



GL Hearn

Part of Capita Real Estate

Diversity Monitoring – Baseline Study

Seven Sisters Indoor Market

Grainger

Seven Sisters Regeneration

March 2017

Prepared by

GL Hearn
280 High Holborn
London WC1V 7EE

T +44 (0)20 7851 4900
glhearn.com

Contents

Section	Page
1 INTRODUCTION	4
2 BASELINE STUDY	5
3 CONCLUSION	22

Appendices

APPENDIX A: EQIA QUESTIONNAIRE (ENGLISH)	23
APPENDIX B: EQIA QUESTIONNAIRE (SPANISH)	28
APPENDIX C: TRADER INTERVIEW FORM (ENGLISH)	33
APPENDIX D: TRADER INTERVIEW FORM (SPANISH)	37
APPENDIX E: MARKET MAP, SHOWING UNIT LOCATIONS	41

Quality Standards Control

The signatories below verify that this document has been prepared in accordance with our quality control requirements. These procedures do not affect the content and views expressed by the originator.

This document must only be treated as a draft unless it is has been signed by the Originators and approved by a Business or Associate Director.

DATE
March 2017

ORIGINATORS
Matthew Evans
Account Manager



APPROVED
Azizun Choudhury
Associate Director



Limitations

This document has been prepared for the stated objective and should not be used for any other purpose without the prior written authority of GL Hearn; we accept no responsibility or liability for the consequences of this document being used for a purpose other than for which it was commissioned.

1 INTRODUCTION

1.1 Haringey Council resolved to grant planning permission to Grainger for the Seven Sisters Regeneration project on land comprising 227-259 High Road, 709- 723 Seven Sisters Road, 1a -11 West Green Road and 8-30 Suffield Road. The permission was subject to (i) conditions; (ii) referral to the Mayor of London; and (iii) the prior completion of planning obligations.

1.2 Grainger is committed to delivering the Seven Sisters Regeneration project, which will deliver £65 million of investment into Tottenham and Seven Sisters, transforming the area and providing much-needed new homes and shops as well as a brand new Seven Sisters Market.

1.3 GL Hearn's Strategic Communications team and AECOM were appointed by Grainger Seven Sisters Limited to support in delivering the required activities to comply with Schedule 4, clause 21.1 of the S106 agreement, dated 11 July 2012, which states:

No later than twelve (12) months after the Unconditional Date or three (3) months after the Council resolves to make a compulsory purchase order to facilitate the carrying out of the Development (which is the later), to submit a community engagement strategy to the Council for approval PROVIDED THAT such strategy shall demonstrate how the Developer will deal with the following matters:

(a): Regular diversity monitoring regarding the impact of the development on affected third parties (in concert with the approved Baseline Study and updates to it);

(b): Reporting on the engagement process and how representation from third party stakeholders will be taken into account; and

(c): Any further mitigation measures (including a programme for implementation) that are identified as a result of the on-going monitoring and are both necessary and directly related to the development

1.4 This report outlines the data gathered by GL Hearn's Strategic Communications team on behalf of Grainger to create a Baseline Study for the Council's approval in relation to point (a) above. This data has been collated over a period of approximately four months in 2016. It is intended that this data will form the Baseline for future diversity monitoring of Seven Sisters Indoor Market as the development progresses and up to 12 months following practical completion.

1.5 Officers at Haringey Council have been kept advised of the work being undertaken by the Seven Sisters Regeneration project team throughout the above-mentioned time period.

2 BASELINE STUDY

Overview

- 2.1 The Equalities Impact Assessment (EqIA) submitted with the approved planning application and undertaken in June 2011 identified a number of equality effects (both positive and negative) associated with the planned development. In particular the report indicated potential negative equality impacts arising from possible loss of livelihoods and employment for Latin American/Hispanic and other BME-owned businesses and their employees, if the existing shops and market were to close.
- 2.2 The loss of the existing shops and market was also considered to pose a risk in undermining the cultural connections and social fabric of the Latin American/Hispanic community employed at and visiting the market, and therefore a series of measures were recommended for incorporation in the Planning Obligation by Agreement.
- 2.3 Schedule 4, Clause 21.1 part (a) of the S106 agreement requires Grainger to undertake regular diversity monitoring to assess the impact of the development on third parties and to measure the findings against an approved Baseline Study.
- 2.4 The data set out in this report is proposed to become the aforementioned Baseline Study. The study is required to consider three key areas of interest:
- a) diversity monitoring of business owners, stall holders and other employees working at the Market;*
 - b) details of the number of employees at each business; and*
 - c) details of the location of each business within the site and whether it intends to relocate to the New Market Area;*

(a) Diversity monitoring

- 2.5 The project team undertook diversity monitoring through the use of an equality and diversity questionnaire. In addition individual meetings were offered to all license holders and employees at the market to discuss their individual circumstances and to obtain information in regards to part (c) of what is required for the approved Baseline Study. This chapter considers the responses provided by those working at the market using the questionnaire and through the individual meetings. Copies of their completed form can be found at **Appendix A (English) and B (Spanish)** of this report.

- 2.6 All reasonable endeavours have been made to ensure that all traders have been made aware of the monitoring exercise being undertaken and given the opportunity to respond. Members of the GL Hearn team made two trips to the market between July and August 2016 to issue and collect completed copies of the EqIA questionnaire. A copy of the form was posted on the market notice board and extra copies made available at the market management office for anyone who had lost a copy or was unaware of the exercise being undertaken.
- 2.7 English and Spanish versions of the form were made available as a standard and a Spanish speaking interpreter accompanied team members on the occasions when they visited. This was in recognition that the vast majority of license holders and employees of the market were of Colombian background and that Spanish was the main language for that community. In addition members of the project team made it clear that anybody requiring the form in any other language should contact a member of the project team. To support the project team in collating the form, the market management team has furthermore encouraged traders to complete and return forms to the Grainger project team, and forwarded on any forms handed to him.
- 2.8 The questionnaire included both qualitative and quantitative questions in order to collect a broad range of responses. Where possible (for quantitative questions), graphs are provided in this report for the analysis of answers.
- 2.9 As of the end of January 2017, 31 EqIA forms had been completed and received by the project team. The answers provided by these respondents are considered in this report. The following sections present the data collated through the questionnaire systematically.
- 2.10 Not every question included on the questionnaire was answered by every respondent; where n/a is shown, this indicates that no answer was provided to a question.

Questionnaire results

2.11 *Personal details*

First names

Surname

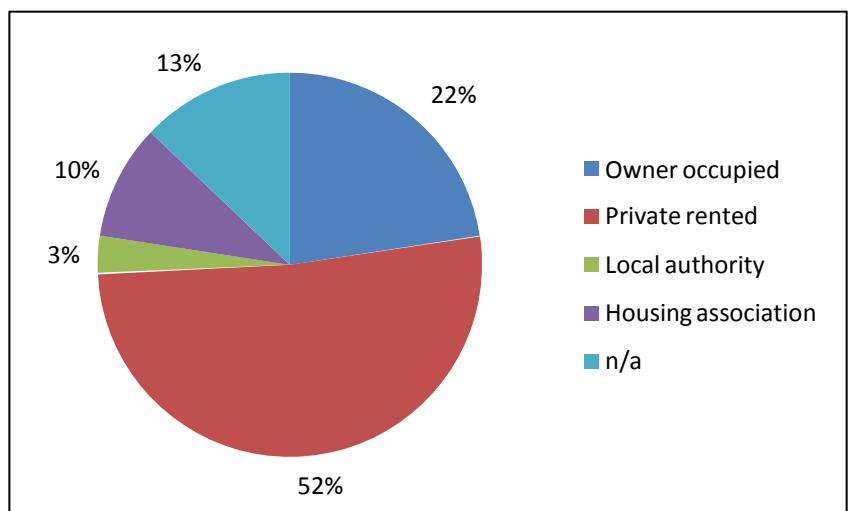
Home address

Home postcode

These questions consider personal details used to monitor and confirm who has responded to the survey. The answers given have not been considered or analysed in this report.

2.12 *Residential status*

Is your home:	
Owner occupied	7
Private rented	16
Local authority	1
Housing association	3
n/a	4
<i>Total</i>	<i>31</i>



Just over half of respondents (52%) indicated that they lived in privately rented accommodation. This was the most frequently selected answer given. Almost a quarter of respondents (22%) said that they owned their own homes.

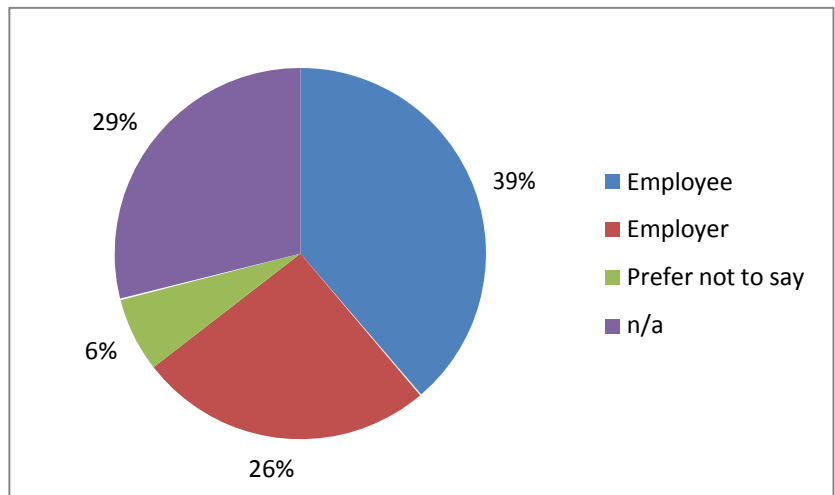
2.13 *Type of business*

This question allowed respondents to enter their own description of their business, rather than selecting a category which best describes their business. The answers that were given were as follows:

Types of business	
Accessories	Barber
Butcher	Café / restaurant / bar
Clothing	Envio de paqueteria (Package delivery)
Estetica (Aesthetics/Beauty)	General store – key cutting
Hairdressing	Household linens and unisex clothes
Kitchen	Legal services
Letting Agency	Loteria (Lottery)
Mini Mercado	Money remittance / bureau exchange
Money Transfer	Nails Art
Peluqueria (Hairdressing)	

2.14 **Employee or employer**

Are you an employee or an employer?	
Employee	12
Employer	8
Prefer not to say	2
n/a	9
<i>Total</i>	<i>31</i>



Over a third of respondents (39%) indicated that they were the employee of a business at the market, which was the most commonly given answer to this question. Eight people (26%) said that they were employers, whilst two people (6%) indicated that they would prefer not to select either option. Nine completed forms (29%) had no answer given in response to this question.

2.15 **Job title and description of role**

As with the question on the type of business, the text field for this query was left open (rather than offering specific options) to allow people to provide their own responses as appropriate. The following answers were given.

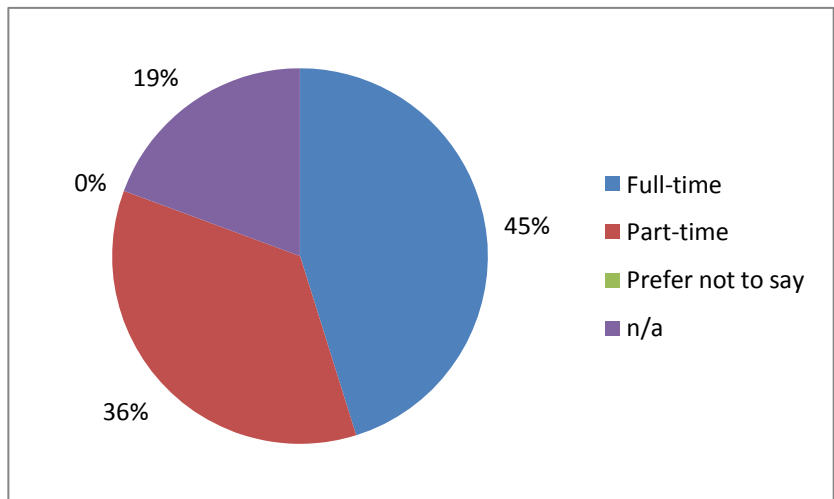
Job title/Description of role	
Art and style barber	Carnicero (butcher)
Cook	Lawyer
Licensee	Manager
Manicura y pedicuras (Manicure and pedicures)	Owner
Peluqueria (Hairdressing)	Self-employed

Stylist	Vendedora (Seller)
Waiter and barman	

Respondents were also able to provide the start date for their employment at the market. These ranged between 1993 at the earliest and June 2016 at the most recent.

2.16 **Working pattern**

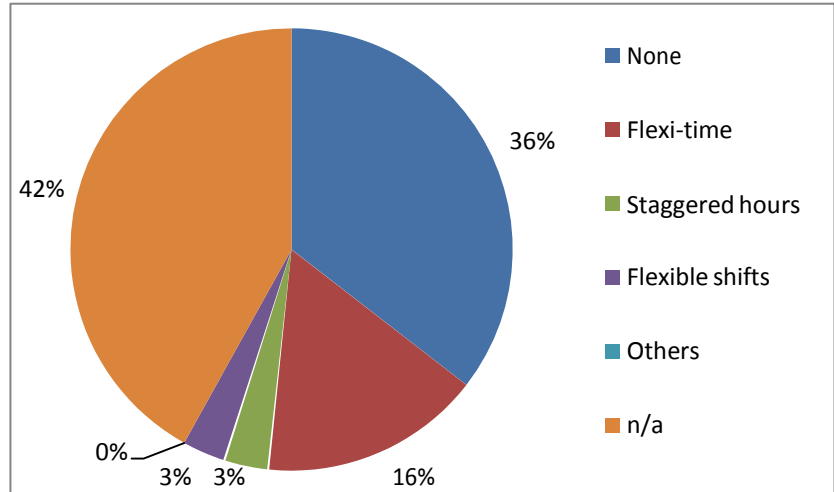
What is your current working pattern?	
Full-time	14
Part-time	11
Prefer not to say	0
n/a	6
<i>Total</i>	<i>31</i>



In total, 45% of respondents indicated that they currently work full-time at the market, which was slightly more than those who said they worked part-time (14 or 45% for the former, 11 or 36% for the latter). Six people did not select an answer for this question.

2.17 **Flexible working**

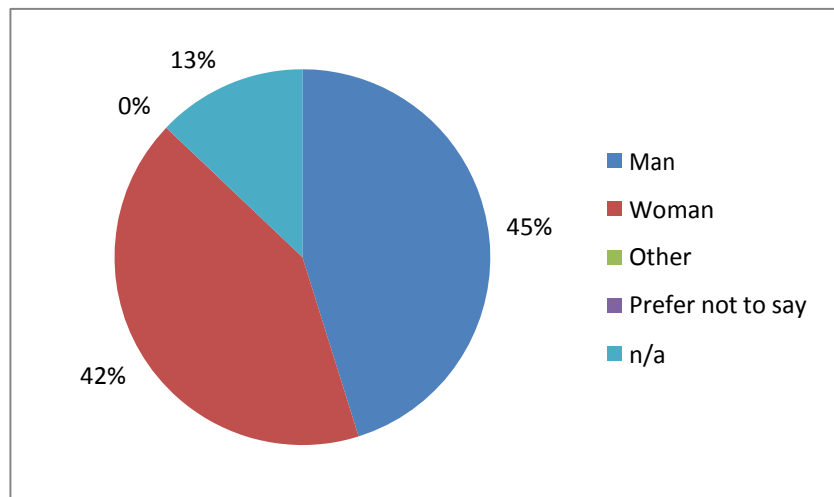
Do you have a flexible working arrangement?	
None	11
Flexi-time	5
Staggered hours	1
Flexible shifts	1
Others	0
n/a	13
Total	31



A range of ten different options were provided to this question for respondents to select from, reflecting some possible flexible working arrangements. A total of 11 people (36%) indicated that they did not have any flexible arrangement in place, perhaps because they were full time employees. Of the flexible arrangement options that were picked, the most common was Flexi-time (with 16% of responses).

2.18 **Gender**

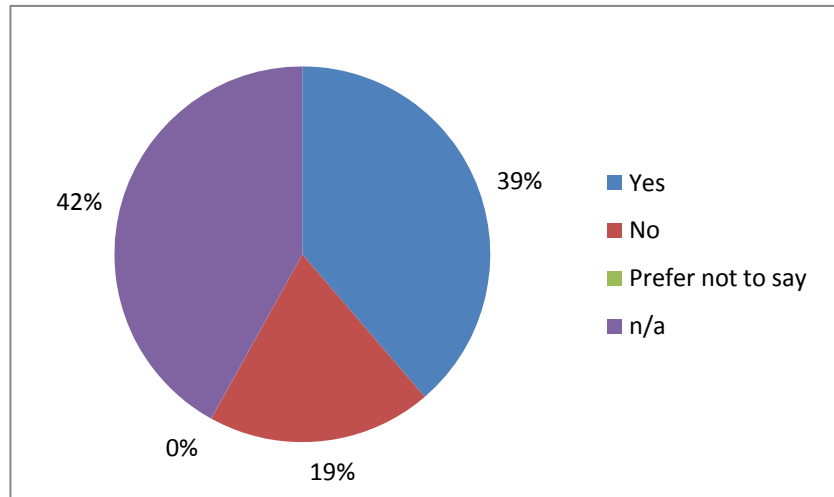
Gender	
Man (including trans man)	14
Woman (including trans woman)	13
Other gender identity	0
Prefer not to say	0
n/a	4
Total	31



The responses to this question showed that slightly more men than women completed the form (14 or 45%, compared to 13 or 42%). Four people did not provide an answer.

2.19 **Marital status**

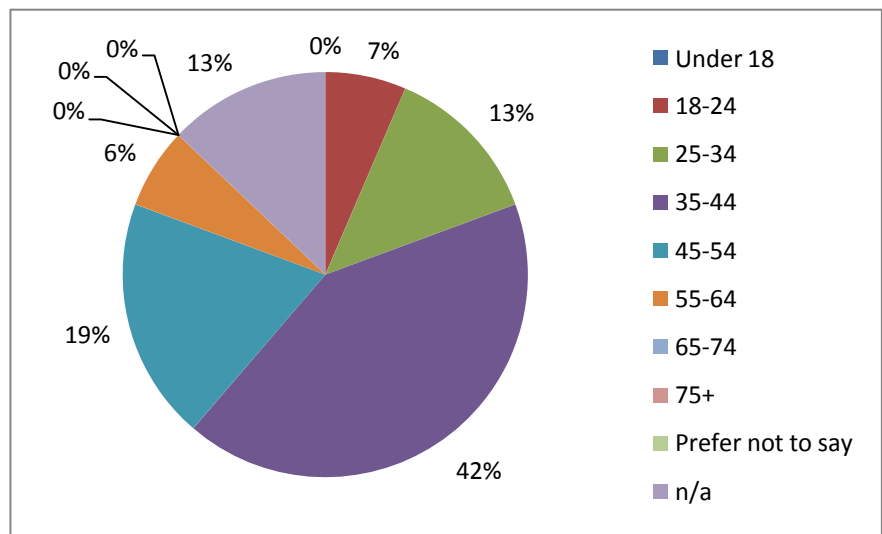
Are you married or in a civil partnership?	
Yes	12
No	6
Prefer not to say	0
n/a	13
Total	31



Just under half of respondents provided did not provide an answer to this question (13 out of the 31 total, or 42%). Of those that did, 12 (39%) indicated that they were married or in a civil partnership and six (19%) said that they were not.

2.20 **Age**

Age (years)	
Under 18	0
18-24	2
25-34	4
35-44	13
45-54	6
55-64	2
65-74	0
75+	0
Prefer not to say	0
n/a	4
Total	31



This question provided eight brackets of age ranges for people to select (e.g. between 18 and 24), rather than asking for a specific age to be selected. The most frequently selected response (42%) was for the 35 to 44 years old age bracket.

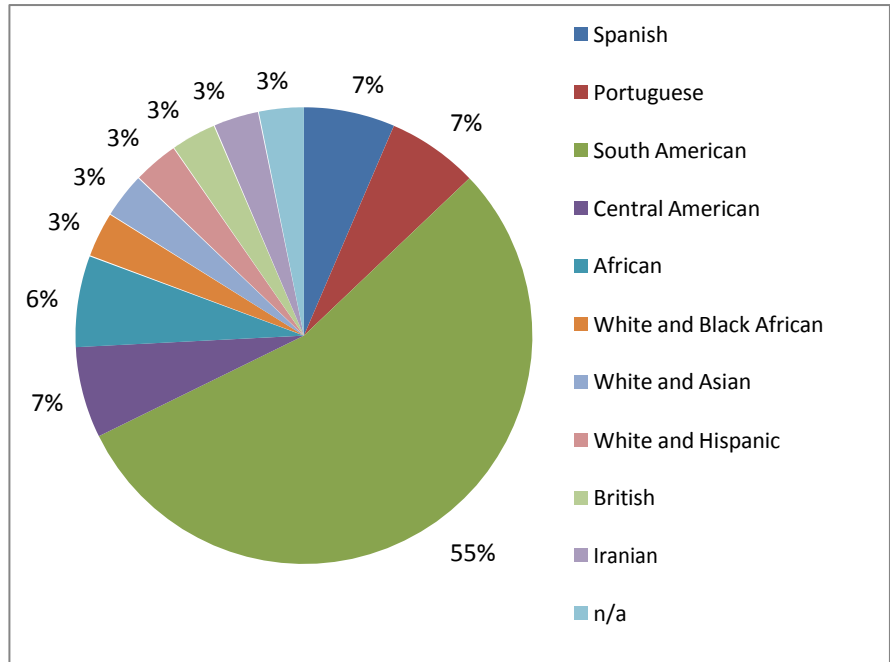
2.21 **Country of birth**

This question asked respondents for their country of birth, providing a blank text box for answers rather than providing a list of possible options. The countries named in responses are listed below; one of them (Colombia) was provided by 11 different respondents.

Country of birth	
Bolivia	Colombia (x11)
England	Iran (x2)
Peru	Portugal
Burundi	Romania
Venezuela	Salvadoreña (El Salvador)

2.22 **Ethnicity**

What is your ethnicity?	
Spanish	2
Portuguese	2
South American	17
Central American	2
Black African	2
White and Black African	1
White and Asian	1
White and Hispanic	1
White British	1
Iranian (Other)	1
n/a	1
Total	31

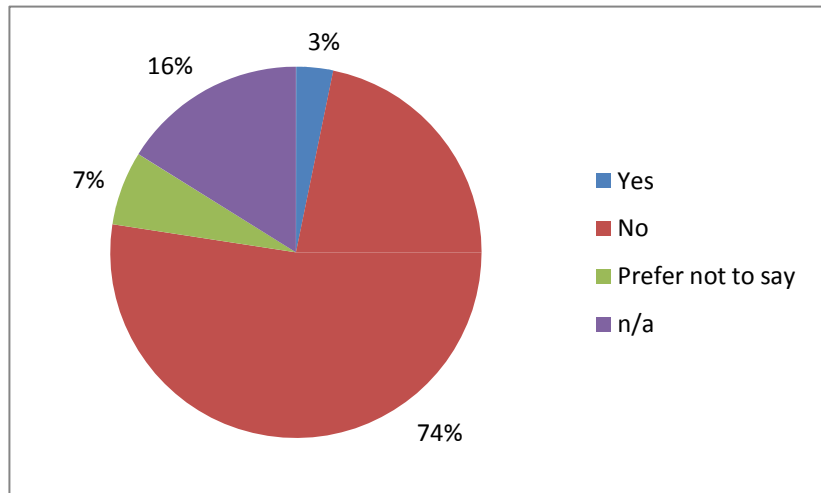


In the preamble to this question it was stated that “*Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong.*” A range of options were provided for people to select, with broad categories (e.g. ‘Hispanic/Latino/Spanish’) then being broken down into further options (e.g. Spanish, Portuguese, South American, Central American). The full range of options can be found in the example EqIA form attached as an appendix to this report.

The most answer most frequently selected by respondents was ‘South American’, with over half of respondents selecting this (55%). A further six people chose Spanish, Portuguese or Central American. This meant that 23 of the 31 total respondents (76%) selected one of the sub options within the ‘Hispanic/Latino/Spanish’ category.

2.23 **Disability**

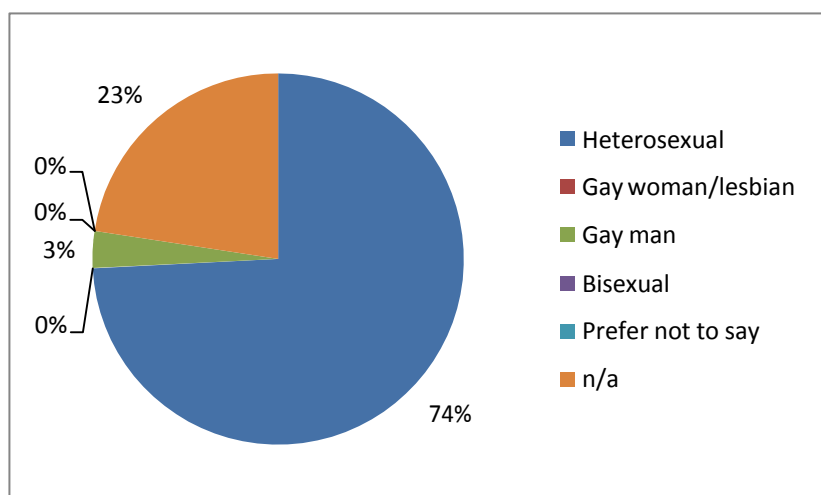
Do you consider yourself to have a disability?	
Yes	1
No	23
Prefer not to say	2
n/a	5
<i>Total</i>	<i>31</i>



One person indicated that they felt themselves to have a disability (as per the description provided in the question, referring to the Equalities Act 2010). This was described as being ‘blind in one eye and deaf in one ear’. The majority of other respondents did not believe themselves to have a disability as per the wording of the Act provided.

2.24 **Sexual orientation**

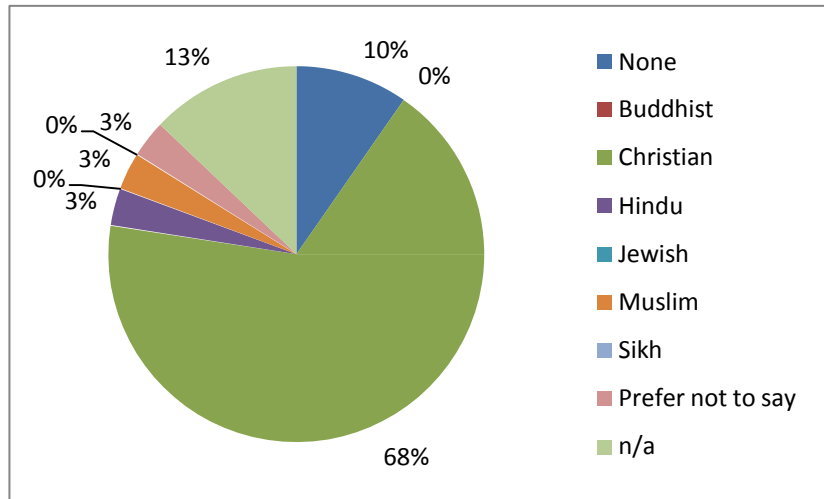
What is your sexual orientation?	
Heterosexual	23
Gay woman/lesbian	0
Gay man	1
Bisexual	0
Prefer not to say	0
n/a	7
<i>Total</i>	<i>31</i>



The majority of respondents described themselves as being ‘Heterosexual’ in answer to this question. One person identified as a gay man, whilst seven people did not provide a response.

2.25 **Religion**

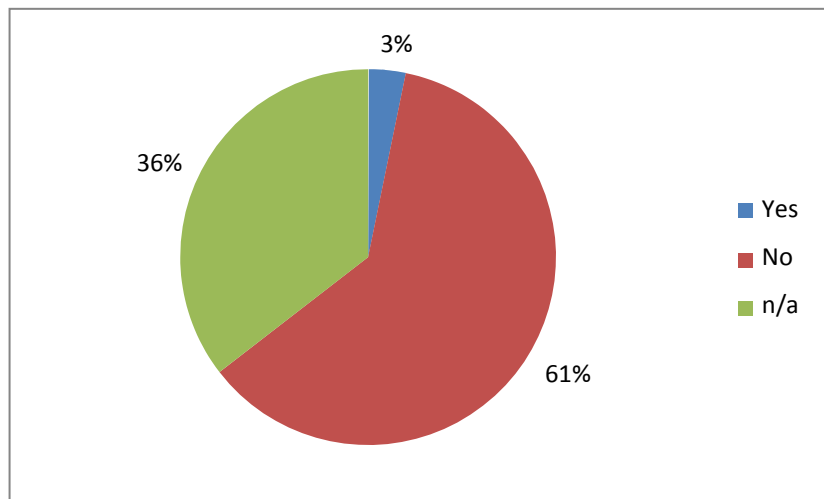
What is your religion or belief?	
No religion or belief	3
Buddhist	0
Christian	21
Hindu	1
Jewish	0
Muslim	1
Sikh	0
Prefer not to say	1
n/a	4
<i>Total</i>	<i>31</i>



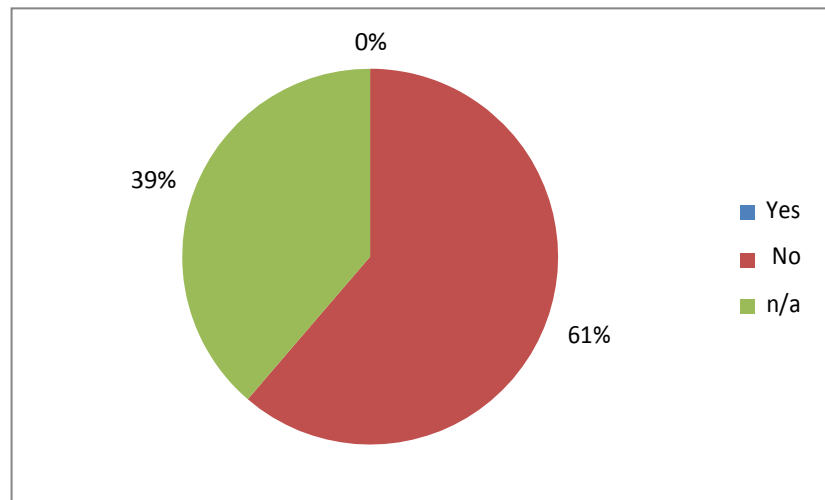
The most commonly selected response to this question was Christian, which over two thirds of the total respondents selected. Other religions or beliefs selected by respondents included 'Hindu' (one), 'Muslim' (one) and 'None' (three).

2.26 **Pregnancy**

Are you pregnant?	
Yes	1
No	19
n/a	11
<i>Total</i>	<i>31</i>



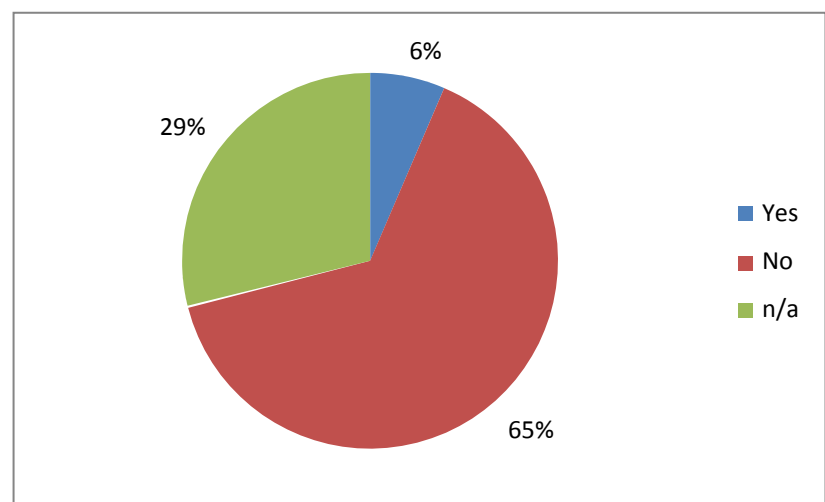
Have you had a baby in the last 12 months?	
Yes	0
No	19
n/a	12
<i>Total</i>	<i>31</i>



Two separate but related questions were asked on this topic. The first asked whether respondents were pregnant at the time of completing the form. One person indicated that this was the case, and 19 people said 'no' and 11 providing no answer. When asked if they had given birth within the last 12 months, similar ratios of responses were given; 19 selected no and 11 did not provide an answer – one answer was recorded 'n/a' as the recipient did not make a selection but stipulated that they had a baby 15 months ago.

2.27 Refugees/asylum

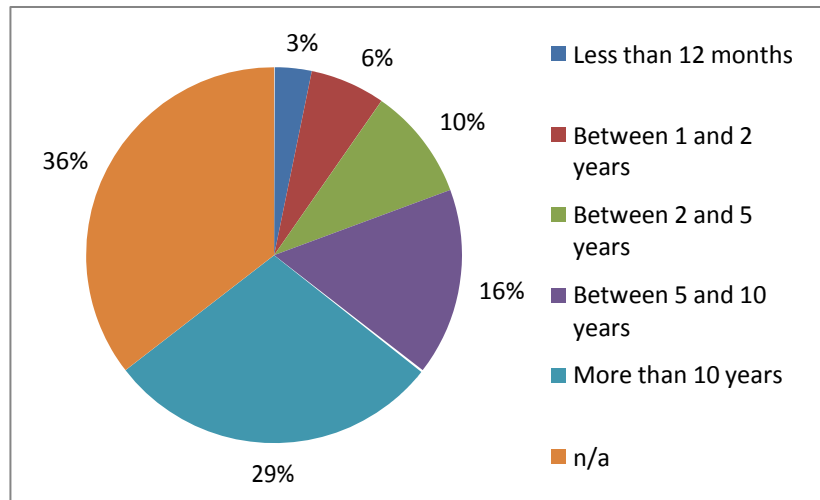
Are you a refugee or asylum seeker?	
Yes	2
No	20
n/a	9
<i>Total</i>	<i>31</i>



Two respondents identified themselves as being refugees or asylum seekers but the follow up question (asking which country or region they had arrived from) did not receive any answers.

2.28 **Business managers**

How many years has your business been trading?	
Less than 12 months	1
Between one and two years	2
Between two and five years	3
Between five and ten years	5
More than ten years	9
n/a	11
<i>Total</i>	<i>31</i>



The final questions on the form were intended for the managers or owners of businesses at the market, as indicated in response to one of the early questions (about being an employee or employer). The number of responses provided to these questions does not match the quantity of ‘Employers’ in section 2.14. In the earlier question, 8 respondents declared that they were an employer yet 20 respondents have responded to this question.

Of the respondents that answered how long their business had been operating at the market, nine selected ‘More than ten years’ and five selected ‘Between five and ten years’. This suggests that these businesses are well-established operations.

(b) Details of the number of employees at each business

(c) Location of businesses and their intention to relocate

- 2.29 In addition to the EqIA questionnaire discussed in the above section, the Grainger project team has sought to arrange and hold individual meetings with every trader at the Seven Sisters Indoor Market to discuss their business and plans for the future.
- 2.30 As part of these discussions, traders have been asked a number of questions relating to their time at the market so far, their reflections on their business and areas where they may need support and their plans for the future as relating to the redevelopment of the site. Particular questions were asked relating to the number of employees working within the business (including whether they were full or part time) and whether the trader wanted to remain at the market during its temporary relocation and redevelopment.
- 2.31 At the time of writing this report 25 of the 38 traders at the market (66%) have taken up the opportunity of an individual meeting. It is worth noting that not all traders who have taken the opportunity to discuss their individual situations have also completed the EqIA questionnaire. A copy of the form used during these interviews for recording answers can be found at **Appendix C (English) and D (Spanish)** of this report.
- 2.32 Two traders have declined to meet on an individual basis to discuss their business.
- 2.33 Members of the project team regularly visit the market with a Spanish speaking interpreter to encourage traders to take up the opportunity to discuss their individual circumstances with Grainger and to discuss their future plans via the individual meetings. A schedule of dates of when members of the team will be available on a fortnightly basis was made available to all traders via email (where email address is known), notice board and via the market management team. At the start of the process in July 2016, a schedule of dates for every other Friday was published from 2pm-4pm, which was increased to Tuesdays (2pm-4pm) and Fridays (2pm-4pm) on a fortnightly basis from October 2016. This was to encourage take up of meetings and provide traders with choice of two days. Members of the team have also been flexible where required to accommodate traders wishes and meet outside of the agreed dates.
- 2.34 The responses received by the project team on the subject of a) number of employees per business and b) intentions regarding relocation during the redevelopment of the site from the traders who have taken the opportunity to have individual meetings are outlined below.

2.35 **Number of employees per business**

The table below shows in percentage terms the number of employees per business in the market. This data is based on 25 businesses (traders who took the opportunity to have individual meetings and discuss their business). Out of the 25 businesses 32% of them are run solely by the business owner without any employees. The other businesses have employees from 1 to over 5, although a vast majority of those employees (83%) work on a part time basis.

Number of employees	% of businesses*
None	32%
One	24%
Two	12%
Three	20%
Four	4%
Five +	4%
Didn't provide an answer	4%

*based on 25 businesses

% of full time employees*	% of part time employees*
17%	83%

*based on 25 businesses

2.36 **Intentions regarding relocation**

Based on the 25 businesses who took the opportunity to have individual meetings, 96% of them expressed an interest to relocate during the redevelopment of the market, while 4% explained they were undecided. The type of businesses which expressed an interest to relocate included:

Types of businesses
Café/restaurant,
Hairdressers/beauticians
Fashion and accessories,
Grocers/supermarkets
Homeware/soft furnishing,
Entertainment/digital
Property services
Butchers
Money transfer/goods transfer

2.37 A copy of the existing market map (showing the locations of the various units within the market) can be found at **Appendix E**.

3 CONCLUSION

- 3.1 This report presents the data collated on Seven Sisters Indoor Market (businesses, stall holders and employees) between June 2016 and February 2017. The data was collated via two channels EqlA questionnaire and through a series of individual meetings with traders. The data collated to date will form the Baseline Study, which will be used to compare against future monitoring exercises throughout the development process up until 12 months after practical completion.

APPENDIX A: EqlA questionnaire (English)

Equality and diversity monitoring form

As part of the Seven Sisters Regeneration project, Grainger is requesting information from you in order to build up an accurate picture of the make-up of the workforce at the Seven Sisters Market and encourage equality and diversity. It is a requirement of the planning approval for the project with Haringey Council that this is carried out on an annual basis, and is an Appendix to the Diversity Monitoring and Community Engagement Strategy which has been agreed with the Council as part of the planning obligations.

The organisation needs your help and co-operation to enable it to do this, but filling in this form is voluntary. **The information in this form is for monitoring purposes only.**

In accordance with the Data Protection Act 1998, the information you provide will stay confidential and will only be used in relation to Seven Sisters Regeneration project by Grainger and appointed consultants. It may also be shared with relevant employees from Haringey Council for purposes related to the project.

Please **return the completed form by 15 July 2016** in the envelope marked 'Strictly confidential' to **FREEPOST RTHZ-AKZT-SABG, GL Hearn, 280 High Holborn, London, WC1V 7EE** or return to the Market Manager, Jonathan Owen.

First Names

Surname

Home Address

Home Postcode

Is your home:

Owner occupied private rented local authority housing associations

Business Name

Business Unit *(please specify if you occupy more than one unit)*

Business Postcode

Type of business

Description

Are you an employee or an employer?

Employee Employer Prefer not to say

If you are a manager or a business owner (as opposed to an employee) please fill out the additional questions at the end.

Job title and description of role

Employment start date

What is your current working pattern?

Full-time Part-time Prefer not to say

Do you have a flexible working arrangement? If yes, what is your flexible working arrangement?

None Flexi-time Staggered hours Term-time hours
Annualised hours Job-share Flexible shifts Compressed hours
Homeworking Prefer not to say If other, please write in:

Gender Man (including trans man) Woman (including trans woman)
Other gender identity (e.g. Transsexual, Transgender, Intersex, Androgyne person)
Prefer not to say

Are you married or in a civil partnership? Yes No Prefer not to say

Age Under 18 18-24 25-34 35-44 45-54
55-64 65-74 75+ Prefer not to say

Country of birth:

What is your ethnicity?

Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong. Please tick the appropriate box.

Hispanic/Latino/Spanish

Spanish Portuguese South American Central American

Any other Hispanic or Latino background, please write in:

Asian/Asian British

Indian Pakistani Bangladeshi Chinese South East Asian

Prefer not to say

Any other Asian background, please write in:

Black/ African/ Caribbean/ Black British

African Caribbean Prefer not to say

Any other Black/African/Caribbean background, please write in:

Mixed/multiple ethnic groups

White and Black Caribbean White and Black African White and Asian

White and Hispanic/Latino Prefer not to say

Any other mixed background, please write in:

White

English Welsh Scottish Northern Irish Irish

British Gypsy/Roma Irish Traveller Polish Russian

Turkish Turkish Cypriot Greek/Greek Cypriot Kurdish

Any other white background, please write in:

Other ethnic group

Arab Prefer not to say

Any other ethnic group, please write in:

Do you consider yourself to have a disability or health condition?

In the Equality Act 2010, a person has a disability if:

- they have a physical or mental impairment
- the impairment has a substantial and long-term adverse effect on their ability to perform normal day-to-day activities

For the purposes of the Act, these words have the following meanings

- 'substantial' means more than minor or trivial
- 'long-term' means that the effect of the impairment has lasted or is likely to last for at least twelve months (there are special rules covering recurring or fluctuating conditions)
- 'normal day-to-day activities' include everyday things like eating, washing, walking and going shopping

Yes No Prefer not to say

If yes, please describe the nature of the disability below:

What is your sexual orientation?

Heterosexual Gay woman/lesbian Gay man Bisexual
Prefer not to say If other, please write in:

What is your religion or belief?

No religion or belief Buddhist Christian Hindu Jewish
Muslim Sikh Prefer not to say If other religion or belief, please write in:

Are you pregnant?

Yes No

Have you had a baby in the last 12 months?

Yes No

Are you a refugee or asylum seeker?

Yes No

If yes, what country or region are you a refugee or asylum seeker from?

***FOR MANAGERS/BUSINESS OWNERS ONLY:**

How many years has your business been trading?

- Less than 12 months Between one and two years
Between two and five years Between five and ten years
More than ten years

How long has your business been trading from Seven Sisters Market?

How many employees do you have? This does not include yourself as the manager/business owner.

How many of your employees work full time?

How many of your employees work part time?

-END-

Thank you for your time

APPENDIX B: EqIA questionnaire (Spanish)

Formulario de Monitoreo de Igualdad y Diversidad

Como parte del proyecto de Regeneración de Seven Sisters, Grainger le está solicitando información para crearse una imagen adecuada de la composición de la fuerza laboral del Mercado de Seven Sisters y promover la diversidad y la igualdad. Este es un requerimiento de la aprobación de la planificación del proyecto con el Consejo del Municipio de Haringey que se lleva a cabo anualmente, y es un Apéndice a la Estrategia sobre el Monitoreo de la Diversidad y la Participación de la Comunidad, la cual ha sido acordada con el Consejo del Municipio como parte de las obligaciones de planificación.

La organización necesita de su ayuda y su cooperación para tal propósito, aunque usted no está obligado a llenar este formulario ya que es voluntario.

La información en este formulario es sólo para propósitos de monitoreo.

De acuerdo con la Ley de Protección de Datos de 1998, la información que usted brinde es confidencial, y sólo será utilizada con relación al proyecto de Regeneración de Seven Sisters por Grainger y los asesores nominados por la misma.

Por favor, **envíenos su formulario completado a más tardar el 15 de Julio 2016** en el sobre que dice 'Estrictamente confidencial' a la dirección **FREEPOST RTHZ-AKZT-SABG, GL Hearn, 280 High Holborn, London, WC1V 7EE** o entreguéselo al Gerente del Mercado Jonathan Owen.

Nombres

Apellidos

Dirección Particular

Código Postal

Su casa es:

Ocupada por dueño rentada privada de autoridad local

Asociaciones de casas

Nombre del Negocio

Unidad Comercial *(por favor, especifique si ocupa más de una unidad comercial)*

Código Postal del Negocio

Tipo de Negocio

Descripción

¿Usted es un empleado o un empleador?

Empleado Empleador Prefiero no decirlo

Si usted es gerente o dueño de un negocio (en vez de un empleado) por favor, responda las preguntas adicionales al final.

Nombre de su trabajo y descripción de su función

Fecha de inicio de empleo

¿Usted trabaja actualmente?

¿Usted trabaja actualmente?

A tiempo completo A tiempo parcial Prefiero no decirlo

¿Usted tiene un régimen de trabajo flexible? Si lo tiene, ¿cómo es su régimen de trabajo flexible?

Ninguno Tiempo flexible Horarios escalonados Por período Contrato de anualización Trabajo compartido Turnos flexibles

Horario comprimido Trabaja desde casa Prefiere no decirlo

Si tiene otro régimen de trabajo, por favor, escríbalo aquí:

Género Hombre (incluyendo hombres transexuales) Mujer (incluyendo mujeres transexuales) Otra identidad de género (e.j. Transexual, Transgénero, Intersexual, una persona andrógina) Prefiere no decirlo

¿Usted está casado o en una unión civil? Sí No Prefiere no decirlo

Edad Menos de 18 18-24 25-34 35-44 45-54
55-64 65-74 75+ Prefiere no decirlo

País de Nacimiento:

¿Cuál es su origen étnico?

El origen étnico no tiene que ver con la nacionalidad, ni con el lugar de nacimiento o su ciudadanía. Es el grupo al que usted considere que pertenece. Por favor, marque el cuadrado apropiado.

Hispanico/Latino/Español

Español Portugués Sudamericano Centroamericano

Si pertenece a algún otro origen Hispanico o Latino, por favor, escríbalo:

Asiático/Británico Asiático

Indio Paquistaní Bangladeshi Chino Sudeste Asiático Prefiero no decirlo

Si pertenece a algún otro origen Asiático, por favor, escríbalo:

Negro/ Africano/ Caribeño/ Negro Británico

Africano Caribeño Prefiere no decirlo

Si pertenece a algún otro origen Negro/Africano/Caribeño, por favor, escríbalo:

Mixto/múltiples grupos étnicos

Caribeño Blanco y Negro Africano Blanco y Negro Blanco y Asiático

Blanco e Hispanico/Latino Prefiere no decirlo

Si pertenece a algún otro origen mixto, por favor, escríbalo:

Blanco

Inglés Galés Escocés Norirlandés Irlandés

Británico Gitano/Roma Viajero Irlandés Polaco Ruso

Turco Turco Chipriota Griego/Griego Chipriota Kurdo

Si pertenece a algún otro origen blanco, por favor, escríbalo:

Otro grupo étnico

Árabe Prefiere no decirlo

Si pertenece a algún otro grupo étnico, por favor, escríbalo:

¿Usted considera que tiene una incapacidad o algún problema de salud?

De acuerdo a la Ley sobre Igualdad del 2010, una persona tiene una incapacidad si:

- tiene una discapacidad física o mental
- si esta discapacidad tiene efectos adversos sustanciales y a largo plazo que afecten su habilidad para realizar actividades diarias

Para los propósitos de la Ley, estas palabras significan:

- 'sustancial' significa considerables y no sin importancia
- 'a largo plazo' significa que la discapacidad ha durado o probablemente dure al menos doce meses (hay reglas especiales que cubren enfermedades recurrentes o fluctuantes)
- 'actividades diarias normales' incluyen cosas que uno hace diariamente como comer, lavarse, caminar e ir de compra

Sí No Prefiere no decirlo

Si su respuesta es sí, por favor describa el tipo de discapacidad aquí:

¿Cuál es su orientación sexual?

Heterosexual Mujer homosexual o lesbiana Hombre homosexual

Bisexual

Prefiere no decirlo Si es otra, por favor, escríbala aquí:

¿Cuál es su religión o creencia?

No religión o creencia Budista Cristiano Hindú Judío

Musulmán Sikh Prefiere no decirlo Si tiene otra religión o creencia, por favor, escríbala aquí:

¿Está embarazada?

Sí No

¿Ha tenido un bebé en los últimos 12 meses?

Sí No

¿Usted es un refugiado o un solicitante de asilo?

Sí No

Si es, ¿usted es un refugiado o un solicitante de asilo de qué región?

***SOLO PARA LOS GERENTES/DUEÑOS DE NEGOCIOS:**

¿Por cuántos años su negocio ha estado activo?

- Menos de 12 meses Entre uno y dos años
Entre dos y cinco años Entre cinco y diez años
Más de diez años

¿Por cuántos años su negocio ha estado activo desde o en el Mercado de Seven Sisters?

¿Cuántos empleados usted tiene? Sin incluirlo a usted como gerente/dueño del negocio

¿Cuántos de sus empleados trabajan a tiempo completo?

¿Cuántos de sus empleados trabajan a tiempo parcial?

-FIN-
Gracias por su tiempo

APPENDIX C: Trader interview form (English)



Seven Sisters Market Trader – individual meetings

As part of the Seven Sisters Regeneration project, Grainger is holding individual meetings with market traders to establish more information about your business to understand how it can be supported by the project. The information on this form will be considered by Grainger and Haringey Council in order to ascertain how we might be able to help you.

All of the information in this form is **private and confidential** but we reserve the right to use anonymised data for reporting purposes.

In accordance with the Data Protection Act 1998, the information you provide will stay confidential and will only be used in relation to Seven Sisters Regeneration project by Grainger, their appointed consultant (GL Hearn) and Haringey Council.

First Names

Surname

Business Name

Business Unit *(please specify if you occupy more than one unit)*

BASIC INFORMATION

1. Description of business

2. Date business was established

3. How long has your business been trading from Seven Sisters Market?

4. Brief description of business history and reasons for trading from this location

5. Do you have any other business in any other locations?

Yes

No

If yes, please state where the business is located, what type of business it is and provide a description of how the business is performing

CURRENT ARRANGEMENTS

6. How many employees in your business? This does not include yourself as the manager/business owner.

7. How many of your employees work full time? Please provide names of employees and details of each employee's working arrangement

8. How many of your employees work part time? Please provide names of employees and details of each employee's working arrangement

9. How would you describe your business is performing? Please also describe customer base and footfall, sales levels and any other relevant indicators of business health

10. What facilities/equipment does your business require to successfully trade? Do you currently have these facilities in your business unit? If not, please indicate what is missing

11. Have you invested in your business unit? If so, please provide details of level of investment and facilities/equipment installed

12. Do you feel your business could benefit from any external support? i.e. training on accounting/book keeping etc. If yes, please specify what support you would like?

TEMPORARY MARKET

13. Are you interested in being relocated into a temporary market during the construction of the Seven Sisters Regeneration project?

Yes No Undecided

Please specify your reasons

During the relocation of the market, there is inevitably going to be some disruption to the businesses. However, Grainger and Market Asset Management will endeavour to ensure the process is handled carefully with minimal disruption to the individual businesses in the market.

14. Do you anticipate any specific issues to your business during the temporary relocation period? If yes, please specify

FUTURE BUSINESS PLAN

15. What are your immediate and long term plans for the business? Please provide as much detail as possible i.e. employee numbers, indication of turnover, type of business, timescales etc.

AUTHORISATIONS

By providing your signature below, you are confirming that you agree that the information contained in this form is an accurate representation of your answers.

Signed:

Name printed:

Date:

FOR INTERNAL TEAM USE ONLY

Project team attendees:

Date of Seven Sisters Market Trader meeting:

APPENDIX D: Trader interview form (Spanish)



Investing in homes since 1912
grainger plc

Reuniones Individuales con los Comerciantes del Mercado de Seven Sisters

Como parte del proyecto de Regeneración de Seven Sisters, Grainger tendrá reuniones individuales con los comerciantes del mercado para obtener más información sobre sus negocios y entender cómo el proyecto puede ayudarlos.

Grainger y el Consejo del Municipio de Haringey analizará la información en este formulario para establecer cómo podemos ayudarlos.

Toda la información en este formulario es **privada y confidencial**, pero nos reservamos el derecho de usar datos anónimos para finalidades de gestión de informes.

De acuerdo con la Ley de Protección de Datos de 1998, la información que usted dé será confidencial y sólo se utilizará con relación al proyecto de Regeneración de Seven Sisters de Grainger, su consultor (GL Hearn) y el Consejo de Haringey.

Nombres

Apellidos

Nombre del Negocio

Unidad del Negocio *(por favor, especifique si utiliza más de una unidad)*

INFORMACION BASICA

1. Descripción del Negocio

2. Fecha en que se estableció el negocio

3. ¿Cuánto tiempo lleva su negocio en el Mercado de Seven Sisters?

4. Breve descripción de la historia del negocio y las razones por las cuales tiene su negocio en este lugar.

5. ¿Tiene otro negocio en algún otro lugar?

Sí No

Si su respuesta es sí, por favor, diga dónde está el negocio, qué tipo de negocio es, y dé una descripción sobre como se está desempeñando su negocio

ACUERDOS ACTUALES

6. ¿Cuántos empleados hay en su negocio? Sin incluirse usted como gerente/dueño del negocio.

7. ¿Cuántos de sus empleados trabajan a tiempo completo? Por favor, proporcione los nombres de los empleados y detalles de los acuerdos laborales de cada uno

8. ¿Cuántos de sus empleados trabajan a tiempo parcial? Por favor, proporcione los nombres de los empleados y detalles de los acuerdos laborales de cada uno

9. ¿Cómo describiría el rendimiento de su negocio? Por favor, describa la base de clientes y el número de personas que entran al negocio, las ventas y cualquier otro indicador de la salud del negocio

10. ¿Qué instalaciones/equipos requiere su negocio para operar con éxito? ¿Tiene actualmente estas instalaciones o medios en su negocio? Si no, por favor, diga qué falta

11. ¿Ha invertido en la unidad de su negocio? Si es el caso, por favor, proporcione detalles del nivel de inversión, las instalaciones y el equipo instalado

12. ¿Cree que su negocio se beneficiaría de apoyo externo? E.j. capacitación en contabilidad, etc. Si fuese el caso, por favor, especifique qué tipo de apoyo desearía.

MERCADO TEMPORAL

13. ¿Está interesado en ser reubicado en un Mercado temporal durante el proyecto de Regeneración de Seven Sisters?

Sí No Indeciso

Por favor, especifique sus razones

Durante la reubicación del mercado, habrá inevitablemente interrupciones en su negocio, pero Grainger y la Gerencia del Mercado, Market Asset Management, garantizarán que este proceso se haga cuidadosamente con mínimas interrupciones a los negocios individuales en el Mercado.

14. ¿Usted anticipa algún problema específico para su negocio durante el periodo de reubicación temporal? Si es el caso, por favor, especifique.

PLAN DE SU NEGOCIO PARA EL FUTURO

15. ¿Cuales son sus planes inmediatos y a largo plazo para su negocio? Por favor, proporcione todos los detalles que pueda, e.j., número de empleados, volumen o ganancias del negocio, tipo de negocio, horarios, etc.

AUTORIZACION

Al firmar debajo, usted está confirmando que está de acuerdo en que la información contenida en este formulario es una representación exacta de sus respuestas.

Firmado:

Escriba su Nombre:

Fecha:

SOLO PARA EL USO DEL EQUIPO INTERNO

Participantes del equipo del proyecto:

Fecha de la reunión con el Comerciante en Seven Sisters Market:

APPENDIX E: Market map, showing unit locations

