



**London Borough of Hackney
Application for a Proposed Neighbourhood Forum**

Purpose of Assessment

The proposed forum must include a statement in their application explaining how the proposed forum meets the conditions as outlined in section 61F (5) of the 1990 Act. The following will be used as an assessment checklist by Council Officers when making their assessment to designate a Neighbourhood Forum.

The following is to be completed by the proposed Neighbourhood Forum. Guidance notes where applicable are included in italics within the comments boxes provided. These outline minimum requirements.

Responsible group: (to be completed by the report author)

Name: Finsbury Park and Stroud Green Neighbourhood Plan Working Group	Contact: Ben Myring, Co-Chair (finsburyparkstroudgreen@gmail.com)
Website: www.finsburyparkstroudgreen.com	

Date of Assessment:
 April 2018

1. Does the Forum have a minimum of 21 members?

Yes	No
✓	

1a. is membership of the Forum open to (✓ or*):

Individuals who live in the neighbourhood area?	✓
Individuals who work in the neighbourhood area?	✓
Individuals who are elected members of a London Borough Council, any of whose area falls within the neighbourhood area?	✓

2. Does the Forum have a Constitution? Please attach a copy to this Form. NB: the constitution should be clear and concise in outlining how the Forum will be run and managed, and address any issues raised in this assessment.

Yes	No
✓	

3. Understanding the proposed Neighbourhood Forum. Describe the key objectives and outcomes you expect.

Outline the purpose and objectives of the Neighbourhood Forum including desired outcomes, including its aims, objectives and purpose. Also demonstrate how these aims and objectives and the Forum constitution address identified need/issues prevalent in the related Neighbourhood Area.

The proposed constitution for the Finsbury Park and Stroud Green Neighbourhood Forum states the following objectives:

- a. Promote or improve the social, economic and environmental well-being of the Finsbury Park and Stroud Green Neighbourhood Area, through the preparation and implementation of a Neighbourhood Plan, in accordance with the Localism Act 2011;
- b. Build and maintain a diverse Forum Membership;
- c. Ascertain, co-ordinate and reflect the views of the community that it represents, to liaise with other community groups within the Neighbourhood Area, and to fairly express the diversity of opinions and outlooks of the people;
- d. Remain independent of any party political, religious, trade or campaign organisation;
- e. Promote and improve joint working between Hackney, Haringey and Islington Councils and residents and workers within the Neighbourhood Area;
- f. Direct development towards areas identified in the Neighbourhood Plan as being most appropriate for regeneration, and promote the preservation and restoration of areas identified in the Neighbourhood Plan as justifying conservation;
- g. Ensure that development contributes towards reducing economic inequality within the Neighbourhood Area;
- h. Ensure that development is appropriate to the character of its surrounding area, as defined in the Neighbourhood Plan, and;
- i. Work with Hackney, Haringey and Islington Councils and other organisations to explore delivery models that reward patient capital, increase human capital, increase community assets, and/or increase not for profit enterprise within the Neighbourhood Area

As set out in our application letter, in due course, we will conduct a Scoping Review and gather a robust evidence base to inform our vision, policies and projects; however, based on engagement with the local community to date, we expect these to focus on the following:

- **Creating a coherent vision for the future:** Finsbury Park spans multiple administrative boundaries. Whilst an accord was signed by the three local councils in June 2012, there are opportunities to make coordination more effective. A Neighbourhood Plan will provide a single set of coherent planning policies for the area.
- **Bringing together community champions:** Enthusiasm for a Neighbourhood Plan was first revealed at an event in February 2015. Since then, a working group has emerged, with increasing interest and support from local residents and other stakeholders. The new relationships formed whilst, and skills gained from, preparing a Neighbourhood Plan may also help the community in other ways in future.
- **Designating areas for regeneration and conservation:** Neighbourhood Plans can help to focus new development in the most appropriate locations, whilst protecting assets such as local green spaces and buildings with heritage value.
- **Improving the environment:** Finsbury Park itself is a great asset to the area, but heavy traffic flows detract from the local environment. Planning policies can directly and indirectly affect public realm and landscape, green infrastructure (such as street trees, parks, and water courses), car parking, drainage, air quality, energy and water consumption, and noise.
- **Transport and connectivity:** Despite excellent public transport links, areas of Finsbury Park are dominated by motor vehicles. The railway lines and roads with heavier traffic disconnect parts of the community from one another. A Neighbourhood Plan can set out a vision for land use, public realm, and transport infrastructure. This could include proposals to improve accessibility for pedestrians and cyclists – although some elements of this vision may not form planning policy.
- **Delivering community facilities in line with growth:** Our local area has a diverse population, each with different needs – and newcomers will increase demands on existing services. Planning policy can highlight need for community facilities, and outline expectations for developers to contribute towards meeting these.
- **Ensuring that change benefits everyone:** Finsbury Park's convenient transport links and vibrant amenities have attracted new investment and development. But rising rents

and living costs have meant that existing residents and businesspeople have sometimes lost out. A Neighbourhood Plan can promote affordability and diversity in its housing policies, and the creation of employment opportunities in line with housing growth.

- **Directing funding for local projects:** Neighbourhood Forums have powers to direct the investment of the neighbourhood element of Community Infrastructure Levy (CIL) funding.

How will your forum deal with equalities issues?

The Neighbourhood Forum will assist the three councils in meeting their duties under the Equality Act 2010.

The proposed constitution for the Finsbury Park and Stroud Green Neighbourhood Forum provides several mechanisms for dealing with equalities issues:

- Objectives include, amongst others:
 - Promote or improve the social, economic and environmental well-being of the Finsbury Park and Stroud Green Neighbourhood Area, through the preparation and implementation of a Neighbourhood Plan, in accordance with the Localism Act 2011;
 - Build and maintain a diverse Forum Membership;
 - Ascertain, co-ordinate and reflect the views of the community that it represents, to liaise with other community groups within the Neighbourhood Area, and to fairly express the diversity of opinions and outlooks of the people;
 - Ensure that development contributes towards reducing economic inequality within the Neighbourhood Area;
 - Work with Hackney, Haringey and Islington Councils and other organisations to explore delivery models that reward patient capital, increase human capital, increase community assets, and/or increase not-for-profit enterprise within the Neighbourhood Area
- The Forum shall consist of four types of member drawn from different places in the Neighbourhood Area and different sections of its community: Resident Member – a person whose usual residence is within the Neighbourhood Area; Worker Member – an employee / self-employed person whose usual workplace is within the Neighbourhood Area; Elected Official Member – a ward councillor, Member of Parliament, or London Assembly Member whose constituency forms part of the Neighbourhood Area, and; Affiliated Organisation – a formally constituted community group that has an interest in the Neighbourhood area. The Forum shall elect from its Resident, Worker and Elected Official members a Steering Group of no more than 15 Members (no more than five from each Borough).
- Resident and Worker Forum Members may volunteer to join a Residents and Workers Panel, by providing equalities monitoring data to the Membership Secretary. The Membership Secretary shall be responsible for maintaining equalities monitoring data of the Residents and Workers Panel, in accordance with the Data Protection Act 1998. Forum Officers shall be jointly responsible for ensuring that the Residents and Workers Panel includes people from across the nine protected characteristics of the Equality Act 2010.
- In making decisions, the Forum and Steering Group shall actively seek to (amongst other principles):
 - Meet the needs of those who have the poorest health and wellbeing outcomes within the Neighbourhood Area, as identified in the Neighbourhood Plan;
 - Understand how changes may affect people in different ways depending on their particular circumstances, and;
 - Have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.

Our application letter proposes a process towards adoption of the Neighbourhood Plan by the three local councils. With regards to equalities issues:

- We recognise the importance of community engagement in terms of empowerment and capacity building; increasing understanding of the Neighbourhood Area, leading to better outcomes from policies, masterplans and projects; avoiding unconstructive conflict, and; ensuring legitimacy. As such, we will engage continuously with the community throughout the process, to ensure that all voices are heard.
- We will prepare a Scoping Review document, upon which we will consult informally.
- We will gather a robust evidence base to inform our vision, policies and projects. This will include the preparation of a socioeconomic baseline, drawing upon publicly available datasets and needs assessments prepared by public bodies.
- The Consultation Version of our Neighbourhood Plan will enable community, voluntary and charity organisations to make formal representations on the document.
- The Submission Version of our Neighbourhood Plan will be accompanied by an Equalities Impact Assessment.

4. Determining Membership of the Forum

Outline the process undertaken to date of establishing membership of the Forum including area analysis, consultation and advertising.

At the Finsbury Park Regeneration Conference in 2015, a group of local residents and workers were enthused by the idea that a Neighbourhood Plan for Finsbury Park could help secure a more coherent and prosperous future for the area. Since that time, a comprehensive programme of activity has been undertaken to establish the membership of the Forum across the four types of member: Residents, Workers, Elected Officials and Affiliated Organisations.

Area analysis and consultation

- Conducted a Boundary Survey carried out between 26 November 2016 and 28 August 2017, via two methods:
 - Online survey – generating 490 valid responses, and;
 - Face to face surveys at nine street stalls; when hosting and attending community events; and through targeted door knocking – generating 607 valid responses.
- Held the first two in a series of themed events, with speakers including Transport for London and the Park Theatre
- Organised two boundary walkarounds
- Prepared a Neighbourhood Area study, including high level review of social infrastructure and local amenities
- Prepared a Protected Characteristics Study (see Appendix 4)
- Held a Neighbourhood Planning workshop at the Finsbury Park Regeneration Conference 2017
- Held two briefing sessions with relevant ward councillors
- Invited local community, voluntary and faith organisations to become Affiliated Organisations – including Residents’ and Traders’ Associations
- Discussed key issues relating to the Neighbourhood Plan at open meetings throughout
- Held a two-week informal consultation on final drafts of the proposed Neighbourhood Forum Constitution and Neighbourhood Area Study

Advertising

- Sent email bulletins and newsletters to a mailing list, which now comprises over 400 subscribers
- Handed out leaflets at local community meetings and events such as Manor Gardens Centre Wellbeing Service summer street stall and Muslim Welfare House Neighbourhood Open Day
- Created a dedicated website in March 2016, which has been expanded to include an

online Discussion Board

- Created a Facebook Page in June 2016, which now has 170 followers
- Engaged in online forums such as StroudGreen.org and HarringayOnline and Streetlife
- Held and attended community events

4a. Inclusivity

How inclusive is your proposed Forum? What measures are you taking to make Your Forum inclusive? Identify the make up of residents, community and Business in the Neighbourhood Area

*Please also consider whether the proposed Forum will affect **good relations and cohesion** - people from different backgrounds living and working together comfortably? For example, might it:*

- *bring people from different backgrounds together;*
- *support residents to get involved in their local community or area;*
- *build trust and confidence in local organisations and services; or*
- *Risk tension or conflict between different groups of people.*

Please also consider whether there are other specific groups in the community who may be affected.

Before an assessment can be made that the Forum is representative of the Neighbourhood Area community, its make-up needs to be identified and analysed. One preferred way for this analysis to be presented is outlined in Appendix 4.

Inclusivity of the Neighbourhood Forum – Measures taken to date

The process carried out in establishing the Neighbourhood Area boundary was designed to ensure inclusivity. The boundary was defined in consultation with the community, including engagement with over one thousand residents – through both online and face to face methods. The Neighbourhood Area Study submitted as part of our application includes a high-level analysis of social infrastructure, transport interchanges and local amenities.

As outlined in our response to Question 4, a comprehensive programme of activity has been undertaken to establish the membership of the Forum across the four types of member: Residents, Workers, Elected Officials and Affiliated Organisations.

As outlined in our response to Question 1, the constitution for the Neighbourhood Forum and our proposed process towards adoption of the Neighbourhood Plan by the three local councils both contain various mechanisms to ensure inclusivity in membership and decision making. For example:

- The following objective requires us to bring people from different backgrounds together: “Ascertain, co-ordinate and reflect the views of the community that it represents, to liaise with other community groups within the Neighbourhood Area, and to fairly express the diversity of opinions and outlooks of the people”.
- The following objective will build trust and confidence in local organisations and services: “Work with Hackney, Haringey and Islington Councils and other organisations to explore delivery models that reward patient capital, increase human capital, increase community assets, and/or increase not-for-profit enterprise within the Neighbourhood Area”.
- In making decisions, the Forum and Steering Group shall “actively seek to understand how changes may affect people in different ways depending on their particular circumstances” and “have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities”.

Inclusivity of the Neighbourhood Forum – Proposed measures

The proposed constitution states that “Forum Officers shall be jointly responsible for [...] Ensuring that the Residents and Workers Panel includes people from across the nine protected characteristics of the Equality Act 2010.” This, in turn, will widen participation in the Neighbourhood Forum.

Once the Neighbourhood Forum is approved by the three local councils, and a Treasurer appointed, we will secure funding to support residents to get involved in their local community and area. Resources will be focused on proactive engagement with those who do not typically take part in planning policy development.

Once the Neighbourhood Area is approved by the three local councils, and the Neighbourhood Forum is registered as a Data Controller with the Information Commissioner’s Office, we will ask members to voluntarily provide equalities monitoring data. This data will allow us to assess how the makeup of the Neighbourhood Forum compares to the makeup of the Neighbourhood Area, and inform the deployment of resources to engage under-represented groups.

Throughout the preparation of the Neighbourhood Plan, we will continuously engage with the local community – including non-members of the Forum, and those outside of the Neighbourhood Area. This engagement will be via a variety of methods – including but not limited to street stalls and surveys, door knocking, attending community events, online Discussion Board, posters and newsletters, as well as hosting our own meetings, workshops, socials and themed events. We will use techniques to engage those who do not typically take part in planning policy development, such as incorporating consultation into cultural, sports and leisure activities.

We will ensure that meetings and events are held in accessible venues, and key information is provided in a variety of formats.

Makeup of residents, community organisations and businesses in the Neighbourhood Area

Please see Appendix 4 for analysis of the makeup of residents in the Neighbourhood Area, across each of the nine characteristics protected by the Equalities Act 2010.

The Neighbourhood Area Study submitted as part of our application includes a high-level analysis of social infrastructure and clusters of businesses.

Further analysis will be undertaken as part of the evidence base for the Neighbourhood Plan; the proposed constitution requires the Forum to identify “those who have the poorest health and wellbeing outcomes within the Neighbourhood Area”.

4b. Monitoring Forum Membership – What systems do you have in place to find out who attends the Forum meetings, what they think and any monitoring you have in place with regards to equality and cohesion issues. How will you ensure that your Forum does not discriminate against protected groups, as outlined below?

Equalities monitoring

Once the Neighbourhood Area is approved by the three local councils, and the Neighbourhood Forum is registered as a Data Controller with the Information Commissioner’s Office, we will ask members to voluntarily provide equalities monitoring data. This data will allow us to assess how the makeup of the Neighbourhood Forum compares to the makeup of the Neighbourhood Area, and inform the deployment of resources to engage under-represented groups. The provision of equalities monitoring data will be optional, rather than a pre-requisite to membership.

Names of attendees at Full Forum Meetings will be recorded, and can be cross-referenced

against equalities monitoring data where this has been provided. Again, this data will allow us to inform the deployment of resources to engage under-represented groups.

Consultation

As outlined in our response to Question 4a, throughout the preparation of the Neighbourhood Plan, we will continuously engage with the local community to understand their needs and preferences.

Discrimination of protected groups

Rather than negatively discriminating against protected groups, the proposed constitution of the Neighbourhood Forum ensures positive discrimination in their favour. For example:

- The following objective requires us to bring people from different backgrounds together: “Ascertain, co-ordinate and reflect the views of the community that it represents, to liaise with other community groups within the Neighbourhood Area, and to fairly express the diversity of opinions and outlooks of the people”.
- The following objective will build trust and confidence in local organisations and services: “Work with Hackney, Haringey and Islington Councils and other organisations to explore delivery models that reward patient capital, increase human capital, increase community assets, and/or increase not-for-profit enterprise within the Neighbourhood Area”.
- In making decisions, the Forum and Steering Group shall “have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities”.

Our response to Question 4a outlines our proposed measures to ensure inclusivity of the Neighbourhood Forum.

4c. what is the overall impact of the Forum on the following equality strands **NB: Equality Impacts**

Initiatives will have different impacts on different equality groups. You must consider the ways in which the initiative may positively or negatively affect each of the different protected groups, using evidence (such as consultation data, monitoring reports and research information) to support your analysis.

The protected characteristics you must consider are:

- age
- disability, includes those associated with disability i.e. careers
- gender reassignment
- pregnancy and maternity, includes those who are pregnant or have been on maternity leave during the last 2 years
- race
- religion/belief
- sex
- Sexual orientation.

Please also consider whether there are other specific groups in the community who may be affected (indicate Low/Medium/High):

Age	Disability	Gender reassignment	Race	Religion/ Belief	Pregnancy/ maternity	Sexual Orientation
Medium	Medium	Low	Medium	Low	Medium	Low

4d. Identifying the Impact. Where you have indicated a medium or high impact on an equality strand, please outline below the positive and negative impacts you envisage

Age Equality – does the Forum impact upon any of the following:

1. Eliminating unlawful discrimination and harassment based on someone's age	Yes		No	✓
2. Promoting equality of opportunity between different age groups	Yes	✓	No	

Please provide an explanation of the impact below:

Positive Impact

As outlined in our response to Question 3, the Neighbourhood Forum shall:

- Ensure that development contributes towards reducing economic inequality within the Neighbourhood Area
- Work with Hackney, Haringey and Islington Councils and other organisations to explore delivery models that reward patient capital, increase human capital, increase community assets, and/or increase not for profit enterprise within the Neighbourhood Area

In making decisions, the Forum and Steering Group shall actively seek to (amongst other principles):

- Meet the needs of those who have the poorest health and wellbeing outcomes within the Neighbourhood Area, as identified in the Neighbourhood Plan;
- Understand how changes may affect people in different ways depending on their particular circumstances, and;
- Have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.

Policies, masterplans and projects in the Neighbourhood Plan will be drafted based upon a robust evidence base and engagement with the local community. The Neighbourhood Plan must also be compliant with strategic policies within the Local Plans of the three councils, and our Neighbourhood Area Study outlines the current planning policy framework for the area. Without prejudice to this, we anticipate that the Neighbourhood Plan initiative will:

- Bring together community champions
- Improve the local environment in terms of air quality, energy and water consumption, and noise levels
- Improve transport and connectivity
- Ensure delivery of community facilities in line with growth
- Ensure that change benefits everyone, promoting affordability and diversity
- Direct funding for local projects

We foresee that these outcomes, if achieved, would have a Medium positive impact on promoting equality of opportunity between different age groups.

Negative Impact

The Submission Version of the Neighbourhood Plan will be accompanied by an Equalities Impact Assessment, with any identified negative impacts having been mitigated by adapting and changing the vision, policies, masterplans and projects before submission to the three local councils.

Disability Equality – does the Forum impact upon any of the following:

1. Promoting equality of opportunity between disabled persons and other persons	YES	✓	NO	
2. Eliminating disability discrimination that is unlawful under the Disability Discrimination Act	YES		NO	✓
3. Eliminating harassment of disabled persons that is related to their disability	YES		NO	✓
4. Promoting positive attitudes towards disabled persons	YES	✓	NO	
5. Encouraging participation by disabled persons in public life	YES	✓	NO	
6. Taking steps to take account of disabled persons disabilities, even where that involves treating disabled persons more favourably than other persons	YES	✓	NO	

Please provide an explanation of the impact below:

Positive impact:

As outlined in our response to Question 3, the Neighbourhood Forum shall:

- Ensure that development contributes towards reducing economic inequality within the Neighbourhood Area
- Work with Hackney, Haringey and Islington Councils and other organisations to explore delivery models that reward patient capital, increase human capital, increase community assets, and/or increase not for profit enterprise within the Neighbourhood Area

In making decisions, the Forum and Steering Group shall actively seek to (amongst other principles):

- Meet the needs of those who have the poorest health and wellbeing outcomes within the Neighbourhood Area, as identified in the Neighbourhood Plan;
- Understand how changes may affect people in different ways depending on their particular circumstances, and;
- Have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.

Policies, masterplans and projects in the Neighbourhood Plan will be drafted based upon a robust evidence base and engagement with the local community. However, we anticipate that the Neighbourhood Plan initiative will:

- Bring together community champions
- Improve the local environment in terms of air quality, energy and water consumption, and noise levels
- Improve transport and connectivity
- Ensure delivery of community facilities in line with growth
- Ensure that change benefits everyone, promoting affordability and diversity
- Direct funding for local projects

Several of the above aspects may result in widened accessibility of public buildings and spaces, private dwellings and non-residential floorspace.

We foresee that these outcomes, if achieved, would have a Medium positive impact on promoting quality of opportunity between disabled persons and other persons, promoting positive attitudes towards disabled persons, encouraging participation by disabled persons in public life, and taking steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons.

Negative impact:

The Submission Version of the Neighbourhood Plan will be accompanied by an Equalities Impact Assessment, with any identified negative impacts having been mitigated by adapting and changing the vision, policies, masterplans and projects before submission to the three

local councils.

Gender Equality – does the Forum impact upon any of the following:

1. Eliminating unlawful discrimination and harassment based on someone's gender	YES		NO	✓
2. Promoting equality of opportunity between men and women	YES	✓	NO	

Please provide an explanation of the impact below:

Positive impact:

As outlined in our response to Question 3, the Neighbourhood Forum shall:

- Ensure that development contributes towards reducing economic inequality within the Neighbourhood Area
- Work with Hackney, Haringey and Islington Councils and other organisations to explore delivery models that reward patient capital, increase human capital, increase community assets, and/or increase not for profit enterprise within the Neighbourhood Area

In making decisions, the Forum and Steering Group shall actively seek to (amongst other principles):

- Meet the needs of those who have the poorest health and wellbeing outcomes within the Neighbourhood Area, as identified in the Neighbourhood Plan;
- Understand how changes may affect people in different ways depending on their particular circumstances, and;
- Have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.

Policies, masterplans and projects in the Neighbourhood Plan will be drafted based upon a robust evidence base and engagement with the local community. However, we anticipate that the Neighbourhood Plan initiative will:

- Bring together community champions
- Improve transport and connectivity
- Ensure delivery of community facilities in line with growth
- Ensure that change benefits everyone, promoting affordability and diversity
- Direct funding for local projects

We foresee that these outcomes, if achieved, would have a Medium positive impact on promoting equality of opportunity between men and women.

Negative impact:

The Submission Version of the Neighbourhood Plan will be accompanied by an Equalities Impact Assessment, with any identified negative impacts having been mitigated by adapting and changing the vision, policies, masterplans and projects before submission to the three local councils.

Race Equality – does the Forum impact upon any of the following:

1. Eliminating racial discrimination	YES		NO	✓
2. Promoting equality of opportunity	YES	✓	NO	
3. Promoting good race relations	YES	✓	NO	

Please provide an explanation of the impact below:

Positive impact:

As outlined in our response to Question 3, the Neighbourhood Forum shall:

- Ensure that development contributes towards reducing economic inequality within the Neighbourhood Area
- Work with Hackney, Haringey and Islington Councils and other organisations to explore delivery models that reward patient capital, increase human capital, increase community assets, and/or increase not for profit enterprise within the Neighbourhood Area

In making decisions, the Forum and Steering Group shall actively seek to (amongst other principles):

- Meet the needs of those who have the poorest health and wellbeing outcomes within the Neighbourhood Area, as identified in the Neighbourhood Plan;
- Understand how changes may affect people in different ways depending on their particular circumstances, and;
- Have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.

Policies, masterplans and projects in the Neighbourhood Plan will be drafted based upon a robust evidence base and engagement with the local community. However, we anticipate that the Neighbourhood Plan initiative will:

- Bring together community champions
- Improve transport and connectivity
- Ensure delivery of community facilities in line with growth
- Ensure that change benefits everyone, promoting affordability and diversity
- Direct funding for local projects

We foresee that these outcomes, if achieved, would have a Medium positive impact on promoting equality of opportunity between different races, and promoting good relations.

Negative impact:

The Submission Version of the Neighbourhood Plan will be accompanied by an Equalities Impact Assessment, with any identified negative impacts having been mitigated by adapting and changing the vision, policies, masterplans and projects before submission to the three local councils.

Religion and/or Belief Equality – does the Forum impact upon any of the following:

1. Eliminating unlawful discrimination and harassment based on someone’s actual or perceived religion	YES		NO	✓
2. Promoting equality of opportunity between religious/belief groups	YES	✓	NO	

Please provide an explanation of the impact below:

Positive impact:

In making decisions, the Forum and Steering Group shall actively seek to (amongst other principles):

- Understand how changes may affect people in different ways depending on their particular circumstances, and;
- Have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.

Policies, masterplans and projects in the Neighbourhood Plan will be drafted based upon a robust evidence base and engagement with the local community. However, we anticipate that the Neighbourhood Plan initiative will:

- Bring together community champions
- Improve transport and connectivity
- Ensure delivery of community facilities in line with growth
- Ensure that change benefits everyone, promoting affordability and diversity
- Direct funding for local projects

We foresee that these outcomes, if achieved, would have a Low positive impact on promoting equality of opportunity between different races, and promote good relations.

Negative impact:

The Submission Version of the Neighbourhood Plan will be accompanied by an Equalities Impact Assessment, with any identified negative impacts having been mitigated by adapting and changing the vision, policies, masterplans and projects before submission to the three local councils.

Sexual Orientation Equality - does the Forum impact upon any of the following:

1. Eliminating unlawful discrimination and harassment based on someone's actual or perceived sexual orientation	YES		NO	✓
2. Promoting equality of opportunity between people with different sexual orientation	YES	✓	NO	

Please provide an explanation of the impact below:

Positive impact:

In making decisions, the Forum and Steering Group shall actively seek to (amongst other principles):

- Understand how changes may affect people in different ways depending on their particular circumstances, and;
- Have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.

Policies, masterplans and projects in the Neighbourhood Plan will be drafted based upon a robust evidence base and engagement with the local community. However, we anticipate that the Neighbourhood Plan initiative will:

- Bring together community champions
- Improve transport and connectivity
- Ensure that change benefits everyone, promoting affordability and diversity
- Direct funding for local projects

We foresee that these outcomes, if achieved, would have a Low positive impact on promoting equality of opportunity between people with different sexual orientation.

Negative impact:

The Submission Version of the Neighbourhood Plan will be accompanied by an Equalities Impact Assessment, with any identified negative impacts having been mitigated by adapting and changing the vision, policies, masterplans and projects before submission to the three local councils.

4e. Addressing any negative impacts identified above. Where you have indicated negative impacts on an equality strand, please outline your action plan including any strategies or systems to address these equality or cohesion issues within your Forum. Include any outcomes you expect

No negative impacts are currently anticipated in relation to any of the protected characteristics. The Submission Version of the Neighbourhood Plan will be accompanied by an Equalities Impact Assessment, with any identified negative impacts having been mitigated by adapting and changing the vision, policies, masterplans and projects before submission to the three local councils.

Appendix 4: Inclusivity Matrix based on Ward Characteristics (Ward profiles to be sent out with application forms)

In determining an application for a Neighbourhood Forum, the Council must have regard to the desirability of designating that organisation or body:

- (i) Whose membership is drawn from different places in the neighbourhood area concerned
- (ii) Whose membership is drawn from different sections of the community
- (iii) Which has taken reasonable steps to ensure its membership is inclusive

Characteristics of Neighbourhood Area
A Protected Characteristics Study is appended to this Equalities Assessment.

Targeted groups for membership of Forum and future targeted consultation		
Identify groups to be targeted for Forum based on % outlined above:	Engagement to date	Proposed engagement
Tenants and Residents Associations		We will engage with representatives from relevant organisations, including: <ul style="list-style-type: none"> • Stroud Green Residents Association • Andover Estate Tenants and Residents Association
Community and Voluntary Groups/ Organisations	The following organisations have applied to become Affiliated Organisation Forum Members: <ul style="list-style-type: none"> • Crouch End Neighbourhood Forum • Hermitage New River Association • Stroud Green Conservation Area Advisory Committee <p>We have engaged with representatives from:</p> <ul style="list-style-type: none"> • Emerging Crouch Hill and Hornsey Rise 	We will continue to engage with representatives from relevant organisations, including: <ul style="list-style-type: none"> • Arab Advice Bureau • Arsenal in the Community • Caris Islington • Edible Landscapes • Elizabeth House Community Centre • Finsbury Park Community Hub • Hackney Council for Voluntary Service • Hanley Crouch Community Association (The Laundry)

	<p>Neighbourhood Plan group</p> <ul style="list-style-type: none"> • Finsbury Park Town Centre Management Group • Finsbury Park Trust • Friends of Finsbury Park • Friends of Gillespie Park • Highbury Community Association • Ladder Community Safety Partnership 	<ul style="list-style-type: none"> • Help on Your Doorstep (HOYD) • Holloway Neighbourhood Group • Islington Citizens • Islington Giving/Cripplegate Foundation • Islington Law Centre • Local Transition Network members • Safer Neighbourhoods Team • Stephens Ink Community Centre • Voluntary Action Islington • WoodCo
Traders Associations and other business groups	<p>We have engaged with representatives from:</p> <ul style="list-style-type: none"> • Manor House Development Trust / • Redmond Community Centre Stroud Green Traders' Association 	<p>We will continue to engage with representatives from relevant organisations, including:</p> <ul style="list-style-type: none"> • Blackstock Road Traders Association • Bright Sparks • Fonthill Road Traders Association • Hornsey Road Traders Association • Stroud Green Market
Health centres	<p>We have engaged with representatives from:</p> <ul style="list-style-type: none"> • Torrance Dental Care 	<p>We will continue to engage with representatives from relevant organisations, including:</p> <ul style="list-style-type: none"> • BPAS Finsbury Park • Hanley Primary Care Centre • Hornsey Dental Centre • Smile and Shine Dental Practice • Stroud Green Clinic • Stroud Green Medical Centre • Village Practice
Age		<p>We will engage with representatives from relevant organisations, including:</p> <ul style="list-style-type: none"> • Alsen Day Centre for the Elderly • Ambler primary school • Arts & Media School Islington (IAMS) • City and Islington College

		<ul style="list-style-type: none"> • Christ the King primary school • Lennox House Care Home • Parkside Youth Club • Parkwood primary school • Pooles Park primary school • Pure Student Living • Sketch House • Sotheby Mews Day Centre • St Aidan's primary school • St Anne's Care Home • St Mark's Church • Stroud Green primary school • Younger People (Platform Youth Hub)
Ethnicity		<p>We will continue to engage with representatives from relevant organisations, including:</p> <ul style="list-style-type: none"> • Caribbean Community Centre • Community Language Support Services (CLSS) • Islington Chinese Association • One True Voice (Somali women's organisation) • Turkish, Kurdish and Cypriot Women's Welfare Group
Religion	<p>We have engaged with representatives from:</p> <ul style="list-style-type: none"> • Islington Faiths Forum • Muslim Welfare House • St Thomas the Apostle, Finsbury Park 	<p>We will continue to engage with representatives from relevant organisations, including:</p> <ul style="list-style-type: none"> • Places of worship • Inter-faith / multi-faith organisations
Sex		<p>We will engage with representatives from relevant organisations, including:</p> <ul style="list-style-type: none"> • Relevant Safer Neighbourhoods Teams

Disability	We have engaged with representatives from: <ul style="list-style-type: none"> • Pedal Power Cycling Club • Transport for London 	We will engage with representatives from relevant organisations, including: <ul style="list-style-type: none"> • Mind
Sexual Orientation		We will engage with representatives from relevant organisations, including: <ul style="list-style-type: none"> • Circle / Stonewall Housing
Cultural, leisure and sporting organisations	We have engaged with representatives from: <ul style="list-style-type: none"> • Friends of Finsbury Park • Park Theatre • Silver Bullet Forum Members include workers from: <ul style="list-style-type: none"> • Furtherfield Gallery and Commons 	We will continue to engage with representatives from relevant organisations, including: <ul style="list-style-type: none"> • Blackstock Triangle Gardeners • Blighty Coffee • British Military Fitness • Finsbury Park Boats • Finsbury Park Parkrun • Finsbury Park Sports Partnership • Friends of Grenville Gardens • Friends of the Parkland Walk • Live music venues, including The World's End, Zelman Drinks, Orleans Wine Bar, and WB Yeats • Live Nation (Wireless Festival) • Live Nation (music event promoters) • Rowans Tenpin Bowl • Sobell Leisure Centre • Wilberforce Gardeners