

DRAFT

High Road West Masterplan Framework

Equalities Impact Assessment

September 2014

Introduction

Haringey Council has been working with the local community to develop a Masterplan Framework for the High Road West area. The Masterplan Framework forms part of the regeneration proposals for the area. The purpose of Masterplan Framework is to consolidate the local communities' and Council's aspirations for the area into an overarching vision and a set of design principles to inform the Tottenham Area Action Plan – a planning policy document which will guide future development of the area.

The Masterplan Framework has been developed over two years of consultation and engagement with the local community. The Masterplan Framework is currently subject to a final round of public consultation and is due to be considered by the Council's Cabinet at the end of year.

This Equalities Impact Assessment (EqIA) has been produced to sit alongside the High Road West Masterplan Framework and is also subject to public consultation.

The feedback received on this EqIA will be used to develop the final version of the High Road West Masterplan Framework.

Purpose of this report

The purpose of this EqIA is to ensure that the principles set out in the High Road West Masterplan Framework address equalities. This proactive approach meets the aspirations of the Council's Equalities Agenda and its statutory obligations under the Equality Act 2010. The Act establishes a new general duty to have due regard for the following:

- Eliminating unlawful discrimination in the provision of goods, facilities or services;
- Promoting equality of opportunity; and
- Promoting good relations between different groups.
- In relation to people who have the following characteristics protected under the Act: age, disability, pregnancy and maternity, race, sex, religion or belief, sexual orientation and in part to marriage and civil partnerships.

These general duties are supplemented by specific duties which include the need to monitor functions and policies, both new and existing, for adverse impacts, publish and act on the results.

This EqIA identifies the key issues and processes that have been considered in the development of the High Road West Masterplan Framework for their implications for the Council's public sector equality duty. It is based on six equality strands we believe to be the protected characteristics most relevant to the Masterplan. These are age, disability, sex (formerly gender), ethnicity, religion or belief and sexual orientation. We have not included pregnancy and maternity on ground that we believe these are effectively covers by the characteristic of sex. Similarly, we have not included marriage and civil partnership because we believe these are effectively covered by the characteristic of sexuality. We have also not included gender reassignment on grounds that this too is effectively covered by the characteristic of sexual orientation. This EqIA has recommended actions that, if agreed, will help Haringey to anticipate and address potential negative consequences of the principles and identify opportunities for promoting equality.

The extent of the EqIA

The EqIA ensures that equalities issues are addressed from all angles in the development of the High Road West Masterplan Framework. This report highlights the equality and diversity considerations by analysing the demographics of the Northumberland Park Ward- the ward that the High Road West area sits within.

It is recognised that there are certain stakeholders who will be more affected by the regeneration proposals than others but this EqIA assess the impact of the Masterplan Framework on all those directly and indirectly affected by the masterplan proposals.

The regeneration proposals has tried to pre-empt the possibility that it could potentially affect some groups adversely and a number of key documents have been produced that provide a range of mitigation and support measures for those most adversely affected by the proposals. These documents include:

- Love Lane Secure Council Tenant Guide
- Love Lane Leaseholder Guide
- Private tenant Guide
- High Road West Business Charter

For the purpose of this Assessment, target groups have been identified as follows:

- Women;
- Black, Asian and ethnic minority people including traveller communities;
- Young and older people;
- Disabled people;
- Lesbian people, gay people, bisexual people and transgender groups
- (LGB&T); and
- People of different religion/belief groups.

These will be referred to as the equalities protected characteristics as defined by the Equality Act (2010) because they have either been historically discriminated

against, are vulnerable and/or people who are considered at risk of social and economic exclusion within society.

The EqIA scoping methodology has followed two key stages:

- Desk-based analysis of baseline material, and;
- Evaluation of differential key issues and opportunities facing equality strands within the borough;

The final stage of developing the Masterplan Framework will involve;

- Using the feedback received from public consultation as part of developing the High Road West Masterplan Framework and;
- Making such modifications to the Masterplan and related delivery plans as appropriate, especially in regard to mitigations in light of the findings of this EqIA.

Who will be affected by the High Road West Masterplan Framework?

The existing community within and surrounding the High Road West Masterplan Framework area will be affected by the Masterplan Framework. Existing and future residents and businesses of Haringey will also be affected by the Masterplan Framework. The main stakeholders are:

Those who are directly affected by the regeneration proposals:

- Residents on the Love Lane Estate
- Businesses and property owners in the High Road West area
- Residents living in properties within the Love Lane area
- Community services running from within the High Road West area (GP surgery, community centre)

Those who are indirectly affected by the regeneration proposals:

- Headcorn and Tenterden Residents
- Existing residents surrounding the masterplan area and all residents of Haringey
- Businesses next to or within the area
- Services running next to or near the area
- Future residents and businesses of Haringey

Identifying relevant plans and programmes

The London borough of Haringey has an established set of local Plans, Policies and Programmes (PPP) in regards to Equality and which have informed the development of the High Road West Masterplan Framework which is subject of this EqIA . The following table provides a synopsis of the key plans and schemes which are already in place.

Relevant Plans, Policies and Programmes		
Scale	PPP	Main aims of document
Regional	The London Plan (2011).	A new London Plan, adopted by the Greater London Assembly in 2011, provides the strategic planning framework for London. One of the primary objectives of the London Plan is to promote social inclusion to give all Londoners the opportunity to share in London's future success, and to tackle deprivation, discrimination and inequalities that exist across a range of social outcomes including health, education, housing, employment etc.
National (recent change, published March 2010)	Planning Policy Statement 5 Planning for the Historic Environment	<p>The policies and principles set out in this statement also apply to the consideration of the historic environment in relation to the other heritage related consent regimes for which planning authorities are responsible under the Planning (Listed Buildings and Conservation Areas) Act 1990.</p> <p>Those parts of the historic environment that have significance because of their historic, archaeological, architectural or artistic interest are called heritage assets.</p> <p>Some heritage assets possess a level of interest that justifies designation and particular procedures apply to decisions that involve them. PPS5 covers heritage assets that are not designated but which are of heritage interest and are thus a material planning consideration.</p>
Local	Haringey Public Duties Scheme (2005 – 2008). Dec 2006	<p>Haringey's approach to equal opportunities is 'Mainstreaming'. The approach was formulated in a policy document, "<i>From the Margins to the Mainstream</i>", adopted in 1992. '<i>Mainstreaming</i>', in Haringey, means that equal opportunity is made integral to policy making, planning, designing and delivering services, in employment of practices and in managing performance of activities at every level of the Council.</p> <p>The move towards a generic approach to equality, such as this Scheme embraces the duties under all the anti-discrimination legislation, bringing them under a single strategic and operational</p>

Relevant Plans, Policies and Programmes		
Scale	PPP	Main aims of document
		framework.
Local	Disability Local Access Guide (2005)	<p>Haringey is committed to implementing the requirements of the Disability Discrimination Act (DDA) 1995, now incorporated into the Equality Act 2010. Part 3 of the Disability Discrimination Act (DDA) came into force on 1 October 2004, requiring that adjustments needed to be put in place to improve physical access to buildings used by the public.</p> <p>Haringey is committed to creating an environment where all disabled people can participate fully as equal citizens. The borough aims to promote inclusiveness through providing facilities that can be accessed by all.</p>
Local	Sexuality Equality Related Review Action Plan 2004-7	<p>The Employment Equality (Sexual Orientation) Regulations 2003 – These Regulations, now incorporated into the Equality Act 2010, apply to all employment and vocational training and include recruitment, terms and conditions, promotions, transfers, dismissals, and training. Within the Regulations, sexual orientation is defined as:</p> <ul style="list-style-type: none"> • Orientation towards same sex (lesbians and gay men); • Orientation towards opposite sex (heterosexual); and • Orientation towards same sex and opposite sex (bisexual). <p>Haringey have since created a Sexuality Equality Related Review Action Plan which focuses on five key areas:</p> <ol style="list-style-type: none"> 1. Commitment To Promotion & Achievement Of LGBT Equalities; 2. Consultation Arrangements; 3. Partnership Working; 4. Performance Management; and 5. Employment: To develop and implement policy and training for staff and managers to implement Employment.
Local	Equality Opportunities Policy Haringey Council	<p>The council has legal responsibilities to promote equal opportunities through the Equality Act 2010, now incorporating provisions of the following pieces of legislation:</p> <ul style="list-style-type: none"> • Disabilities Discrimination Act (1995); • Race Relations Act 1976 (and its amendments of 2000); and • Sex Discrimination Act 1975. <p>The overall goal is to create: '<i>A Council which ensures the provision of services appropriate to local need, valued by all and delivered by staff who reflect the diverse communities we serve</i>'.</p> <p>The aims of the Council in respect of equal opportunities are threefold: -</p> <ol style="list-style-type: none"> 1. To promote and demonstrate fairness and equality of opportunity in the provision of services; 2. To promote and demonstrate fairness and equality of

Relevant Plans, Policies and Programmes		
Scale	PPP	Main aims of document
		<p>opportunity in the employment of staff; and</p> <p>3. Achieve measurable progress against agreed targets in mainstreaming equal opportunities throughout the Council and all its operations.</p>

The Equality Baseline

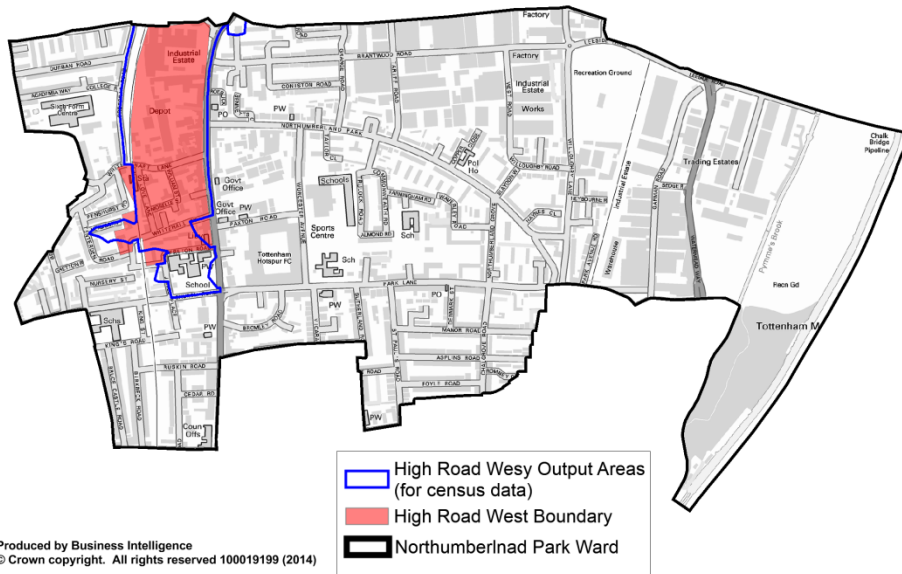
Demographical Context

In order to understand the likely equality impacts for High Road West area in the development of our framework, there needs to be an understanding of the demographics of the borough and the stakeholders that will be affected.

All data in this section is derived from the 2011 Census or the 2010 Indices of Deprivation.

High Road West is a small part of the Northumberland Park ward. Census data is not available at this level, but it is available at a very small level called 'output area'. The blue line in Figure 1 shows the best fit output areas for High Road West. This will be used as the basis for analysis in this document.

Figure 1. Northumberland Park and High Road West Boundaries



Gender

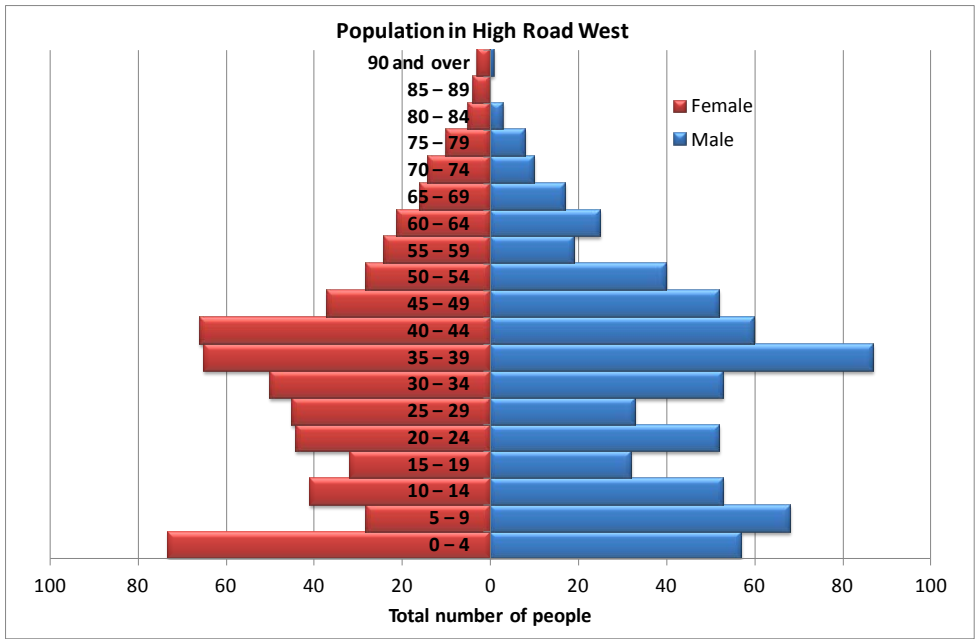
High Road West has a population of 1,216. 670 (52.5%) are males and 606 (47.5%) are females. This is proportionately more males than Northumberland Park and Haringey which are both a 50/50 gender split.

Age

Overall, High Road West has a younger population with 37.6% aged 0-19 compared to 32.8% for Northumberland Park, 25.6% for Haringey and 24.5% in London.

Figure 2 shows a population pyramid of the area by 5 year age bands.

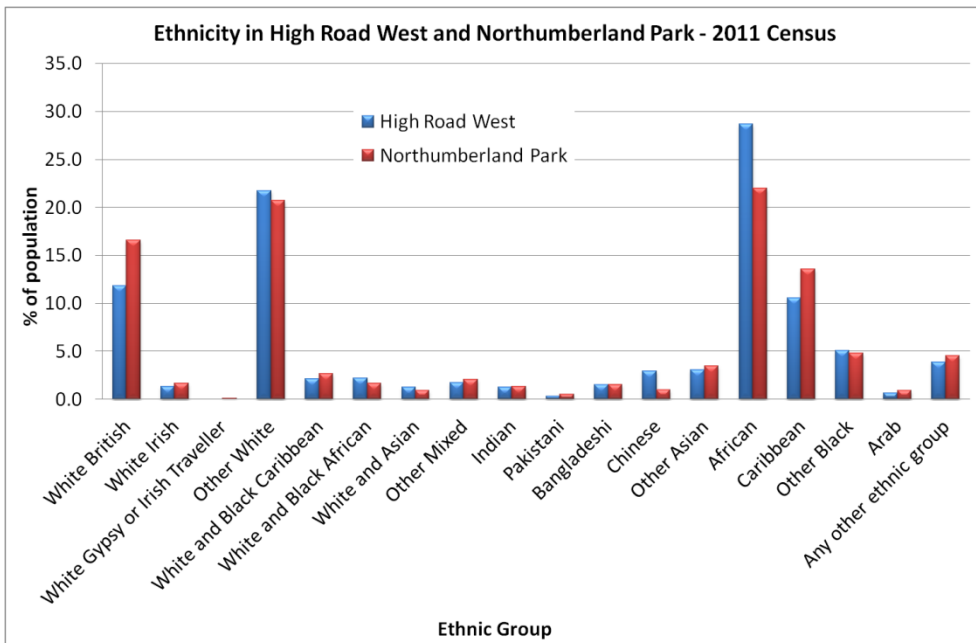
Figure 2. Population Pyramid for High Road West (2011 Census)



Ethnicity

High Road West is one of the most ethnically diverse areas in the country. 88.2% of the population have a non White British ethnic group, compared to 83.4% for Northumberland Park, 65.3% for Haringey and 55.1% for London. Over a quarter (28.7%) are Black African this compares to 22% for Northumberland Park. Figure 3 shows the Ethnic breakdown of High Road West and Northumberland Park.

Figure 3. Ethnicity in High Road West and Northumberland Park (2011 Census)

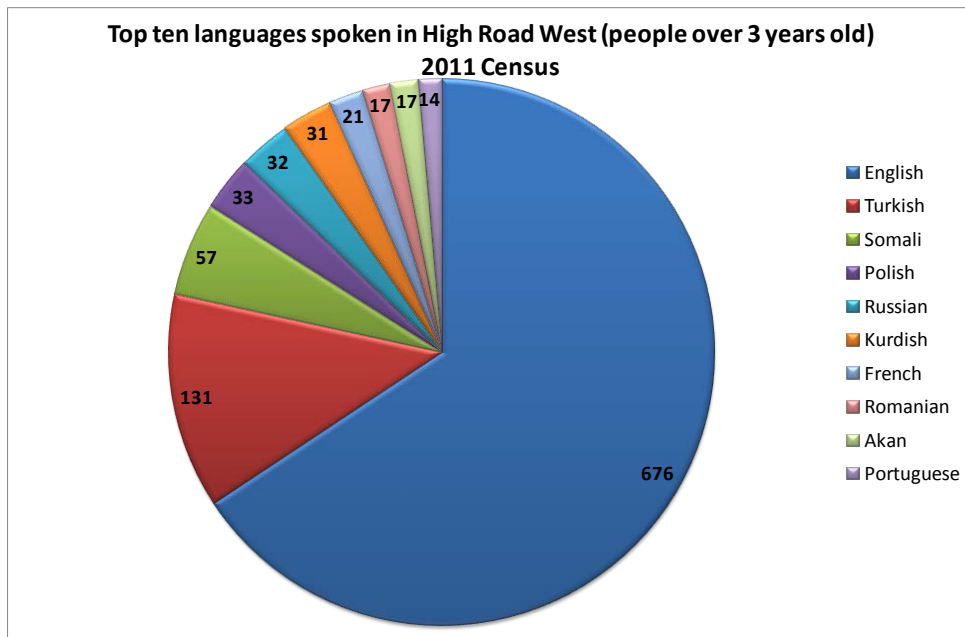


Language

Ethnic diversity leads to a multitude of languages spoken in the area. The Census shows there were 45 different languages recorded as the ‘first language spoken at home’. Figure 4 show the top 10 languages spoken in High Road West.

43.5% of the area does not have English as a first language. This compares to 38.1% for Northumberland Park, 29.7% for Haringey and 22.1% for London.

Figure 4. Top 10 languages spoken in High road West (2011 Census)

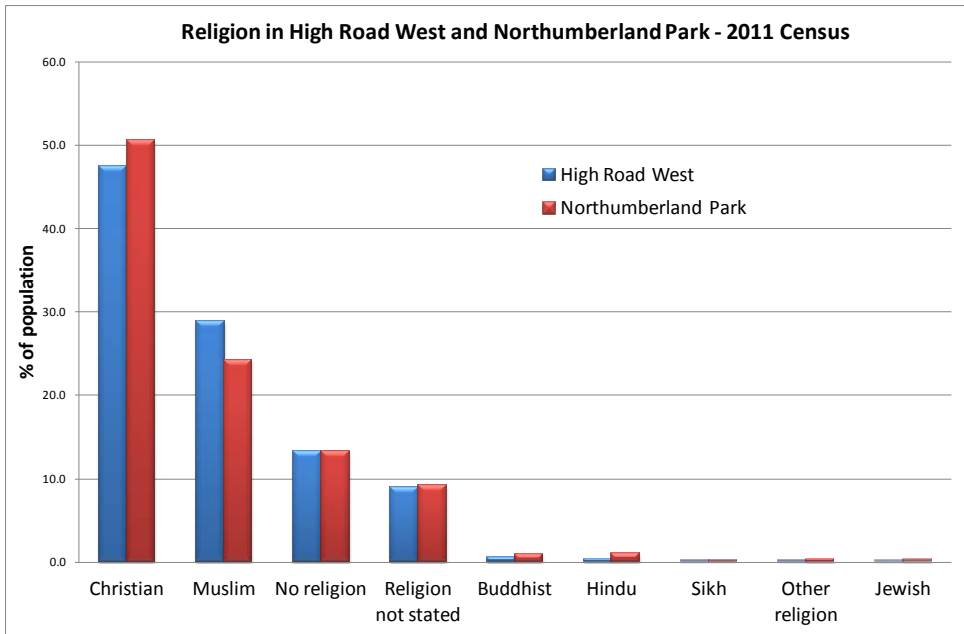


Religion/Belief

There are high levels of people who believe in a religion in High Road West. 77.8% of the population stated that they “had a religion”. This compares to 77.6% in Northumberland Park, 65.9% in Haringey and 70.8% in London.

Figure 5 shows the religious breakdown in High Road West. Christians make up the highest proportion with 47.5%. This compares to 50.6% for Northumberland Park, 45% for Haringey and 48.4% for London. Islam is the second highest religious group with 28.9%. This compares to 24.2% for Northumberland Park, 14.2% for Haringey and 12.4% for London.

Figure 5. Religion in High Road West and Northumberland Park (2011 Census)



Deprivation

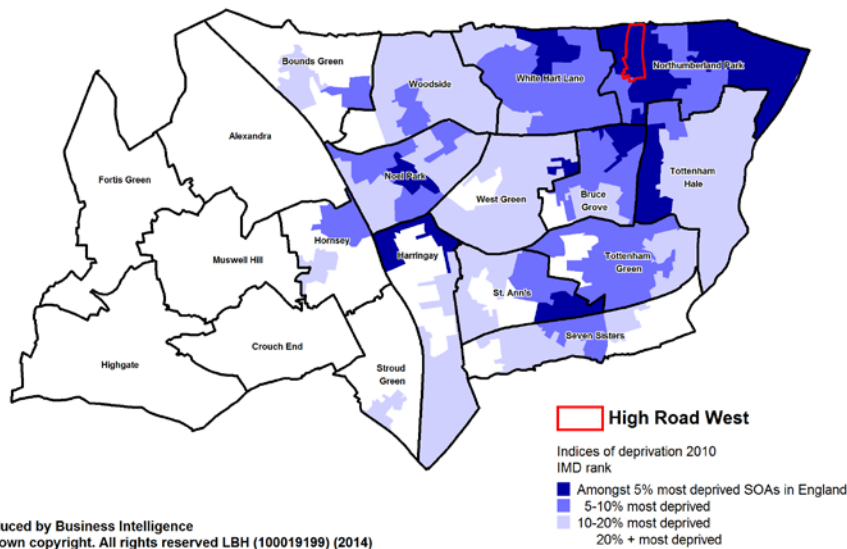
Haringey is the 4th most deprived borough in London and the 13th in the country. Figure 6 shows that the 100% of the High Road West Areas is amongst the 5% most deprived in the country.

There is a larger than average proportion of people living in social rented households; 63.2% compared to 48.6% in Northumberland Park, 29.7% in Haringey and 24.1% in London.

Overcrowding is a major issue with a quarter (25.4%) of all households with at least one bedroom too few for the number and composition of people living in the household. This is more than the 23% for Northumberland Park.

Figure 6. Indices of Deprivation (2010)

Indices of Multiple Deprivation 2010
Rank of IMD
Haringey SOAs



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Health / Disability

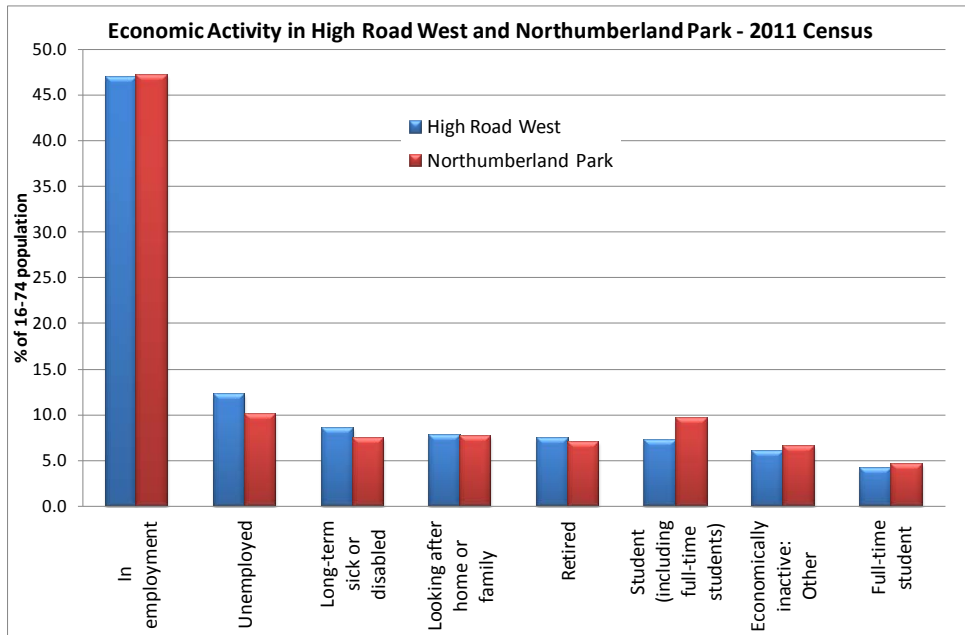
18% of the people in Tottenham suffer from a long term limiting illness and 8.3% of the area described their health as either bad or very bad. This compares to 16.7% and 7.2% for Northumberland Park respectively. This is affecting life expectancy in the Northumberland Park ward, which stands at 76 for men and 83.8 for women. Male life expectancy is below the London average but female life expectancy is above London. (2008-2012)

Employment

Unemployment is continues to be a major issue in High Road West with 12.2% of 16-74 year olds stating in the Census that they are unemployed (this could constitute various different out of work benefits). This is compared to 10.3% in Northumberland Park, 8.3% in Haringey and 7.3% in London.

Figure 7 shows the full economic activity breakdown for the High Road West area and the Northumberland Park ward.

Figure 7. Economic Activity in High Road West and Northumberland Park (2011 Census)



Sexual Orientation

There is no definitive figure for the number of gay, lesbian and bisexual people in the UK as it is not included in the Census. The Office of National Statistics integrated household survey suggests that 2.5% of London adults are gay, lesbian or bisexual.

The Census does tell us that only one person in the area is living in same sex civil partnership compared 25 people in the whole Northumberland Park ward.

Issues and opportunities

The Council's Equal Opportunities Policy states that "Haringey is like a global village...It is one of the most diverse parts of one of the busiest capital cities in the world". However, diversity and disadvantage co-exist in Haringey which gives rise to issues of social exclusion and discrimination and the following have been acknowledged by the Council:

- The borough continues to rank among the most deprived local authority areas in the country;
- The borough recognises the unacceptably high levels of local unemployment and particularly high levels of long term unemployment;
- The impact of unemployment is disproportionate on particular sections of the community, including black and ethnic minorities, young and lone parents;
- Access to jobs and training is impeded by the borough's performance on measures of educational achievement;
- There are high levels of local homelessness;
- Polarisation exists in the borough as a consequence of the concentration of the bulk of Haringey's disadvantaged residents in a relatively small area (Northumberland Park Ward);
- The transience of a significant proportion of the population, again largely concentrated in the areas of deprivation to the east;
- There has been a prevalence of "low pay" as well as "no pay" in local employment;
- The heightened and particular deprivation levels of new groups of Asylum Seekers and refugees; and
- Haringey's existing cohesion is taken into account during the development of the EqIA along with cultural values and norms during
- Haringey seeks to build upon the existing strength of cross-cultural relations in the borough.

The Council is actively trying to tackle these issues. In Tottenham, which includes some of the most deprived wards in the borough, the Council, in consultation with the local community, has produced the Tottenham Strategic Regeneration Framework. The Strategic Regeneration Framework (SRF) is a landmark 20-year vision for the future of Tottenham which sets out how local people's priorities could be achieved through long-term regeneration.

The SRF was agreed by the Council's Cabinet on the 18 March 2014 and developed in consultation with the Tottenham community – over 3,700 people took their time to give their views on the future vision and priorities for Tottenham. These views and

priorities have fed directly into developing the SRF's overarching vision and seven priorities.

- The SRF's Vision:

'By the age of twenty, a child born in Tottenham today will have a quality of life and access to the same level of opportunity that is at least equal to the best in London.'

- The SRF's priorities:

- World-class education and training – including new schools, better access to apprenticeships and more Tottenham young people attending university.
- Improved access to jobs and business opportunities – attracting major investment and encouraging local business growth to boost employment.
- A different kind of housing market – improving existing homes and building new, high-quality homes to meet demand at a range of prices and tenures.
- A fully connected community with even better transport links – continuing to improve rail, Tube and bus links, including making the case for Crossrail 2, as well as opening up Tottenham to more walking and cycling routes.
- A strong and healthy community – improved healthcare facilities, reduced crime and strong social networks for young people.
- Great places – putting Tottenham's character and heritage centre stage while creating better public spaces to meet, shop and have fun.
- The right investment and quality development – building partnerships and securing money to achieve these priorities with a focus on high quality design.
- To successfully deliver this vision and priorities, action and transformative change is required now – not in twenty years time, and there has never been a better time to act.

To achieve this vision which aims to bring equality, the Council has produced a delivery plan. Key to this delivery plan is the regeneration proposals and Masterplan Framework for High Road West.

The High Road West Masterplan Framework

The vision for the High Road West Masterplan is:

“Create a vibrant, attractive and sustainable neighbourhood and a new sports and leisure destination for North London”

The vision for High Road West provides:

- A well-connected place creating neighbourhoods which are accessible by all forms of transport and have attractive walkable streets including new north - south and east -west links.
- A safe and welcoming neighbourhood with active street frontages and attractive open space.
- A significant increase in the provision of community facilities and the local community will have the best possible access to services, infrastructure and public transport to wider London.
- A balanced place to live and work. The Masterplan Framework provides a mix of homes of different tenures and types, maximising housing choice for residents.
- There will be high quality new workspaces and new job opportunities for the local community.
- A cohesive community which promotes social interaction with new public open spaces for the community to foster community cohesion and social inclusion.

The Masterplan Framework sets out a number of planning and design principles which if followed, would aid in the delivery of this vision.

The principles are split into eleven headings and area detailed below:

The Design Concept- *“The High Road West design concept creates a sequence of places that increase density and activity, whilst retaining local character and scale, linked by a new north-south route that forms the spine of the neighbourhood.”*

- Create a legible network of east-west streets that connect into the surrounding area, existing lanes off the High Road, pocket parks and other open spaces;
- Create attractive north-south links behind the High Road which connect public parks and squares, key public buildings and the station;
- Complement the scale of the proposed street layout with appropriate building heights;
- Establish clear building frontages along White Hart Lane with a high street type character integrating existing listed buildings;

- Incorporate a range of residential typologies including courtyard blocks of varying heights and terraced housing.
- Any tall buildings should be placed along the railway corridor to create a legible tall building spine. The buildings should use Brook House as a reference point and descend in height;
- Develop a 'behind the High Road' workspaces typology with potential to connect to High Road retail properties and provide a contemporary reinterpretation of the north London mews;
- Reflect the scale and impact of the new Tottenham Hotspur Football Club stadium on the High Road by locating larger commercial and leisure buildings opposite it to create new sports and leisure destination for North London;
- Demonstrate clear definition of fronts and back of buildings, public and private open spaces and active street frontages;
- Establish a simple palette of high quality building materials for the Masterplan that includes significant use of brick; and
- Enhance the heritage value contribution of the High Road, reinforcing its fine grain and diversity of retail offer alongside improvements High Road frontages.

Heritage- *“Retention of historic buildings in High Road West will form an important element of the public realm and define key views and vistas though the area. The historic character of the High Road streetscape will be maintained and enhanced.”*

- Preserve and enhance the character of the Conservation Area as a whole.
- Demonstrate how heritage significance of the existing assets have been incorporated and reinforced including establishing their significance based on the key conservation principles by English Heritage – Evidential, Historic, Aesthetic and Communal value.
- Promote the adaptable reuse of heritage assets with appropriate future uses identifying how various individual buildings will be used, what works they will require including restoration and refurbishment works to adapt to the proposed use.
- Demolition can be considered (subject to a Conservation Appraisal*) where the benefits of change and sympathetic new development can enhance the overall viability of wider development as well as, crucially, support the viability and attractiveness for investment into the future of other heritage buildings in the area.
- The impact of the loss of heritage assets on the wider conservation area and the positive contribution to the appearance and setting of retained heritage assets should be demonstrated.

Open space- *“Public open space in High Road West will be doubled with a significant increase in the quality of public and private spaces. A new Moselle Square and local park will be delivered alongside secure shared courtyards and private gardens.”*

- Provision of a new public square located south of White Hart Lane as a focus for new leisure and community buildings.
- A high quality pedestrian route connecting the new White Hart Lane station entrance and the High Road.
- Provision of a new high quality public realm around the new station entrance and railway arches.
- Public realm improvements on White Hart Lane to create a heritage setting for existing Listed and locally listed buildings.
- A new community park north of White Hart Lane which includes safe child play areas and sport uses (tennis courts, etc.).
- Integration of child play areas within shared private courtyard blocks where possible.
- Provision of allotments in roof top gardens and in the community park.
- A clear network of streets and spaces creating a new north-south route within the area.
- Strengthen pedestrian links to open space outside of the masterplan area (e.g the Lee Valley Regional Park, Bruce Castle).
- Enhancing biodiversity and incorporate living roofs and walls
- Promote health and wellbeing through access to high quality open spaces and natural environments for all users.

Transport and Movement- *“A clear hierarchy of streets and routes will be identified in High Road West. High Road West will continue to be well served by public transport and improvements can increase levels of public transport accessibility and may support higher residential development densities.”*

- Create a legible network of east-west streets that connect into the surrounding area, existing lanes off the High Road, pocket parks and other open spaces.
- Create attractive north-south links behind the High Road which connect public parks and squares, key public buildings and the station.
- Preserve opportunities for connections to the west over the railway line in the future.
- Integrate existing bus services into high quality public realm schemes on White Hart Lane and the High Road.
- Locate more intensive land uses in close proximity to public transport nodes.

- Integrate traffic calming measures including changes in road width, on street parking and changes in the route alignment.
- Improve and enhance the access to White Hart Lane station.
- Integrate the station entrance into an active public realm scheme to improve security, safety and the quality of the experience of arriving or leaving by rail.
- Seek enhancements to public transport services to meet the travel needs of High Road West.
- Integrate cycle lanes and parking that connect into the wider area.

Land Use- *“High Road West will be a balanced community that matches the aspiration to create a mixed use development with a new leisure destination alongside a range of residential unit types and tenures. Employment uses will complement surrounding residential uses and include retail, leisure and workspace development. The location of retail uses will reinforce the High Road as the prime retail frontage”.*

- Commercial leisure development between the new station entrance and the High Road, with active ground floor uses onto the new public square including food and beverage uses and integrated residential development above where appropriate.
- Retail uses reinforcing the role of the High Road and designated prime retail frontage.
- Activation of the railway arches with workspace, retail and food and beverage uses.
- Creation of workspace behind the High Road, with mews and courtyard type development that allows for integration with High Road properties.
- Location of new community ‘Ideas Store’ on the High Road and new Moselle Square.
- Residential development focused north of White Hart Lane.

Homes- *“The Masterplan will provide a range of housing typologies to meet the needs to the community and create high quality residential neighbourhood with a distinct and coherent identity.”*

- Re-provide all social rented homes for all affected Council tenants;
- Achieve appropriate residential densities corresponding to guidelines set out by the Mayor in relation to public transport accessibility levels. This is currently up to 700
- habitable rooms per hectare or equivalent, to meet the upper target of the London Plan density guidelines for urban sites with a PTAL level of 4 to 627;
- Support family life, both in the flexibility and adaptability of homes and in the provision, in greater quantities, of larger homes;

- Build new homes along traditional street patterns and sit within an attractive public realm network which will provide better opportunities for access to open and green space;
- Create a consistent architectural expression and widespread use of high-quality materials;
- As a minimum meet the London Housing Design Guide minimum space standards and guidance on the size and layout of different rooms, including minimum sizes for storage and private outdoor space;
- Follow LHDG design guidance for privacy, dual aspect dwellings, noise, floor-to-ceiling heights, daylight and sunlight;
- Implement the LHDG guidance on climate change mitigation and adaptation including meeting Code for Sustainable Homes standards, water, energy, ecology and material guidance; and
- All new homes should have access to high quality private open space either as gardens, balconies or shared courtyards.

Parking- *“The Masterplan will provide a range of housing typologies to meet the needs to the community and create high quality residential neighbourhood with a distinct and coherent identity.”*

- Provide residential parking within 100m of the front door of all residential properties either as on plot when integrated within the building envelope, on street or in ground floor podium car parks within courtyard blocks.
- Podium parking will be well lit, safe and secure with clear routes to exit points.
- On street parking will be integrated into the hard landscaped streetscape as part of traffic calming measures.
- Large areas of surface parking are not acceptable.
- A multi-storey car park is required to meet the demands of the commercial and leisure uses. Locate the car park so that it minimises the negative impact on surrounding development and minimises the visual impact on the streetscape and public realm.
- Plots with podium parking are concentrated predominantly along the western edge of the site where most of the residential mass is located.
- Improve local cycling infrastructure network in the area through the integration of safe cycle lanes and wayfinding.

Community benefits and social infrastructure- *“Social infrastructure in High Road West will meet existing and future community needs to create a neighbourhood with excellent access to community facilities in buildings of exceptional design quality that promote an integrated community and opportunities for all.”*

- Provide appropriate levels of social infrastructure in line with phased delivery of development.
- Create a community hub with learning and enterprise functions in a visible and accessible location with a range of facilities to attract all members of the community.
- Create community and leisure facilities for people of all ages.
- Improve access to services.
- Provide access to open space, play space and sports facilities to contribute to lifestyles that promote health and wellbeing.

Employment- *“New work and retail space will encourage new business and enterprise and will allow for the relocation of some existing businesses into new purpose built retail units and workspaces. New jobs will be created by the leisure, food and beverage, retail and sports facilities with a net increase in jobs.”*

- Phased provision of improved workspaces around the Peacock Industrial Estate to allow appropriate businesses to expand and evolve and for new enterprise to come into the area.
- A workspace typology that provides opportunities to link workspaces behind the High Road with retail units.
- Locate B1b and B1c uses under residential uses and move some of the more traditional B2 employment uses to the existing industrial employment areas elsewhere in the borough.
- Create a net increase in jobs and business opportunities in the area through an increase in commercial space and provision of a range of workspaces; and;
- Provide a range of retail and commercial units to encourage a greater mix and wider retail offer.

Massing- *“Building massing will respond to the context of the heritage assets on the High Road and White Hart Lane, the scale and shape of the proposed Tottenham Hotspur Football Club Stadium and existing taller buildings in the vicinity.”*

- Tall buildings will only be considered in parts of the masterplan area where the existing character would not be affected adversely by the scale, mass or bulk of a tall building.
- Taller buildings placed towards the railway line, away from the High Road. This creates an edge to the development and builds on the character established by the tower at Brook House.
- Building massing falling towards White Hart Lane to create an appropriate heritage setting for statutorily listed and locally listed assets.
- Taller buildings located to minimise overshadowing of adjacent development.

- Taller buildings used as part of a way finding and movement strategy, for example located towards the end of east-west routes.
- Bulkier building massing located towards the new stadium, for example for larger leisure
- Key views of the stadium considered and maintained in the profile of buildings.

Views and vistas- *“Vistas to key elements on the edges of the site will be established and framed appropriately. Views along key movement routes will be established to reinforce movement patterns and enhance access to public open space.”*

Key vistas:

- East and west along White Hart Lane;
- The new Tottenham Hotspur Football Club stadium from the station, across the Moselle Square and from the north and south down the High Road; and The tower at Brook House from White Hart Lane.

Key views:

- Views along the east-west lanes off the High Road opening onto wider streets and open spaces; and
- Views from White Hart Lane along key north south movement routes leading to public open spaces.

Low Carbon Development- *“Integrate an efficient supply of heating and cooling to and within the High Road West site and safeguard the provision of a local low carbon energy centre, sized to provide energy to the High Road West development and the wider North Tottenham area.”*

- Integrate an efficient supply of heating and cooling to and within the High Road West site and safeguard the provision of a local low carbon energy centre, sized to provide energy to the High Road West development and the wider North Tottenham area
- Safeguard a connection from the energy centre to the emerging Lee Valley Heat Network;
- Provide a site wide decentralised energy network appropriate to the street and utility infrastructure development, and the culverted River Moselle;
- Implement renewable energy infrastructure;

- Outline the reuse of existing utilities infrastructure, and/ or proposals to upgrade utilities at the site;
- Maximise the CO2 reduction;
- Achieve appropriate daylight and sunlight levels, and avoiding overshadowing and wind tunnelling effects; and
- Provide high quality homes and development, that are adaptable to future changes in climate

Phasing and Implementation- *“Development in High Road West must minimise disruption to the local community and demonstrate how each phase of delivery can create a ‘complete’ state at every stage of its development.”*

- disruption on the local community and businesses and allow the neighbourhood to continue to flourish during the development process;
- The phases should be large enough to allow neighbours to move together so that the community is retained and support networks are kept intact;
- The phasing of the regeneration should ensure that Love Lane residents who are eligible for a new home only have to move once- from their current home into their new home and ensure that temporary moves are minimised; and
- A strategy should be put in place to ensure that vacant land which is not ready for development is utilised and used in a creative way for the good of the community. In other estate regeneration projects this has resulted in resident led temporary gardens and cultural and play facilities emerging.

If the principles in the Masterplan Framework are delivered through regeneration, then the following groups of people will be affected:

- Love Lane residents
- Businesses required for relocation
- Residents living in properties required for regeneration

Assessment of impacts on the protected characteristics

A= Adverse Impact N= Neutral Impact P= Positive Impact ?= More Information needed

Principles	Age	Disability	Gender	Ethnicity	Religion/ belief	Sexual Orientation	Commentary
Character and urban Form	P Consultation has shown that security and safety within the High Road West area are issues for concern for older and younger people. A significant majority of respondents to the 2013 consultation made comments on this subject.	P	P	P	P	P	<p>Whilst some of the principles within this theme may have an initial negative impact on some of those affected by the regeneration scheme (Love Lane residents and affected businesses) on the whole these principles will have a positive impact on all protected characteristics by creating a safer, more attractive environment within which to live and work. The principles under this theme will create a safer and easily accessible neighbourhood, through the creation of eligible street patterns and road networks better linking High Road West to the surrounding area and creating attractive links that connect public squares and parks, key public buildings and White Hart Lane Station.</p> <p>The range of residential typologies which will be delivered will increase housing choice and better meet the needs of the community. The new workspaces which will be created behind the High Road will offer new employment opportunities to the area.</p> <p>The principles within this theme will also control the location and heights of buildings and scale of the development and that there is a clear definition of fronts and back of buildings, public and private spaces and active frontages to ensuring that the area will feel safe and does not become too dense and overcrowded.</p>
Heritage	P The principle to enhance the listed buildings within the conservation area could discriminate	P The principle to enhance the listed buildings within the conservation area could	P	P	P	P	<p>The principles under this theme aim to preserve and enhance the character of the Conservation Area as a whole.</p> <p>The principle to enhance the listed buildings within the conservation area could discriminate against older residents and residents with a disability as physical access may be difficult to alter in older and listed buildings.</p>

Principles	Age	Disability	Gender	Ethnicity	Religion/ belief	Sexual Orientation	Commentary
	against older residents and residents with a disability as physical access may be difficult to alter in older and listed buildings	discriminate against older residents and residents with a disability as physical access may be difficult to alter in older and listed buildings					
Open Space	P 252 respondents to a 2013 consultation supported the provision of a new park	P	P	P	P	P	The principles under this theme should benefit all they will double the amount of open space and create better more accessible open space as well as improving the links to existing open parks in the surrounding areas.
Transport and Movement	P	P 76% of Love Lane residents agreed with plans to create a new White Hart Lane Station lined to the High Road and Spurs	P	P	P	P	The principles under this theme should benefit all as they aim to improve transport and movement within the High Road West area. Indeed, the principles aim to create a legible network of east-west streets and better north-south links that better connect to the surrounding communities. Provide a more accessible entrance to White Hart Lane station as well as improving the security, safety and surveillance of the station. The principles also seek to ensure that more intensive land uses are in close proximity to public transport nodes and improve the public transport services to meet the needs of the High Road West area and improve safety on the roads and street networks by introducing traffic calming measures.

Principles	Age	Disability	Gender	Ethnicity	Religion/ belief	Sexual Orientation	Commentary
		stadium in a 2013 consultation which would create easier access for some physically disabled users.					
Land use	P Consultation has highlighted the need for more activities and leisure uses for young people in the area as well as more jobs	P	P	P	P	P	<p>The principles within this theme require that existing land uses are changed, most specifically that existing designated industrial land is transformed into a mix of land uses including employment and residential uses and that the Love Lane Housing Estate is replaced with a mix of uses including open space, leisure, commercial, community and residential uses. Whilst the change of use may have a negative impact on Love Lane residents and existing business (which the Council aim's to mitigate through its Love Lane Residents commitments and to businesses through the Business Charter) the principles within this theme should benefit all.</p> <p>This is because the land use principles allow for new homes, new jobs and employment opportunities, more community and leisure facilities are provided in the area. The principles also ensure that the designated land uses are placed in the optimum position to service the community. For example the new community hub is located on the High Road and within the new public square where it is easily accessible being close to transport connections.</p> <p>New commercial and leisure facilities are also located around the easily accessible new public square and new housing is concentrated north of White Hart Lane in a new residential neighbourhood which will be based around a large new</p>

Principles	Age	Disability	Gender	Ethnicity	Religion/ belief	Sexual Orientation	Commentary
							community park and formed along traditional street patterns.
Homes	P A sustainable mix of housing to meet the needs of all ages of society. This will include young people in terms of affordability; location and size. In a 2013 consultation, 79% of Love Lane residents wanted more types of housing such as family housing.	P New homes will be built to Lifetime homes standard and will thus be easily adaptable to specific disability and impairment needs.	P	P	P	P	<p>The principles under this theme should benefit all as it aims to increase housing choice in the High Road West area. The principles under this theme aim to provide higher quality homes of different tenure and type, making housing more accessible to all.</p> <p>At least 10 % of the total of new homes will be fully wheel chair accessible. The new homes will be built to London Design Guide space standards, Lifetime Homes standard and meet secure by design principles.</p> <p>A key issue across all equality strands is to continuously monitor and gather information about housing needs of all sections of the community in order to ensure that the council is aware of and able to respond to new housing needs.</p>
Parking		Adequate disabled parking bays will need to be allocated to disabled					The principles under this theme aim to benefit all by providing adequate car parking facilities within the area, including parking within 100m of the front door of all residential units either as on plot parking or disabled parking. In a 2013 consultation, 1 Love Lane resident, 4 residents from the wider area and 6 businesses expressed their interest in the need for more parking.

Principles	Age	Disability	Gender	Ethnicity	Religion/ belief	Sexual Orientation	Commentary
		residents.					
Community benefits and social infrastructure	P Consultation has highlighted the need for more activities for young people in the area. In a 2013 consultation, a number of respondents were interested in seeing more community facilities in the areas such as libraries, community centres and new health facilities	P	P	P	P The need for places of worship has been raised during previous consultation. One Love Lane respondent requested a new mosque is included in the Masterplan.	P	The principles under this theme aim to benefit all by not only providing more community benefits and social infrastructure, but making these more accessible to all.
Employment	P Consultation has highlighted the need for new job opportunities for residents	P	P	P	P	P	The principles under this theme aim to benefit all by not only increasing the new amount of jobs in the High Road West area, but also creating more training and skills opportunities for all in the community. However there may be a negative impact on existing businesses who need to relocate as a result of the proposals. To counter this, the Council has developed a Business Charter and will be developing a business support package to ensure that businesses are supported and offered suitable relocation options throughout the regeneration process.

Principles	Age	Disability	Gender	Ethnicity	Religion/ belief	Sexual Orientation	Commentary
	of all ages. In a 2013 consultation, the majority of Love Lane residents requested more high street chain stores to be available in the area to boost local employment and in general, the retail prospect was quite popular.						A key consideration across all equality strands is to ensure that there are a range of flexible employment opportunities such as flexible working; part time employment; apprenticeships; financial incentives and that this is supported by a infrastructure of good transport facilities; training and childcare opportunities.
Massing	P	P	P	P	P	P	<p>The principles under this theme should not have a negative impact on any of the protected characteristics.</p> <p>Tall buildings will only be considered in parts of the masterplan area where the existing character would not be affected adversely by the scale, mass or bulk of a tall building.</p> <p>Taller buildings placed towards the railway line, away from the High Road and building massing will fall towards White Hart Lane to create an appropriate heritage setting for statutorily listed and locally listed assets.</p> <p>Taller buildings located to minimise overshadowing of adjacent development.</p> <p>Taller buildings used as part of a way finding and movement strategy, for example located towards the end of east-west routes.</p>

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Views and vistas	P	P	P	P	P	P	The principles within this theme will have a positive impact on all as the key views and vista's will be frames appropriately and will be used to help reinforce movement patterns and eligibility throughout the site and enhance access to public open space.
Low Carbon Development	P	P	P	P	P	P	Low Carbon Development will benefit all in the High Road West area, as residents should see a reduction in energy bills and positive impacts from maximised renewable energy use.
Phasing and Implementation	N (in the short term)	N (in the short term)	N (in the short term)	N (in the short term)	N (in the short term)	N (in the short term)	<p>The implementation of development in the High Road West area will inevitably cause some level of disruption for all protected characteristics in the High Road West area for the short term (5-15 years). However, there will be long term benefits for the protected characteristics. By way of mitigating any potential disruption the principles under this theme aim to minimise this disruption.</p> <p>The principles also aim to ensure that the local community and businesses can continue to flourish during the process and that any vacant land is used in a constructive way for the community and to maintain activity in the area.</p> <p>The principles aim to ensure that phasing is designed in such a way that the community, neighbours and support networks are kept intact during the regeneration process.</p> <p>The Council has also produced guides for love lane residents and businesses to set out how they will be supported through the implementation process. These guides for example set out how, for example secure council tenants, will have dedicated re-housing officers to support them through the whole move process and how additional support will be provided for older and vulnerable people including a packing and unpacking service.</p> <p>The Council needs to determine each individual's needs and concerns about the phasing and implementation process, we will then be able to determine how we can better mitigate any negative</p>

Principles	Age	Disability	Gender	Ethnicity	Religion/ belief	Sexual Orientation	Commentary
							impacts.

Recommendations and comments

- This EqIA has highlighted limited availability of immediately accessible qualitative and quantitative data for all of the protected characteristics. This means that although we have been able to say how each of the planning principles is likely to impact on the relevant protected characteristics, it has not been possible to make a quantitative assessment of that impact. This limitation calls for a need to put in place, effective arrangements to enable quantitative data to be collected on the actual impact of each element of the Masterplan post implementation.
- Haringey has taken positive steps in producing equalities guidelines and equal opportunity policy. There is now highly professional, strong support for the writing in-house of equality impact assessment;
- Although this EqIA has looked at the different equality groups and identified particular factors to take into account for the development of the Masterplan, further data may be required to identify all the potential adverse/negative/positive impacts. It is suggested that the gaps identified can be further addressed by additional engagement with different stakeholders to gain their perspective and factor these in the strategy as appropriate;
- The Tottenham Regeneration team will consult to get further information on equalities and will continue to monitor these indicators throughout the planning and implementation process.