013) Strategic Policies
- ¹⁵ ONS (2019); ONS Population Projections, 2018-based.
- ¹⁶ Oxford Brookes University (2006), Neighbourhoods for Life Designing dementia-friendly outdoor environments
- ¹⁷ Oxford Brookes University (2006), Neighbourhoods for Life Designing dementia-friendly outdoor environments
- ¹⁸ New package of support to help over 50s jobseekers back into work - GOV.UK (www.gov.uk)
- ¹⁹ Indices of Deprivation 2015 and 2019 (communities.gov.uk)
- ²⁰ Public Transport Accessibility Levels - London Datastore
- ²¹ Stephanie Wallace , Cumulative Effect of Racial Discrimination on the Mental Health of Ethnic Minorities in the United Kingdom (AJP201514941_Wallace 1294..1300 (nih.gov))
- ²² Considerate Constructors Scheme (ccscheme.org.uk)