

Seven Sisters Regeneration Community Engagement Strategy

Grainger Seven Sisters Limited

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Introduction

This document outlines Grainger Seven Sisters Limited's (Grainger) approach and strategy to satisfying the planning obligation contained in Schedule 4, Clause 21 of the S106 Agreement (the Agreement) linked to the planning permission for the Seven Sisters Regeneration project (HGY/201200915).

Appended to this document are: (i) a copy of the Agreement, (ii) a template for an annual progress report, (iii) the Equalities Impact Assessment (EQIA) submitted with the planning application and (iv) Baseline Study of Seven Sisters Indoor Market.

Background

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.

Haringey Council's Cabinet resolution of November 2015 to use Compulsory Purchase Order (CPO) powers to acquire the remainder of the site has triggered clause 21 in Schedule 4 of the Agreement, which states:

"21.1 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 (whichever is the later), to submit a community engagement strategy to the Council for approval PROVIDED THAT such a 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.*

21.2 To implement the community engagement strategy as approved pursuant to Paragraph 21.1 together with any identified mitigation measures."

In order to satisfy this clause, Grainger has enlisted the support of GL Hearn's Strategic Communications team and AECOM. Each consultant team has specialist expertise in community engagement and equalities monitoring and will support Grainger in executing the strategy outlined below to comply with the relevant obligation.

The EQIA (see Appendix III) submitted with the 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.

The loss of the existing shops and market was 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 Agreement (Appendix I). In particular, it was considered the market license holders could be particularly vulnerable to the effects of the Compulsory Purchase Order (CPO) process as they may be unclear about the process without targeted engagement.

To help mitigate these potential negative effects, it is recommended that Grainger continue to engage with the community including the market license holders as per Schedule 4, Clause 21.1 (b) of the Agreement.

Approach

This strategy document sets out Grainger's approach to satisfying parts (a) and (b) of Clause 21.1 as per the above. Part (c) is dependent on the outcome of parts (a) and (b) and therefore a detailed response to this is not included in this document. The strategy will remain in place until 12 months after practical completion. An annual report will be produced containing details of how the strategy has been implemented each year, with the final report produced 12 months after practical completion. For reference, a template of the annual progress report is included in Appendix II.

The following sections outline how each part of the obligation will be approached by Grainger.

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);

In regards to regular diversity monitoring, Grainger has committed to the following:

- Undertake annual diversity monitoring exercises including surveys/questionnaires of relevant stakeholders in Seven Sisters Indoor Market to gather new data and cross reference results with an approved Baseline Study of Seven Sisters Indoor Market (Appendix iv).
- Produce an annual report summarising the methodology, data collated and comparative analysis to submit to the Council.
- Considering the outcome of the monitoring exercise, identify any further mitigation measures that may be required that are both necessary and directly related to the development and develop a strategy/programme for implementation of any mitigation measures needed, in consultation with the Council.

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

Grainger delivered a robust and comprehensive engagement and consultation process during pre-planning and planning stages which involved intensive engagement with affected parties, third party stakeholders and the wider community. The engagement strategy to comply with Schedule 4, Clause 21.1 (b) of the Agreement will focus on continuing the dialogue established with third party stakeholders and the wider community. For the purpose of this document, Grainger has identified four key groups, who would be essential to the on-going community engagement programme. These include:

- Affected property owners/lessees and tenants in the properties within the site. *An additional separate strategy is in place to negotiate with affected parties to acquire their interest which is being implemented by Grainger with the support of agents.*
- Seven Sisters Indoor Market licensees
- Third party community organisations/amenity groups *(NB: for the purpose the Engagement Strategy 'third party community organisations/amenity groups' are defined as any local organisation or groups outside of the site boundary with an interest in the site and/or development proposals)*
- Neighbours of the site and wider residents

Outcomes of the engagement programme will be reported back to the Council in the annual progress report alongside the results from part (a) of clause 21.1 (diversity monitoring). A template of this report is included in Appendix II.

The reporting on part (b) of clause 21.1 will cover the following elements to demonstrate how the obligation has been satisfied and identify any further mitigation measures necessitated by part (c) if necessary:

- Overview of agreed community engagement strategy (as per the relevant sections below)
- Methodology for implementing the strategy in the preceding year i.e. scope, methods for promotion of events and contact etc.
- Summary of each activity and outcome, including associated materials such as meeting minutes, schedule of discussions/feedback and supporting information such as display panels etc.
- Overview of planned future activities for the next stage/following 12 months
- Identify any further mitigation measures required (as per part (c)) and include a programme for implementation

The engagement strategy will follow some key principles to ensure the engagement is 1) thorough and inclusive, 2) provides the necessary information in the format that is understandable to allow the targeted audience to make an informed judgement and 3) provides more than one tool/channel for obtaining information and communicating feedback. In particular, the strategy will take into account the specific engagement needs of affected protected characteristic groups identified in the Equality Analysis submitted with the planning application in 2011, including Latin American/Hispanic and other BME businesses and employees, to promote and help ensure their active participation throughout the engagement process.

To ensure all collateral produced to inform and update the community and local stakeholders on the project is easily understandable, the collateral will be made available in different languages upon request.

All collateral produced or information provided to Seven Sisters Indoor Market Traders (license holders and employees) will be provided in English and Spanish as a standard, including all emails, memos, letters etc. and other languages provided upon request. In addition, an interpreter will be provided at meetings with market traders as necessary including at group trader meetings (for all license holders and employees), individual trader meetings (upon request) and steering group meetings.

Proposed activities

The proposed activities for engaging each of the four groups identified is set out below.

Property owners/lessees and tenants

Since 2004, the Council and Grainger have undertaken significant local engagement regarding its proposals for the Order Land and have been assembling the land required to deliver the Order Scheme. Whilst this programme of engagement and site assembly was interrupted during those periods in which the proposals for the Order Land were subject to legal challenge, its efforts to acquire the interests in the Order Land by private treaty resumed in 2014 and have continued to date. Grainger will continue to negotiate with affected parties to acquire the land needed for the development outside the CPO process and as part of this strategy will undertake the following activities:

- Continue to write to all relevant property owners and lessees with an offer of individual meetings to discuss their personal circumstances and future options via Grainger's agents
- Arrange meetings/telephone calls where appropriate to enter and/or progress negotiations on land interest, via Grainger's agents
- Undertake a 'door knocking' exercise to ensure all affected property owners and lessees still living on site have the opportunity to speak to a member of the project team and discuss their future options
- Arrange regular drop-in events for affected persons to speak to a member of the project team to enter/progress negotiations as well as gather more information about the process

- Commit to giving private tenants of Grainger six months' notice of the requirement for vacant possession of the property
- Provide assistance in finding alternative premises for those interested in negotiating via Grainger's agents

Where necessary for discussions with affected parties, interpreters and translated material regarding the project and negotiations will be provided.

Market traders – Seven Sisters Indoor Market

As stipulated in Schedule 4, Clause 24.3 of the Agreement, Grainger has appointed a market facilitator, Jonathan Owen of Quarterbridge, to work with the traders to:

- (a) identify a location for the Temporary Market with the borough of Haringey (or such other locations as may be agreed in writing with the Council)
- (b) promote the interest of Spanish-speaking Traders in the Temporary Market;
- (c) provide appropriate business support and advice to all Traders with the objective of maximising the number of Traders who elect to return to the New Market Area;
- (d) assist Traders in continuing to trade from the Market for so long as it is open for trading purposes; and
- (e) assist individuals working at the Market to find suitable alternative employment in the event they decide not to relocate to the Temporary Market and/or the New Market Area.

Grainger will work with the market facilitator to develop a robust engagement strategy that is tailored to support the market traders in the lead up to, and during, the relocation process into the Temporary Market and then the New Market. Some of the proposed activities for engaging with traders directly are outlined below, which would be implemented immediately and will continue until traders are relocated into the New Market Area. The activities outlined below may change over the course of this stage in response to traders' needs.

- Facilitate an initial meeting with all market traders to update on the progress of the project thus far, explain the next steps in the process i.e. process for identifying an alternative Temporary Market location and the engagement strategy to allow every single trader an opportunity to discuss their individual situation and options with the market facilitator and a representative of the Grainger team. Minutes of the meetings will be appended with the annual progress report.
- Set up a Market Traders Steering Group to meet regularly (frequency will be decided with the members of the group) to identify a location for the Temporary Market; discuss the relocation process/logistics, input into the internal layout and operations of the Temporary and New Markets. The group would be made up of the market facilitator, representatives from Seven Sisters Indoor Market, Haringey Council and Grainger. Local ward councillors would also be invited to the meetings.
- Set up an onsite consultation surgery (to offer individual meetings), which is managed by the market facilitator and attended by Grainger. The purpose of this would be to provide the individual traders with an opportunity to speak to the market facilitator and a representative from Grainger directly about their individual business and discuss their options for the future. This will allow Grainger to gain an understanding of whether an individual market traders' intention is to return to the New Market and understanding of what support is required by the individual businesses to develop a realistic plan for relocation of the market as well as enable the market facilitator to provide appropriate business support and advice to the traders.

- Provide regular updates as necessary via memo, email, Steering Group members and the market facilitator.
- A dedicated page on the Seven Sisters Regeneration project website (www.sevensistersregeneration.co.uk) for the market traders with general information on upcoming meetings, who the members of the Steering Group are and include relevant contact details for the project team.

Recognising a large number of traders do not speak English as their first language, the above activities would be supported with appropriate translations of all collateral produced and an interpreter will be provided for all meetings including full market trader group meetings, individual meetings and Steering Group meetings, where an interpreter is required.

Community stakeholders

To re-engage the various community stakeholders in the development proposals, Grainger will undertake the following activities:

- Engage with relevant third party community groups including local residents associations etc. to provide them with an update on the project, outline the programme and next steps. This would be implemented following the making of Haringey Council's Compulsory Purchase Order. Engagement with the groups would continue throughout the CPO and delivery process.
- Through this period Grainger will continue to manage on-going contact with these key groups to ensure they are kept updated and collate feedback.

Wider community engagement

In addition to the regular newsletters to keep the wider community up-to-date on the project programme, CPO process and other relevant/newsworthy information on the project as well as the project website, Grainger will undertake the following activities:

- Provide information on the project and relevant contact details in key community venues in the immediate area including the Seven Sisters Indoor Market and Marcus Garvey Library. This will promote the project and drive interest to the website.
- Host public events at key stages of the project i.e. prior to commencing construction of the development to provide an update on the project - this will inform the community of any key changes and outline the construction programme.

Appendix I - S106 Agreement dated 11 July 2012

(1) The Mayor & Burgesses of the London Borough of Haringey

and

(2) Grainger Seven Sisters Limited

and

(3) Northumberland & Durham Property Trust Limited

Planning Obligation by Agreement

pursuant to Section 106 of the Town and Country Planning Act 1990

(as amended) relating to Seven Sisters Regeneration on land comprising 227 - 259 High Road, 709 - 723 Seven Sisters Road, 1a - 11 West Green Road and 8 - 30 Suffield Road

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Section 106 Agreement

Dated

11th July 2012

Between:

- (1) **The Mayor & Burgesses of the London Borough of Haringey** of Civic Centre, Wood Green, London, N22 4LE;
- (2) **Grainger Seven Sisters Limited** (company registration number 06111428) of Citygate, St James Boulevard, Newcastle-upon-Tyne, NE1 4JE; and
- (3) **Northumberland & Durham Property Trust Limited** (company registration number 00182763) of Citygate, St James Boulevard, Newcastle-upon-Tyne, NE1 4JE

Recitals:

- (A) The Council is the local planning authority for the purposes of the 1990 Act for the administrative area within which the Site is situated and is the local highway authority in relation to both Suffield Road and West Green Road both of which abut the Site.
- (B) On 24 December 2008 the Council granted the Original Permission following completion of the Original Agreement.
- (C) In June 2010 the Original Permission was quashed by order of the Court such that the Original Agreement has lapsed and is no longer of any legal effect.
- (D) The Developer and the Guarantor together own interests in the Covenant Land which forms part of the Site.
- (E) The Developer has entered into an agreement with Haringey to acquire its interest in the Site.
- (F) TfL is the owner of part of the Site including the existing market hall at 227-229 High Road and has agreed to support the scheme in its capacity as landowner, highway authority and operator of the Seven Sisters Underground Station which is beneath and adjoins the Site.
- (G) On 8 May 2012 the Application was submitted to the Council on behalf of Grainger plc (of which the Developer is a subsidiary company).
- (H) On 25 June 2012 the Council resolved to grant the Planning Permission subject to: (i) conditions; (ii) referral to the Mayor of London; and (iii) the prior completion of a planning obligation.
- (I) It has been confirmed on behalf of the Mayor of London that the Council is entitled to determine the Application.
- (J) This Deed is entered into pursuant to the resolution set out at Recital H above.

1 Interpretation

In this Deed where the context so admits the following words shall have the following meanings:-

1980 Act means the Highways Act 1980;

1990 Act means the Town and Country Planning Act 1990;

Application means the application for the Planning Permission which has been allocated reference number HGY/2012/0915 by the Council;

Baseline Study means a study of business owners, stall holders and other employees working at the Market, which shall include:-

- (a) diversity monitoring of business owners, stall holders and other employees working at the Market;
- (b) details of the number of employees of each business;
- (c) details of the location of each business within the Site and whether it intends to relocate to the New Market Area;

Closure Date means the date on which the Market will close as specified in the Closure Notice being a date not less than six (6) months after the date of service of the Closure Notice;

Closure Notice means a written notice served by (or on behalf of) the Developer on the Traders pursuant to Paragraph 8 of Schedule 4 to this Deed;

Commencement of the Development means the date on which any material operation (as defined in section 56(4) of the 1990 Act) forming part of the Development begins to be carried out other than (for the purposes of this Deed only) operations consisting of: site clearance; demolition works (including demolition pursuant to any conservation area consent); archaeological investigations; investigations for the purpose of assessing ground conditions; remedial work in respect of any contamination or other adverse ground conditions; diversion and laying of services; any underground works; laying out of accesses (whether temporary or permanent); erection of any temporary means of enclosure/site security; temporary display of site notices or advertisements; and any other preparatory works as may be agreed with the Council and **Commence the Development** shall be construed accordingly;

Considerate Contractors Scheme means the considerate contractors scheme as set out in Schedule 6 to this Deed;

Council means The Mayor and Burgesses of the London Borough of Haringey as above in its capacity as the local planning authority;

Covenant Land means that part of the Site as shown coloured red on the plan marked 'Site Assembly Plan' as annexed at Schedule 2 to this Deed, the legal interests in which are set out in Schedule 1 to this Deed;

Deed means this deed of agreement;

Developer means Grainger Seven Sisters Limited as above;

Development means the demolition of existing buildings and erection of a mixed-use development comprising class C3 residential use, class A1/A2/A3/A4 uses with access, parking and associated landscaping and public realm improvements in accordance with the Application;

Dwelling means a dwelling (including a house, flat or maisonette) which forms part of the Development;

Finally Determined means (in relation to the Planning Permission) either: (i) fourteen (14) weeks have elapsed since the grant of the Planning Permission by the Council and no Proceedings have been instituted; or (ii) any Proceedings which

may have been instituted have been exhausted (which shall occur on the withdrawal of such Proceedings or when the time for appealing against the decision of any court has expired and no appeal has been filed) with the Planning Permission being upheld;

Financial Test means in relation to a prospective Market Operator, that such prospective Market Operator is able to show the following for each of the immediately preceding three (3) financial years and by reference to audited accounts: (a) net profits in excess of three (3) x the anticipated rent under the Market Lease; and (b) unencumbered net assets after the deduction of all debts due to third parties in excess of seven (7) x the anticipated rent under the Market Lease;

Guarantor means Northumberland & Durham Property Trust Limited as above;

Haringey Guarantee Programme means a multi-agency programme led by the Council promoting vocational training, work placements and employment support, advice and job brokerage for borough residents;

Heads of Terms means the outline heads of terms for the Market Lease as set out at Schedule 8 to this Deed (including any variations or amendments as agreed between the Developer and the Market Operator);

Housing Authority means The Mayor and Burgesses of the London Borough of Haringey in its capacity as the local housing authority for the area within which the Site is situated;

Index means the All-Items Index of Retail Prices as issued by the Office for National Statistics;

Interest means interest at four percent (4%) above the base lending rate of the Co-operative Bank Plc from time-to-time;

Local Authority means The Mayor and Burgesses of the London Borough of Haringey in its capacity as owner of part of the Site;

Market means Seven Sisters indoor market as currently occupied by the Traders at 231-243 High Road and located within the Site;

Market Condition means receipt by the Developer of an offer from a Market Operator to enter into the Market Lease (or a binding and unconditional agreement to enter into the Market Lease) no later than twelve (12) months before Practical Completion, unless otherwise agreed in writing between the Developer and the Council;

Market Lease means a lease of the New Market Area to be entered into between the Developer and the Market Operator such lease to be in a form incorporating the Heads of Terms and having regard to the obligations of the Developer as contained within this Deed;

Market Operator means an experienced indoor market operator able to demonstrate a sufficient track record in the successful management of indoor markets and who satisfies the Financial Test at the material time and who is approved by the Developer, acting reasonably;

New Market Area means the area shown edged in red on drawing number 04-854, a copy of which is appended at Schedule 8 to this Deed being units 2-6 on the

ground floor of the Development intended to comprise a net internal area of eight hundred and sixty five square metres (865 sqm) or thereabouts;

Non-Residential Development means that part of the Development comprising non-residential uses;

Occupy means occupation of the Development for the purposes permitted by the Planning Permission but excluding occupation by personnel engaged in construction, fitting-out or decoration or occupation for marketing or display or occupation in relation to security operations and **Occupation, Occupier and Occupied** shall be construed accordingly;

Open Space means the roof space, first floor gardens and play space to be laid out within the Site as part of the Development;

Original Agreement means the deed of agreement dated 24 December 2008 and entered into between: the Developer (1); the Guarantor (2); and the Council (3) pursuant to Section 106 of the 1990 Act;

Original Permission means the planning permission for the redevelopment of the Site as granted by the Council under reference number HGY/2008/0303;

Parties mean the parties to this Deed and their respective successors and those deriving title under them;

Payment Conditions means the following: (a) service of the Closure Notice; (b) the relevant Trader vacating the Market; and (c) the relevant Trader signing and delivering to the Council the Release;

Planning Condition means the grant of the Planning Permission which is Finally Determined;

Practical Completion means the date on which the Developer's architect (or similar qualified professional) certifies the Development as being substantially complete;

Planning Permission means planning permission for the Development;

Private Tenants means each and every tenant residing at the Site (or any part of it) from time to time, for whom the Housing Authority is not their landlord;

Proceedings means any or all of the following (as the case may be):

- (i) an application for judicial review under part 54 of the Civil Procedure Rules arising from the grant of the Planning Permission (or any procedural steps towards the grant of the Planning Permission) including any appeal to a higher court following a judgment of a lower court;
- (ii) any re-consideration of the Application following the Planning Permission being quashed pursuant to an application for judicial review;

Reasonable Endeavours means that (subject to the other terms of this Deed) the Party under such an obligation will be bound to attempt to fulfil the relevant obligation by the expenditure of such reasonable and proportionate effort and/or sums of money and the engagement of such professional or other advisors as in all the circumstances may be reasonable to expect PROVIDED THAT the Party will not be required to issue proceedings (including any appeal) in any court, public inquiry or other hearing;

Release means a document to be signed by each Trader as part of the Payment Conditions (in such reasonable form as the Developer and the Council agree) confirming that the Trader has vacated the Market and has no ongoing right to occupy it;

Release Sum means in respect of each Trader, the sum (being the relevant and proportionate part of the Traders Financial Assistance Sum) which equates to the rateable value (as at the date of this Deed) of the stall occupied by such Trader in the Market;

Resident Parking Permit means a permit issued under the Traffic Management Order which authorises the permit holder to park in connection with the Traffic Management Order;

Residential Development means that part of the Development comprising residential use;

Retail Units means those retail units within the Development comprising 14-19 West Green Road as shown edged in red on drawing number marked 'West Green Road, Units 14 – 19' as appended to this Deed;

Site means all that land shown edged red and blue on the plan marked 'Site Assembly Plan' annexed at Schedule 2 to this Deed, which comprises 227-259 High Road, 709-723 Seven Sisters Road, 1A-11 West Green Road and 8-30 Suffield Road;

Suffield Road Units means twelve (12) of the Dwellings to be constructed on Suffield Road as shown edged red on drawing number P(00) 01-parking as annexed at Schedule 2 to this Deed;

Temporary Market means a temporary market to be provided prior to the permanent closure of the Market in accordance with Paragraph 24 of Schedule 4 to this Deed;

Tenants means each and every tenant residing (from time to time) on the Site (or any part of it), for whom the Housing Authority is their landlord;

TfL means Transport for London of Windsor House 42-50 Victoria Street London SW1 0TL;

Tottenham Area means all that area known as Tottenham in North London;

Traders means the current occupiers of the Market as at the date of this Deed as shown on the list at Schedule 7 to this Deed being the rate payers for the stalls listed with the respective rateable values of the existing market stalls;

Traders Financial Assistance Sum means the sum of one hundred and forty four thousand three hundred pounds (£144,300) (which sum equates to the aggregate rateable value of the Market);

Traffic Management Order means the relevant order for the time being in force and made under the Road Traffic Regulation Act 1984 which establishes a controlled parking zone for the area in which the Site is situated;

Traffic Management Order Amendment Contribution means the sum of one thousand pounds (£1,000) to be paid towards the costs associated with amending the Traffic Management Order so as to remove the Development from those premises where residents may apply for a Resident Parking Permit;

Unconditional Date means the date when the Planning Condition is satisfied;

Use Classes Order means the Town and Country Planning (Use Classes) Order 1987 (as amended);

West Green Road Improvement Fund means the sum of one hundred and fifty thousand pounds (£150,000) to be used towards any (or all) of the following:-

- (a) improvements to shop/building frontages in the vicinity of the Site;
- (b) street decoration and enhancements in the vicinity of the Site;
- (c) improvements to servicing arrangements in relation to retail properties situated on West Green Road;
- (d) improvements to local businesses/markets, open spaces and areas of (existing and future) car parking; and
- (e) such other environmental improvements in the vicinity of the Site as may be agreed in writing between the Council and the Developer;

Wheelchair Accessible Unit means those Dwellings which are wheelchair adaptable to be constructed as part of the Development; and

Working Day means any day excluding any Saturday or Sunday or any bank or public holiday.

- 1.2 Covenants by any party which comprise more than one person shall be deemed to be joint and several and words importing persons will include firms companies and corporations and vice versa and where expressed in the singular will include the plural and vice versa and words of masculine gender will include the feminine and neuter gender and vice versa.
- 1.3 References in this Deed to any Recital Clause Schedule or Paragraph (or any part of them) shall unless the context otherwise requires be references to a recital clause schedule or paragraph (or any part of them) of this Deed.
- 1.4 References in this Deed to any enactment, regulation or order includes any statutory modification or re-enactment thereof for the time being in force.
- 1.5 Headings in this Deed are for ease of reference only and are not intended to be construed as part of this Deed.
- 1.6 References in this Deed to the Developer or the Guarantor (as the case may be) shall include any successor to their respective interests in the Covenant Land and those deriving title from them.
- 1.7 References in this Deed to the Council shall include any successor to its functions as the local planning authority in relation to the Covenant Land and any body to which all or part of its functions may lawfully have been transferred.

2 Statutory Provisions

- 2.1 This Deed is entered into pursuant to section 106 of the 1990 Act and is a planning obligation for the purposes of that section with intent to bind the Covenant Land (and each and every part of it) and the Parties subject to the provisions of Clauses 3 (conditionality), 6.2 and 6.3 (release upon parting with interest) and 6.4 (circumstances in which this Deed shall fall away).
- 2.2 This Deed is enforceable by (and against) the Council.

3 **Conditionality**

This Deed is conditional upon:-

- (a) the grant of the Planning Permission; and
- (b) the Commencement of the Development

save for Clauses 1 - 3 and Clauses 6.1 - 6.27, which shall come into effect upon completion of this Deed, and Clauses 4 and 5 and Paragraphs 1, 2, 3, 7, 8, 13, 15, 17, 20, 21, 23 and 24 of Schedule 4 to this Deed and Paragraphs 1 - 5 of Schedule 5 to this Deed, which shall come into effect upon the grant of the Planning Permission.

4 **The Developer's Obligations**

The Developer covenants with the Council as set out in Schedule 4 to this Deed and the Guarantor covenants with the Council that the Guarantor's interests are bound by this Deed to the same extent.

5 **The Council's Obligations**

The Council covenants with the Developer as set out in Schedule 5 to this Deed.

6 **Agreements and Declarations**

Local Land Charge

- 6.1 This Deed is a local land charge for the purposes of the Local Land Charges Act 1975 and shall be registered as such by the Council.

Release

- 6.2 The Developer and the Guarantor shall upon parting:-
- (a) with their respective interests in any part of the Site be released from all obligations and duties under the terms of this Deed insofar as they relate to or are binding on that part of the Site; and
 - (b) with the entirety of their respective interests in the Site be released from all liabilities whatsoever under the terms of this Deed.

- 6.3 The releases provided for in Clause 6.2 shall not apply to any prior or existing breach of this Deed as at the date of disposal.

Lapse

- 6.4 This Deed shall cease to have effect if the Planning Permission is quashed, revoked, modified or expires (without the consent of the Developer), in which case the Council shall (upon written request) effect the cancellation of any entry made in its register of local land charges in respect of this Deed.

Future Development

- 6.5 Nothing in this Deed shall prohibit or limit the right to develop the Covenant Land (or any part of it) in accordance with a planning permission (other than the Planning Permission) granted (whether or not on appeal) after the date of this Deed.

Discharge by Performance

- 6.6 Upon the performance, discharge or other fulfilment of the obligations (or any of them) of the Developer under this Deed, such obligation shall absolutely cease and determine save in respect of any antecedent breach.
- 6.7 Following the performance and satisfaction of all the obligations contained within this Deed the Council shall effect the cancellation of all entries made in its register of local land charges in respect of this Deed.

Contracts (Rights of Third Parties) Act 1999

- 6.8 Subject to Clause 6.9 of this Deed, unless the right of enforcement is expressly granted it is not intended that a third party should have the right to enforce a provision of this Deed pursuant to the Contracts (Rights of Third Parties) Act 1999.
- 6.9 The Mayor of London shall be entitled to enforce Paragraphs 3, 8, 9 and 24 of Schedule 4 to this Deed insofar as they impose obligations on the Developer in connection with the Market, the New Market Area and the Temporary Market.
- 6.10 This Deed may be rescinded or varied without the consent of a third party to whom an express right to enforce any of its terms has been provided SAVE THAT Paragraphs 3, 8, 9 and 24 of Schedule 4 to this Deed may not be rescinded or varied without the consent of the Mayor of London.

Notices

- 6.11 Any notice to be given to any Party pursuant to this Deed shall be deemed to be sufficiently served if delivered personally or sent recorded delivery service or sent by facsimile to the Parties at the respective addresses specified above or as otherwise notified in writing by one Party to the other.

Consents and Approvals

- 6.12 Where any consent, approval or expression of satisfaction is required to be given under this Deed, it shall not be unreasonably withheld or delayed.

Individual Occupiers

- 6.13 This Deed shall not be enforceable against individual owner-occupiers or tenants of the Development (including their respective successors in title).

Interest

- 6.14 If any payment due under this Deed is paid late, Interest will be payable from the date when payment is due until the date of payment.

Indexation

- 6.15 The Traffic Management Order Amendment Contribution and the West Green Road Improvement Fund shall be increased by an amount equivalent to the increase in the Index from the date of this Deed until the date on which sum is payable.

Dispute Resolution

- 6.16 If there is any dispute between the Parties in respect of any of the matters to be agreed pursuant to this Deed (other than a dispute or difference concerning the meaning or construction of this Deed) such dispute shall be determined in accordance with Clauses 6.16 – 6.23 and either party to the dispute may at any time require by notice in writing to the other an independent expert to be appointed to resolve the dispute.

- 6.17 The expert shall have no less than ten (10) years' experience of resolving disputes similar in nature to the one that is proposed to be referred pursuant to this Deed.
- 6.18 The expert shall be appointed jointly by the parties and, in the absence of such agreement within one (1) month of service of the notice pursuant to sub-Clause 6.16, be appointed by the President for the time being of the Royal Institution of Chartered Surveyors within one (1) month of an application being made by one of the parties.
- 6.19 The expert shall invite written representations from each of the parties and shall make his final determination within one (1) month of his appointment PROVIDED THAT if the expert fails to do so either party to the dispute may apply to the President for the time being of the Royal Institution of Chartered Surveyors for a substitute to be appointed in which case the same procedure shall be repeated.
- 6.20 The findings of the expert shall be final and binding on the parties except in the case of manifest, material error.
- 6.21 The expert shall act as an expert and not as an arbitrator.
- 6.22 The costs of the dispute shall be payable by the parties in such proportion as may be determined by the expert and failing such determination to be borne in equal shares by the parties.
- 6.23 Nothing in Clauses 6.16 – 6.22 shall be construed as removing the jurisdiction of the courts to enforce the provisions of this Deed.

Legal Costs

- 6.24 Upon completion of this Deed, the Developer shall pay the Council's reasonable legal costs properly incurred in the negotiation and completion of this Deed in the sum of five thousand pounds (£5,000).

Mortgagee

- 6.25 This Deed shall not be enforceable against any mortgagee with an interest in the Covenant Land unless such mortgagee is in possession.

Change in Ownership

- 6.26 The Developer shall give the Council immediate written notice of any change in ownership of any of its interests in the Covenant Land which occur before all the obligations in this Deed have been discharged PROVIDED THAT such notice shall include details of the transferee's full name and registered office (if a company or usual address, if not) together with the area of the Covenant Land or the unit of occupation (as the case may be) purchased by reference to a plan.

Land Outside Control

- 6.27 Nothing in this Deed shall require the performance of any obligation whatsoever in, open or under land outside the ownership or control of the party to perform the obligation unless such land shall be within the public highway.

Schedule 1 – Ownership

A list of the interests in the Covenant Land held by the Developer and/or the Guarantor which are bound by this Deed is set out the table below.

Property	Leasehold (L) or Freehold (F)	Title Number	Proprietor(s)
4 Suffield Road, Tottenham	F	MX294011	Grainger Seven Sisters Limited
6 & 20 Suffield Road, Hornsey	F	MX388231	Grainger Seven Sisters Limited
10 Suffield Road, London (N15 5JX)	F	MX233499	Northumberland & Durham Property Trust Limited
Ground Floor, 18 Suffield Road (N15 5JX)	L	AGL126061	Northumberland & Durham Property Trust Limited
18a Suffield Road, Tottenham Road (N15 5JX)	L	NGL462616	Northumberland & Durham Property Trust Limited
22 Suffield Road, London (N15 5JX)	F	MX238709	Northumberland & Durham Property Trust Limited
24 Suffield road, London (N15 5JX)	F	MX388228	Grainger Seven Sisters Limited
24 Suffield Road, Tottenham, London	L	NGL432126	Northumberland & Durham Property Trust Limited
First Floor Flat, 24 Suffield Road, London (N15 5JX)	L	NGL436899	Northumberland & Durham Property Trust Limited
26 Suffield, Tottenham, London (N15 5JX)	F	MX238707	Northumberland & Durham Property Trust Limited
Access road on east side of Suffield Road	F	NGL318617	Grainger Seven Sisters Limited
1 West Green Road, Tottenham, London (N15 5BX)	F	MX241836	Grainger Seven Sisters Limited
709 Seven Sisters Road, Tottenham, London (N15 5JT)	F	MX237033	Northumberland & Durham Property Trust Limited
715, 721 and 723 Seven Sisters Road, 251 to 259 (odd numbers) High Road, 1A and 1B West Green Road, Broadway Works and the access road leading into Suffield Road	F	NGL233384	Grainger Seven Sisters Limited

Schedule 2 – Plans/Drawings

Site Assembly Plan

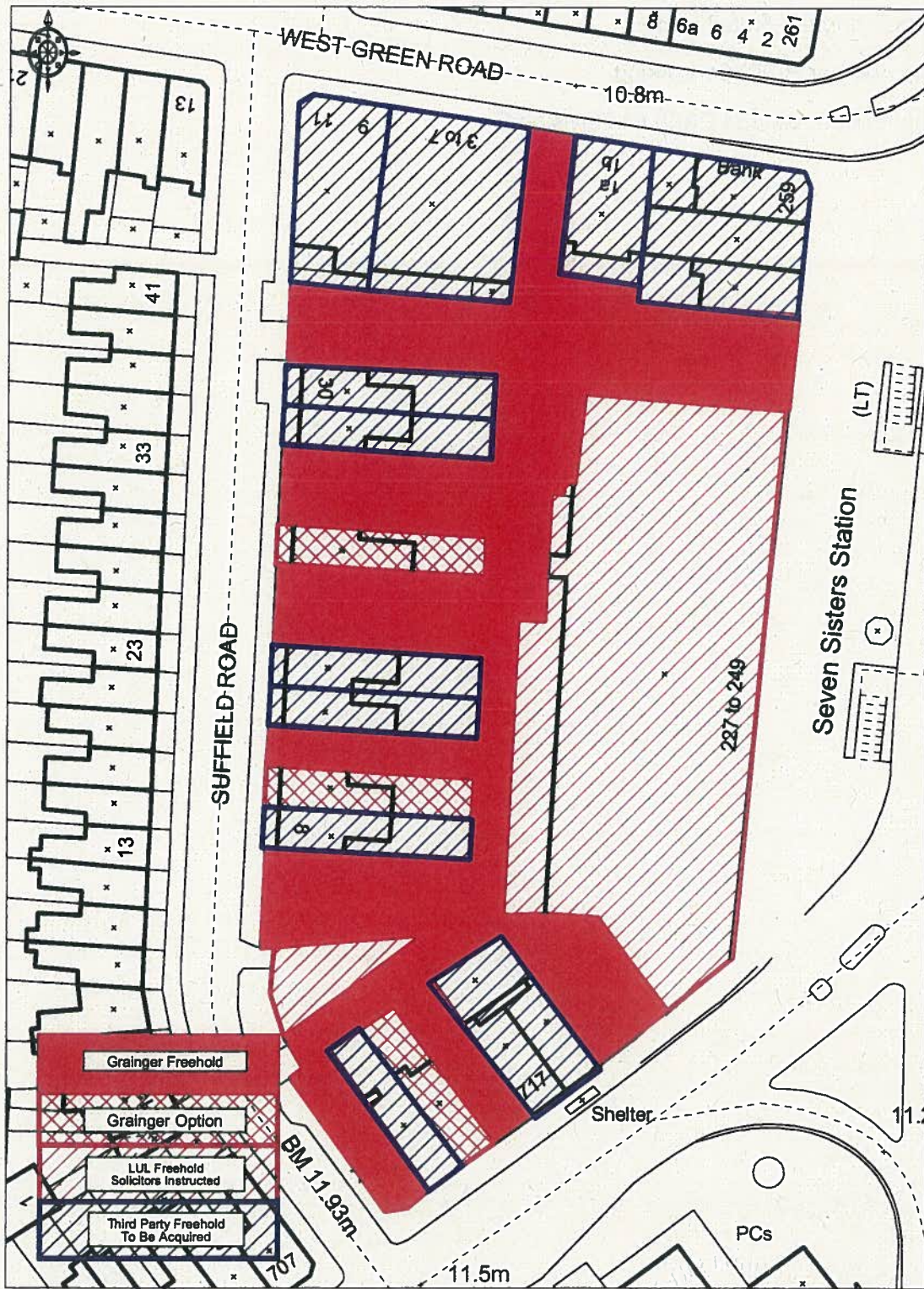
Plan identifying the Retail Units

Drawing number P(00) 01-parking

Drawing number 04-854 P(00) 01 Revision E



WARDS CORNER - SITE ASSEMBLY PLAN - JANUARY 2008



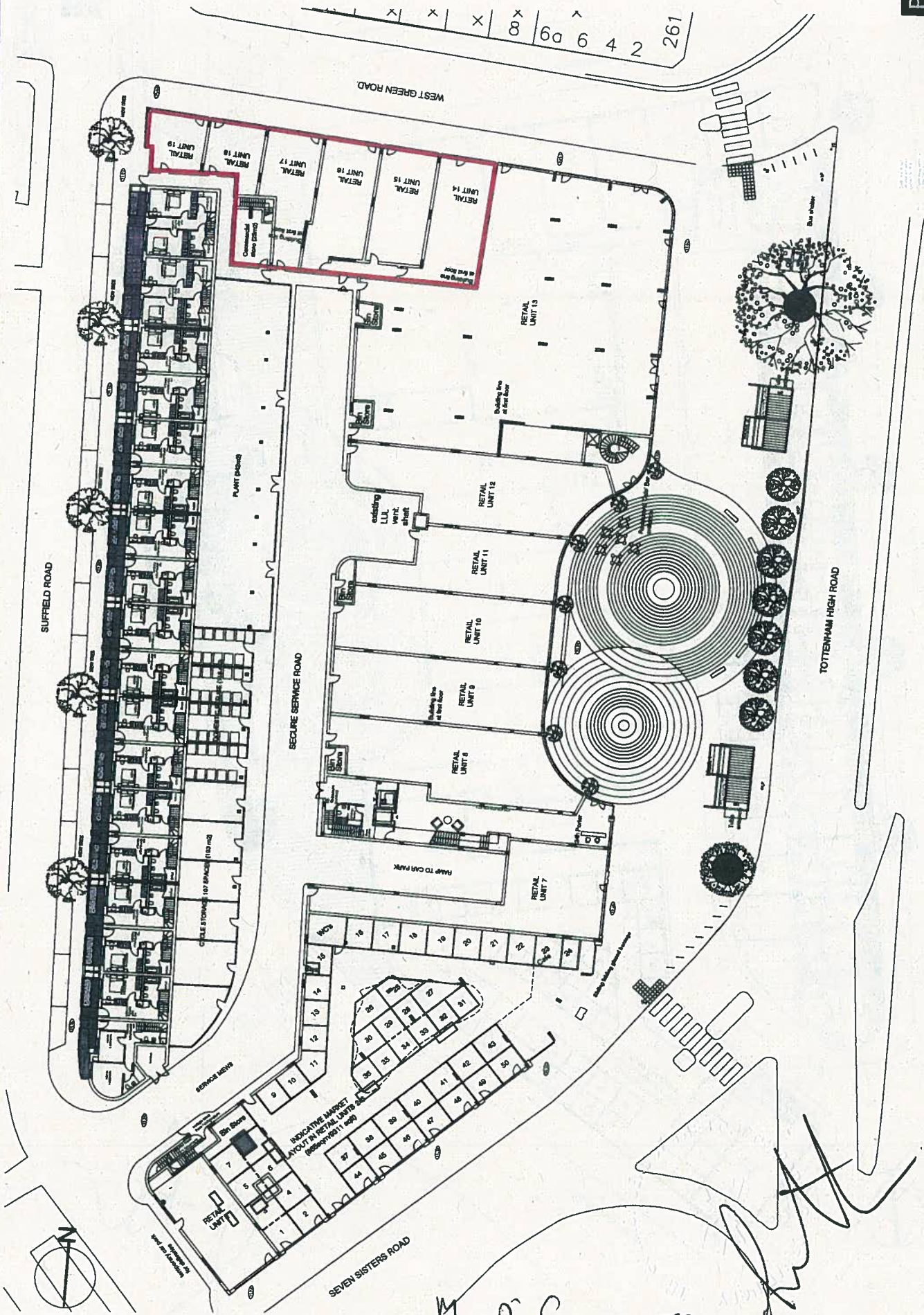
Ordnance Survey

© Crown Copyright 2008. All rights reserved. Licence number 100020449. Plotted Scale - 1:741

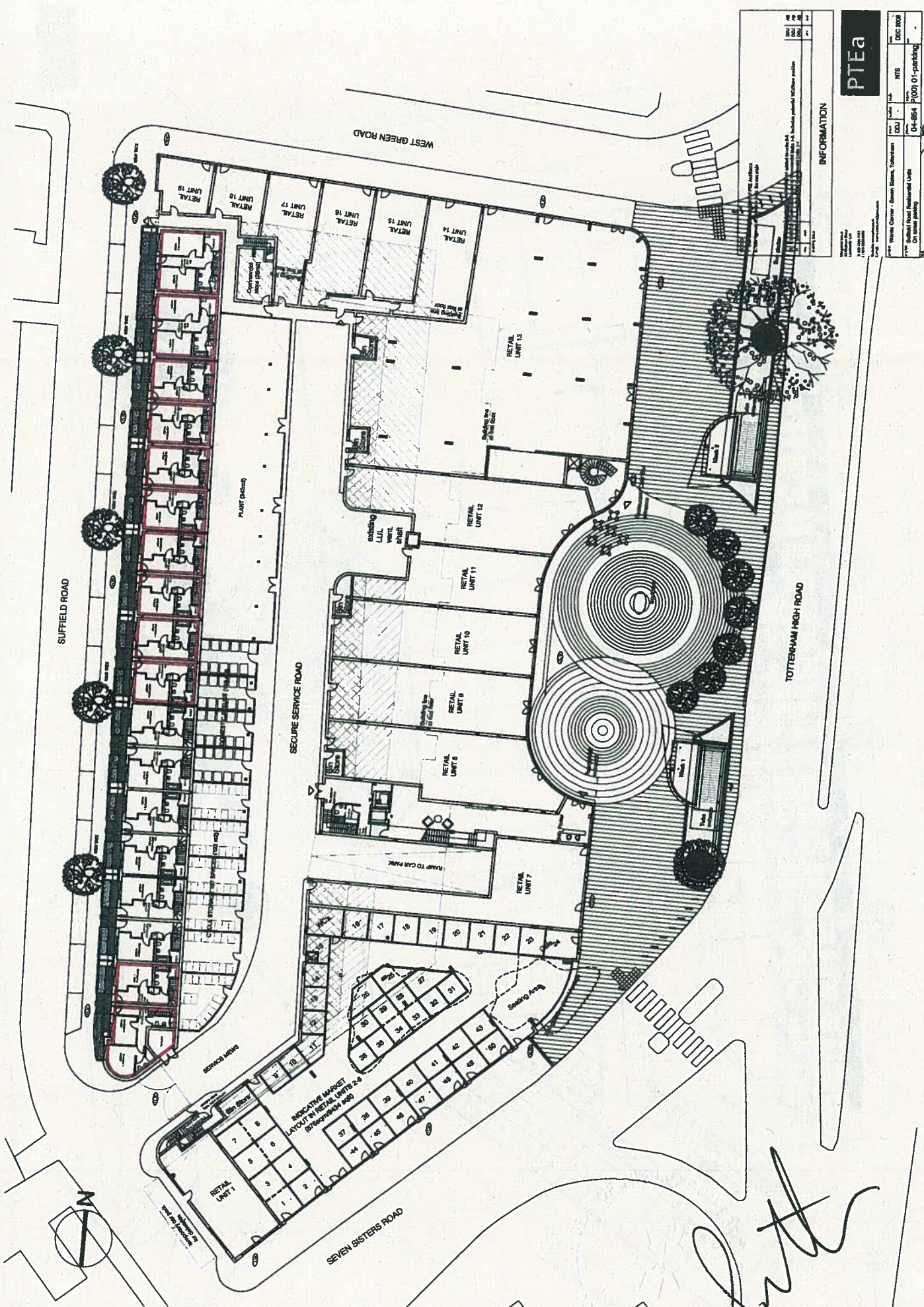
M. P. Jones 285

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OW	200/641	APR 2012
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West Green Road, Units 14-19



INFORMATION

NO.	DATE	BY	REVISION
1			
2			
3			
4			

PTEa	
Project Name	Market Centre - Seven Sisters, Tottenham
Client	NTG
Scale	1:500
Drawn	DCG 2009
Checked	DCG 2009
Approved	DCG 2009
Drawn	DCG 2009
Checked	DCG 2009
Approved	DCG 2009
Drawn	DCG 2009
Checked	DCG 2009
Approved	DCG 2009

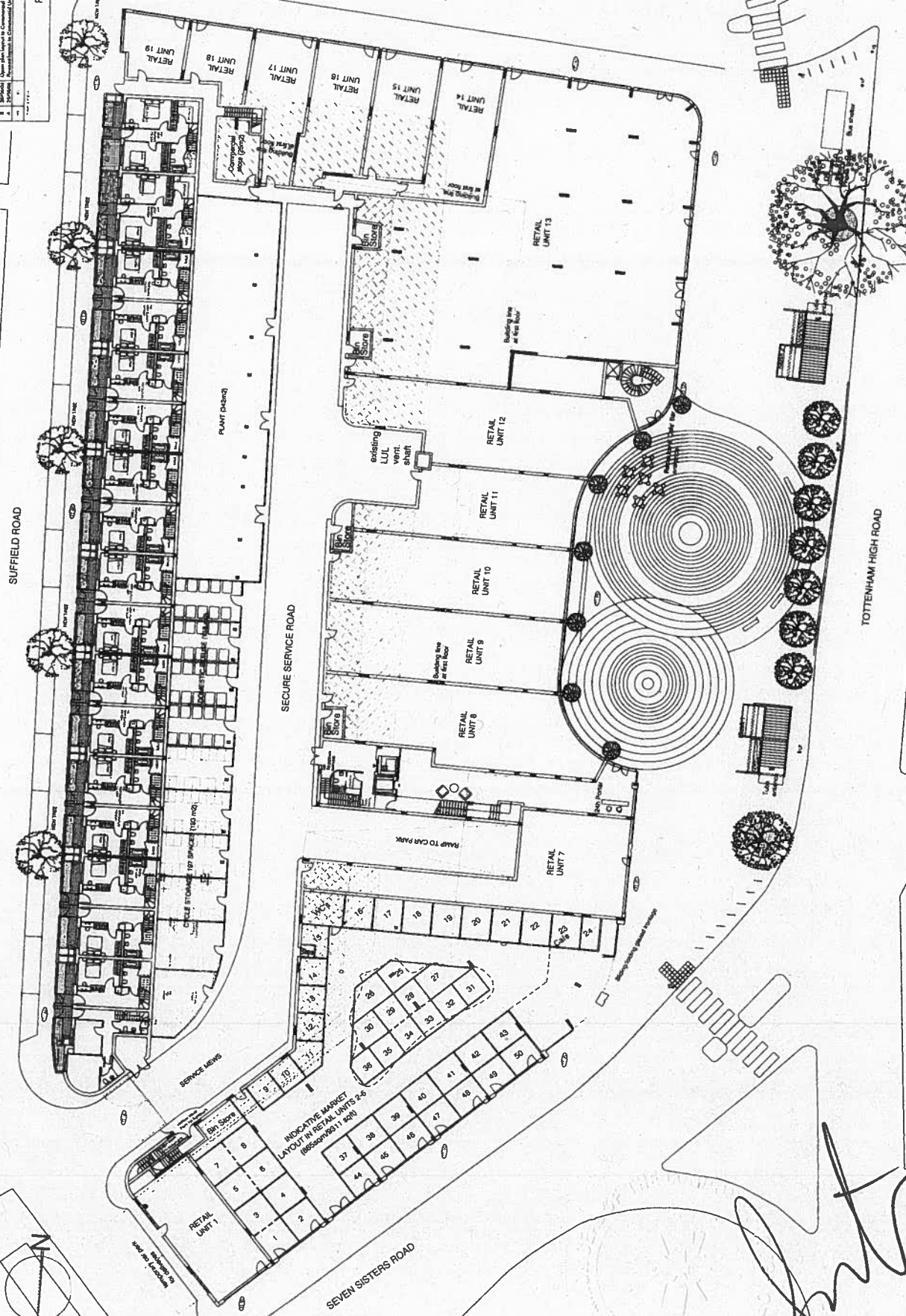
M. O. Con 20

[Handwritten signature]

PLANNING

1	1.1	1.1.1	1.1.2	1.1.3	1.1.4	1.1.5	1.1.6	1.1.7	1.1.8	1.1.9	1.1.10	1.1.11	1.1.12	1.1.13	1.1.14	1.1.15	1.1.16	1.1.17	1.1.18	1.1.19	1.1.20	1.1.21	1.1.22	1.1.23	1.1.24	1.1.25	1.1.26	1.1.27	1.1.28	1.1.29	1.1.30	1.1.31	1.1.32	1.1.33	1.1.34	1.1.35	1.1.36	1.1.37	1.1.38	1.1.39	1.1.40	1.1.41	1.1.42	1.1.43	1.1.44	1.1.45	1.1.46	1.1.47	1.1.48	1.1.49	1.1.50	1.1.51	1.1.52	1.1.53	1.1.54	1.1.55	1.1.56	1.1.57	1.1.58	1.1.59	1.1.60	1.1.61	1.1.62	1.1.63	1.1.64	1.1.65	1.1.66	1.1.67	1.1.68	1.1.69	1.1.70	1.1.71	1.1.72	1.1.73	1.1.74	1.1.75	1.1.76	1.1.77	1.1.78	1.1.79	1.1.80	1.1.81	1.1.82	1.1.83	1.1.84	1.1.85	1.1.86	1.1.87	1.1.88	1.1.89	1.1.90	1.1.91	1.1.92	1.1.93	1.1.94	1.1.95	1.1.96	1.1.97	1.1.98	1.1.99	1.1.100
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PLANNING



PTEa

Project Name: Sever Sisters Regeneration, Tottenham
 Client: PTEa
 Date: 04-05-12
 Drawing No: P(00) 01
 Scale: E

M.O. 28/

Schedule 3 – Draft Planning Permission



Mr Christopher Frost
ASP
Old Bank Chambers
London Road
Crowborough
East Sussex
TN6 2TT

On behalf of
Grainger PLC
C/O Agent

Planning Application Reference No. **HGY/2012/0915**

TOWN AND COUNTRY PLANNING ACT 1990
TOWN AND COUNTRY PLANNING GENERAL DEVELOPMENT ORDER 1995 (AS AMENDED)

NOTICE OF PLANNING PERMISSION

Location: **Wards Corner Site, High Road N15**

Proposal: **Demolition of existing buildings and erection of a mixed use development comprising class C3 residential, class A1/A2/A3/A4 uses, with access, parking and associated landscaping and public realm improvements**

In pursuance of their powers under the above Act, the London Borough of Haringey as Local Planning Authority hereby **PERMIT** the above development in accordance with the application dated 08/05/2012 and drawing numbers: 10153/F/01-01; 8444/T/01A-06, 02A-06, 03A-06, 04A-06, 05A-06 and 06A-06; P(00)21B; P(00)00A, 01E, 02C, 03C, 04C, 05B, 06B, 07C, 08C, 10B, 100D, 101C, 102D, 110C, 111D and 112A

SEE SCHEDULE OF CONDITIONS ATTACHED

Paul Smith
Head of Development Management
Planning, Regeneration & Economy

- NOTE:
1. Attention is particularly drawn to the schedule AP1 attached to the notice which sets out the rights of Applicants who are aggrieved by the decisions of the Local Planning Authority.
 2. This decision does not purport to convey any approval or consent which may be required under the Building Regulations 1991, any byelaws or any enactment other than the Town and Country Planning Act 1990.

HGY/2012/0915

The following conditions have been applied to this consent and these conditions must be complied with:

Implementation

1. The development hereby authorised must be begun not later than the expiration of 5 years from the date of this permission, failing which the permission shall be of no effect.

Reason: This condition is imposed by virtue of the provisions of the Planning & Compulsory Purchase Act 2004 and to prevent the accumulation of unimplemented planning permissions.

2. The development hereby authorised shall be carried out in complete accordance with the following plans as submitted to, and approved in writing by, the Local Planning Authority:-
10153/F/01-01; 8444/T/01A-06, 02A-06, 03A-06, 04A-06, 05A-06 and 06A-06; P(00)21B; P(00)00A, 01E, 02C, 03C, 04C, 05B, 06B, 07C, 08C, 10B, 100D, 101C, 102D, 110C, 111D and 112A

Reason: In order to ensure the development is carried out in accordance with the approved details and in the interests of amenity.

Materials

3. Notwithstanding the description of the materials in the application, no part of the development shall be commenced until precise details of the materials to be used in connection with that part have been submitted to, and approved in writing by, the Local Planning Authority. The development hereby authorised shall not be carried out otherwise than in accordance with the approved details.

Reason: In order to retain control over the external appearance of the development in the interest of the visual amenity of the area

4. Samples of all materials to be used for the external surfaces of the development shall be submitted to, and approved in writing by, the Local Planning Authority before any of the relevant part of the development is commenced. Samples should include sample panels of brick types, balcony and roofing materials combined with a schedule of the exact product references. The development hereby authorised shall not be carried out otherwise than in accordance with the approved details.

Reason: In order for the Local Planning Authority to retain control over the exact materials to be used for the proposed development and to assess the suitability of the samples submitted in the interests of visual amenity.

Hours of Construction

5. The construction works of the development hereby authorised shall not be carried out before 0800 or after 1800 hours Monday to Friday or before 0800 or after 1200 hours on Saturday and not at all on Sundays or Bank Holidays.

Reason: In order to ensure that the proposal does not prejudice the enjoyment of neighbouring occupiers of their properties.

Waste storage and recycling

6. A detailed scheme for the provision of refuse, waste storage and recycling within the site shall be submitted to and approved in writing by the Local Planning Authority prior to the commencement of the development hereby authorised. The scheme as approved shall be implemented prior to occupation of the development hereby authorised and permanently retained thereafter.

Reason: In order to protect the amenities of the locality.

Disabled Access

7. The entrance door to each of the retail units hereby authorised shall have a minimum width of 900mm, and a maximum threshold of 25mm.

Reason: In order to ensure that the shop unit is accessible to all those people who can be expected to use it in accordance with Policy RIM 2.1 'Access For All' of the Haringey Unitary Development Plan.

Shopfront Design

8. Detailed plans of the design and external appearance of the shopfronts hereby authorised, including details of the fascias, shall be submitted to and approved in writing by the Local Planning Authority before any shopfront is installed. All shopfronts shall be installed in accordance with the approved details.

Reason: In the interest of visual amenity of the area.

Secured by Design

9. The development hereby authorised shall comply with BS 8220 (1986) Part 1, 'Security Of Residential Buildings' and comply with the aims and objectives of the Police requirement of 'Secured By Design' and 'Designing Out Crime' principles.

Reason: In order to ensure that the proposed development achieves the required crime prevention elements as detailed by Circular 5/94 'Planning Out Crime'.

Parking and Loading/unloading

10. No part of the development hereby authorised shall be occupied unless car parking and loading and unloading facilities to serve that part have been provided in accordance with details previously submitted to, and approved in writing by, the Local Planning Authority. The approved facilities shall be permanently retained for the accommodation of vehicles of the occupiers, users, or persons calling at the premises and shall not be used for any other purposes.

Reason: In order to ensure that the proposed development does not prejudice the free flow of traffic or the conditions of general safety along the neighbouring highway.

11. Details of on site parking management plan shall be submitted to and approved by the local planning authority prior to the commencement of the use of the basement car parking area. The agreed plan shall be implemented prior to use of the basement car parking area and permanently maintained in operation.

Reason: In order to ensure that the proposed development does not prejudice the free flow of traffic or the conditions of general safety along the neighbouring highway.

Satellite Aerials

12. Notwithstanding the provisions of Article 4 (1) and Part 25 of Schedule 2 of the Town and Country Planning (General Permitted Development) Order 1995, no satellite antenna shall be erected or installed on any building hereby approved. The proposed development shall have a central dish / aerial system for receiving all broadcasts for the residential units created: details of such a scheme shall be submitted to and approved by the Local Planning Authority prior to the occupation of any part of the development hereby authorised, and the approved scheme shall be implemented and permanently retained thereafter.

Reason: In order to prevent the proliferation of satellite dishes on the development.

Drainage

13. The development hereby authorised shall not be commenced until details of drainage works (including a programme for implementation) have been submitted to and approved by the Local Planning Authority. The drainage works shall be carried out in accordance with the approved details.

Reason: In order to ensure a satisfactory provision for drainage on site and ensure suitable drainage provision for the authorised development.

Landscaping

14. Notwithstanding the details of landscaping referred to in the application, a landscaping scheme to include detailed drawings of:

- a. those existing trees to be retained;
- b. those existing trees to be removed;
- c. those existing trees which will require thinning, pruning, pollarding or lopping as a result of the development hereby authorised; and
- d. those new trees and shrubs to be planted together with a schedule of species,

shall be submitted to, and approved in writing by, the Local Planning Authority prior to the commencement of the development. Such an approved scheme of planting, seeding or turfing comprised in the approved details of landscaping shall be carried out and implemented in strict accordance with the approved details in the first planting and seeding season following the occupation of the building or the completion of development (whichever is sooner). Any trees or plants, either existing or proposed, which, within a period of five years from the completion of the development die, are removed, become damaged or diseased shall be replaced in the next planting season with a similar size and species. The landscaping scheme, once implemented, is to be maintained and retained thereafter.

Reason: In order for the Local Authority to assess the acceptability of any landscaping scheme in relation to the site itself, thereby ensuring a satisfactory setting for the proposed development in the interests of the visual amenity of the area.

Environmental Management Plan/Air Quality Assessment

15. Details of a site specific environmental management plan as referred to in the Air Quality Assessment September 2007 shall be submitted to and approved by the Local Planning Authority prior to the commencement of the development hereby authorised. The agreed plan shall be implemented during the period of construction.

Reason: In order to ensure that the effects of the construction upon air quality is minimised.

Noise

16. Details of the specification of the glazing to be used in the development hereby authorised with the objective of reducing noise levels within the residential units shall be submitted to and approved by the Local Planning Authority prior to the commencement of the development hereby authorised. The residential units shall not be constructed (and maintained) otherwise than in accordance with the approved details.

Reason: In order to protect the amenities of occupiers of the residential units

17. The service road ventilation plant noise emissions shall be in accordance with the limiting sound pressure level referred to in the Noise and Vibration Exposure Assessment dated May 2012 as prepared by Alan Saunders Associates

Reason: In order to protect the amenity of the occupiers of the proposed development.

Cycle Parking

18. The development hereby authorised shall provide service covered storage for 234 cycle racks for the residential units and 11 cycle racks for the commercial units, a total of 245 cycle racks to be provided. These racks shall be provided prior to occupation of the relevant part of the development hereby authorised and shall be subsequently maintained.

Reason: In order to promote a sustainable mode of travel and improve conditions for cyclists at this location.

Commercial Opening Hours

19. The commercial uses hereby authorised shall not be open to the public before 0700 or after 0100 hours on any day.

Reason: In order to protect the amenity of adjoining residential occupiers.

Servicing and Deliveries

20. A servicing and delivery plan shall be submitted to, and approved in writing by, for the local planning authority prior to occupation of the development hereby authorised. The plans should provide details on how servicing and deliveries will take place including access via the proposed service gate and the need to avoid the AM and PM peak periods wherever possible. All servicing and delivery to the development hereby authorised shall be undertaken in accordance with the approved plan.

Reason: To reduce traffic and congestion on the transportation and highways network.

21. A construction management plan shall be submitted to, and approved in writing by, the local planning authority prior to the commencement of construction work on site. The plan should provide details on how construction work (including demolition) would be undertaken in a manner that minimizes disruption to traffic and pedestrians on A503 Seven Sisters Road and Suffield Road and avoids the AM and PM peak periods wherever possible. All works of construction relating to the development hereby authorised shall be undertaken in accordance with the approved plan.

Reason: To reduce congestion and mitigate any obstruction to the flow of traffic on the transportation

Climate Change Mitigation

22. The residential development hereby authorised shall comply with Part L of 2010 Building Regulations.

Reason: To be consistent with London Plan Policies 5.2 and 5.3 and UDP Policy UD2 Sustainable Design and Construction.

Energy Modelling

23. Energy models for the commercial units hereby authorised based on NCM compliant methods shall be submitted to, and approved in writing by, the Local Planning Authority prior to commencement of works in relation to those units. The commercial units hereby authorised shall not be constructed otherwise than in accordance with the approved details.

Reason: To be consistent with London Plan Policies 4A.1 and 4A.7 and UDP Policy UD2 Sustainable Design and Construction.

Demolition Management Plan

24. Prior to the commencement of the development hereby approved, a demolition management plan detailing the method of demolition, all construction vehicle activity related to demolition works, noise, dust and vibration mitigation measures and suitable measures to enhance the external appearance of the site, including appropriate additional lighting, associated with the development hereby approved shall be submitted to, and approved in writing by the Local Planning Authority. Works of demolition associated with the development hereby authorised shall not be undertaken otherwise than in accordance with the approved management plan.

Reason: To protect the existing amenity of the surrounding area.

Photovoltaics

25. Notwithstanding the drawings submitted with the application, details and drawings of the proposed photovoltaic equipment shall be submitted to, and approved in writing by, the Local Planning Authority prior to commencement of the development hereby authorised. Such approved scheme shall be implemented prior to occupation of the development hereby authorised and shall be permanently retained.

Reason: In order to ensure the development meets the appropriate design and sustainability standards as required by London Plan Policies 5.2 and 5.3 and UDP Policy UD2 Sustainable Design and Construction.

Green/brown Roof

26. Notwithstanding the drawings submitted with the application, details and drawings of the proposed green/brown roof shall be submitted to, and approved in writing by, the Local Planning Authority prior to commencement of the development hereby authorised. Such approved scheme shall be implemented prior to the occupation of the development hereby authorised and shall be permanently retained.

Reason: In order to ensure the satisfactory provision of the green/brown roof in the interests of sustainability

Piling Method Statement

27. No impact piling shall take place until a piling method statement (detailing the type of piling to be undertaken and the methodology by which such piling will be carried out, including measures to prevent and minimise the potential for damage to subsurface water infrastructure, and the programme for the works) has been submitted to and approved in writing by the local planning authority. Any piling must be undertaken in accordance with the terms of the approved piling method statement.

Reason: The proposed works will be in close proximity to underground water utility infrastructure. Piling has the potential to impact on local underground water utility infrastructure.

Water Infrastructure

28. Impact studies of the existing water supply infrastructure shall be submitted to, and approved in writing by, the local planning authority prior to the commencement of the development hereby authorised. The studies should determine the magnitude of any new additional capacity required in the system and a suitable connection point. The development hereby authorised shall not be carried out otherwise than in accordance with the approved studies.

Reason: To ensure that the water supply infrastructure has sufficient capacity to cope with the/this additional demand.

Electric Vehicle Charging Point

29. 20% of all residential parking spaces hereby authorised shall be fitted with electric vehicle charging points (EVCP's), with a further 20% having passive provision.

Reason: To encourage the uptake of electric vehicles in accordance with London Plan Policy 6.13.

Land Contamination

30. Before development commences other than for investigative work:

a) A desktop study shall be carried out which shall include the identification of previous uses, potential contaminants that might be expected, given those uses, and other relevant information. Using this information, a diagrammatical representation (Conceptual Model) for the site of all potential contaminant sources, pathways and receptors shall be produced. The desktop study and Conceptual Model shall be submitted to the Local Planning Authority. If the desktop study and Conceptual Model indicate no risk of harm, development shall not commence until approved in writing by the Local Planning Authority.

b) If the desktop study and Conceptual Model indicate any risk of harm, a site investigation shall be designed for the site using information obtained from the desktop study and Conceptual Model. This shall be submitted to, and approved in writing by, the Local Planning Authority prior to that investigation being carried out on site. The investigation must be comprehensive enough to enable:-

- a risk assessment to be undertaken,
- refinement of the Conceptual Model, and
- the development of a Method Statement detailing the remediation requirements.

The risk assessment and refined Conceptual Model shall be submitted, along with the site investigation report, to the Local Planning Authority.

c) If the risk assessment and refined Conceptual Model indicate any risk of harm, a Method Statement detailing the remediation requirements, using the information obtained from the site investigation, and also detailing any post remedial monitoring shall be submitted to, and approved in writing by, the Local Planning Authority prior to that remediation being carried out on site.

Reason: To ensure the development can be implemented and occupied with adequate regard for environmental and public safety.

Rainwater harvesting system

31. Details for the provision of rainwater harvesting shall be submitted to and approved by the Local Planning Authority prior to the commencement of development. Such details shall include an assessment of the feasibility of the harvesting system meeting 100% of the predicted maximum requirements for additional water (in a year with low rainfall). The development shall not be carried out otherwise than in accordance with the details so approved.

Reason: In order to minimise rainwater run-off and reduce water demand in the interest of environmental sustainability.

London Underground

32. The development hereby permitted shall not be commenced until detailed design and method statements (in consultation with London Underground) for all of the foundations, basement and ground floor structures, or for any other structures below ground level, including piling (temporary and permanent), have been submitted to and approved in writing by the local planning authority which:

- " provide details on all structures
- " accommodate the location of the existing London Underground structures and tunnels
- " accommodate ground movement arising from the construction thereof
- " and mitigate the effects of noise and vibration arising from the adjoining operations within the structures and tunnels.

No part of the development shall be occupied until all the works identified in the approved design and method statements have been completed.

Reason: To ensure that the development does not impact on existing London Underground transport infrastructure, in accordance with London Plan policy 3C.4 and 'Land for Transport Functions' Supplementary Planning Guidance.

INFORMATIVES

A. The development hereby authorised is subject to covenants contained within a planning obligation entered into pursuant to Section 106 of the Town and Country Planning Act 1990 (as amended).

B. The new development will require naming/numbering. The applicant should contact the Transportation Group at least six weeks before the development is occupied (tel. 020 8489 5573) to arrange for the allocation of a suitable address.

C. There are public sewers crossing or close to the development. In order to protect public sewers and to ensure that Thames Water can gain access to those sewers for future repair and maintenance, approval should be sought from Thames Water where the erection of a building or an extension to a building or underpinning work would be over the line of, or would come within 3 metres of a public sewer. Thames Water will usually refuse such approval in respect of the construction of new buildings, but approval may be granted in some cases for extensions to existing buildings. The applicant is advised to contact Thames Water Developer Services on 0845 850 2777 to discuss the options available at this site.

D. There are large water mains adjacent to the proposed development. Thames Water will not allow any building within 5 metres of them and will require 24 hours access for maintenance purposes. Please contact Thames Water Developer Services, Contact Centre on Telephone No: 0845 850 2777 for further information.

E. With regard to surface water drainage it is the responsibility of a developer to make proper provision for drainage to ground, water courses or a suitable sewer. In respect of surface water it is recommended that the applicant should ensure that storm flows are attenuated or regulated into the receiving public network through on or off site storage. Connections are not permitted for the removal of Ground Water. Where the developer proposes to discharge to a public sewer, prior approval from Thames Water Developer Services will be required. They can be contacted on 0845 850 2777.

F. In accordance with Section 34 of the Environmental Protection Act and the Duty of Care, any waste generated from construction/excavation on site is to be stored in a safe and secure manner in order to prevent its escape or its handling by unauthorised persons. Waste must be removed by a registered carrier and disposed of at an appropriate waste management licensed facility following the waste transfer or consignment note system, whichever is appropriate.

G. A contribution towards the interchange between rail and underground in order to widen corridors/walkways to the London Underground station may be required. TfL welcomes further discussion about this matter.

H. The applicant is advised to contact Thames Water Developer Services on 0845 850 2777 to discuss the details of the piling method statement.

I. The units within the proposed market (including unit(s) proposed for café/restaurant use) that abut the pavement should be designed in a way that allows each unit to open onto the pavement on Seven Sisters and Tottenham High Road.

J. Members of the Planning Sub-committee should have the opportunity to be involved in the process of approving the exterior materials to be used on the development where those details are submitted for the purposes of discharging conditions 3 and 4 of the permission.

K. The applicant is advised to contact London Underground Infrastructure Protection in advance of preparation of final design and associated method statements, in particular with regard to: demolition; excavation; construction methods; security; boundary treatment; safety barriers; landscaping and lighting.

REASONS FOR APPROVAL

a) It is considered that the principle of this development is supported by National, Regional and Local Planning policies which seek to promote regeneration through housing, employment and urban improvement to support local economic growth.

b) Having regard to paragraphs 128 and 129 of the National Planning Policy Framework the local planning authority agrees with the expert advice produced on behalf of the applicant regarding the significance of the designated heritage asset. In particular, it is accepted that:

(i) the character of the Conservation Area has been substantially determined by the High Road (together with the buildings flanking it) and the impact of changing transport requirements/infrastructure, land use, social structures and retail facilities;

(ii) the Conservation Area and its immediate setting are not now generally characterised by consistency of architectural or townscape style, appearance or quality;

(iii) the Wards Corner building has been substantially altered and significant elements of its original design have been lost, all of which detract from any significance that it had;

(iv) the terrace formed by 229 - 259 High Road has been seriously compromised by alterations and poor quality shop-fronts; and

(v) with the exception of 1A and 1B West Green where a small positive contribution is acknowledged, the buildings on site are considered to provide only a neutral contribution.

c) The scheme is considered to be of a high-quality design which enhances the character and appearance of the conservation area by having a bulk, massing and design which is commensurate to the location and is sympathetic to the architectural language of the Tottenham High Road Corridor/Seven Sisters /Page Green / Conservation Area. The scheme reinforces local distinctiveness and addresses connectivity between people and places and the integration of new development into the built historic environment. It is considered that the development proposal will result in less than substantial harm to the significance of the designated heritage asset and any harm is outweighed by the public benefits brought about by regeneration of the site. The scheme is considered to comply with paragraph 134 of the National Planning Policy Framework. Even if (which is not accepted by the local planning authority) the proposal was considered to result in substantial harm to the designated heritage asset, it is considered that such harm is outweighed by the substantial public benefits that arise.

d) The Planning Application has been assessed against and on balance is considered to comply with the:

- o National Planning Policy Framework;
- o London Plan Policies 2.15 'Town centres', 3.3 'Increasing housing supply', 3.4 'Optimising housing potential', 3.5 'Quality and design of housing developments', 3.6 'Children and young people's play and informal recreation facilities', 3.8 'Housing choice', 3.9 'Mixed and balanced communities', 3.12 'Negotiating affordable housing on individual private residential and mixed use schemes', 4.7 'Retail and town centre development', 4.8 'Supporting a successful and diverse retail sector', 4.9 'Small shops', 4.12 'Improving opportunities for all', 5.2 'Minimising carbon dioxide emissions', 5.3 'Sustainable design and Construction', 5.7 'Renewable energy', 5.10 'Urban greening', 5.11 'Green roofs and development site environs', 5.14 'Water quality and wastewater infrastructure', 5.15 'Water use and supplies', 5.21 'Contaminated land', 6.3 'Assessing effects of development on transport capacity', 6.5 'Funding Crossrail and other strategically important transport infrastructure', 6.9 'Cycling', 6.10 'Walking', 6.12 'Road network capacity', 6.13 'Parking', 6.14 'Freight', 7.1 'Building London's neighbourhoods and communities', 7.2 'An inclusive environment', 7.3 'Designing out crime', 7.4 'Local character', 7.5 'Public realm', 7.6 'Architecture', Policy 7.8 'Heritage assets and Archaeology', 7.9 'Heritage-led regeneration', 7.15 'Reducing noise and enhancing soundscapes'; and

o London Borough of Haringey Unitary Development Plan (UDP) 2006 Policies G2 'Development and Urban Design', G3 'Housing Supply', UD2 'Sustainable Design and Construction', UD3 'General Principles', UD4 'Quality Design', UD6 'Mixed Use Developments', UD9 'Locations for Tall Buildings', HSG1 'New Housing Developments', HSG4 'Affordable Housing', HSG7 'Housing for Special Needs', AC3 'Tottenham High Road Regeneration Corridor', M2 'Public Transport Network', M3 'New Development Location and Accessibility', M5 'Protection, Improvements and Creation of Pedestrian and Cycle Routes', M9 'Car-Free Residential Developments', M10 'Parking for Development', CSV1 'Development in Conservation Areas', CSV2 'Listed Buildings', CSV3 'Locally Listed Buildings and Designated Sites of Industrial Heritage Interest', CSV7 'Demolition in Conservation Areas', EMP3 'Defined Employment Areas - Employment Locations', EMP5 'Promoting Employment Uses', ENV1 'Flood Protection: Protection of the Floodplain and Urban Washlands', ENV2 'Surface Water Runoff', ENV4 'Enhancing and Protecting the Water Environment' ENV5 'Works Affecting Watercourses', ENV6 'Noise Pollution', ENV7 'Water and Light Pollution', ENV11 'Contaminated Land' and ENV13 'Sustainable Waste Management'.

Paul Smith
Head of Development Management
Planning, Regeneration & Economy

APPEALS TO THE SECRETARY OF STATE TOWN AND COUNTRY PLANNING ACT 1990

Notes for guidance about appeal procedures in England.

- If you are aggrieved by the decision of your local planning authority to refuse permission for the proposed development or to grant it subject to conditions, then you can appeal to the Secretary of State for the Environment under Section 78 of the Town & Country Planning Act 1990.
- If you want to appeal then you must do so within six months from the date of the local planning authority's decision against which you are appealing or if the decision relates to the same or substantially the same land and development as is already the subject of an enforcement notice you must appeal within 28 days of the date of this notice. If an enforcement notice is subsequently served then you have 28 days from the date of the enforcement notice or 6 months of this decision whichever period expires earlier, using a form which you can get from:-

The Planning Inspectorate
Temple Quay House
2 The Square
Temple Quay
Bristol
BS1 6PN

Tel: 0117 372 6372 Fax: 0117 372 8782

www.planning-inspectorate.gov.uk

- The Secretary of State can allow a longer period for giving notice of an appeal, but he will not normally be prepared to use this unless there are special circumstances which excuse the delay in giving notice of appeal.
- The Secretary of State need not consider an appeal if it seems to him that the local planning authority could not have granted planning permission for the proposed development or could not have granted it without the conditions it imposed, having regard to the statutory requirements, to the provision of the development order and to any directions given under the order.
- In practice, the Secretary of State does not refuse to consider appeals solely because the local planning authority based its decision on a direction given by him.

Purchase Notices

- If either the local planning authority or the Secretary of State for the Environment refuses permission to develop land or grants it subject to conditions, the owner may claim that he can neither put the land to reasonably beneficial use in its existing state nor can he render the land capable of a reasonably beneficial use by the carrying out of any development which has been or would be permitted.
- In these circumstances, the owner may serve a purchase notice on the London Borough Council in whose area the land is situated. This notice will require the Council to purchase his interest in the land in accordance with the provisions of Part VI of the Town and Country Planning Act 1990.

Compensation

- In certain circumstances compensation may be claimed from the local planning authority if permission is refused or granted subject to conditions by the Secretary of State on an appeal or on reference of the application to him.
- These circumstances are set out in Parts IV and V and related provisions of the Town and Country Planning Act 1990.

Schedule 4 – Developer's Covenants

1 Control of the Site

- 1.1 To provide the Council with no less than six (6) months' prior written notice of the Commencement of the Development.
- 1.2 Not to Commence the Development unless and until the part of the Site on which the Development is to be carried out is under the Developer's control.

2 Deed of Confirmation

- 2.1 Not to Commence the Development unless and until a further planning obligation (mutatis mutandis the terms of this Deed) has been completed (pursuant to Section 106 of the 1990 Act) in favour of the Council so as to bind the entirety of interests in the Site (to the extent that such interests are capable of being so bound).

3 Traders Financial Assistance Sum and the New Market Area

- 3.1 No later than six (6) months before the Closure Date to pay the Traders Financial Assistance Sum to the Council.
- 3.2 To procure that the Market Operator offers to the Traders (and each of them) the right to take either a lease or a licence (as determined by the Developer and/or the Market Operator) of a stall in the New Market Area which is equivalent in size to their existing stall in the Market on the following terms:-
 - (a) a rent or a licence fee, which equates to a discount of thirty percent (30%) less than the rent or fee that would be chargeable based upon an open market valuation of the stall for a use within use class A1 of the Use Classes Order for the first eighteen (18) months of occupation of the stall in the New Market Area; and
 - (b) thereafter a rent or licence fee, which equates to the rent or fee that would be chargeable based upon an open market valuation of the stall for a use within use class A1 of the Use Classes Order,

PROVIDED THAT for the avoidance of any doubt this Paragraph applies only to the Traders (and each of them) PROVIDED FURTHER THAT if a Trader declines to take a lease or a licence of a stall in the New Market Area on the terms set out above the Developer will be entitled to offer that stall to such other person as it shall determine (acting reasonably).

- 3.3 To consult with the Traders about the internal layout of the New Market Area and to take into account any representations and views that are received from the Traders in response to such consultation.

4 West Green Road Improvement Fund

- 4.1 No later than six (6) months after Commencement of the Development to pay the West Green Road Improvement Fund to the Council.

5 Considerate Contractors Scheme

- 5.1 To use Reasonable Endeavours to ensure that the Development is carried out in accordance with the Considerate Contractors Scheme.

6 Resident Parking Permit Restriction

6.1 Subject to Paragraph 6.2 of this Schedule, any relevant transfer of an interest in the Covenant Land (whether by disposal of the freehold or the grant of a lease) shall provide that occupiers and residents of the Development (including their respective successors in title), as well as the Developer (and any successor in title), will not be eligible to make an application to the Council for a Resident Parking Permit and covenant not to do so.

6.2 The restriction in Paragraph 6.1 of this Schedule:-

(a) shall only apply for so long as the Traffic Management Order contains a car-free designation for the area within which the Covenant Land is situated; and

(b) shall not apply to the Suffield Road Units in any event.

6.3 Prior to the Occupation of any Dwelling (save for a Suffield Road Unit) any prospective resident of the Dwelling shall be informed by the Developer that all residents shall not be entitled to apply for a Resident Parking Permit and every tenancy, licence, lease or transfer to any resident shall include an obligation for the resident to comply with the terms of the restriction set out in Paragraph 6.1 of this Schedule PROVIDED THAT for the avoidance of any doubt this Paragraph does not apply to the Suffield Road Units.

7 **Amendment to the Traffic Management Order**

7.1 Not to Commence the Development unless and until the Traffic Management Order Amendment Contribution has been paid to the Council.

8 **Closure of the Market**

8.1 No later than six (6) months before Commencement of the Development to:-

(a) serve the Closure Notice; and

(b) notify the Council in writing of the Closure Date.

9 **Market Lease**

9.1 Not to enter into the Market Lease (or a binding and unconditional agreement to enter into the Market Lease) unless and until:-

(a) a draft of the Market Lease has been provided to the Mayor of London and he has been provided with a reasonable period of time (being no less than twenty eight (28) days) within which to comment upon it; and

(b) the Developer has taken into account any representations that are received from the Mayor of London during such period.

9.2 To use Reasonable Endeavours to enter into the Market Lease (or a binding and unconditional agreement to enter into the Market Lease) PROVIDED THAT:-

(a) if the Market Condition is not satisfied there shall be no requirement to enter into the Market Lease and/or to provide the New Market Area; and

(b) if the Market Lease (or a binding and unconditional agreement to enter into the Market Lease) has not been completed with a Market Operator by the date which is six (6) months before Practical Completion, there shall be no requirement to enter into the Market Lease and/or to provide the New Market Area.

9.3 To keep the Council and the Greater London Authority regularly informed about progress of both the Market Lease and satisfaction of the Market Condition.

10 **Marketing and Letting Strategy of the Residential Development**

10.1 To develop and promote a marketing and letting strategy for the Residential Development which targets potential future owner-occupiers and tenants and is focused initially at local residents whilst not precluding simultaneous or subsequent marketing to other areas.

11 **Retail Units**

11.1 To use Reasonable Endeavours to develop and promote a marketing and letting strategy for the Retail Units which:-

(a) is consistent with the promotion of West Green Road as a district centre with a focus on independent trading;

(b) provides for rents that are consistent with rents being paid for units of a similar size and nature in the vicinity of the Site.

11.2 Not to let the first Retail Unit without the written approval of the Council PROVIDED THAT if no substantive response is received from the Council within ten (10) Working Days of a request being made by the Developer, then approval shall be deemed to have been given PROVIDED FURTHER THAT no approval of the Council shall be required pursuant to this Paragraph in any event if a letting is proposed to be made to a person or organisation whose existing place of trading is within the Council's administrative area.

11.3 Not to amalgamate any of the Retail Units so as to form a larger unit without the written approval of the Council PROVIDED THAT if no substantive response is received from the Council within ten (10) Working Days of a request being made by the Developer, then approval shall be deemed to have been given.

11.4 Not to construct the Retail Units otherwise than in accordance with the ground floor plan (being drawing number 04-854 P(00) 01 E as appended at Schedule 2 to this Deed) as submitted in support of the Application, unless otherwise agreed in writing by the Council.

12 **CCTV**

12.1 No later than twelve (12) months after Commencement of the Development to establish a management company that will have responsibility for future management and security of the Development.

12.2 To ensure that the management company established pursuant to Paragraph 12.1 of this Schedule oversees future management and security of the Development.

12.3 Not to Occupy the Development unless a CCTV system and central monitoring suite has been established and is operational.

13 **Monitoring**

13.1 Unless otherwise agreed in writing by the Council, no later than six (6) months after the earlier of: (i) the Unconditional Date; (ii) service of the Closure Notice, to submit the Baseline Study to the Council for approval.

13.2 To update the Baseline Study at each of the following:-

- (a) upon service of the Closure Notice (only if service of the Closure Notice occurs after the Unconditional Date);
- (b) upon Commencement of the Development (only if Commencement of the Development occurs after the Unconditional Date); and
- (c) each anniversary of the date of Commencement of the Development until Practical Completion

PROVIDED THAT the Developer shall not be obliged to include within the Baseline Study (or any update of it) any business that has either ceased to trade or has confirmed that it does not intend to relocate to the New Market Area.

14 **Local Labour**

14.1 From the Commencement of the Development, to:-

- (a) ensure that the recruitment, employment, training and career development arrangements of all contractors (employed from the commencement of construction of the Development to Practical Completion) and occupiers of the Development reflect the principles and objectives of the Haringey Guarantee Programme;
- (b) liaise with the Council and local employment training agencies to identify job opportunities and skill needs within the Development and to procure that contractors appointed to carry out the Development enter into equivalent liaison arrangements;
- (c) use Reasonable Endeavours to procure that its contractors target the offer of employment to twenty (20) individuals (who immediately prior to such employment live in the Tottenham Area) on an apprentice basis during the construction phase of the Development and to liaise with the College of Haringey to secure the offer of those apprenticeship places;
- (d) work with the Council to implement measures that aim to secure that all of the new jobs within the Development (during construction and following Occupation) are made available in the first instance to residents of the borough of Haringey and to agree with the Council a mechanism for advertising such jobs;
- (e) work with the Council to support measures that promote the Tottenham Area as an area for business and the services provided by local businesses;
- (f) advertise supply chain opportunities arising from the Development to local businesses in the borough of Haringey; and
- (g) prepare and submit to the Council an annual statement setting out how the requirements of this Paragraph have been achieved each year until twelve (12) months after first Occupation of the Development.

15 **Open Space**

15.1 Unless otherwise agreed in writing with the Council, not to Commence the Development unless an agreement(s) has been entered into pursuant to section 278 of the 1980 Act to secure the completion of:-

- (a) improvements to footways on West Green Road and Suffield Road;

- (b) public realm works to the entrance of Seven Sisters Underground Station; and
 - (c) replacement bus stops on the High Road.
- 15.2 No later than twelve (12) months after Commencement of the Development to submit for approval by the Council a scheme setting out details of the provision and future maintenance of the Open Space.
- 15.3 Not Occupy the Development otherwise than in accordance with the scheme approved pursuant to Paragraph 15.2 of this schedule.
- 16 Travel Plans**
- 16.1 Not to Occupy the Residential Development unless a travel plan co-ordinator who will be responsible for monitoring the travel plan has been appointed and his contact details have been provided to the Council.
- 16.2 Not to Occupy the Residential Development unless a travel plan in respect of the Residential Development has been submitted to, and approved writing by, the Council PROVIDED THAT the travel plan shall include:
- (a) a programme for implementation;
 - (b) provision of welcome packs (containing public transport and cycling/walking information, bus/rail/tube services, maps and timetables) to the first Occupier of each Dwelling;
 - (c) details of arrangements with a car-club operator for the provision of car-club facilities on the Site for the duration of the Residential Development, unless otherwise agreed in writing by the Councils.
- 16.3 Not to Occupy the Residential Development otherwise than in accordance with the travel plan as approved pursuant to Paragraph 16.1 of this Schedule.
- 16.4 Not to Occupy the Non-Residential Development unless a travel plan in respect of the Non-Residential Development has been submitted to, and approved writing by, the Council PROVIDED THAT the travel plan shall be generally in accordance with 'Travel planning for new development in London' as published by TfL.
- 16.5 Not to Occupy the Non-Residential Development otherwise than in accordance with the travel plan as approved pursuant to Paragraph 16.4 of this Schedule.
- 17 CO² Emissions**
- 17.1 Not to Commence the Development unless a scheme identifying measures (within the Development) to reduce CO² emissions from renewable energy technology by up to six and a half percent (6.5%) has been submitted to, and approved in writing by, the Council.
- 17.2 Not to carry out the Development otherwise than in accordance with the scheme approved pursuant to Paragraph 17.1 of this Schedule.
- 17.3 Not to Occupy the Development unless and until the central energy centre (which forms part of the Development) has been completed and is operational pursuant to the Planning Permission.
- 18 Code for Sustainable Homes**

18.1 To construct the Dwellings to at least level 4 under the 'Code for Sustainable Homes'.

19 Lifetime Homes Standard/Wheelchair Access

19.1 No less than ten percent (10%) of the Dwellings shall be Wheelchair Accessible Units.

19.2 To ensure that the Dwellings are designed in accordance with 'Lifetime Homes Standards' with the exception of those Dwellings that are referred to in the Application as not being able to be compliant.

20 Waste Management and Recycling

20.1 Not to Commence the Development unless and until a scheme for the provision of refuse, waste storage and recycling within the Development has been submitted to, and approved in writing by, the Council.

20.2 Not to Occupy the Development otherwise than in accordance with the scheme approved pursuant to Paragraph 20.1 of this Schedule.

21 Community Engagement

21.1 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 (whichever 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 representations 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 ongoing monitoring and are both necessary and directly related to the Development.

21.2 To implement the community engagement strategy as approved pursuant to Paragraph 21.1 together with any identified mitigation measures.

21.3 To provide the Council with an annual report containing details as to how the approved community engagement strategy has been implemented each year until the date which is twelve (12) months after Practical Completion.

22 Prohibited Uses

22.1 Unless otherwise agreed in writing by the Council, not to permit any part of the Non-Residential Development (excluding the Market and the New Market Area) to be used for the following purposes:-

(a) a hot food take-away (within use class A5 of the Use Classes Order);

(b) a betting shop (within use class A2 of the Use Classes Order); or

(c) a pay-day loan shop (within the class A2 of the Use Classes Order).

23 Monitoring Costs

23.1 To pay the Council's monitoring costs in the sum of eight thousand eight hundred and fifty pounds (£8,850) prior to the Commencement of the Development.

24 Temporary Market

24.1 Not to permanently close the Market (as part of the Development) unless and until the Temporary Market has been provided and is ready for occupation.

24.2 From the earlier of: (i) the Unconditional Date; and (ii) the Commencement of the Development, to work with the Local Authority to provide the Temporary Market PROVIDED THAT this obligation shall continue until the date which is either five (5) years from the Commencement of the Development or when the Temporary Market has been provided and is ready for occupation pursuant to Paragraph 24.1 of this Schedule (whichever is the earlier).

24.3 To appoint a market facilitator to work with the Traders in order to:-

- (a) identify a location for the Temporary Market with the borough of Haringey (or such other location as may be agreed in writing with the Council);
- (b) promote the interests of Spanish-speaking Traders in the Temporary Market;
- (c) provide appropriate business support and advice to all Traders with the objective of maximising the number of Traders who elect to return to the New Market Area;
- (d) assist Traders in continuing to trade from the Market for so long as it is open for trading purposes; and
- (e) assist individuals working at the Market to find suitable alternative employment in the event that they decide not to relocate to the Temporary Market and/or the New Market Area

PROVIDED THAT it is acknowledged that the Traders Financial Assistance Sum is being provided by way of a contribution towards the costs incurred by the Traders in relocating to the Temporary Market.

24.4 To offer each Trader:-

- (a) a stall in the Temporary Market; and
- (b) a three (3) month rent-free period in relation to his stall in the Temporary Market

PROVIDED THAT if a Trader declines to take a licence of a stall in the Temporary Market the Developer will be entitled to offer that stall to such other person as it shall determine (acting reasonably)

24.5 To provide the Council with a report every six (6) months specifying the measures that have been taken pursuant to Paragraph 24 of this Schedule PROVIDED THAT the first report shall be sent to the Council no later than twelve (12) months after the grant of the Planning Permission and this process shall continue until the sixth (6th) anniversary of the grant of the Planning Permission.

Schedule 5 – Council's Covenants

1 Use of Contributions

- 1.1 To use all sums received from the Developer pursuant to this Deed for the purposes for which they are paid as specified in this Deed.
- 1.2 To deposit all sums received from the Developer pursuant to this Deed into an interest bearing account.
- 1.3 Within twenty eight (28) days of receipt of a request in writing from the Developer to provide the Developer with an audit account as to how the sums received pursuant to this Deed have been spent.
- 1.4 To repay (together with all accrued interest) to the Developer any sums not expended within five (5) years of receipt pursuant to this Deed.

2 Amendment to the Traffic Management Order

- 2.1 To use all Reasonable Endeavours to amend the Traffic Management Order so as to remove the Development from those premises where residents may apply for a Resident Parking Permit as soon as reasonably practicable following receipt of the Traffic Management Order Amendment Contribution pursuant to this Deed.

3 Highway Agreement

- 3.1 To enter into all appropriate agreements under the 1980 Act, as envisaged or required in order to discharge the obligations contained within this Deed, as soon as reasonably possible subject to the costs of doing so being paid by the Developer.

4 Existing Residents and Businesses

- 4.1 To procure that the Housing Authority engages in direct dialogue with Tenants regarding their requirements and choices for alternative accommodation with the local area, where this is their preference.
- 4.2 To procure that the Housing Authority offers appropriate assistance to Private Tenants and owner-occupiers residing on the Site in relation to their requirements and choices for alternative accommodation within the local area, where this is their preference.
- 4.3 To procure that the Housing Authority briefs the Circle 33 Housing Trust with the objective of identifying suitable alternative accommodation for Tenants who are required to relocate as a result of the Development.

5 Trader's Release Sum

- 5.1 Immediately upon satisfaction of the Payment Conditions (or such earlier date as directed by the Developer in writing following the Closure Date), to pay the Release Sum to each Trader.

Schedule 6 – Considerate Contractors Scheme

1 Consideration

All work will be carried out with positive consideration for the needs of Traders and businesses, site personnel and visitors, pedestrians, shoppers and general public. Special attention will be given to the needs of those with sight, hearing and mobility difficulties.

2 Environment

Noise from construction operations and all other sources will be kept to a minimum at all times. Consideration should be given to the selection and use of resources, using local resources wherever possible. Attention should be paid to waste management and the avoidance of pollution. Recycling of surplus materials is encouraged.

3 Cleanliness

The construction site will be kept clean and in good order at all times. Temporary safety barriers, lights and walling signs will be maintained in a clean and safe condition. Surplus materials and rubbish will not be allowed to accumulate on site or spill over onto the surrounding environment. Dust from construction operations shall be kept to a minimum.

4 Neighbourliness

General information regarding the Development will be provided for all neighbours affected by construction works. Full and regular communications with neighbours, including adjacent traders and businesses, regarding programming and on-site activities will be maintained from pre-start to completion.

5 Respect

Respectable and safe standards of dress will be maintained at all times. Lewd or derogatory behaviour and language will not be tolerated, under threat of severe disciplinary action. Pride in the management and appearance of the Site and the surrounding environment will be shown at all times. Operatives will be instructed in dealing with the general public.

6 Safety

Construction operations and site vehicle movements will be carried out with care and consideration for the safety of the generally public, traders, shoppers as well as site personnel. No building activity will be a security risk to others.

7 Responsibility

All Site personnel, specialist sub-contractors, drivers and any other persons working on the Site will understand and implement the obligations of this Considerate Contractors Scheme and will monitor their compliance with it.

8 Accountability

Posters will be displayed around the Site, giving names and telephone numbers of staff who can be contacted in response to issues raised by the general public, traders, shoppers and others affected by operations being carried out on the Site.

Schedule 7 – List of Traders and Corresponding Rateable Values of Existing Stalls

July 2012 (Supplied by Seven Sisters Market Operator)			
Unit	Tenant	Rateable Area sq ft	Rateable Value (£)
½	Maria L Osorio	1,350	5,100
3	Libia Victoria Alvarez Martinez	1,975	5,300
4/5/6	Lita Laura Kawajilgashi Alvarado	6,800	18,500
7/8	Mohsen Khanjary	3,600	9,200
9	TG Worldwide – Oscar Mora	2,250	6,100
10	RIA Financial Services – Marcela Gonzalez	2,500	6,000
11/12/60	Raymond Taiwo	1,950	8,400
13/14 & 19/20	Luis Fernando Esquerra	2,625	6,400
15	Mark LA. Samuels	650	1,675
16	Theresa Bremah	430	1,650
21/22	Lagu Sukumaran & Libia Victoria Alvarez martinez	1,125	2,900
23	Julian Andres Rodas and Viviana Rodriguez	600	1,675
24	Diego Fernando Millan & Duvan Villa	610	2,375
25	Santiago Castro Colorado	425	1,675
26	Albeiro Cobo Lopez	415	1,625
27/28	Yosef Yomtobian	860	3,350
29/30/31	Empty	2,000	5,000
32	Lillana Lovo Plazas	430	1,650
33/34	Jonathan Duque	1,075	3,300
35	Raul Mancera & Libia Victoria Alvarez Martinez	430	1,677
36	Jennifer Grigoropoulos & Marta de la Ossa	430	1,675
37/38	Libia Victoria Alvarez Martinez	1,425	3,650
39	Blanca Libia Fernandez	650	1,600

40	Monica Villa Fernandez	425	1,675
41	Blanca Libia Fernandez	675	1,650
42	Jaun Bautista Londono	700	1,725
43	Alejandro G.Gortazar	625	1,650
44	Sean Baker	625	1,700
45	Lina Maria Posade Duque	800	1,725
46/47	Clara Beatriz Londono	1,300	3,500
48/49/50/51	Marta de la Ossa and Matthew Stiles	1,675	8,100
52	Manuel Pelaez Grisales & Juan Daniel	640	3,050
53	Fabian Catano	530	2,325
54	Luis Jurado	425	2,450
55	Carlos Ghermac	425	2,450
56	Pedro H.Garzon Castillo	530	2,300
57	Mrs S P Nyerende	365	1,625
58	Mr T Williams	425	1,625
59	Ms. Udo Agomoh	425	1,625
Office	Jill Oakley	620	1,475
Total		47,085	144,300

Schedule 8 – Draft Heads of Terms for Market Lease and Plan of the New Market Area

- 1 **Landlord**
The Developer or its successor in title.
- 2 **Tenant**
The Market Operator.
- 3 **Premises**
The New Market Area shown for identification purposes cross hatched on the plan, comprising units 2 – 6 in the ground floor of the Development, with an intended area of 865 square metres or thereabouts.
- 4 **Term**
A minimum of 10 years.
- 5 **Rent**
The aggregate of current open market rent for individual units 2-6 assuming an open A1 (with ancillary A3) use and a ten year term otherwise subject to the usual assumptions and disregards.
- 6 **Fit out**
The unit is to be provided to shell condition, shop front and fitting out at the expense of the market operator.
- 7 **Rent free period**
A rent free period equivalent to normal market terms at the timing of the agreement.
- 8 **Rent Review**
The Rent will be reviewed on a similar basis in an upwards only direction every fifth year of the term to the higher of passing rent and open market rent. If the revised rent cannot be agreed the matter will be referred to an independent chartered surveyor with suitable experience for determination. The surveyor shall act as an Expert unless the parties agree otherwise and if the parties cannot agree on the appointment of the surveyor the surveyor shall be appointed by the President for the time being of RICS on the application of either party.
- 9 **Service Charge**
There will be a contribution (based on relative square footages) towards the service charge for the Development and the buildings within the Development on the same basis as applies to other commercial units within the Development. Service charge will include provisions for on-account payments on quarterly basis, recovery of management fees, a reasonable sinking/reserve fund and full recovery of all repair, maintenance and management costs.
- 10 **Insurance**

The Landlord will insure against normal and available insured risks and the Tenant will pay a proportion (based on relative square footages) of the cost of effecting such insurance including regular revaluations. The Landlord will covenant to lay out the proceeds following damage by an insured risk in reinstating the Premises. Following damage by insured risk the Rent will be suspended until the Premises have been reinstated. If the Premises have not been reinstated within four years following the date of damage or destruction by insured risks then either the Landlord or the Tenant may terminate the lease. Additionally, the Landlord may terminate following damage or destruction of the Premises where the Landlord, for good commercial or estate management reasons, does not want to reinstate the Premises.

11 Tenant's Covenants

Payment of Rent and Outgoings

- 11.1 To be paid on the usual quarter days or (in the case of outgoings on demand) without deduction or set off.

Interest on arrears

- 11.2 In respect of payments more than five days late; interest rate to be 4% over Royal Bank of Scotland plc base rate.

Repairs

- 11.3 An effectively full repairing obligation on the Tenant, excluding damage by insured risks save where policy moneys are withheld as a result of the Tenant's act or default. Structural and external works will be undertaken by the Landlord and recovered by way of the service charge and then the Tenant will be responsible for internal repairs and works to shop fronts.

Users

- 11.4 Limited to that of an indoor market within Class A1 use (with ancillary A3).

Servicing

- 11.5 Deliveries will not be permitted between 8pm and 7am each day.

Trading

- 11.6 The unit will not trade for more than six hours on a Sunday.

Alienation

- 11.7 The Tenant may:

(a) Not assign part

(b) Assign the whole, with Landlord's consent not unreasonably to be withheld, subject to provision of an authorised guarantee agreement and (where reasonably required by the Landlord) additional guarantees and/or security. As a precondition to assignment, the Tenant will offer to surrender the lease to have Landlord and the Landlord will have a period of 30 working days within which to elect whether or not to accept such surrender. If the Landlord elects not to accept such surrender, the assignment may, subject to satisfying the various conditions in the lease and Landlord's consent, proceed within a period of 6 months following the Landlord declining the offer of surrender;

- (c) Not underlet, either in whole or part, but may grant licences to market traders in a form approved by the Landlord subject to no security of tenure arising.

Alterations

The Tenant will be entitled to make internal, non-structural alterations with Landlord's consent, not unreasonably to be withheld but may not make any structural or external alterations. The erection, alteration or removal of internal demountable partitioning may be carried out without Landlord's consent.

Reinstatement

At the end of the Term the Tenant will remove all alterations, fixtures and fittings and hand the Premises back as cleared open floor space otherwise in accordance with the covenants in the lease.

Statutory Compliance

The Tenant will comply with all statutory obligations relating to the Premises and their uses.

Indemnity

The Tenant will give an indemnity in respect of breach of Tenant's covenants.

12 **Usage Covenants**

The lease will contain covenants and restrictions binding on the Tenant to ensure that:

- (a) The market is operated in a reasonable and commercial manner and in compliance with then current best practice;
- (b) Proper ventilation is in place and properly operated in respect of any market uses generating fumes, smoke or smells, including the preparation of hot food;
- (c) All litter generated within or outside the market area to be cleared up on a daily basis (and more frequently where required by the Landlord by and at the cost of the Tenant);
- (d) No noise or disturbance or nuisance to be caused to adjoining retail units or the residential units forming part of the Development;
- (e) Property controls to be in place to ensure that no illegal activities, consumption of illegal or illicit substances;
- (f) No storage of inflammable or dangers or illegal materials.

13 **Landlord's Covenants**

Quite Enjoyment

- 13.1 The usual Landlord's covenant for quiet enjoyment

Services

- 13.2 An obligation on the Landlord to use reasonable endeavours to provide the building services subject to the Service Charge but the Landlord shall not be liable to perform services if it is prevented from doing so as a result of causes beyond its control

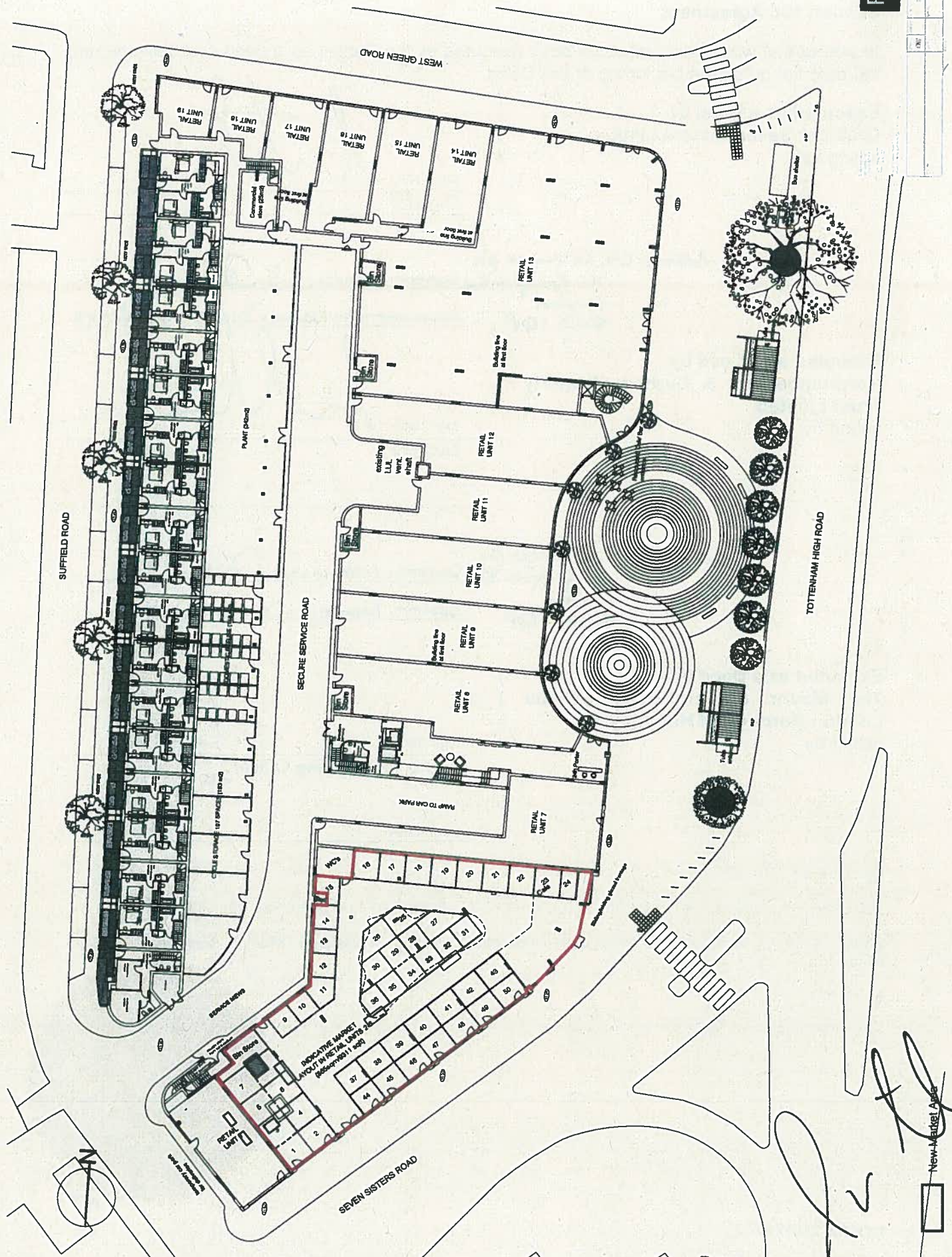
Forfeiture

13.3 The usual provision for forfeiture on non-payment of Rent, breach of covenant or an insolvency event occurring in relation to the Tenant or any guarantor

14 **Security of Tenure**

In order to preserve the precondition to Alienation relating to surrender, the lease will be contracted out of the Landlord and Tenant Act 1954

DATE	2001.11	SCALE	1:100
NO.			



285 M. O. *[Signature]*

NEW MARKET LAYOUT

Execution page

Section 106 Agreement

In witness of which this Deed has been executed by the Parties as a deed and delivered on the date set out at the beginning of this Deed.

Executed as a Deed by)
Grainger Seven Sisters Limited)
acting by:)

sign here: [Signature]
Director

Address C/o: Grainger plc)
161 Brompton Rd)
London)
SW3 1QP)
sign here Witness: [Signature]
Director/Secretary Name: David Walters

Executed as a Deed by)
Northumberland & Durham Property)
Trust Limited)
acting by:)

sign here: [Signature]
Director

Address C/o: Grainger plc)
161 Brompton Rd)
London)
SW3 1QP)
sign here Witness: [Signature]
Director Name: David Walters

Executed as a Deed by)
The Mayor & Burgesses of the)
London Borough of Haringey)
acting by:)

sign here: M. O' Connor
Authorised Sealing Officer 285

print name: _____

Ref GINBEYI/1107650

The St Botolph Building, 138 Houndsditch, London, EC3A 7AR Tel: 020 7876 5000 Fax: 020 7876 5111.

Clyde & Co LLP registered in England and Wales No. OC326539 Registered Office 51 Eastcheap, London EC3M 1JP.



Appendix II - Community Engagement Strategy - Annual Report Template



GL Hearn

Part of Capita Real Estate

Planning Obligation – Community Engagement Progress Report

Grainger Seven Sisters Limited

Seven Sisters Regeneration

[Date to be inserted here]

Prepared by

GL Hearn
280 High Holborn
London WC1V 7EE

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

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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 [Date to be inserted]	ORIGINATORS [Name] [Job title]	APPROVED [Name] [Job title]
<hr style="border: 0; border-top: 1px solid black; margin: 0;"/>		

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 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 planning obligation agreement, 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

1.2 This report summarises the progress made in satisfying clause 21.1 of Schedule 4. The report is divided into two sections, as per the first two parts of clause (parts (a) and (b)) and systematically deals with each part providing a summary of the activities undertaken and outcome of those activities over the past 12 months. All relevant collateral used for delivering the proposed activities for each part of the obligation is appended to this report.

1.3 Each section also outlines, as necessary, further mitigation measures identified with an indicative programme for implementation to satisfy part (c) of the clause.

2 PART 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);

Overview

2.1 [insert relevant details]

Summary of activities

2.2 [insert methodology and other relevant information]

Outcome

2.3 [Insert summary of results and comparative analysis against baseline studies]

Further activities

2.4 [Outline any further mitigation measures or activities required as necessary with a programme for implementation]

3 PART B: REPORTING ON THE ENGAGEMENT PROCESS AND HOW REPRESENTATION FROM THIRD PARTY STAKEHOLDERS WILL BE TAKEN INTO ACCOUNT

Consultation overview

- 3.1 An engagement strategy to satisfy Part (b) of the clause 21.1 of Schedule 4 of the Planning Obligation was agreed with Haringey Council in xxx, to continue dialogue with affected property owners/lessees, current tenants, third party local stakeholders, market traders and the wider community to continue to gather feedback. A copy of the strategy can be found in appendix XX.
- 3.2 The table below provides an overview of all the activities undertaken over the past 12 months to engage with the various identified stakeholders.

Table 1: Table detailing activities undertaken over the past 12 months to engage with relevant stakeholders.

Dates [delete months as necessary below]	Activities
Affected property owners/ lessees and tenants	
February	
March	
April	
May	
June	
July	
August	
September	
October	
November	
December	
January	
Market traders	
February	

March	
April	
May	
June	
July	
August	
September	
October	
November	
December	
January	
Third party local stakeholders	
February	
March	
April	
May	
June	
July	
August	
September	
October	
November	
December	
January	
Neighbours and wider community	
February	
March	

April	
May	
June	
July	
August	
September	
October	
November	
December	
January	

Summary of engagement activities

Affected properties/lessees and tenants

3.3 [insert a summary of activities undertaken, methodology for notification and delivery and summary of outcome]

Market traders

3.4 [insert a summary of activities undertaken, methodology for notification and delivery and summary of outcome]

Third Party Local Stakeholders

3.5 [Insert list target audience, summary of the activities, methodology adopted for notification and delivery and the outcome of activities]

Neighbours and wider Community

3.6 [Insert summary of the activities undertaken, methodology adopted for notification and the outcome of those activities]

Further activities

3.7 [Outline any other mitigation measures identified/required with a programme for implementation as well as future activities planned to date]

Appendices

APPENDIX A: E.g. Consultation strategy

APPENDIX B: Appendix heading 2

APPENDIX C: Appendix heading 3

Template

Appendix III - Equalities Impact Assessment dated June 2011

URS



Wards Corner Redevelopment
Equality Impact Assessment

Report
June 2011

Revision Schedule

Wards Corner Redevelopment Equality Impact Assessment June 2011

Rev	Date	Details	Prepared by	Reviewed by	Approved by
01	21/04/2011	Draft	Nicola Hodges Equalities Technical Specialist	Jeremy Richardson Technical Director	Jeremy Richardson Technical Director
02	12/05/2011	Draft final	Vanessa Barri Project Manager	Jeremy Richardson Technical Director	Jeremy Richardson Technical Director
03	02/06/2011	Final	Heather Rogers Consultant	Steven Smith Associate	Jeremy Richardson Technical Director

URS Scott Wilson
6-8 Greencoat Place,
London,
SW1P 1PL,
United Kingdom

Tel +44 (0) 207 798 5000
Fax +44 (0) 207 798 5001

www.urs-scottwilson.com

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Abbreviations and short forms

BME	Black and Minority Ethnic
CLG	(Department of) Communities and Local Government
CCTV	Closed Circuit TV
EHRC	Equalities and Human Rights Commission
EqIA	Equality Impact Assessment
GLA	Greater London Assembly
Grainger	Grainger Plc Ltd, developer & planning applicant
'the Act'	refers to the Equality Act 2010
'the Council'	refers to Haringey Council
'the Duty'	refers to the public sector equality duty set out in section 149 of the Equality Act 2010
'the Planning Application'	refers to Planning Application HGY/2008/0303
JSA	Job Seeker's Allowance
LDF	local development framework
LGB	lesbian, gay and bisexual
ONS	Office of National Statistics
PCT	Primary Care Trust
S106	A negotiated legal agreement between a Local Authority and a developer/applicant. They are used following the granting of planning permission to secure community infrastructure to meet the needs of residents in new developments and/or to mitigate the impact of new developments upon existing community facilities. They can also be used to restrict the development or use of the land in a specified way or require specific operations or activities to be carried out on the land.
SCS	Sustainable Community Strategy
SES	Single Equality Scheme
SPD	Supplementary Planning Document
The Bridge NDC	The Bridge New Deal for Communities
UDP	Unitary Development Plan, former planning frameworks produced by Local Authorities, replaced by LDFs (see above)
USM	Urban Space Management Ltd
Wards Corner LSOA	A small output area, relating to Haringey 025D on Neighbourhood Statistics, also referenced as E01002072, referred to as 'Wards Corner LSOA' in this report for convenience only.
WCCC	Wards Corner Community Coalition

Executive Summary

Background

Grainger Plc ('the Applicant') submitted a planning application for the redevelopment of the Wards Corner site in Haringey in February 2008. The redevelopment included the demolition of existing buildings and the erection of a mixed use development comprising 197 residential units, replacement market, new retail units and restaurant, basement car parking and a new public square on Tottenham High Road.

The proposal was granted planning permission in December 2008. However, the decision to grant planning permission was challenged by judicial review and the decision was quashed by the Court of Appeal in June 2010. In reaching its decision the Court of Appeal considered that the Planning Committee had not fully discharged its duty under section 71 of the Race Relations Act, 1976, to consider the need to promote equality of opportunity between persons of different racial groups and the need to promote good relations between persons of different racial groups.

Purpose

This equality impact assessment report has been independently prepared by URS Scott Wilson on behalf of Haringey Council ('the Council'). It has been undertaken as part of a process to help the Council ensure that it discharges its section 149 duty under the Equality Act 2010 to have due regard to the need to:

- eliminate discrimination;
- advance equality of opportunity between different groups and;
- foster good relations between groups in Haringey.

This is with specific reference to the Council's consideration of the planning application submitted by Grainger Plc for the redevelopment of the Wards Corner site.

Approach

The assessment's approach reflects current equalities legislation, drawing on guidance produced by the Equalities and Human Rights Commission. It takes into consideration relevant London-wide and local level planning and equalities policy. It considers the likely effects on equality as a result of the proposed redevelopment proceeding in accordance with the planning application. To do this, it considers how people sharing protected equality characteristics may be affected in ways that may worsen or improve equal opportunities, discrimination and relations between protected groups and others. It includes consideration of how the Council, the Applicant and other stakeholder bodies consulted with the affected community, including people sharing protected characteristics.

Based on the findings of an initial screening, the assessment considered impacts with respect to the protected characteristics of:

- Race
- Disability
- Sex
- Religion or belief

- Age
- Sexual Orientation

The assessment responds to objections, views and concerns put forward regarding the proposed redevelopment, including those referenced in the in Court of Appeal [2010] EWCA Civ 703 Approved Judgment. It also includes consideration of whether people sharing protected characteristics face any barriers preventing them sharing in the expected benefits of the redevelopment.

Equality Profile

The Wards Corner area is amongst the 5-10% most deprived local areas in England and Wales overall and amongst the 5% most deprived with respect to barriers to housing, living environment and crime. It ranks amongst the 2% most deprived areas with respect to measures of deprivation affecting older people and children. Key characteristics of the area with respect to the profile of equality protected groups are:

- A young age profile, reflective of the Borough, with great ethnic and nationality diversity amongst children and young people in the Borough
- Above-average rates of people with limiting long-term illness, and a somewhat higher rate of people claiming disability-related benefits compared with London-wide and national rates
- Falls within a highly ethnically diverse borough, with sizeable local populations of people of Afro-Caribbean and African heritage. There are high proportions of residents born in Turkey, Nigeria and Jamaica and other Caribbean/West Indies nations
- A study conducted in 2008 indicated that 64% of the market traders at Seven Sisters are of Latin-American origin, and mostly Spanish-speaking, though it is understood that the profile is likely to have changed somewhat over the last three years
- Christians form the greater proportion of the resident population, with a sizeable Muslim population (this is based on 2001 Census data)
- The female unemployment rate in Haringey is above that in London. Economic inactivity rates amongst both men and women are above London average rates
- Young people in Haringey have a higher claimant rate than other age groups, reflecting regional and national patterns
- Single parents and people from black and minority ethnic communities were identified as more likely to be in housing need in Haringey, according to a 2007 housing needs assessment.

Consultation

Associated consultation undertaken by the Applicant, by the Council, and by the former The Bridge New Deal for Communities. Have comprised a variety of formats (community days, commissioned surveys and polls, drop-in sessions, formal public inquiry on the Haringey Unitary Development Plan, a forum event, various presentations and question and answer sessions, exhibitions, meetings with traders and residents). Information has likewise been presented in a variety of formats (leaflets, exhibitions, letters, website) and made available in different languages.

Criticisms were raised by objectors to the planning application regarding the adequacy and effectiveness of the consultation process in engaging with the local community.

An analysis of responses to the planning application published on Haringey Council's website shows that a variety of equality-related concerns were raised, particularly with regards to:

- Potential negative effects of the proposals for Latin American and ethnically diverse community of traders and shop-owners
- Potential negative effects for the specific ethnic and cultural communities served by the market
- Potential negative effects for the multi-ethnic character of the local community and for community cohesion.
- Potential positive effects for safety benefitting women, children and young people.

Both the Council and the applicant record responding to consultation feedback in terms of adapting the development brief and in changes to the proposals. It is not possible to be certain how the changes reflect the concerns of specific equality groups, due to limited diversity monitoring and analysis of the consultation.

Assessment findings

The following highlights important findings:

Housing

- Whilst it is understood that Black and Minority Ethnic (BME) residents predominate amongst existing residents, a lack of precise data makes the equality effects uncertain. The allocation of suitable alternative accommodation for those in social housing is considered adequate to mitigate any serious negative impact for affected BME households.
- For those BME in private rental, it is judged likely that suitable alternative accommodation will be available to minimise negative impacts for affected BME households, though additional measures may be necessary to assist households with particularly vulnerable members.
- For owner-occupiers, negative effects are more likely and recommendations are set out to support affected households.
- The provision of an increased number of family-sized dwellings is judged a positive impact, whilst the loss on-site of affordable family housing is a minor negative impact.

Business and employment

- Proposed S106 conditions and other measures, taken together, should contribute to enabling a significant proportion of the affected businesses to plan for their temporary relocation and develop their business in order to be able to afford to return to the new market or to an alternative permanent location, as well as to enable the Latin American market traders to continue to operate together. This will require effective collaboration between all interested parties including the Council, the Applicant, the landowner, the business owners (shops and stallholders) and the existing market operator. Thus it is judged likely that negative equality impacts with respect to business and employment will be minimised. Where it proves unviable for some of the existing businesses to continue to trade, some negative equality impacts can be expected.

- Wider employment and economic growth generated are potentially positive for enhancing equal opportunities for Black ethnic groups and young people in Haringey.
- In line with the findings regarding impacts for business and employment, proposed measures are considered to provide adequate protection to prevent impacting unfairly on people sharing Latin American, Afro-Caribbean or African racial identity in their access to specialist goods and services.

Relations between protected groups and others

- The assessment recognises the loss of the existing shops and market as a potential threat to the cultural connections among the Latin American community employed at and visiting the market. However, in line with the findings regarding impacts for business and employment, proposed measures are judged appropriate to prevent the proposals unfairly impacting on community cohesion for people sharing Latin American racial identities.
- Likewise, the assessment recognises the loss of the existing shops and market as a potential threat to the interactions between different racial groups at the existing site. However, in line with the findings regarding impacts for business and employment, it is judged that appropriate measures are proposed to enable the community cohesion to be revived within the redevelopment.

Safety and accessibility

- The proposed public realm and landscaping improvements are judged likely to enhance local access at this transport interchange, particularly benefitting disabled people, although it will not resolve existing limited accessibility inside Seven Sisters underground station.
- The development is judged likely to enhance safety and reduce opportunities for crime, thereby benefitting women, young people and possibly also LGB people and other equality groups.

Sharing of benefits of redevelopment

- The non-provision of affordable housing within the redevelopment is likely to prevent Black African and Black Caribbean households, single parent households, and children living in low income households, groups which disproportionately experience income-related barriers to accessing housing, from sharing in the benefits of the new housing. The conclusion by the Valuation Office that the development cannot afford to include affordable housing provision indicates that on-site mitigation is not possible. However, planned provision of new affordable housing within the Borough is considered to provide an alternative way to address this barrier to an extent.
- Equality groups are likely to share in the benefits of public realm improvements, streetscape provision, decluttering and a safer environment, though additional actions to address fear of crime may be required to overcome possible barriers to some individuals sharing protected characteristics from experiencing these benefits.
- Proposed mitigation measures are likely to overcome potential barriers to Latin American, Afro-Caribbean, African and other BME business owners from sharing in the benefits of new business premises and opportunities afforded by the new development.
- Likewise, proposed mitigation measures are likely to overcome potential barriers to Latin American, Afro-Caribbean, African and other BME working age people from sharing in the potential new employment opportunities arising out of the new development.

- All equality groups are likely to be able to share in the transport infrastructure improvements afforded by the redevelopment proposals.
- Disabled children are likely to be able to share in the benefits of the new play space provision assuming it is built in line with London play standards.

Recommendations and conclusions

A full set of recommendations is set out in Chapter eight, in relation to:

- Housing
- Business and employment
- Goods, services and facilities
- Community cohesion and relations between groups
- Safety and crime
- Consultation and participation

Overall it is concluded that the planning application proposal is unlikely to give rise to major negative equality impacts provided all the measures set out in the S106 agreement are honoured in full and in a timely manner, as well as additional mitigation measures set out in the report. The assessment recognises concerns expressed by objectors on potential impacts, particularly in relation to Latin American people and members of other BME groups. In addition to measures previously set out in the S106 agreement and voluntary financial contributions by the Applicant, the assessment has set out additional recommendations to strengthen previously identified mitigation measures and to address residual negative impacts.

The proposal will give rise to negative equality impacts resulting from the non re-provision of affordable housing on the site and lack of new provision of affordable housing, in conflict with existing Council policy. The lack of suitable on-site mitigation is accepted on the basis of the independent judgment of the Valuation Office. Groups that may be unable to share in the provision of new housing due to the lack of affordable housing include Black African and Black Caribbean households, children living in low income households and single parent households.

The planning application proposal is identified as giving rise to positive equality impacts in relation to safety and crime, and a more accessible public realm. People sharing equality protected characteristics are likely to be able to share in these general benefits.

Increased provision of family housing is identified as a benefit of the development. Affordability barriers may prevent certain groups, including BME families, children living in low income households and single parent households, from sharing in this benefit.

Expected improvements to the business and retail environment are likely to be shared by people from different racial backgrounds subject to the successful implementation of recommended mitigation measures.

Further opportunities remain for members of the public to express their concerns about potential impacts of the development, including where these may affect people sharing protected characteristics. Opportunities also remain for members of the public to identify additional mitigation requirements. Particularly important in this respect is the forthcoming meeting at which the Council considers the revised application by the Applicant for redevelopment at Wards Corner.

1 Introduction

1.1 Purpose

1.1.1 URS Scott Wilson was commissioned by Haringey Council ('the Council') to undertake an independent Equality Impact Assessment (EqIA) for the Wards Corner redevelopment. The EqIA will assist the Council in their consideration of the planning application to develop the site.

1.1.2 This EqIA is undertaken as part of a process to help the Council ensure that it discharges its S71 duty under Section 71 of the Race Relations Amendment 2000 now incorporated and replaced by the section 149 duty under the Equality Act 2010 to have due regard to the need to:

- eliminate discrimination;
- advance equality of opportunity between different groups and;
- foster good relations between groups in Haringey.

1.1.3 The specific purpose of this assessment is to identify whether and to what extent the redevelopment proposal for the Ward's Corner site would:

- produce disproportionate disadvantage or enhance opportunity for any groups with the protected characteristic defined in the Equality Act 2011;
- Identify the nature of such disadvantage or enhanced opportunity and how it would impact on those groups;
- Explore how any adverse impacts could be eliminated or reduced;
- Identify specific actions that would help to eliminate or reduce those adverse impacts;
- Identify and explore actions to eliminate or reduce possible barriers that would prevent groups that share a protected characteristic from accessing any benefits arising from the proposed redevelopment;
- Identify any potential impact the redevelopment may have on the social cohesion of Wards Corner and explore what actions could be taken to address any adverse impacts in this report.

1.1.4 This report documents the assessment process and findings.

1.2 Background

1.2.1 Grainger Plc ('the Applicant') submitted a planning application for the redevelopment of the Wards Corner site in Haringey in February 2008. It included demolition of existing buildings and the erection of a mixed use development comprising 197 residential units, replacement market, new retail units and restaurant, basement car parking, a new public square on Tottenham High Road incorporating landscaping, open spaces and play spaces, and public realm improvements. The signed Section 106 agreement includes a financial contribution for educational services and facilities; public art; establishing a management company for site management; CCTV; local procurement of goods and services and recruitment of local people; construction training and a local labour agreement; and the maintenance of the new gardens. Following the Judicial Review Appeal Judgment the Applicant also proposes, as part of the

redevelopment, a voluntary contribution towards the Market Traders' relocation costs of £144,000 and financial contributions to create a West Green Road Environmental Improvement Fund for shop/building frontage improvements; street decoration and enhancements; servicing improvements to allow improved access and servicing for vehicle and pedestrian traffic; an Improvement Strategy for businesses/markets; open space and parking provision additional to the other financial contributions as mentioned above.

- 1.2.2 The proposal was granted planning permission in December 2008. However, the decision to grant planning permission was challenged by judicial review and the decision was quashed by the Court of Appeal in June 2010. In reaching its decision the Court of Appeal considered that the Planning Committee had not fully discharged its duty under section 71 of the Race Relations Act, 1976, to consider the need to promote equality of opportunity between persons of different racial groups and the need to promote good relations between persons of different racial groups.
- 1.2.3 On 5 April 2011, a new public sector equality duty, as set out in Section 149 of the Equality Act 2010 ('the Act'), came into force. This replaces duties under the Race Relations Act and other domestic discrimination legislation. The Act includes a new single public sector equality Duty ('the Duty') which brings together the previous race, disability and gender duties, and extends coverage to include age, sexual orientation, religion or belief, pregnancy and maternity, and gender reassignment in full. These are the grounds upon which discrimination is unlawful and are referred to as 'protected characteristics'. The Duty requires certain public bodies to consider the need to eliminate discrimination, advance equality of opportunity and foster good relations in all their functions.
- 1.2.4 Haringey Council commissioned URS Scott Wilson to undertake an independent equality impact assessment (EqIA) in order to demonstrate how it has fulfilled its equality duties in its overall consideration of the planning application.

1.3 Assessment Structure

- 1.3.1 The methodology for the assessment is set out in the Chapter two, followed by a review of equalities legislation and relevant equalities and planning policy at London-wide and local levels in Chapter three. Chapter four provides a summary of the planning application and related proposals. It provides relevant detail on the existing site conditions. Chapter five sets out baseline evidence concerning the equality characteristics of the affected population (mainly using lower super output area data), with additional information in relation to specific affected groups, namely resident households, business and employees on the site of the proposed redevelopment. Chapter six summarises the consultation and engagement process, the equality-related issues and concerns raised and responses to the views expressed. Chapter seven sets out the appraisal of equality impacts, drawing on evidence from the preceding chapters, whilst Chapter eight sets out conclusions and the recommendations.

2 Methodology

2.1 Approach

2.1.1 The EqIA focuses on systematically assessing and recording the likely positive and negative equality impact of the planning application for affected people sharing common attributes in respect of the different equality protected characteristics identified in the Equality Act 2010.

2.1.2 This assessment was desk-based and reviewed and analysed existing information. Further detail on the sources of evidence is provided below. The assessment included analysis of evidence on consultation in relation to progressing the redevelopment of Wards Corner, as undertaken or commissioned by the Council, by Grainger Plc and their project team and by The Bridge NDC.

2.1.3 The Council's equalities team reviewed two drafts of the report, providing feedback and comments by email and further feedback at a meeting with URS Scott Wilson on 31 May 2011. This input resulted in additions to the report, particularly to show how mitigation measures respond to objections and issues raised in the consultation. It resulted in additional detail being included on:

- which equality groups would potentially be affected by particular impacts; and
- whether people sharing protected characteristics would be likely to share in the expected benefits of the proposed redevelopment.

2.1.4 Screening was first undertaken to identify likely negative and positive impacts in relation to all equality protected characteristics, in order to determine the focus of the full assessment. For the screening stage, potentially affected individuals, groups or sections of the affected population were identified with respect to the protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

2.1.5 In the findings of the screening, the full assessment considered impacts with respect to the protected characteristics of:

- Race
- Disability
- Sex
- Religion or belief
- Age
- Sexual Orientation.

2.1.6 The approach draws on guidance for the appraisal of equality impacts produced by the Equality and Human Rights Commission (EHRC), as well as Haringey and other Councils' models for conducting EqIAs. The assessment addresses the potential impact of the development as proposed in the Planning Application for affected people with respect to their sharing of equality protected characteristics. It considers how the Council has fulfilled its duties, with reference to the new public sector equality duty.

2.1.7 Criteria used to determine differential impacts with respect to equality protected characteristics are:

- Where current knowledge indicates that amongst the population affected by the planning application, people who share protected characteristics are particularly vulnerable or sensitive to a possible impact in relation to their possessing those characteristics.
- Where the overall available evidence supports a conclusion that people who share a protected characteristic will form a disproportionately large number of those adversely affected by the planning application.
- Where the overall available evidence supports conclusions that the planning application may either make worse (negative impact) or ameliorate (positive impact) existing disadvantage (e.g. housing deprivation or economic disadvantage) affecting people who share a protected characteristic.
- Where the overall available evidence supports conclusions that people with shared protected characteristics amongst the affected population may be denied a fair share in the expected positive benefits of the planning application, due to direct or indirect discrimination or where the group experience particular barriers to realising those benefits, unless suitable measures are proposed to overcome those barriers;
- Where the overall available evidence supports conclusions that the planning application may worsen existing community cohesion amongst the affected population or conflicts with community cohesion policy objectives.

2.1.8 The assessment draws on a wide range of evidence, as summarised below:

- Relevant legislation, GLA/Mayor of London and Haringey Council policy relating to the site and equality objectives;
- Evidence on the profile of the affected population, using Office of National Statistics (ONS) data, data held by Haringey Council, Communities and Local Government (CLG) data and other sources;
- Evidence on the planning application proposals, including documents submitted by Grainger Plc on the Haringey council online planning application site, documents on Grainger's Wards Corner regeneration website, in addition to information provided directly to us by representatives of Grainger.
- Evidence on the potential nature of equality impacts, drawing on wider research and evaluation concerning equality issues, reports and consultation responses relating to the Wards Corner planning application. This included a detailed re-analysis of all consultation responses posted on the Haringey Council online planning application site for HGY/2008/0303. The assessment team also referred to the website of the Wards Corner community coalition (WCCC).

3 Equalities legislation and policy review

3.1 Equality Act 2010

General Equality duty

- 3.1.2 As of 5 April 2011, a new public sector equality duty came into force, as set out in Section 149 of the Equality Act 2010. This replaces duties under the Race Relations Act and other domestic discrimination legislation, extending duties of public bodies to cover age, sexual orientation, religion or belief, pregnancy and maternity and gender reassignment in full. The Duty requires listed public bodies to consider the need to eliminate discrimination, advance equality of opportunity and foster good relations in all their functions.

**Summary of General Equality Duty, Section 149 of Equality Act 2010,
taken from <http://www.equalityhumanrights.com/>**

Those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

These are sometimes referred to as the three aims or arms of the general equality duty. The Act helpfully explains that having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The Act states that meeting different needs involves taking steps to take account of disabled people's disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. It states that compliance with the duty may involve treating some people more favourably than others.

The new duty covers the following eight protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. Public authorities also need to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. This means that the first arm of the duty applies to this characteristic but that the other arms (advancing equality and fostering good relations) do not apply.

- 3.1.3 This general equality duty applies to Haringey Council's consideration of this planning application, as of April 6th, 2011.

3.2 London-wide Policy

Draft Replacement London Plan 2009

3.2.2 The Draft Replacement London Plan¹ includes strategic and planning policies to encourage equal life chances for all, in recognition of social inequalities existing within the city. A number of policies outlined in the Plan relate to equalities and the protection of disadvantaged groups, specifically:

- Policy 3.1 'Ensuring Equal Life Chances for All' requires that development proposals should protect and enhance facilities that meet the needs of particular groups and communities. The plan does not support proposals involving loss of these facilities without adequate justification or provision for replacement. It also expects development proposals to pay due regard to the Supplementary Planning Guidance 'Accessible London: Achieving an Inclusive Environment', which provides guidance on creating equal and accessible places within London.
- Policy 3.2 'Addressing Health Inequalities' is also relevant, requiring due regard to the impact of development proposals on health inequalities in London.
- Policies 3.17 – 3.20 concern the provision of social infrastructure, including health, education, sports and recreation facilities.
- Housing policies 3.3 – 3.16 concerning housing provision, affordable housing provision, mixed and balanced communities, housing choice and provision of associated play facilities, are all relevant to equal opportunities.
- Policy 4.12 'Improving opportunities for all', addresses the need for equal employment opportunities and removing barriers for disabled and disadvantaged people to gain employment.

Equal Life Chances for All

3.2.3 'Equal Life Chances for All'² is a strategy which emphasises tackling the remaining and significant pockets of deprivation and inequality within London. It identifies the key challenges as enabling inclusion and community cohesion and tackling disadvantage. It uses a framework of equal life chances for all as an approach to overcoming existing disadvantage and inequality. Relevant desired outcomes to which the proposals may be able to contribute, are:

- Ensure the capital's diverse communities, particularly the most vulnerable and disadvantaged people, benefit from London's success and are protected in the economic downturn;
- Support deprived communities and vulnerable people and promote community cohesion;
- Support the development across the London economy of diverse markets, workforces and suppliers, including through Responsible Procurement programmes;
- Increase in the levels of employment of excluded groups;
- Decrease in the difference in income between the equality groups and others from deprived communities and the wider community; and

¹ Draft Replacement London Plan (2009), Mayor of London, GLA

² Equal Life Chances for All' (2009), GLA, Mayor of London

- An increase in the feeling of personal safety experienced by everyone, whenever and wherever they are in London.

3.3 Local Policy

Wards Corner/Seven Sisters Underground Development Brief 2004

- 3.3.2 In 2004 the Council adopted a planning brief³ for Wards Corner and Seven Sisters Underground in order to help facilitate the redevelopment of the Wards Corner site and the wider regeneration of the area. Some of the regeneration context for development includes: the area around the station is perceived as unsafe by the local community and suffers from a high degree of crime; that range of shops and facilities in the area is poor and the area suffers from high deprivation (particularly crime).
- 3.3.3 The vision for the area is to *“create a landmark development that acts as a high quality gateway to Seven Sisters, providing mixed uses with improved facilities and safer underground station access”*.
- 3.3.4 Development principles set out in the brief address:
- Urban design;
 - Transport and access; and
 - Land uses and development.
- 3.3.5 Relevant to equalities, the brief seeks to achieve:
- regeneration and improvement of the living and working environment and make best use of site opportunities;
 - a development that takes its cue from the richness and diversity of the communities and small shops in the West Green Road area;
 - significant and co-ordinated improvement to the public realm;
 - a reduction in opportunities for crime, especially around the Station entrances, designed in conjunction with the Police and the British Transport Police;
 - improvements to pedestrian access and safety in the area;
 - a development that should be accessible to all; and
 - a development is suitable for a range of land uses; including retail uses to promote the vitality and viability of the West Green Road/Seven Sisters District Centre.

Unitary Development Plan 2006 / Local Development Framework

- 3.3.6 The Unitary Development Plan⁴ (UDP) adopted by the Council in 2006 is the Council's statutory plan setting out the development and use of land and buildings in the borough. The UDP policies and proposals are being replaced by the Council's Local Development Framework

³ Haringey Council (2004) *Wards Corner/Seven Sisters Underground Development Brief* [online] available at: http://www.haringey.gov.uk/wards_corner_seven_sister_underground_development_brief.pdf

⁴ Haringey Council (2006) *Haringey Unitary Development Plan Adopted July 2006 – Saved Policies Version July 2009* [online] available at: http://www.haringey.gov.uk/index/housing_and_planning/planning-mainpage/policy_and_projects/local_development_framework/udp-2.htm#attached_files

(LDF). The main LDF document is the Core Strategy. Until the Core Strategy is adopted, the Secretary of State issued a Direction (17 July 2009) which enables certain UDP policies to be saved. Saved policies will continue to be used in determining planning applications (until the Core Strategy is in place) although emerging national and London-wide policies and new evidence over time will carry greater weight by the Council in planning decisions.

3.3.7 Saved UDP policies that are relevant to the Wards Corner development include:

- AC3: Tottenham High Road Regeneration Corridor – The accompanying policy narrative acknowledges that the area has severe environmental, economic and social problems and is in need of regeneration. Seven Sisters underground station (Wards Corner) is listed as a major site for potential redevelopment and as a catalyst for prime regeneration of the High Road and identifies that a planning brief has also been prepared for Seven Sisters (Wards Corner). The policy seeks to permit developments that promote regeneration along Tottenham High Road where:
 - it will positively contribute sustainable development and to the regeneration of the High Road;
 - no significant adverse impacts will occur on neighbouring residential amenity, and provides a safe and secure environment that combats crime and the fear of crime;
 - there will be no loss of public open space;
 - vehicular traffic on the High Road will not significantly increase;
 - it won't detract from the vitality and viability of the town centres;
 - new housing will promote a more balanced, mixed, sustainable and less transient community, and proportion of affordable housing won't exceed 50 per cent, with the majority of housing for intermediate forms of housing (shared ownership, key worker and sub-market schemes); and
 - it encourages a change to residential use outside defined retail centres, subject to other UDP policies.
- AC4: The Bridge – New Deal for Communities – The accompanying policy narrative identifies Seven Sisters underground station (Wards Corner) as an important development site in the area and that the planning brief advocates mixed use. The policy seeks to permit developments that promote regeneration, tackle poverty and social exclusion and achieve more sustainable communities in The Bridge where they:
 - will positively contribute sustainable development and to the regeneration of Seven Sisters,
 - seek to provide a safe and secure environment, and combats crime and the fear of crime;
 - improve access to and the quality of open space;
 - provide a choice of good quality housing that meets the needs of all in the community and the proportion of affordable housing does not exceed 50 per cent, with the majority of housing for intermediate forms of housing; and
 - promote an environment and conditions where opportunities for enterprise are open to all.

LB Haringey Council Equalities Scheme 2010-2013 and Sustainable Community Strategy 2007 - 2016

- 3.3.8 Haringey Council's equality scheme adopts their Sustainable Community Strategy (SCS) vision for 'A place of diverse communities that people are proud to belong to' to help ensure there is equality of opportunity throughout the Borough. The scheme also seeks to achieve fair treatment, with a priority to promote equality through strategic planning. The scheme currently covers six strands of equality, namely age; disability; gender; race; religion or belief; and sexual orientation. The scheme does not cover gender reassignment, marriage or civil partnership and pregnancy and maternity (though this may be addressed within gender).
- 3.3.9 The Equalities Scheme identifies the SCS priorities which mainstream equalities concerns into the core business of the council. Relevant priorities include:
- Enhance community cohesion; common belonging and shared vision; group interaction
 - Increase skills and educational achievement; fair treatment and equality of opportunity
 - Increase resident satisfaction with services and the area they live in; low crime and concern about crime
 - Provide greater opportunity for civic engagement and participation.
- 3.3.10 The strategy references the community cohesion framework as inextricably linked with the Council's equalities public sector duties and places a strong emphasis on evidence gathering for knowing their communities and equality mapping within the Borough.

Haringey Strategic Partnership Community Cohesion Framework Update 2010

- 3.3.11 The framework identifies community cohesion and equality of opportunity as inextricably linked and as part of the core business of the Council.
- 3.3.12 The 2008 Haringey Strategic Partnership (HSP) Community Cohesion Framework defined community cohesion as "*what must happen in all communities to enable different groups of people to get on well together.*"
- 3.3.13 The updated Framework⁵ adopts the HSP's vision as identified in the Sustainable Community Strategy 2007-2016: "*A place of diverse communities that people are proud to belong to*". It prioritises outcomes that help to achieve the vision, including:
- ensuring that people who live or work in or visit Haringey can expect equal access to high quality services; and
 - setting out a Delivery Plan involving organisations and individuals across the Borough, including those who provide services to residents.
- 3.3.14 The Community Cohesion Framework itself consists of four outcomes and their priorities. Relevant outcomes and priorities are summarised below:
- Fair treatment and equality of opportunity, including through strategic planning;

⁵ Haringey Strategic Partnership (2010) *Haringey Strategic Partnership Community Cohesion Framework Update 2010 Incorporating the Delivery Plan* [online] available at: http://www.haringey.gov.uk/community_cohesion_framework_update_2010.pdf

- Low levels of crime and concern about crime and confidence in the criminal justice system, including by working together to prevent and reduce hate crime and harassment;
- Group interaction, including provide greater opportunity for civic engagement and participation; and
- A sense of common belonging and shared vision, with priorities to enhance community cohesion and engage with local communities and empower them to shape policies, strategies and services that affect their lives.

3.4 LB Haringey Council Core Strategy Proposed Submission, May 2010

3.4.1 The Local Development Framework (LDF) is the new plan for Haringey and along with the London Plan this will guide future growth and development in the borough for the next 15 years. The LDF will replace the Unitary Development Plan and its current 'saved' policies. The main document in the LDF is a Core Strategy. The Core Strategy will be used in determining planning applications. The Core Strategy⁶ was submitted to the Secretary of State on 9 March 2011 for an Examination in Public by an independent Inspector.

3.4.2 The Core Strategy policy that is most relevant to the Wards Corner development is:

- SP1 – Managing Growth – This policy focuses on the amount and the direction of growth in the borough between 2011 and 2026. Development will be promoted in Growth Areas (Haringey Heartlands and Tottenham Hale) and in Areas of Change (Wood Green Metropolitan Town Centre, Northumberland Park, Tottenham High Road Corridor, and Seven Sisters Corridor).
 - The Seven Sisters Corridor area of change contains the Wards Corner redevelopment site. The area is identified as having high levels of multiple deprivation including unemployment, low educational achievements, poor/ lack of affordable housing, a poor environment and high crime levels.
 - Regeneration of Wards Corner to deliver new, high quality housing, new shops and public realm improvements is one priority within the strategy for the Seven Sisters Corridor Area of Change.

3.4.3 Core Strategy policies that promote equality are:

- SP2: Housing – This policy sets out density and design standards to deliver quality homes including:
 - compliance with the housing standards and range of unit sizes in the Council's Housing Supplementary Planning Document (SPD) and adopts the GLA's Housing Space and Child Play Space Standards;
 - maximise housing for people whose circumstances makes them vulnerable and/or people with specific needs; and
 - new housing is built to 100% Lifetime Homes Standards with at least 10% wheelchair accessible housing or 20% of housing adaptable for wheelchair users.
- The policy also aims to secure high quality affordable housing by:

⁶ Haringey Council (2010) *Haringey Core Strategy Proposed Submission May 2010* [online] available at: http://www.haringey.gov.uk/haringey_proposed_submission_core_strategy.pdf

- requiring development sites able to deliver five or more units to provide 50% affordable housing on site;
 - imposing an affordable housing split of 70% Social Rented Housing and 30% Intermediate Housing;
 - allowing no net loss of existing affordable housing floorspace in development; and
 - high quality design and full integration of affordable housing within schemes.
- SP9 - Improving skills and training to support access to jobs and community cohesion and inclusion – seeks to address unemployment by facilitating training opportunities for the local population, increasing the employment offered in the borough and allocating land for employment purposes. It also encourages the provision and growth of education and training facilities in areas of high unemployment, promotes diversification of the borough's economy, and will secure financial contributions from development that results in a net loss of employment floorspace to invest in training and other initiatives promoting employment and adult education in the borough.
 - SP11 – Design – encourages new development to be of high quality, attractive, sustainable, safe and easy to use to enhance Haringey's built environment. Principles include:
 - high design standards that respect local context and character that contribute and enhance a sense of place; and
 - incorporating solutions to reduce crime and the fear of crime by promoting social inclusion, and well-connected and high quality public realm that is easy and safe to use and by applying the principles set out in 'Secure by Design'.
 - SP14 - Health and Well-being - seeks to improve health and well-being in Haringey through the following ways:
 - working with the NHS to reduce health inequalities in the areas with poorest health;
 - identifying sites for new health infrastructure;
 - supporting the provision of new or improved health facilities;
 - prioritising interventions and resources to those areas of the borough where health inequalities are greatest; and
 - supporting the integration of community facilities and services, i.e. health, education, cultural and leisure in multi-purpose buildings.
 - SP15 – Culture and Leisure – aims to safeguard and foster the borough's cultural heritage and promote cultural industries and activities through:
 - the development of cultural areas across the borough, including at Tottenham Green;
 - supporting the provision of new work spaces and cultural venues that support cultural businesses particularly in cultural areas;
 - protecting and enhancing (where feasible) existing cultural facilities throughout the borough; and
 - safeguarding and fostering the borough's existing recreational and sporting facilities.

4 Summary of planning application and related proposal

4.1 Introduction

4.1.1 This Chapter seeks to summarise the related proposal and planning application for the redevelopment of Wards Corner. The content of this Chapter relies heavily on the content contained within the Planning Statement Addendum published by the Applicant, Grainger Seven Sisters Ltd in December 2010. It includes relevant detail on the existing site conditions.

4.1.2 The 0.71 ha site proposed for redevelopment is located in a highly accessible public transport area and comprises a group of two/three storey late Victorian and inter-war commercial buildings along Tottenham High Road, further commercial units along Seven Sisters Road and West Green Road and residential properties and parking to the rear along Suffield Road. Part of the site lies within the Seven Sisters Conservation Area. None of the buildings on the site are statutorily listed, although two have been 'locally listed' by the Council.

Housing provision

Existing housing which will be demolished

4.1.3 The existing 31 residential units, comprising 3 studio flats, 14 x 1-Bed, 5 x 2-Bed and 9 x 3-Bed units, would be demolished prior to redevelopment of the overall site⁷.

Provision of new housing

4.1.4 The replacement scheme proposes a total of 197 residential dwellings in a mix of studio, one, two and three bedroom units, as follows:

- Studio – 5 (1%)
- 1 Bed – 48 (8%)
- 2 Bed – 107 (56%)
- 3 Bed – 37 (26%)

4.1.5 This equates to a net increase of 166 dwellings.

4.1.6 According to the Applicant, the proposed mix has been developed to take into account the particular circumstances of the site. With the exception of Suffield Road, the main street frontages are bustling retail areas, with high footfall and busy road traffic. Generally the site is not ideally suited for families, with the exception of the Suffield Road frontage, where the majority of the family units are to be located.

4.1.7 The proposed dwellings will be built to Lifetime Homes standards. Furthermore, 10% of the proposed new homes will be designed to be wheelchair accessible or easily adaptable for residents who are wheelchair users.

⁷ Based on 'best estimate' information provided by Cluttons 10/05/2011

Affordable housing

- 4.1.8 An independent assessment by the Valuation Office undertaken in June 2008 concluded: *"I do not consider that the provision of affordable housing is viable on this development site."* This supports the view of the Applicant that the particular circumstances of the site mean that it is not possible to provide affordable housing, even with grant funding towards the regeneration of the site.
- 4.1.9 According to the Applicant, an appraisal current at December 2010 also concluded that based upon current costs and values, the development site cannot support the inclusion of affordable housing. The report remains confidential.
- 4.1.10 Also according to the Applicant, even without affordable housing in the scheme, forecast figures indicate that affordable provision within Haringey is likely to meet or exceed London Plan targets.

Public realm and streetscape provision

- 4.1.11 In terms of overall scheme design, the Applicant has stated that the redevelopment proposal is of the highest quality in terms of design and, as is demonstrated in the Design and Access Statement⁸. One of the elements central to the proposal is creating a new public square, corresponding to the Underground entrances and bus stops.
- 4.1.12 The scheme is to also provide residents with private and shared outdoor space, including podium gardens, open space and play space and their maintenance.

Safety measures – natural and 'hard'

- 4.1.13 The new public realm seeks to provide a safe and secure environment this includes reducing the opportunities for crime and providing for the safety of users.
- 4.1.14 Footway lighting will be provided to improve the security and safety of the new public realm while reducing the ground level clutter.
- 4.1.15 Also the public square on the High Road will be fully overlooked, as will the podium gardens. The entrance to the service road will be gated, as will the entrance to the car park. The car park itself will be designed to avoid dark corners and blind spots.

Decluttering

- 4.1.16 All existing street clutter is to be removed. Elements that will remain are the mature London Plane tree and the two entrance stairs to the Underground station, which will be re-clad and covered by glass canopies. There are no changes to the Underground station itself as they are not included in the redevelopment, although the design allows for the future installation of lift access to the ticket hall. Two new retail kiosks are located next to the stairs.
- 4.1.17 High quality paving, street lighting, signage, bus stops, benches and other street furniture will be provided to avoid physical or visual clutter and keep clear routes and lines of sight along the High Road.

⁸ Pallard Thomas Edwards Architects (2008) *Wards Corner Seven Sister Design and Access Statement* [online] available at: http://www.wardscornerregeneration.co.uk/downloads/design-access-statement.pdf?bcsi_scan_E956BCBE8ADBC89F=0&bcsi_scan_filename=design-access-statement.pdf

- 4.1.18 The existing building line to the High Road will be carved out to give more space to the public realm and create a curved public place at the centre of the site.

Public art investment

- 4.1.19 A work or works of public art is to be incorporated into the fabric of the buildings.
- 4.1.20 The final scheme features a curved corner block matching the parapet height of its neighbours. The façade is framed in stone with a cast sculpture frieze celebrating the history of the site: this will be the subject of a separate competition to select an artist, but ideas include abstract representations of the goods sold in the former department store. The stone frame contains a recessed glass façade decorated with coloured glass fins set at right angles. The scheme will also look at other opportunities to include ornamentation and decoration in the brick, plaster, glass and iron work – within the cost constraints of the scheme, to support building individuality.

Business, retail and market floorspace

Removal of existing market and temporary relocation

- 4.1.21 In order to assist with relocation costs a S106 agreement will provide for £144,000 as a “Traders’ Financial Assistance Sum” (an increase on the sum of £96,650 agreed at the time that the application was considered by the Planning Committee in 2008). Although the Market Traders operate on a license and presently have no security of tenure, this sum equates to the aggregate rateable value of the Market occupied by the Traders.
- 4.1.22 Both the Applicant and the Council will also be required by the s106 to employ an appropriate organisation to assess the opportunities for the temporary relocation of the market as a whole or within an existing market. Continued discussions between the Applicant and the Market Traders are required in order to manage the short term relocation issues and to secure the long term success of the indoor market and to undertake the following tasks:
- (i) to facilitate or fund a specialist professional facilitator to engage with the Traders in order to find and provide temporary accommodation;
 - (ii) to liaise with those existing Spanish-speaking traders to promote their interests in the temporary accommodation to be found and provided; and
 - (iii) to engage with and provide appropriate business support and advice to all Traders with the objective of securing the maximum number of expressions of interest to return to the site.
- 4.1.23 The Applicant will employ Urban Space Management and Union Land to assess the opportunities for temporary locations for the market as a whole or within an existing market. They will also undertake to provide a minimum 6 months notice period to Traders for vacant possession.

Proposed floorspace provision by use type

Retail uses

- 4.1.24 The Applicant wants to create a high quality retail floorspace, appropriate to the scale, character and function of the existing centre. The inclusion of appropriate convenience retail, coffee shop and restaurant units within the proposed scheme is intended to complement the retail offer.

4.1.25 The proposed scheme replaces 3,182 sqm of floorspace, found within the existing retail accommodation and the indoor market, with 3,792 sqm of new floorspace. The net increase of retail floorspace is 610 sqm. The mix of unit types within the proposed scheme is devised to ensure space for local traders, shops and businesses on the West Green Road and Seven Sisters Road frontages along with larger units that would be attractive to national retailers on the Tottenham High Road frontage.

4.1.26 For the units located on West Green Road, a Marketing and Letting Strategy will be developed and promoted through the S106 agreement. The first lettings of these units would need to be approved by Haringey Council and prior approval will need to be given for the amalgamation of any of the units to form larger units.

Reprovision of Seven Sisters Market

4.1.27 A study undertaken by Urban Space Management (USM) commissioned by the Bridge NDC indicates that the current market inside the former Wards Corner department store building comprises 60 retail units, with approximately 36 shops/units, with a few units vacant. The indoor units average 95 - 100 sq.ft each while spaces on the road frontage and around the perimeter of the market vary in size. USM identify the current rental and service charges, estimated at £31/sq.ft per year, as below open market rate, reflecting the poor condition of the existing building. The building is leased by a market operator, with market traders holding licenses with a 4 week break clause and a clause that vacant possession may be required for the purposes of redevelopment.

4.1.28 In a letter to all market traders dated 6th November 2008 from Grainger Plc, advice on the likely future rent payable by market traders was stated as around £90/sq.ft per year.

4.1.29 The planning application revised ground floor plan shows provision of 50 small units suitable for the re-provision of the Seven Sisters indoor market, fronting onto Seven Sisters Road and Tottenham High Road, including spaces for cafes and reprovision of a toilet within the market area. In the November 2008 letter from Grainger Plc to market traders, it was stated that the revised plans included potential space for 50-60 market units, depending on seating requirements.

4.1.30 According to the Applicant the re-provision of the indoor market is subject to reasonable conditions to ensure that the market is provided for the benefit of the current traders and that it will be successful in the long term. These conditions are to be incorporated into the S106 agreement:

- The market must be run by an experienced indoor market operator;
- This arrangement must be in place not less than 12 months prior to the due practical completion date of the proposed development;
- A Market Lease must be in place not less than 6 months prior to the due practical completion date of the proposed development; and
- The rent will be open market for A1 use class.

4.1.31 One of the conditions attached to the S106 agreement signed in 2008 was that the proposed market operator had to demonstrate that no less than 60% of the market traders that previously occupied the Seven Sisters market showed a formal interest in taking accommodation within the new market. This was to ensure the new market operator ran the market as replacement of the existing; rather than as a different concept. However, concerns have subsequently been

- expressed that, should a lower percentage of the market traders show a formal interest in returning, the market could be lost altogether.
- 4.1.32 It is proposed to remove the reference to requiring 60% of the existing traders to formally express an interest in returning with a condition requiring the Market Operator to offer a first right to occupy to all existing traders on an exclusive and non-assignable licence of an equivalent stall in the new market area, on reasonable A1 open market terms. This revision to the conditions is designed to offer greater confidence to the existing traders that they will be able to relocate to the site once the development is completed.
- 4.1.33 A stipulation will also be imposed requiring the Market Operator to have offered a first right to occupy to all existing traders on an exclusive and non-assignable licence of an equivalent stall in the new market area, on reasonable A1 open market terms.

Investment in street improvements

West Green Road Environmental Improvement Fund

- 4.1.34 There will be financial contributions to create a West Green Road Environmental Improvement Fund of £250,000, to provide:
- £150,000 for shop/building frontage improvements
 - £75,000 for street decoration and enhancements
 - £15,000 for servicing improvements that allow vehicle and pedestrian traffic to have improved access and servicing
 - £10,000 for an Improvement Strategy for businesses/markets, open space and parking.

Security / Public Safety

- 4.1.35 The proposed development will include 24 hour porterage/security, based in an office overlooking the new public square. It is perceived that the presence of on-site security and increased surveillance of public areas will serve to discourage criminal activity, to the benefit of both the future occupiers of the development and the local community.

Improvements to transport infrastructure

Bus stops

- 4.1.36 From the proposed ground floor plans for the scheme, a bus shelter will be located on the corner of West Green and Tottenham High Roads.

Station improvements

- 4.1.37 The proposed ground floor plans show two tube entrances on Tottenham High Road.

Cycle parking

- 4.1.38 As shown on the proposed ground floor plans the scheme includes 197 cycle storage spaces for the residential units via a pedestrian gate with controlled access. Public bicycle racks will also be provided in the public square on the High Road near the entrances to the Underground station.

Car club

- 4.1.39 There will be the submission and implementation of Travel Plans for key land uses, including details of an agreement with a car club operator for the provision of car club facilities on the site.
- 4.1.40 No entitlement for residential occupiers to residents parking permits with the exception of up to 12 permits for the houses to be built in Suffield Road.

Education investment

S106 contribution for Education provision

- 4.1.41 The Applicant will contribute £200,000 towards the cost associated with the provision of facilities and services arising from additional demand generated for school places.

Employment creation

- 4.1.42 As part of the S106 agreement for the site a Construction Training and Local Labour Agreement is proposed, and an undertaking to secure the procurement of goods and services from local businesses and the recruitment of local people.
- 4.1.43 The completed development is calculated by the Applicant to give rise to an estimated 140 jobs, a mix of full-time and part-time jobs. The existing businesses on the site are estimated to employ 111 people, a mix of part-time and full-time jobs.

Amenity Space and Play Space

- 4.1.44 The proposed scheme is to provide approximately 1,538sqm amenity space within an open landscaped central courtyard. The proposed scheme includes a play space within the central courtyard that is within a 400m walk of the Brunswick Road Open Space, which includes recently upgraded play facilities for children aged 0-16.
- 4.1.45 The Wards Corner scheme is expected to have a child occupancy of 36, resulting in an overall requirement of 360sqm play space for the development (on the basis of around 1,538sqm amenity space). This translates to a need for approximately 20% of the proposed amenity space to be classed as "play space" in order to fully comply with the regional guidelines (GLA's Play Space Supplementary Planning Guidance (SPG)).
- 4.1.46 It is expected that 85% of the estimated child occupancy falls within the 0-11 age group using information contained in the SPG. A designated playspace is therefore provided within the central courtyard for this age group that will include items such as swings, slides and climbing areas. However, due to the size of the courtyard it will not be possible to provide youth facilities on site and areas such as basketball courts and a 'kickabout' area cannot be incorporated into the scheme.
- 4.1.47 It is proposed that a lack of boundaries between the spaces will make for a more transient relationship between the open space and playable space, thus creating an overall larger area for recreation.

5 Baseline situation

5.1 Wards Corner

5.1.1 Wards Corner falls within the Tottenham Green ward in the east of the London Borough of Haringey. The site includes Seven Sisters Underground Station and its entrances and frontage buildings on Seven Sisters Road, Tottenham High Road and West Green Road which houses an adjoining parade of shops.

5.1.2 The Wards Corner site covers a very small area so that it is not possible to provide robust demographic data to populate an equality profile solely relating to the site area. The baseline data provided referred to is for the small area 'Lower Super Output Area 025D', referred to as the 'Wards Corner LSOA' for the purposes of this report.

5.1.3 The resident population within the Wards Corner LSOA in 2001 was 1,513, with a higher population density than both Haringey and London (73.18 and 45.62 respectively) (Census 2001). Unfortunately more recent population estimates for small areas are being revised by ONS and are currently unavailable⁹.

5.1.4 The latest figures for deprivation indicate that Wards Corner LSOA is amongst the 5-10% most deprived neighbourhoods in England and Wales (Indices of Deprivation, 2010). Whilst it has fallen consistently within this band since 2004, at 5.6%, in 2010, its overall ranking has dropped since 2007.

5.1.5 The Wards Corner LSOA¹⁰ ranks amongst the 5% most deprived local areas in England and Wales with respect to:

- Barriers to Housing and Services, particularly in terms of the sub-indicator that measures overcrowding, homelessness and housing affordability;
- Living Environment (air quality, traffic congestion and housing quality); and
- Crime, dropping back to a ranking similar to in 2004, after a rise in the ranks in 2007.

5.1.6 The Wards Corner LSOA ranks amongst the 5 – 10% most deprived local areas in England and Wales with respect to income.

5.1.7 The Wards Corner LSOA ranks amongst the 2% most deprived local areas in England and Wales for measures of deprivation affecting older people and children.

5.2 Profile of potential affected groups sharing protected equality characteristics

Age

5.2.2 Wards Corner has a young age profile, according to the latest available age population estimates¹¹. Children aged 0-14 comprise 20 per cent of the population; whilst young people

⁹ http://www.neighbourhood.statistics.gov.uk/dissemination/Show_popStatus.do?page=populationEstimatesRevisions2010.htm [Accessed 12/04/2011]

¹⁰ <http://www.imd.communities.gov.uk/> for LSOA E01002072 [Accessed 12/04/2011]

¹¹ Resident Population Estimates by Broad Age Band, Mid 2009, from <http://www.neighbourhood.statistics.gov.uk/> [Accessed 12/04/2011]

aged 15 – 24 comprise a further 17 per cent. This sizeable population of children and younger people reflects the profile of Tottenham Green ward, which has a larger proportion of 15-29 year than Haringey as a whole. People aged 25 – 49 comprise 55% of the population, whilst people aged 65 and above comprise just over 7% of the population.

5.2.3 By 20210, the Haringey population is projected to number 239,300, comprising:

- 19.8% aged 0 – 15 - (London 19.9%, England 18.8%)
- 68.5% of working age - (London 66%, England 59.2%)
- 11.7% of pensionable age - (London 14.1%, England 21.9%)¹²

5.2.4 64% of 0–19 year olds in Haringey are from ethnic minority backgrounds (2001 Census), with approximately 160 languages spoken by children in the borough (2007 School Census).

Disability

5.2.5 Wards Corner LSOA has higher rates of people with a limiting long-term illness, at 18.4% of the population, as compared to Haringey and London averages of 15.5% (Census 2001).

5.2.6 For 75 people in Tottenham Green ward, disability was the main reason for claiming out-of-work benefits in 2010^{13,14}. This represents 0.8% of the working age population, slightly higher than the average rate in Haringey (0.7%) and in line with the London-wide rate of 8%.

5.2.7 Incapacity Benefit (IB) and Severe Disablement Allowance (SDA) are sickness and disability benefits that are claimed by people of working age who experience sickness and disability to an extent that they are unable to work, either temporarily or permanently. There are currently 105 IB/SDA claimants in Wards Corner LSOA (May 2010), IB/SDA claimants in Haringey comprise 7.5% of the working age population. The IB/SDA claim rate in Haringey is above England and London (6.7% and 5.9% respectively)¹⁵.

5.2.8 There are more than 1,700 people who are registered as either blind or with severe sight problems in Haringey¹⁶.

Race

5.2.9 Haringey borough is one of the most ethnically diverse boroughs in the UK¹⁷, reflected in the make-up of the Wards Corner LSOA, as shown in 2001 Census data, presented in Table 5.1 below. This shows there are sizeable numbers of people of Afro-Caribbean and African heritage in the local area.

¹² http://www.haringey.gov.uk/about_haringey/fact_file.htm [Accessed 12/04/2011]

¹³ <https://www.nomisweb.co.uk/reports/lmp/ward/1308625542/report.aspx> [Accessed 13/04/2011]

¹⁴ NOMIS - Working-age client group - key benefit claimants (August 2010):

<https://www.nomisweb.co.uk/reports/lmp/la/2038431864/report.aspx?town=haringey#tabwab>

¹⁵ <http://neighbourhood.statistics.gov.uk/dissemination/LeadTableView.do?adminCompAndTimeId=27328%3A340&a=3&b=286440&c=025D&d=141&r=1&e=9&f=27136&o=333&q=335645&i=1001x1003x1004x1005&l=1359&m=0&s=1302701677281&enc=1>

¹⁶ Haringey Strategic partnership Community Cohesion Framework 2010 Update:

http://www.haringey.gov.uk/index/council/how_the_council_works/equalities/community_cohesion.htm

¹⁷ Haringey Community Cohesion Framework (2010 Update)

http://www.haringey.gov.uk/index/council/how_the_council_works/equalities/community_cohesion.htm

Table 5.1: Break down of ethnic groups in Wards Corner LSOA, Tottenham Green ward, Haringey and London. Source: 2001 Census data

Specific Ethnic Group (%)	Wards Corner LSOA	Tottenham Green ward	Haringey LB	London
White: British	28.7%	29.7%	45.3%	59.8%
White: Irish	4.0%	3.7%	4.3%	3.1%
White: Other White	12.8%	16.2%	16.1%	8.3%
Mixed: White and Black Caribbean	2.7%	1.8%	1.5%	1.0%
Mixed: White and Black African	1.3%	0.8%	0.7%	0.5%
Mixed: White and Asian	1.1%	1.1%	1.1%	0.8%
Mixed: Other Mixed	1.7%	1.4%	1.3%	0.9%
Asian or Asian British: Indian	1.8%	2.3%	2.9%	6.1%
Asian or Asian British: Pakistani	2.0%	1.1%	0.9%	2.0%
Asian or Asian British: Bangladeshi	3.6%	2.3%	1.4%	2.1%
Asian or Asian British: Other Asian	1.6%	2.0%	1.5%	1.9%
Black or Black British: Caribbean	17.3%	15.9%	9.5%	4.8%
Black or Black British: African	15.5%	15.2%	9.2%	5.3%
Black or Black British: Other Black	2.0%	1.9%	1.4%	0.8%
Chinese or Other Ethnic Group: Chinese	0.3%	1.5%	1.1%	1.1%
Chinese or Other Ethnic Group: Other Ethnic Group	3.7%	3.2%	2.0%	1.6%

- 5.2.10 Since the 2001 Census, considerable change in the population size of Haringey wards has been observed. For example, the population of Tottenham Green ward has increased by 4% from 2001 to 2005, and Seven Sisters by 32%. In Haringey as a whole, the largest growth between 2001 and 2007 was among the Pakistani community (38%), followed by Chinese (30%) and Bangladeshi (22%). More recent estimates from the Office for National Statistics are currently under revision and therefore unavailable.
- 5.2.11 The Haringey Joint Strategic Needs Assessment¹⁸ identifies the largest ethnic groups amongst school pupils in Haringey in 2007 as: 20% White British, 18% Black African, 13% Black Caribbean, 10.5% 'White other', 6.8% Turkish and 3.2% Kurdish. This ethnic diversity is also reflected by the large number of languages spoken among Haringey school children: approximately 130 in total.
- 5.2.12 In 2001, 55.5% of the Wards Corner LSOA population was born in the UK¹⁹. The wide variety of countries of origin of residents of the area indicates the high ethnic diversity amongst residents, with 13% of residents born in Africa, 9% in Asia and 7% from North American (including the Caribbean). The existence of pockets of different ethnic groups is indicated by high proportions of residents of the Wards Corner LSOA (as compared to London as a whole) sharing a particular country of birth, including Turkey, Nigeria, Jamaica and other Caribbean/West Indies nations, as shown in Table 5.2.

¹⁸ Haringey Joint Strategic Needs Assessment (Ch.2) <http://www.haringey.gov.uk/index/council/hsp/ourplace.htm>

¹⁹ 2001 Census: Country of Birth (UV08) <http://www.neighbourhood.statistics.gov.uk/dissemination/>

Table 5.2: Country of Birth (2001 Census data) for residents in Wards Corner compared to Tottenham Green, Haringey & London (due to rounding, may not sum exactly to 100%)

Country of Birth %	Wards Corner LSOA	Tottenham Green ward	Haringey LB	London
UK	55.5	53.6	62.9	72.9
Republic of Ireland	2.7	2.6	2.7	2.2
Turkey	7.4	6.4	4.0	0.5
Other European countries	3.6	5.4	5.9	4.3
Nigeria	2.5	2.3	1.2	1.0
Other African countries	10	10.2	7.6	5.4
Jamaica	4.8	4.4	2.5	1.1
Other Caribbean & West Indies	2.4	2.5	1.6	0.9
Bangladesh	2.0	1.5	0.8	1.2
Other Asian countries	7.0	8.2	7.5	7.5
All Other Countries	2.3	2.8	3.0	2.7

5.2.13 A report on the Seven Sisters Market by USM notes that since the 1990s, London has received a major influx of Latin American migrants.

Race/ethnic identity of affected groups

5.2.14 A study by USM conducted in 2008 reported that 23 (64%) of the market traders at Seven Sisters market are of Latin-American origin, and mostly Spanish-speaking, whilst the remaining 13 (36%) of traders represent a mix of Afro-Caribbean, African, European and English backgrounds. It is understood that the profile of the traders is likely to have changed to some degree over the last three years, though with a continued significant presence of people of Latin American origin and other ethnic minority backgrounds.

5.2.15 It is understood that BME households comprise the majority of households living within the existing housing on the site, although detailed data on the ethnicity of affected households has not been collected.

Religion or belief

5.2.16 In Wards Corner, 54% of the population consider themselves Christian, compared to 53% in Tottenham Green ward, 50% in Haringey and 58% in London. For Muslims, the equivalent figures were 13% for Wards Corner compared to 16%, 11% and 9% for Tottenham Green, Haringey and London, respectively. Less than 5% of the population belonged to each of the other religions listed in table 6.2, while 15% had no religion (compared to 15%, 20% and 16% in Tottenham Green, Haringey and London, respectively). The question of religious belief is voluntary in the census. Absolute figures are detailed in Table 5.3.

Table 5.3: Religious belief in Wards Corner, Tottenham Green ward, Haringey LB and London (person count). Source: Census 2001 data. Those who did not respond to this question are classified as 'religion not stated'

Religion	Wards Corner LSOA count	Tottenham Green ward	Haringey LB	London
<i>Total people in area</i>	1,513	11,966	216,507	7,172,091
Christian	823	6,342	108,404	4,176,175
Buddhist	26	171	2,283	54,297
Hindu	27	234	4,432	291,977
Jewish	17	91	5,724	149,789
Muslim	196	1,876	24,371	607,083
Sikh	6	21	725	104,230
Any other religion	10	68	1,135	36,558
No religion	227	1,834	43,249	1,130,616
Religion not stated	181	1,329	26,184	621,366

Sex

- 5.2.17 In Wards Corner LSOA the population was 1,513 in 2001, of which 46.5% were male, 53.5% female, compared to 46.9% and 53.1% in Tottenham Green ward, 47.9% and 52.1% in Haringey, and 48.4% and 51.6% in London, respectively. Figure 5.1 shows the age-sex structure for Haringey: in 2006, 31.1% of females and 36.1% of males were aged less than 25 years (a difference of 5%), whilst 11.9% of females and 9.1% of males were aged over 65 years²⁰.
- 5.2.18 In recent years, the male population has increased slightly more than the female population²¹, a trend that may continue given the higher proportion of males aged under 25 in 2006.

²⁰ Haringey Joint Strategic Needs Assessment (2008): <http://www.haringey.gov.uk/index/council/hsp/ourplace.htm>

²¹ Ibid.

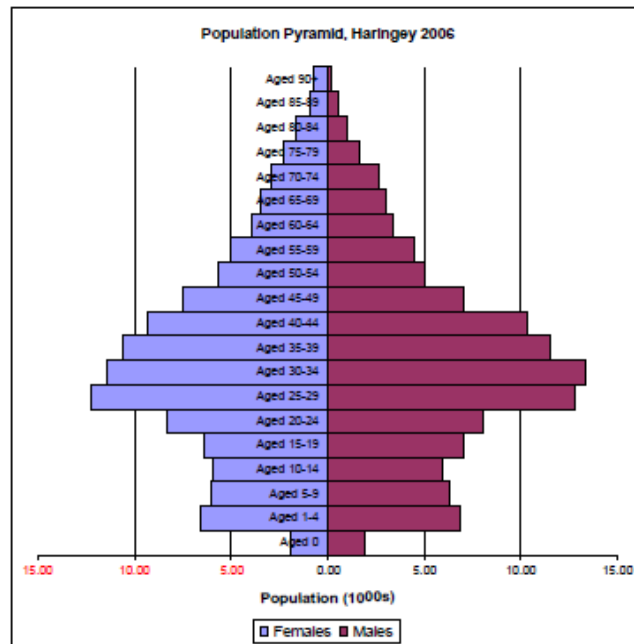


Figure 5.1: Population pyramid for Haringey in 2006, showing age-sex structure²²

Sexual orientation

- 5.2.19 ONS Integrated Household Survey (IHS) Data, using recently introduced questions on sexual orientation, indicate that across the UK, 95 per cent of adults identified themselves as heterosexual/straight, 1 per cent of adults identified themselves as gay or lesbian and 0.5 per cent of adults identified themselves as bisexual while a further 0.5 per cent identified themselves as 'Other'. London as a region had the largest proportion of adults identifying as Lesbian, Gay or Bisexual (LGB) (2.2 per cent). Estimates are not available at borough level or below due to small sample size²³.
- 5.2.20 The GLA records a positive increase in the number of lesbian and gay people who believe that Londoners are tolerant of different sexual groups²⁴.

5.3 Employment & business ownership

- 5.3.1 The most recent data available describing employment in the area is from the ONS Annual Population Survey for October 2009 to September 2010, available at local authority level. 67.9% of Haringey borough residents aged over 16 were economically active in October 2009 – September 2010; this was lower than in London (74.7%) and Great Britain (76.3)²⁵. 'Economically active' includes all residents that were employed or in employment at the time of the survey.
- 5.3.2 As shown in Table 5.4, unemployment levels amongst Haringey residents are higher in Haringey (11.4%) than in London (8.9%) and Great Britain (7.7%), whilst self-employment levels in Haringey are in line with London-wide levels (10.8%).

²²Haringey Joint Strategic Needs Assessment (2008): <http://www.haringey.gov.uk/index/council/hsp/ourplace.htm>

²³Joloza, T., Evans, J. & O'Brien, R. (2010) 'Measuring Sexual Identity: An Evaluation Report', Office of National Statistics (ONS)

²⁴Source: Annual London Survey, GLA 2002 – 2007 [Accessed 12/04/2011]

²⁵ONS Annual Population Survey, via NOMIS <https://www.nomisweb.co.uk/reports/lmp/la/2038431864/report.aspx?town=haringey>

- 5.3.3 Table 5.5 compares economic activity among the male and female populations of Haringey in 2009/10. Employment rates were higher among males than females in all regions, but there was a more marked gender difference in employment rates in Haringey. The rate of female unemployment in Haringey is above that in London (12.1% compared to 8.8%) whilst the rate of male unemployment in Haringey is below that in London (6.8% compared to 9.0%).
- 5.3.4 Economic inactivity rates among Haringey residents are significantly higher than rates recorded across London (32.1% compared to 25.3% in London (Table 5.5). Economic inactivity while 'Not wanting a job' was much more common among women (31.7%) than men (17.7%).

Table 5.4: Breakdown of economic activity, employment and unemployment Haringey borough, London and Great Britain (October 2009 – September 2010)²⁶.

	Haringey (numbers)	Haringey (%)	London (%)	Great Britain (%)
All people				
Economically active	111,600	67.9	74.7	76.3
In employment	101,400	61.6	68	70.4
Employees	82,500	50.5	56.8	60.9
Self employed	18,300	10.8	10.8	9
Unemployed	13,100	11.4	8.9	7.7
Males				
Economically active	62,800	74.8	82.2	82.6
In employment	58,500	69.6	74.7	75.4
Employees	45,500	54.5	59.5	62.1
Self employed	12,400	14.4	14.8	12.8
Unemployed	4,300	6.8	9	8.6
Females				
Economically active	48,800	60.6	67.2	70.1
In employment	42,900	53.2	61.3	65.4
Employees	37,000	46.2	54.1	59.7
Self employed	5,900	7	6.8	5.3
Unemployed	5,900	12.1	8.8	6.5

²⁶ ONS Annual Population Survey, via NOMIS <https://www.nomisweb.co.uk/reports/imp/la/2038431864/report.aspx?town=haringey>

Table 5.5: Breakdown of economic inactivity among male and female residents of Haringey borough, London and Great Britain (October 2009 – September 2010)²⁷.

	Haringey (numbers)	Haringey (%)	London (%)	Great Britain (%)
All people				
Economically inactive	52,200	32.1	25.3	23.7
Wanting a job	12,400	7.6	6.3	5.7
Not wanting a job	39,800	24.5	18.9	18
Males				
Economically inactive	21,000	25.2	17.8	17.4
Wanting a job	6,300	7.6	5.2	4.9
Not wanting a job	14,700	17.7	12.7	12.4
Females				
Economically inactive	31,200	39.4	32.8	29.9
Wanting a job	6,100	7.7	7.5	6.5
Not wanting a job	25,100	31.7	25.3	23.5

5.3.5 2001 census data also shows that among unemployed residents in Wards Corner LSOA, long-term unemployment was higher than in Haringey, London and England both amongst men and women (Table 5.5).

Table 5.5: Long-term unemployment among unemployed residents, Census 2001²⁸.

% Long-term unemployment (2001)	Wards Corner LSOA	Haringey LB	London	England
Unemployed males	40.4	31.6	31.1	29.6
Unemployed females	48.4	34.0	31.4	31.4

5.3.6 The most recent data available regarding Jobseekers Allowance (JSA) claimants is from March 2011, collated by the ONS via Jobcentre Plus records²⁹. At this time, a total of 10,300 people were claiming JSA in Haringey borough, representing 6.4% of residents aged 16-64; this was higher than in London (4.1%) and Great Britain (3.8%). The rate was higher among males than females, with 6,587 males claiming in Haringey compared to 3,713 females; a similar pattern existed for London and Great Britain.

5.3.7 Table 5.6 shows JSA claimants broken down by age group and duration of the claim. Haringey residents have higher claimant rates across all three age groups (18-24; 35-49; 50-64) than London. Young people in Haringey have a higher claimant rate than other age groups, reflecting regional and national patterns.

5.3.8 The majority of claims were for a shorter duration (less than 6 months), except for older residents, among which claims over 12 months were almost as common as those under 6 months. This differs from London and Great Britain, for which the majority of claims were less than 6 months among *all* age groups. The rate of claims over 12 months among older residents in Haringey was 2.0% compared to 0.8% in London and 0.4% in Great Britain.

²⁷ ONS Annual Population Survey, via NOMIS <https://www.nomisweb.co.uk/reports/lmp/la/2038431864/report.aspx?town=haringey>

²⁸ 2001 Census (UV41) <http://www.neighbourhood.statistics.gov.uk/dissemination>

²⁹ NOMIS: 'Total JSA claimants (March 2011)' <https://www.nomisweb.co.uk/reports/lmp/la/2038431864/report.aspx?town=haringey>

Table 5.6: Jobseekers Allowance (JSA) claimants by age group and duration of claim, March 2011. Percentages represent the number of JSA claimants as a proportion of the resident population of the same age

	Haringey (number)	Haringey (%)	London (%)	Great Britain (%)
Aged 18 to 24				
Total	2,085	10.1	6.8	7.3
Up to 6 months	1,695	8.2	5.7	6
6 – 12 months	295	1.4	0.9	1
over 12 months	95	0.5	0.2	0.3
Aged 25 to 49				
Total	6,635	6.3	4.1	3.9
Up to 6 months	3,620	3.4	2.5	2.5
6 – 12 months	1,325	1.3	0.8	0.7
over 12 months	1,695	1.6	0.8	0.7
Aged 50 to 64				
Total	1,530	5.3	3.1	2
Up to 6 months	675	2.3	1.6	1.2
6 – 12 months	285	1	0.7	0.4
over 12 months	570	2	0.8	0.4

5.3.9 Data describing JSA claimants by gender is available for August 2009 for the smaller output area of Haringey 025D ('Wards Corner LSOA'), as shown in Table 5.7. JSA claims were more common among the male population (65%) than for females (35%); the same trend was true for Haringey, London and England.

Table 5.7: JSA claimants by age group and gender, as a proportion of claimants in August 2009³⁰.

JSA claimants (%)	Wards Corner LSOA	Haringey LB	London	England
Male	65	67	66	72
Females	35	33	34	28

5.3.10 With regard to JSA claimants by ethnicity, the smallest area for which data is available is local authority. The proportion of JSA claims in Haringey borough between October 2008 and September 2009 was lower for 'White' and higher for 'Black or Black British' and 'Chinese or other' than in London or England (Figure 5.2).

³⁰ JSA Claimants 2009, Department of Work & Pensions via <http://www.neighbourhood.statistics.gov.uk/dissemination>

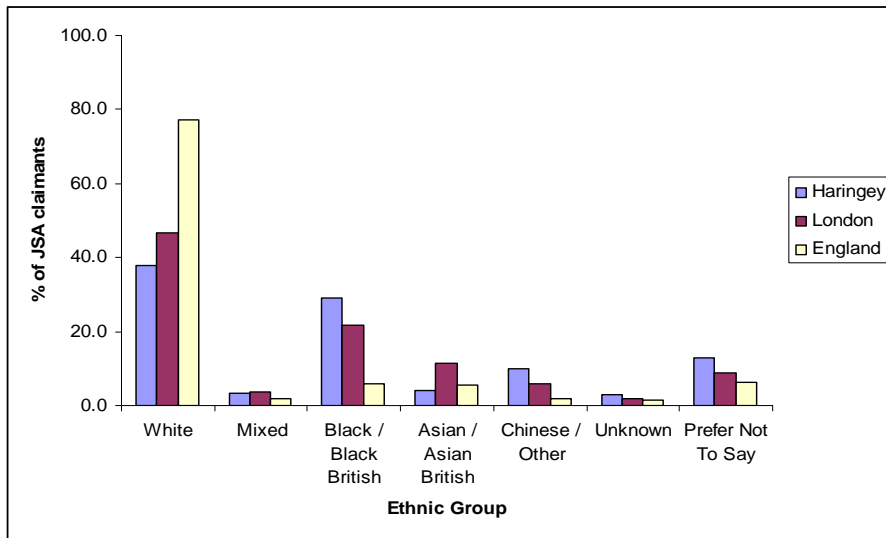


Figure 5.2: JSA claimants by ethnic group in Haringey, London and England for the period October 2008 to September 2009

5.3.11 Regarding all key benefits claimed in Wards Corner LSOA in 2009, Table 5.8 provides details of the main reason for / type of benefits claimed, as well as the age and gender of all people claiming a key benefit. The proportion of claimants for incapacity benefits in Wards Corner LSOA was notably higher at 12% of the working population, than in Haringey (8%) and London (6%), (see also 'Disability' section above).

Table 5.8: Benefits data indicators: reason, gender and age for key benefits claimants in 2009³¹

<i>% of working age population</i>		Wards Corner LSOA	Haringey LB	London
All People Claiming a Key Benefit		27	20	15
Main reason for claiming a key benefit	Job Seekers	7	6	4
	Incapacity Benefits	12	8	6
	Lone Parent	4	4	3
	Carer	1	1	1
	Others on Income Related Benefits	1	1	1
	Disabled	1	1	1
	Bereaved	0	0	0
	Unknown	0	0	0
	Gender	Male	14	10
Female	13	10	8	
Age group	Aged 16-24	5	3	2
	Aged 25-49	14	12	9
	Aged 50 and Over	8	5	4

5.3.12 Data for 'New Deal' starts in Haringey borough in 2008 show that for 'New Deal Young People' and 'New Deal Lone Parents', the ethnic group with the highest proportion of starts was 'Black

³¹ ONS 'Benefits Data Indicators: Working Age Client Group' for Haringey LB: <http://www.neighbourhood.statistics.gov.uk/dissemination>

or Black British' (33.0% and 42.9% respectively), compared to London (25.7%, 28.5%) and England (6.7%, 8.1%)³².

5.3.13 As shown in Table 5.9, the proportion of residents in Haringey 16-64 with no qualifications (16.0%) was higher than in London (11.8%) and Great Britain (12.3%) whilst there is also a sizeable proportion of residents in Haringey educated to degree level.

Table 5.9: Total numbers of people who are qualified at a particular level and above in 2009³³

	Haringey (numbers)	Haringey (%)	London (%)	Great Britain (%)
NVQ4 and above	69,500	43	39.7	29.9
NVQ3 and above	86,800	53.8	53.2	49.3
NVQ2 and above	101,800	63.1	64.5	65.4
NVQ1 and above	111,300	69	74	78.9
Other qualifications	24,300	15.1	14.3	8.8
No qualifications	25,700	16	11.8	12.3

Definitions:

NVQ 1 equivalent: e.g. fewer than 5 GCSEs at grades A-C, foundation GNVQ, NVQ 1, intermediate 1 national qualification (Scotland) or equivalent

NVQ 2 equivalent: e.g. 5 or more GCSEs at grades A-C, intermediate GNVQ, NVQ 2, intermediate 2 national qualification (Scotland) or equivalent

NVQ 3 equivalent: e.g. 2 or more A levels, advanced GNVQ, NVQ 3, 2 or more higher or advanced higher national qualifications (Scotland) or equivalent

NVQ 4 equivalent and above: e.g. HND, Degree and Higher Degree level qualifications or equivalent

5.3.14 Regarding business ownership in Wards Corner, a survey of the Seven Sisters Market was conducted by USM in 2008 which found of the 36 traders leasing stalls in the market, the majority (64%) originated from Latin America and were mainly Spanish speaking. The remaining 36% traders were mainly English speaking, from a mixture of racial backgrounds, including Afro-Caribbean, African, Asian and White³⁴.

5.4 Housing

5.4.1 Wards Corner LSOA³⁵ experiences very high comparative levels of housing deprivation in terms of the sub-indicator for overcrowding, homelessness and housing affordability, according to CLG's Indicators of Deprivation 2010, which mainly use data from 2008.

5.4.2 A housing needs assessment conducted across Haringey in 2007 identified that single parents and people from black and minority ethnic communities were more likely to be in housing need.

³² Department for Work and Pension, via ONS 'New Deal Programme: Starts by Ethnic Group, 2008'
<http://www.neighbourhood.statistics.gov.uk/dissemination>

³³ NOMIS 'Qualifications (Jan 2009-Dec 2009)' <https://www.nomisweb.co.uk/reports/imp/la/2038431864/report.aspx?town=haringey>

³⁴ 'Seven Sisters market Report' Urban Space Management, 2008. Available via Consultation Response #154 at:

<http://www.planningservices.haringey.gov.uk/portal/servlets/ApplicationSearchServlet?PKID=173237>

³⁵ <http://www.imd.communities.gov.uk/> for LSOA E01002072 [Accessed 12/04/2011]

Black and Black British households are reportedly more likely than other groups to be living in social rented housing. 'White - Other' households are more likely to live in the private rented sector whilst 'White - British' and 'Asian' and 'Asian British' households are most likely to be owner-occupier, across Haringey³⁶.

5.4.3 There are 31 existing homes on the site on Suffield Road and at first floor on Tottenham High Road, Seven Sisters Road and West Green Road. The existing housing stock is a mixture of owner-occupied, private-rented accommodation and social housing units. The existing dwelling stock comprises 3 studio flats, 14 x 1-Bed, 5 x 2-Bed and 9 x 3-Bed units³⁷.

5.4.4 Within the South Tottenham (N15) area, there are 409 housing units in the pipeline to be completed in 2011/12. Of these units 169 will be for social rent and 31 will be intermediate rent³⁸.

5.5 Access to services and facilities

5.5.1 There are two primary schools in the Tottenham Green ward – Earlsmead and Wellbourne. Data from 2007 showed that all reception places were filled although both schools had overall excess capacity of 10%³⁹. As at 2007, a number of approved developments in the vicinity, particularly Hale village, were expected to give rise to additional demand for school places in the local area. The 2007 report concluded that demand would be kept under annual review, although more recent data has not been identified online.

5.5.2 Haringey PCT identifies 56 GP practices within the borough. The PCT also identifies 10 dental practices providing NHS services within the South East Haringey area. Strategic planning of health services is currently the responsibility of the PCT, although proposals for greater control of service commissioning by GP practices currently being debated in parliament may influence future provision of health services and facilities for residents of the development in the future.

5.5.3 The existing shops are understood to include a mix of local food, convenience and other retail outlets. The overall local retail mix is understood to include a Tesco store but otherwise no national chain stores.

5.6 Public realm, transport, safety

5.6.1 Current access provision at Seven Sisters underground station includes facilities for the visually impaired or blind; assistance dogs welcome; facilities for the mobility impaired (escalators); facilities for hard of hearing people; induction loop; staff assistance available and alternative wheelchair accessible service available. The station does not have lift access⁴⁰.

5.6.2 Seven Sisters railway station has staff help; accessible ticket machines and induction loop. However, no part of the station has step free access, there is no disabled parking and no other facilities for wheelchair users of people with mobility impairments⁴¹.

³⁶ http://www.haringey.gov.uk/jsna_chapter_3_social_and_environmental_context_-_towards_jsna_in_haringey.pdf [Accessed 12/04/2011]

³⁷ Based on 'best estimate' information provided by Cluttons 10/05/2011

³⁸ Email correspondence from Shannon Francis, Housing Assets Officer, 19/04/2011

³⁹ http://www.haringey.gov.uk/school_place_planning_report.pdf [Accessed 12/04/2011]

⁴⁰ <http://www.directenquiries.com/> & <http://www.tfl.gov.uk/gettingaround/stations/1000201.aspx> [Accessed 12/04/2011]

⁴¹ <http://www.nationalrail.co.uk/stations/svs/details.html> [Accessed 12/04/2011]

- 5.6.3 Numerous bus routes and bus stops serve the Wards Corner site. All London buses are low floor and include at least one wheelchair space. Transport for London has also improved accessibility at bus stops.
- 5.6.4 Online crime mapping for the Wards Corner LSOA (E01002072) reports total notifiable offences in February 2011 as average (9.91) with a lower rate than for the Tottenham Green ward (12.45), though the rate is higher than the overall Haringey rate (8.91)⁴². Annual trends show falling crime rates for both Tottenham Green Ward and Haringey between 2007/08, 2008/09 and 2009/10.
- 5.6.5 Hate crime or harassment is any behaviour that is perceived by the victim or any other person to be motivated by hatred of the group to which the victim is believed to belong. In 2007/08 there were 192 racist offences. Haringey had the 6th lowest rate of racist offences in London in 2007/08 for the number of racist offences and lowest amongst its 'Most Similar' and neighbouring boroughs. Haringey has the 10th highest number of faith hate offences in London and 7th highest number of homophobic offences⁴³.

5.7 Community cohesion and relations between different groups

- 5.7.1 Community cohesion is strongly identified as a priority in Haringey council policy, the achievement of 'A place of diverse communities that people are proud to belong to' emphasised in their SCS, Single Equality Scheme and community cohesion framework, towards ensuring equality of opportunity throughout the borough.
- 5.7.2 The updated community cohesion framework identifies the eastern wards of Haringey, including Tottenham Green ward, as tending to be home to higher numbers of BME groups, newly arrived migrants, refugees and asylum seekers, people from diverse faiths and people who have limiting long-term illnesses⁴⁴.
- 5.7.3 The framework furthermore recognises the diversity of the borough's population as well as the existence of a large number and variety of voluntary and community based organisations serving different sections of the population.
- 5.7.4 A Community Cohesion Forum was established in 2008 to bring together a vision of common belonging and shared vision. The forum include groups who work with residents of different ages, genders, disabilities, ethnic backgrounds and cultures, religions and those with no religion and people from lesbian, gay bisexual and transgender communities.
- 5.7.5 Hate crime or harassment is any behaviour that is perceived by the victim or any other person to be motivated by hatred of the group to which the victim is believed to belong. In 2007/08 there were 192 racist offences. Haringey had the 6th lowest rate of racist offences in London in 2007/08 for the number of racist offences and lowest amongst its 'Most Similar' and neighbouring boroughs. Haringey has the 10th highest number of faith hate offences in London and 7th highest number of homophobic offences⁴⁵.

⁴² Rates for February 2011, for sub-ward area E01002072, <http://maps.met.police.uk/> [Accessed 12/04/2011]

⁴³ http://www.haringey.gov.uk/jsna_chapter_3_social_and_environmental_context_-_towards_jsna_in_haringey.pdf [Accessed 12/04/2011]

⁴⁴ http://www.haringey.gov.uk/community_cohesion_framework_update_2010.pdf [Accessed 12/04/2011]

⁴⁵ http://www.haringey.gov.uk/jsna_chapter_3_social_and_environmental_context_-_towards_jsna_in_haringey.pdf [Accessed 12/04/2011]

6 Consultation and Engagement

6.1.1 This chapter summarises and analyses the consultation and engagement conducted in relation to the development of proposals for the redevelopment of Wards Corner and the planning application. It includes a record of activities undertaken since 2003. It considers the adequacy the consultation and engagement processes to identify and engage with affected sections of the population who share protected characteristics. It records different issues raised in the consultation which are of potential relevance to equality impacts, the range of opinions expressed. It considers how Grainger PLC ('the Applicant'), The Bridge New Deal for Communities (NDC) and the Council have responded to concerns.

6.2 Consultation and engagement process

6.2.1 Consultation with regards to the proposed redevelopment of Wards Corner and the planning application has been undertaken by the Council, the Applicant and their project team, and by The Bridge NDC.

Table 6.1: Summary of consultation activities undertaken re. proposed redevelopment of Wards Corner

Timeline	Activity	Conducted by	Stakeholders
Sat 1 st Feb 2003	Community conference day	The Bridge NDC	
2003	Face to face street survey	Atis Real Weatheralls	Local population
2003	Public consultation on Haringey UDP	Haringey Council	Haringey residents / businesses / wider public
Sept 2003	Public consultation on Wards Corner development brief, including leaflet drop 2 drop-in sessions Presentations Translation of leaflet available Questionnaires	Haringey Council	12,000 local households & businesses
2004	Public consultation on Haringey UDP	Haringey Council	Haringey residents / businesses / wider public
12 April – 13 Sept 2005	UDP public inquiry	Haringey Council	General public
28 March 2006	Event	NDC	NDC area residents & local stakeholders
2 nd Oct – 1 st Dec 2006	Conservation Area Charter Appraisal public consultation	Haringey Council	Haringey residents / businesses / wider public
9 Dec 2006	Event	NDC	NDC area residents & local stakeholders
13 June 2007	Letter sent to tenants of current Wards Corner site	Grainger	Site tenant
28/29 June 2007	Newsletter sent to 10,000 homes; 1100 sent by Haringey council local Neighbourhood Office; info. On exhibition in Tottenham	Grainger plc Haringey Council local neighbourhood office	

Timeline	Activity	Conducted by	Stakeholders
	Journal & Haringey Independent		
10 July 2007	Presentation / Q&A at Tottenham and Seven Sisters Area Assembly	Grainger plc project team	Local councillors
12 July 2007	Preview exhibition presentation in Apex House	Grainger plc project team	Cabinet members, ward councillors, NDC board members, Tottenham Partnership Forum
13 & 14 July 2007	Exhibition held on site in trailer	Grainger plc project team	General public, including 350 residents, local businesses & retailers, commuters. North London business attended, circulated information to local business and market traders
13 Aug 2007	Letter to Tottenham Civic Society	Grainger plc	Tottenham civic society
6 Sept 2007	Presentation	Grainger plc project team	Cabinet members, ward councillors, NDC board members, Tottenham partnership forum
18 Sept 2007	Consultation event at Tottenham Civic Society	Grainger plc project team	
3 rd Oct 2007	Meeting with traders and residents	The Bridge NDC	Traders and residents
7 October 2007	Presentation to Haringey Design Review Panel	Grainger plc project team	Haringey design review panel
Nov 2007	Update leaflet sent	Grainger plc	11,000 Local households
28 Nov 2007	Meeting with traders and residents	The Bridge NDC	Wards Corner coalition; Clyde Area Residents' Association, the Fountain Area Residents' Association and the Mayes West Residents' Association
12 Dec 2007	Meeting with traders and residents	The Bridge NDC	Traders and residents Tottenham Civic Society, Resident Association representatives, WCC members
06 Feb 2008	Submission of planning application, press release	Grainger plc	
12 Feb 2008 – ongoing (April 2011)	Comments, objections, support, queries regarding planning application	Haringey Council	General public
14 Feb 2008	Workshop held in English & Spanish	The Bridge NDC	33 affected local businesses & traders
Feb 2008	Leaflet sent to 10,132 with update on scheme and invitation to public exhibition	Grainger plc project team	Homes, stakeholders & local businesses
Fri 29 Feb 1200 – 1900 & Sat 1 st	Public exhibition at site Questionnaire	Grainger plc project team	150 people attended – local residents, businesses & stakeholders

Timeline	Activity	Conducted by	Stakeholders
March 1100 – 1500 2008			109 responses to questionnaire.
3 March 2008	Workshop held in English & Spanish	The Bridge NDC	Affected local businesses & traders
2008 post-workshops	1-2-1 consultation offering support & guidance	The Bridge NDC	Affected local businesses & traders
1 st Mar – end Nov 2008	Permanent exhibition at Marcus Garvey Library, drop-in sessions last Tues each month 5pm – 8pm	Grainger plc project team	Local residents, businesses, stakeholders
Quarterly basis	Updates about Wards Corner proposals in magazine hand-delivered & placed in local libraries & agencies.	Grainger plc / NDC	NDC households; other local residents, businesses & stakeholders
Ongoing updates	Grainger/project website updates & NDC website	Grainger plc / NDC	General public / NDC constituency
18 March 2008	Meeting with Tottenham Civic Society, Resident Association representatives, market traders, residents & WCC members	Grainger plc project team	Residents, market traders, interested stakeholders
20 March 2008	Present revised site proposals, Q&A session	Grainger plc project team	Wards Corner development forum, general public
2 nd – 13 th May 2008	Independent telephone poll re feedback on site & aspirations for area	ICM market research	500 local residents
9 May 2008 & 7 July 2008	Meeting & follow-up with local MP re revised proposals	Grainger plc	Local MP
8 Aug, 19 Aug, 1 Sept & 2 Oct 2008	Series of meeting re way forward for markets and local shops & businesses	Grainger plc	Market traders, shop owners, local businesses
28 Oct 2008	Open meeting with all market traders re. way forward for Seven Sisters market	Grainger plc	Market traders
30 Oct 2008	Meeting with residents, traders & members of Haringey council inc. Council Leader	Grainger plc	Residents, traders, local council
6 Nov 2008 & 28 Jan 2009	Letter in English & Spanish to all traders to confirm Graingers position & relocation & reoccupation options, update on devt. Timescales & position re liaising with tenants	Grainger plc	All market traders
1 February 2011	Development Forum held at College of North East London	Haringey Council	General public, attended by approx. 200 people.
Following a legal challenge to the planning decision, Haringey council has continued to receive responses to the planning application. The Applicant (Grainger plc) has not undertaken further consultation in the wider community since January 2009.			

6.2.2 Activities and processes to express views regarding the proposals have also been undertaken by others. In particular, the Wards Corner Community Coalition (WCCC) has co-ordinated activities to oppose the development via a website, an online petition, regular meetings, press coverage and their own development of an alternative proposal for redevelopment at Wards Corner.

6.3 Engagement with different sections of population, including those sharing protected characteristics

Consultation undertaken by Haringey council on the Wards Corner draft development brief

6.3.1 Haringey council undertook consultation with regards to the development brief in 2003. For this it undertook diversity monitoring of written responses, with respect to age, gender, disability and ethnicity. It provided translation options and alternative formats to enable different sections of the community to put forward their views. A cabinet report concludes that the consultation on the draft development brief took appropriate measures to consider equal opportunities and to ensure wide consultation.

Consultation undertaken by Haringey council on the planning application for Wards Corner

6.3.2 Haringey Council consulted with a range of statutory, internal and external consultees, including consulting with 2,754 local residents, as of January 2011. Online responses to the planning application numbered 303, as of April 2011.

Table 6.2: Haringey Council record of consultees for Planning Application

Statutory	Internal	External
Greater London Authority (GLA) English Heritage Commission for Architecture and the Built Environment (CABE) Met Police Government Office for London (GoL) London Fire Brigade Environmental Agency	Transportation Group Cleaving Building Control Conservation Design Regeneration Policy Design Panel	Waltham Forest council Hackney council Amenity Groups Wards Corner Community Coalition Tottenham Civic Society Tottenham Conservation Area Advisory Committee (CAAC) The Bridge NDC Local Residents Total No of Residents Consulted: 2,754

Consultation undertaken by Grainger and their project team

6.3.3 The record of consultation demonstrates that over 2007 and 2008, Grainger's project team engaged widely with the local community, making efforts to meet with different affected groups including market traders, businesses and retailers, residents of the site, local residents and resident associations, the local MP and local councillors, as well as local civic groups with an interest in the proposals for the site. Efforts to enable different groups are demonstrated by their preparation of letters in both English and Spanish, extensive leafleting of households, arranging meetings with particular interest groups, conduct of meetings and exhibitions at a variety of venues, including on the site, running drop-in sessions and holding events at a range of times of day, including evenings and weekends. The conduct of focused meetings with market traders, including Latin American traders, enabled Grainger to take account of their

particular concerns and address them in revisions to proposals for the site. The record of consultation does not make explicit how consultation was made accessible and inclusive for disabled people.

6.3.4 The statement of consultation submitted indicates limited monitoring by Grainger and their team of the diversity of consultees. Written consultation questionnaires included questions that enabled monitoring by age and sex local resident status. However, no formal monitoring was undertaken with regards to ethnicity, disability, sexual orientation, religion or belief.

6.3.5 In an equality impact assessment by Clutton's commissioned by Granger Plc, analysis of consultation undertaken in relation to the planning application identified the following concerns held by groups sharing equality protected characteristics:

- 68% of young people aged 18-24, and 65% of people aged 25 - 34 in an ICM poll reported feeling unsafe in the Wards Corner area at night;
- 62% of women as compared to 46% of men reported feeling unsafe at night, across all age groups, according to the ICM poll;
- People from BME groups predominate amongst those owning or working in existing shops/business premises and the indoor market. Traders within the indoor market are identified to be around 64% Spanish-speaking. People who own or work within shops and businesses on the site expressed strong concern about the loss of their businesses and jobs. The market traders expressed their desire to continue to operate from the site and their concerns about finding alternative equivalent accommodation, either in the long term or as a temporary measure until they are able to return to the completed scheme. Market traders also expressed concerns about the affordability of alternative accommodation and of space within the completed scheme. Spanish-speaking traders expressed a strong desire to be able to stay together as group as they believe that their businesses benefit from being part of a Latin American market;
- People belonging to BME groups predominate amongst those living in existing housing, some of whom also operate businesses from the Wards Corner site, raised particular concerns about the loss of their homes and their ability to find alternative accommodation.

6.4 Issues raised and differing views

6.4.1 Analysis of all the comments received by Haringey council in relation to planning application HGY/2008/0303, as published on the planning application website, was conducted by URS Scott Wilson to identify the range of issues raised, the differing views of respondents and how these relate to affected groups sharing protected characteristics. This analysis focused on concerns that may have a differential impact with respect to equality protected characteristics. The responses cover a time frame from February 2008 until April 2011. Some of the responses pre-date more recent changes to the submission, including amended drawings, a revised ground floor layout and amended planning statement.

Consultation process

6.4.2 Objections criticised the planning process and consultation process to date for failing to listen to the community, lack of genuine consultation, retrospective consultation and lack of engagement with local community in the production of the EQIA produced on behalf of Grainger.

- 6.4.3 The record of consultation process summarised in Table 6.2 shows that wide-ranging consultation was undertaken and included processes to listen to the community and particular affected groups. A lack of specific engagement with the local community in the production of the EQIA produced on behalf of Grainger, and indeed, for this EqlA, is acknowledged. However, this EqlA included the conduct of a thorough re-analysis of available records of consultation to date, including all responses which were published on Haringey Council's planning application site with regards to application HGY/2008/0303. This EqlA recommends the Applicant and the Council review their approach to engagement in relation to the redevelopment, to identify how concerns about the quality of engagement and effective listening can be improved.

Housing-related impacts

- 6.4.4 Objectors criticised the lack of inclusion of affordable housing, expressed concern that the proposal will give rise to homelessness and expressed the view that the housing would be unaffordable for local people. Supporters expressed the view that more private housing in the area was desirable.
- 6.4.5 Provision of affordable housing in line with Council and GLA policy would normally be expected to enable groups disadvantaged by income/savings barriers to benefit from the new housing provision on the site. The non-provision of affordable housing either on site or off-site via developer contributions is therefore identified in this EqlA as a negative equality impact. The independent judgment of the Valuation Office is referenced by the Applicant as justification for the non provision of affordable housing. An independent viability assessment has been submitted to Haringey Council and a final decision on the acceptability of non-provision of affordable housing within the development will be taken by members on the basis of this assessment. Neither the assessment of the Valuation Office or the independent viability assessment referenced above has been seen by URS Scott Wilson.
- 6.4.6 Objections were also raised with regard to provision of too many flats and not enough family-size housing.
- 6.4.7 The development proposes an increase in numbers of family-sized housing on the site as compared to the current provision. Affordability barriers mean that low income BME households, single parent households and children in low income households are unlikely to share in the benefits of this housing. This EqlA recognises this is a negative equality impact.
- 6.4.8 A number of objections questioned the basis and transparency of the justification for non-inclusion of social housing within the development.
- 6.4.9 The Applicant has given reasons of commercial confidentiality to explain why information forming the basis for judgments regarding the non-viability of affordable housing provision as part of the redevelopment. This means that some interested parties, including the WCCC have not been given the full information on which decisions have been made. This EqlA recommends that the Applicant and the Council co-operate to make publically available information that has formed the basis for decisions on non-provision of affordable housing on the site.

Employment, Business and Economic Regeneration

- 6.4.10 Support was expressed that the proposal would attract new businesses, creating new jobs whilst objectors considered the proposal would give rise to job losses relative to the existing shops and market.

- 6.4.11 The Applicant's proposals indicate intensified commercial activity on the site, including a mix of national and local shops. New retail jobs are likely to be created, which local residents, including existing employees at the site, are likely to be able to share in these new employment opportunities. Some existing jobs are likely to be lost, affecting BME employees, particularly affecting Latin American employees, though existing employees are likely to have equal opportunities to take up new jobs created as a result of the development.
- 6.4.12 Support was expressed that the proposal will regenerate the area, attracting new business and custom for existing businesses. One respondent commented on the desire for a decision to overcome the uncertainty which was detrimental to business. One objector considered that a loss of local shops at the expense of national chain stores would result in loss of money from the local economy. Objectors expressed the view that the proposal would be detrimental to local businesses, to local small traders, to specialist ethnic shops, including Indian, Chinese and new migrants and to nearby Brazilian businesses.
- 6.4.13 The entry of national retail chains at the site is likely to result in channelling of a proportion of local spend outside the area. It is unclear whether this will be at the expense of local shop profits, since overall spending in the local area can be expected to grow as a result of the new investment. Local BME-owned businesses are likely to share in new business and custom resulting from the redevelopment. The proposal includes provision for seven outlets suitable for local shops. BME-owned businesses are likely to share in the benefits of this provision. Proposed West Green Road environmental improvement fund is likely to support capture of benefits by local businesses, including local BME-owned or run businesses.
- 6.4.14 Objectors emphasised the significance of the market as a specialist Latino market, judging that the proposals would adversely affect Iberian and Latino trade, whilst comments also identified the market as offering a mix of specialist BME goods and services. Objectors considered that the proposed re-provision for the existing market would be inadequate and criticised a lack of plans for temporary relocation of the market. One objector commented that the business class restrictions of the proposed retail units would exclude many existing traders.
- 6.4.15 The EqIA recognises the significance of the market to Iberian and Latino trade and the multi-ethnic composition of traders (see 7.3.2 below).
- 6.4.16 This EqIA identifies the successful temporary relocation of the market as extremely important to securing the future success of the market stallholders and sets out additional mitigation measures to this end in Chapter eight under the heading Business and employment, as well as recognising the importance of mitigation measures negotiated for the most recent S106 agreement, referred to in 7.3.4 to 7.3.6 below. The latest proposed re-provision for the existing market is to re-provide it in its entirety, which, supported by measures to secure the right of return for existing stallholders, should support affected BME-owned businesses to share in the benefits of re-provision. The proposed business class restrictions are considered unlikely to exclude existing traders, including street food sellers, in the view of URS Scott Wilson. The Applicant has indicated to URS Scott Wilson that this is not their intent.

Character and vitality of area

- 6.4.17 Supporters considered the proposal would improve the appearance of the area, making it a more welcoming environment and overcoming blight effects of the current site.
- 6.4.18 The EqIA identifies benefits of the public realm and open space improvements and improved appearance of buildings for crime and a feeling of welcome in 7.7.1 below. These benefits are likely to be widely shared and to be particularly important for certain groups sharing protected

- characteristics, including young people, women, and possibly also LGB people. Local residents from different ethnic backgrounds are also likely to share in these benefits.
- 6.4.19 Objectors identified the proposal as out of keeping with the character of the area and one that does not support the diversity of the local community. Such comments also referenced preferences for alternative proposals put forward by the WCCC.
- 6.4.20 The proposals, as summarised in Chapter four: Summary of planning application and related proposal, include units of a size suitable for use by local businesses within the retail mix, re-provision of the existing market in its entirety and measures within the S106 agreement to help existing businesses strengthen their models, to temporarily relocate, keeping all the Latin-American businesses together, and to protect their right to return. This EqIA considers these measures demonstrate that the Applicant recognises and has tried to support the existing diversity of the local community, by enabling existing traders to form part of the mix of the future development.
- 6.4.21 Alternative proposals for the redevelopment of Wards Corner by the WCCC were submitted in an application which was accepted as valid 28 Jan 2008 despite it lacking a clear site plan showing the land which the application relates to. The Council did not make a decision on the application so the applicant appealed to the Planning Inspectorate on the basis of “non-determination”. This meant only the Planning Inspectorate can decide the application, which they decided not to do. The Council has invited WCCC to resubmit a new application so that they can take it through the normal planning process.

Safety concerns

- 6.4.22 Supporters considered the current site is uninviting and hostile at night and a focus for anti-social behaviour, and indicated confidence that the re-development would help overcome these problems.
- 6.4.23 Objectors identified the current market as family friendly and considered that crime levels have been misrepresented by the Applicant to justify demolition. One objector considered that the proposal would worsen safety in the area. In one letter of objection, a respondent indicated that the proposal fails to address the lack of provision of bars, coffee shops or restaurants to attract women and young people, in order to make the area safer.
- 6.4.24 Existing safety concerns are identified at 5.6 above. The EqIA considers the proposals are likely to have a beneficial impact for safety, benefits which are likely to be shared by people sharing protected characteristics, including women, young people, children, local BME residents and possibly LGB people. Measures to safeguard the future of the market make it possible for the family-friendly nature of the current market to be realised within the redevelopment.
- 6.4.25 The proposed retail mix does not preclude provision of coffee shops or restaurants as part of the overall mix. The Applicant should consider how the proposed layout could accommodate such provision as a potential way to enhance the development’s contribution to the sense of safety and welcome for different groups.

Provision & access to goods, services & facilities

- 6.4.26 Supporters considered the proposed redevelopment would provide a better choice of goods and services, criticising the current shops as serving a small proportion of the existing community.

- 6.4.27 The redevelopment is likely to achieve a widened choice of goods and services appealing to a wider range of people. Nevertheless, the specialist provision aimed at particular groups is important in itself and mitigation measures to maintain this specialist provision as part of the overall future mix should be retained.
- 6.4.28 Objectors criticised the proposal as lacking in provision of public space, green infrastructure, and health and school services to meet the needs of new residents.
- 6.4.29 The proposals include provision of public space and play space for young children, described in Amenity Space and Play Space. The proposals indicate that non-provision for older children within the development is due to space constraints and is justified by the close proximity to a newly refurbished playspace (see 4.1.46 above). The S106 agreement includes an agreed amount for educational provision, whilst no specific demands for health provision were made.
- 6.4.30 Objectors considered the proposed redevelopment will deprive residents of goods and services, particularly convenience and specialist ethnic services provided to a wide community and to people from ethnic minority communities.
- 6.4.31 The redevelopment proposes both new retail and opportunities for existing providers of goods and services to form a part of the new development to widen the choice of goods and services to local residents. The EqlA recognises that open-market rent levels may prove unaffordable for some existing ethnic minority businesses to operate within the redevelopment. But it considers that the combination of the proposed and additional recommended mitigation measures are adequate to protect access to specialist goods and services for BME communities goods and services.

Community cohesion

- 6.4.32 Many letters of objection criticised the proposed development as offering reduced community benefit and failing to address the needs of the local community. The proposed demolition and potential loss of local shops was judged by some objectors to threaten local cultural connections. Some expressed the view that the existing market brings ethnic diversity together through a multi-ethnic mix of traders, with one letter mentioning Latin-American, Afro-Caribbean traders as West African, Kurdish and Asian-run shops.
- 6.4.33 The proposals include measures to try to sustain the existing mix of traders, through both temporary relocation measures and measures to safeguard the eventual return and successful continuation of existing businesses as part of the development. These measures (summarised in Table 7.2: Summary of Business and Employment Impacts for Affected Groups & Table 7.3) are expected to indirectly address the needs of the local community and sustain ethnic diversity and community cohesion (see Table 7.4).
- 6.4.34 Several objection letters criticised the proposed development as detrimental to the livelihoods of local workers and their families, as giving rise to a loss of a unique space for the Latino community, in terms of family recreation, Latino friendships and integration. In two letters of objection, one person indicated that the development could jeopardise the future of the nearby Catholic church. Letters of support questioned the significance of the market's contribution to the Latin American community.
- 6.4.35 The EqlA recognises the contribution made by the existing market to the Latin-American network in London, for the livelihoods of traders and their families and wider social impacts, as referred to in 7.5.3 below. The proposals (summarised in 7.3.4 to 7.3.7) include measures to enable the continuity and cohesiveness of the Latin American trading community, via measures

set out in the S106 agreement. Specific measures directly to mitigate secondary or indirect negative social impacts for family, friendships and integration are not identified. In the view of URS Scott Wilson, the Latin-American community in London is likely to have sufficient resilience to adapt to temporary and long-term changes to the Seven Sisters market, such that the redevelopment is unlikely to give rise to permanent or irreversible significant loss to Latin-American community ties.

Effects for equality objectives

- 6.4.36 A number of respondents questioned whether the planning application process was in line with equalities legislation and local policies for community cohesion.
- 6.4.37 This EqIA has been undertaken in line with existing Council policy, London-wide policy and national equality legislation. The Council has undertaken consultation in relation to its consideration of the Planning Application. These both have been undertaken to ensure that the Council has fulfilled its duties to pay due regard to its equalities responsibilities under Section 149 of the Equality Act 2010.

6.5 How the Council and the Applicant have responded to concerns

- 6.5.1 A report to Haringey Council planning application sub-committee in 2003 records how the council responded to views raised in the public consultation on the draft development brief⁴⁶. Amendments to the brief addressed open space, green space, public art, cycle parking provision, whilst amendments of clarification were made regarding affordable housing. For other issues considered, no changes were made, with justifications provided. A specific issue raised was that the loss of the Wards store could be a blow to the personal identity of older people who are long term residents did not result in amendments to the brief. The response given was that the building had been vacant and boarded up for thirty years and its loss needed to be balanced against the benefits of works to the physical area, including for safety and access. Issues relevant to equality considerations and the responses of the sub-committee to them have been extracted from Appendix B of Wards Corner/Seven Sisters Underground – Report on Draft Development Brief consultation (PASC 8 July 2003) and are reproduced in Table 6.3. The table of all issues and responses is reproduced in its entirety at Appendix One, whilst the report itself can be requested from the Council committee clerks.

⁴⁶ Haringey Council PASC: Wards Corner/Seven Sisters Underground – Report on Draft Development Brief Public Consultation. 8th December 2003

Table 6.3: Responses by planning sub-committee to views raised in public consultation on the draft development brief

Nature of Impact	Response of Planning Committee (numbers as per Appendix B of the Report)	Action
Open space, green space, public art	<p>7. 'The Brief does not include any details of treatment of open space, but does make it clear that significant, and co-ordinated, improvement to the public realm should take place.'</p> <p>15. 'It is accepted that the open space [<i>Pages Green</i>] could be treated better than it is at present, but it does have the potential to make an important contribution to the overall amenity of the area.'</p>	<p>7. 'Amend Brief to reflect.'</p> <p>15. 'Amend the brief to emphasize the importance of green space.'</p>
Public realm	<p>17. 'The building [<i>Wards Corner store</i>] has been vacant and boarded up for 30 years. The loss of the landmark would need to be balanced against the works to the physical fabric of the area, particularly in terms of safety, access etc.'</p> <p>21. 'London Underground, who would be ultimately responsible for alterations to the station, have been consulted on the Brief, but have not responded at this stage. However, the Brief identifies the need to consider access arrangements as part of the overall development of the area.'</p> <p>28. Regarding the issue: <i>Residents must be kept informed, and the Council should consider things that will enhance the area and draw visitors attention to the environment.</i> Response: 'Acknowledged.'</p> <p>36. 'The existence of public toilets on the Apex House site is referred to in the Brief, which says that they should be replaced. This can be considered as part of the feasibility design process.'</p>	<p>17. 'No change to the brief is proposed.'</p> <p>21. 'No change to the brief is proposed.'</p> <p>28. 'Amend the brief to emphasize the need to improve the public realm.'</p> <p>36. 'No change to the brief is proposed.'</p>
Affordable housing	<p>9. 'The issue of affordable housing provision, and its concentration within certain parts of the Borough is topical. It is unlikely that the Council would look for pure social housing here, but instead key worker or shared ownership. The Tottenham High Road strategy supports this approach.'</p> <p>37. 'The precise nature of housing tenure would be agreed at the detailed stage, this will consist of various sizes and tenures, especially key worker, and shared ownership, accommodation.'</p>	<p>9. 'Amend the Brief to clarify the situation.'</p> <p>37. 'Amend the Brief to clarify the situation.'</p>

<p>Transport infrastructure</p>	<p>25. 'The intention is to improve linkages between the tube station and buses, possibly in the area to the front of the Wards building. However, no details have been worked up and both London Buses, and the Council's Head of Transport Planning, have expressed doubts about the workability of the idea.'</p> <p>30. 'Car parking should be kept to a minimum, given the excellent public transport access in the area, and so as to be in line with the Council's most up-to-date policies.'</p>	<p>25. 'No change to the Brief is proposed.'</p> <p>30. 'No change to the Brief is proposed.'</p>
<p>Crime</p>	<p>21. Regarding issue: '<i>Tube station might be improved by being at street level, reducing the 'hot-spots' for crime...</i>'. Response: 'London Underground, who would be ultimately responsible for alterations to the station, have been consulted on the Brief, but have not responded at this stage. However, the Brief identifies the need to consider access arrangements as part of the overall development of the area.'</p> <p>40. 'Both the Police and the British Transport Police have confirmed that the station, the market and the area in general are subject to high levels of crime. The proposed development would give opportunities to incorporate the principles of "Designing Out Crime" in any new buildings and spaces around them.'</p>	<p>21. 'No change to the Brief is proposed.'</p> <p>40. 'Amend the Brief to emphasize the likely personal safety benefits from the redevelopment.'</p>
<p>Cultural diversity and mix of uses</p>	<p>18. 'The Brief does indicate that the replacement of the market "would be welcomed". However, the future of the market is outside the scope of the brief and would need to be agreed by the traders, who are all understood to be on short-term leases, along with any future developer.'</p> <p>19. Regarding issue '<i>...what alternative arrangements are being proposed to ensure that the richness and diversity of local communities is not lost?</i>' Response: 'The Brief seeks to guide future development of the site.'</p> <p>27. Regarding issue '<i>area needs "culture" not supermarkets</i>' Response: 'Acknowledged. The intention of the Brief is not to impact on culture, in whatever form it is considered to exist.'</p> <p>10. Regarding issue '<i>Art house cinema, or language night school should be provided. Will there be space for community use?</i>' Response: 'The Brief cannot be too over-prescriptive, in terms of specific uses, and, instead it refers to "a range of land uses" as being appropriate. Retail uses are specifically encouraged.'</p> <p>31. 'The details and identity of the likely occupiers of any proposed development are not known at this stage. The fact that certain respondents want a multi-national retail presence, whilst others object to precisely that, is an illustration of the difficult balance that needs to be struck.'</p>	<p>18. 'The Council will seek to assist in any future re-location of traders by encouraging links with local business organisations.'</p> <p>19. 'No change to the Brief is proposed.'</p> <p>27. 'No change to the Brief is proposed.'</p> <p>10. 'No change to the Brief is proposed.'</p> <p>31. 'No change to the Brief is proposed.'</p>

<p>Loss of market / market traders</p>	<p>18. 'The Brief does indicate that the replacement of the market "would be welcomed". However, the future of the market is outside the scope of the brief and would need to be agreed by the traders, who are all understood to be on short-term leases, along with any future developer.'</p> <p>38. 'The area has been blighted by the derelict building for over 30 years. Redevelopment will regenerate the area and improve quality of the environment.'</p>	<p>18. 'The Council will seek to assist in any future re-location of traders by encouraging links with local business organisations.'</p> <p>38. 'No change to the Brief is proposed.'</p>
<p>Public consultation & Consideration of alternatives</p>	<p>39. 'The building is not owned by the Council. Any proposed use would need to be discussed with the landowner.'</p> <p>26. 'The suggestion that the consultation has been inadequate is not accepted. There have already been a variety of meetings in the past in order to relay the contents of the brief to interested parties.'</p>	<p>39. 'No change to the Brief is proposed.'</p> <p>26. 'No change to the Brief is proposed.'</p>

6.5.2 The Applicant responded to concerns raised in consultation on the proposed design with a number of changes to the design and other measures, including in renegotiations of S106 measures. Changes which are chiefly design changes and not relevant to consideration of equality impacts are not included here. Changes relevant to equality considerations, as summarised in a document prepared by the Applicant's project team, are:

- Including accommodation suitable for the re-provision of the entire Seven Sisters market
- Redesigning the retail accommodation to attract a mix of local and independent traders to smaller units on West Green Road and Seven Sisters Road as well as to attract a range of national retailers to the High Road frontage, principally for convenience uses
- Changes to S106 agreement with regard to conditions for the return of the existing market traders to a future replacement market
- Increasing the value of their offer of voluntary financial contributions to create a West Green Road Environmental Improvement Fund.

6.5.3 This EqIA identified that limited diversity monitoring or analysis of consultation responses has been undertaken to date by the Council in its consideration of this application. In the future, it is recommended that the Council more systematically monitor and analyse how the concerns of different equality groups are addressed in future consideration of the development and in implementation of agreed mitigation measures.

6.6 Summary

6.6.1 A process of community consultation and engagement was undertaken in relation to the development brief by Haringey council and in relation to the planning application by the Applicant, the Bridge NDC and Haringey Council. This has included measures to engage widely with different sections of the affected population, including people sharing equality protected characteristics. However, a significant number of consultation responses received by Haringey council raise objections regarding the adequacy and effectiveness of the consultation process in engaging with the local community.

6.6.2 Analysis by URS Scott Wilson of both consultation responses and survey questionnaires relating to the development proposal indicates that concerns of potential negative impacts particularly relate to equal opportunities for local BME residents, for Latin-American, Afro-Caribbean and other ethnic minority market traders and local shop owners as well as to community cohesion for the Latin-American community and the local multi-ethnic community.

6.6.3 Analysis of face to face questionnaire responses by URS Scott Wilson indicates that safety around the existing site is a particular concern for young people and for women living in the local area. Limited diversity monitoring of consultation to date means that little evidence has been identified regarding the impacts of concern to other equality protected groups, including disabled people and people of different religions or beliefs.

6.6.4 The available evidence, as presented to URS Scott Wilson, indicates that both the Council and the Applicant have responded to consultation responses, both in terms of adapting the original development brief and in terms of changes to the design proposals and the terms of the S106 agreement.

7 Appraisal of Equality Impacts

7.1 Appraisal introduction

- 7.1.1 The appraisal considers the potential impacts for affected people sharing protected characteristics arising from the planning application and associated proposals for Wards Corner.
- 7.1.2 The appraisal addresses impacts in relation to key themes, identified from the review of policy, the screening findings and the review of baseline evidence and consultation evidence.
- 7.1.3 Equality impacts on business and employment, goods services and facilities and for community cohesion are identified as highly inter-connected, in relation to the future of the existing market and shops.

7.2 Housing

- 7.2.1 URS Scott Wilson understand that BME residents predominate amongst the residents of the existing housing on the site, across a mix of tenure types, reflecting the wider ethnic diversity of the local area. Housing impacts are likely to differ according to tenure type. The lack of precise data on the identity of affected households makes it impossible to identify if the individuals affected may be particularly sensitive to the effects of losing their existing housing on grounds of their possessing equality characteristics. It is noted that single parents and people from black and minority ethnic communities are identified as more likely to be in housing need in Haringey, so where affected households share these characteristics, it would indicate a potential negative equality impact, exacerbating existing disadvantage amongst these groups.
- 7.2.2 For those residing in social housing, whether in secure tenure council housing or in housing association, it is considered that suitable offers of alternative provision, on the same tenure basis, can be made within the locality. Information provided by Haringey Council officers indicate that within the South Tottenham (N15) area, there are 409 units in the pipeline to be completed in 2011/12. Of these units 169 will be for social rent. The Council will be able to allocate suitable alternative accommodation to the three households currently in social rented units scheduled to be displaced as part of the Wards Corner redevelopment. Similar re-provision for tenants of the seven housing association units should also be expected. It is judged that no major adverse impact is identified for this group of households, although additional recommendations are made to ensure suitable re-provision.
- 7.2.3 For those living in private rental, we consider that suitable alternative provision can be found within the locality. On the understanding that within the South Tottenham (N15) area, there are 409 units in the pipeline to be completed in 2011/12, it is judged likely that a suitable choice of alternative private rental or intermediate housing options will be available. However, in the case of any individual households or household members who may be particularly vulnerable (e.g. due to disability, long term illness, low income lone parent households), there may be negative impacts. Additional recommendations are set out in Chapter Eight to support affected households to access a choice of suitable alternative accommodation.
- 7.2.4 Those households who own their own home are more likely than other residents to be negatively affected by the loss of housing, in particular the small number of households who also own businesses on the site. Existing blight effects of the site are likely to reduce the market value of their homes, negatively affecting their ability to afford to purchase a suitable

choice of alternative housing in the locality. In the absence of detailed information regarding the profile of existing residents, it is not possible to identify if the impact of the loss of existing housing and consequent possible displacement from the local area will disproportionately affect people sharing protected equality characteristics. If the households concerned are from BME backgrounds or lone-parent households, groups identified as particularly affected by housing deprivation in the borough, equality impacts are likely. Recommendations are set out in Chapter Eight to support affected households to access a choice of suitable alternative accommodation.

7.2.5 Consultation responses criticised the lack of family-sized housing proposed for the site. The proposed provision is for 37 3-bed housing units, a four-fold increase on the current provision of nine 3-bedroom houses. It is thus considered that there is likely to be a positive impact for children, by increasing provision of suitable family housing on the site. The loss of two family-sized social housing units on the site is considered a potential negative impact affecting children living in households experiencing housing need. The re-provision of housing for affected tenants by the council and the housing association respectively is considered appropriate to mitigate this impact. It should be noted that URS Scott Wilson do not know whether the 3-bedroom social housing units are currently occupied by households with dependent children.

7.2.6 The EQIA screening and the consultation responses raised concerns about possible negative equality impacts of not including affordable housing on the site, against London-wide and local policy requirements. Possible impacts could be important for black and minority ethnic households and single parent households, reported to experience higher rates of housing need. The non-replacement on site of affordable housing is considered to be a negative equality impact. However, URS Scott Wilson has referred to the Valuation Office's independent appraisal that the development cannot afford affordable housing as the basis for accepting the Applicant's justification for the non-provision of affordable housing as part of the Planning Application. The expected completion of 409 units within the South Tottenham (N15) area, of which 169 will be for social rent, provides assurance that alternative provision is being made to meet affordable housing targets in the East of the Borough. On this basis, the non-provision of affordable housing on the site is judged to have a minor negative impact for equality.

Table 7.1: Summary of Housing Impacts for Specific Affected Groups

Nature of Impact	Affected Group	Agreed mitigation measures (if any)	Indicative timeframe for implementing mitigation measures	Reason why mitigation measures not possible
Loss of social rented housing, including family-sized houses on site, due to demolition & re-housing.	Afro-Caribbean, African, and households from other ethnic backgrounds living in social rented housing Children in affected households	Re-provision in social housing on same tenure status within borough, with additional compensation in line with Haringey Council policy.	Following granting of planning permission Site preparation phase	Re-provision of affordable housing on site judged unaffordable by Valuation Office

Nature of Impact	Affected Group	Agreed mitigation measures (if any)	Indicative timeframe for implementing mitigation measures	Reason why mitigation measures not possible
Loss of private rental housing on site; no guarantee of re-provision on site within new private housing.	Afro-Caribbean, African, and households from other ethnic backgrounds living in private rental housing Children in affected households	No agreed mitigation measures. Recommended mitigation of support, particularly to households with specific needs, to identify suitable alternative housing in the locality	Following granting of planning permission Site preparation phase	Re-provision of affordable housing on site judged unaffordable by Valuation Office – understood to include intermediate housing and below-market rental rates.
Loss of owner-occupied housing on site, including family-sized houses; no guarantee of re-provision on site within new private housing.	Afro-Caribbean, African, and households from other ethnic backgrounds living in owner-occupied housing Children in affected households	No agreed mitigation measures. Assumed recommended mitigation of negotiated purchase and compensation, as well as support, particularly to households with specific needs, to identify suitable alternative housing in the locality	Following granting of planning permission Site preparation phase	Re-provision of affordable housing on site judged unaffordable by Valuation Office – understood to include intermediate housing and discounted purchase rates.
Indirect: On-site loss of affordable housing, exacerbating existing barriers to housing	BME households, lone parent households (details according to Haringey HNS 2007)	New affordable housing provision planned within East Haringey at other site resulting in net increase	Over timeframe of site preparation and construction.	N/A

7.3 Business and employment

Market traders

7.3.2 The market is understood to include 64% Latin American owned businesses and to also include a significant proportion of other BME-owned businesses. It is also understood that the employee ethnicity profile reflects the ownership of the businesses, including family-operated businesses. Consultation responses identify the market as particularly significant to the Latin-American community in London.

7.3.3 The EqIA screening and consultation responses identified potential negative equality impacts arising from possible loss of livelihoods and employment for Latin American and other BME-owned businesses and their employees, following closure of the existing shops and markets.

- 7.3.4 Revised plans submitted to the Council include space for re-provision of the existing market in its entirety. The proposals, for incorporation in a S106 agreement, include measures to protect the existing stallholders' ability to return to the replacement market. However, the predicted increase in rent to open market levels in the new market may make it unviable for some existing stallholders to return to the site.
- 7.3.5 The period of demolition and construction, when the space will be unavailable for market holders, poses a threat to the ability of stallholders to continue to operate their businesses and to employees of existing shops and market stalls.
- 7.3.6 The S106 conditions require both the Applicant and the Council to assess the opportunities for the temporary relocation of the market, including re-locating all of the Latin-American businesses together. The Applicant has also offered compensation, a minimum 6 months notice period and business support.
- 7.3.7 These measures, taken together, should contribute to enabling a significant proportion of the affected businesses to plan for their temporary relocation and develop their business in order to be able to afford to return to the new market or to an alternative permanent location, as well as to enable the Latin American market traders to continue to operate together. This will require effective collaboration between all interested parties including Haringey Council, the Applicant, the landowner, the business owners (shops and stallholders) and the existing market operator.

Shops

- 7.3.8 The shop units on the site are understood to include a business selling Halal meat for Muslim customers and other BME-owned shops and businesses.
- 7.3.9 Revised plans submitted to the Council include space for six small shop units along the West Green Road intended to be suitable for local and independent retailers.
- 7.3.10 Measures within the West Green Road Environmental Improvement Fund to pay for shop/building frontage improvements, investment in street decoration and enhancements, service improvements, improved parking and an Improvement Strategy for businesses/markets are proposed as mitigation measures to benefit local businesses.
- 7.3.11 URS Scott Wilson consider that the provision of new shop units, improvements to the wider West Green Road retail environment and availability of alternative premises for relocation mean that existing shops, including Muslim-ownership businesses and BME-ownership businesses and their employees are unlikely to be unfairly affected by loss of the existing shop units. Whilst recognising that those businesses that lease or rent their existing premises at below-market rates may find it hard to afford the future rental/leasehold rates of new units, URS Scott Wilson consider that, with appropriate compensation for costs of disruption, these businesses should be able to share in the benefits of the improved retail facilities as part of the redevelopment.
- 7.3.12 URS Scott Wilson consider that the proposals are likely to have some negative impacts for equality, where it proves unviable for some of the existing businesses to continue to trade, despite proposed measures for temporary and permanent re-provision, because they will lose the benefit of current low rental costs. However, the proposed measures are considered appropriate to support equal opportunities of Latin American and other BME businesses and employees to share in the benefits of the new development. Further recommendations are identified below to strengthen positive outcomes and limit potential negative equality effects with respect to business and employment.

7.3.13 Consultation responses in support of the planning application identified new jobs and new investment as benefitting employment, whilst some responses objecting to the planning application, considered that the proposal would result in a loss of employment affecting BME people. Figures presented by the Applicant indicate that there would be a net increase in employment as a result of the redevelopment. The local employment and procurement policy is also expected to generate local employment during the construction phase. The baseline evidence indicates that unemployment rates are disproportionately high amongst young people and Black/Black British ethnic groups in Haringey. Black/Black British young people had the highest proportion of New Deal Young People starts in Haringey. It is considered that the wider employment impacts are potentially positive for equality groups. Recommendations are identified in Chapter eight to strengthen positive equality outcomes with respect to employment.

Table 7.2: Summary of Business and Employment Impacts for Affected Groups

Nature of Impact	Affected Group	Agreed mitigation measures (if any)	Timeframe for implementing mitigation measures	Reason why mitigation measures not possible
Business closure/non-viability of business following permanent loss of existing low-rent market site	Latin-American/Spanish-speaking ownership businesses Afro-ownership business African ownership businesses Other BME-ownership businesses	Reprovision of all stalls within reprovided market within new development at open-market rental in improved venue Measures to protect right of return of existing stallholders Identification of suitable alternative venues for temporary reprovision of market	Following granting of planning permission Site preparation phase	N/A
Interim loss of existing market site during redevelopment, affecting temporary operation of business and long term continuation of businesses	Latin-American/Spanish-speaking ownership businesses Afro-ownership business African ownership businesses Other BME-ownership businesses	Measures to protect right of return of existing stallholders Identification of suitable alternative venues for temporary reprovision of market Intention to identify single site for all Latin American traders together	Following granting of planning permission Site preparation phase	N/A

Nature of Impact	Affected Group	Agreed mitigation measures (if any)	Timeframe for implementing mitigation measures	Reason why mitigation measures not possible
Break-up of Latin-American market affecting viability of individual stallholder businesses & overall vibrancy.	Latin-American/Spanish-speaking ownership businesses	<p>Measures to protect right of return of existing stallholders</p> <p>Identification of suitable alternative venues for temporary re-provision of market</p> <p>Intention to identify single site for all Latin American traders together</p>	<p>Following granting of planning permission</p> <p>Site preparation phase</p>	N/A
Loss of employment due to stall business closure / restructure	<p>Latin-American/Spanish speaking employees</p> <p>Afro-Caribbean employees</p> <p>African employees</p> <p>Other BME employees</p>	Indirect benefits of mitigation measures directed at businesses	<p>Following granting of planning permission</p> <p>Site preparation phase</p>	N/A
Loss of shop / business property on site	Muslim shop owner BME-ownership shops and businesses (understood to include Asian, African, Afro-Caribbean and Latin-American owned businesses)	<p>Provision of 6 new retail units suitable for local shops</p> <p>Investment in improvements to West Green Road retail environment.</p>	<p>Construction phase</p> <p>Site preparation phase / construction phase</p>	N/A
Business closure due to inability to afford new market-rate rental/leasehold	BME-ownership shops and businesses (understood to include Asian, African, Afro-Caribbean and Latin-American owned businesses)	<p>Provision of 6 new retail units suitable for local shops</p> <p>Investment in improvements to West Green Road retail environment.</p>	<p>Construction phase</p> <p>Site preparation phase/construction phase</p>	N/A

Nature of Impact	Affected Group	Agreed mitigation measures (if any)	Timeframe for implementing mitigation measures	Reason why mitigation measures not possible
Loss of employment following any closure/restructure of affected shops / businesses	Muslim employees of Halal business BME Employees (understood to include Asian, African, Afro-Caribbean and Latin-American people)	Creation of new jobs as a result of new development, including in larger shops, and generated indirectly from investment. Indirect benefits of support to existing businesses (as above) Creation of construction employment	Construction phase Completed development – recruitment by businesses Construction phase	N/A

7.4 Goods, services and facilities

- 7.4.1 For the existing business selling Halal meat for Muslim customers, it is considered that there exist both: suitable opportunities for this business to relocate either within the redevelopment or in alternative local premises; and suitable alternative local retailers of Halal meats; to ensure that the development will not disadvantage local Muslims in their ability to purchase goods in accordance with their belief.
- 7.4.2 The market includes a variety of Latin-American stalls/shops selling specialist goods as well as providing specialist services for Latin American customers, understood to be drawn from a wide area across London. The consultation evidence includes a mix of views regarding the significance of the market for providing specialist services to Latin American people, although the greater numbers of responses relating to this indicate that the market is important to the community. The market and shops on the site also provide specialist goods and services to other racial and cultural groups, including goods and services aimed at an Afro-Caribbean and African clientele.
- 7.4.3 In line with the findings regarding impacts for business and employment, URS Scott Wilson consider that proposed measures provide adequate protection to prevent unfairly impacting on people sharing Latin American, Afro-Caribbean or African racial identity in their access to specialist goods and services. Furthermore, measures to enable the Latin American market traders to continue to operate together and return to the site should support the equal opportunities of Latin American people to share in the benefits of the completed development as a focal point for trade in specialist goods and services. Recommendations are identified in Chapter Eight to secure this outcome.
- 7.4.4 The EqIA screening identified provision of play spaces and schools provision to meet the specific needs of children as a potential issue. Objectors also raised concerns about inadequate provision for children. The planning application includes proposals for provision of

play space to meet the needs of children living in the new residential units. The S106 agreement includes a contribution for educational provision negotiated between Haringey council and the Applicant. URS Scott Wilson consider that the development has a neutral or minor positive impact for equality impacts, with respect to education.

7.4.5 The EqIA screening identified equal access to shopping facilities for disabled people as a potential issue. Consultation responses also expressed dissatisfaction with the quality of the existing public realm, including cluttered pavements. The existing buildings do not meet current access standards. The future development would be required to abide with current building standards and guidance concerned to achieve accessible environments. URS Scott Wilson consider that the development would make a positive contribution to improving accessibility, particularly benefitting people with physical and sensory impairments, as well as parents of babies and toddlers using pushchairs.

Table 7.3: Summary of Goods, Services & Facilities Impacts for Affected Groups

Nature of Impact	Affected Group	Agreed mitigation measures (if any)	Timeframe for implementing mitigation measures	Reason why mitigation measures not possible
Loss of access to outlets for goods & services specific to religion/belief	Muslim customers of Halal meat selling business	Provision of 6 new units sized for local shops in proposed redevelopment. Alternative suitable premises available in local vicinity Alternative retailers exist in area	Construction phase Site preparation phase	N/A
Permanent worsening of access to outlets for goods & services specific to race/ethnic/cultural	African / Afro-Caribbean and other BME communities in Seven Sisters area Other BME-ownership businesses	Measures to protect right of return of existing stallholders Identification of suitable alternative venues for temporary reprovision of market – possibly within other local existing markets. Variety of alternative suitable retail outlets within wider Seven Sisters / North London	Site preparation phase	N/A
Permanent worsening of access to outlets for goods & services specific to race/ethnic/cultural	Latin-American/Spanish-speaking communities in London	Measures to protect right of return of existing stallholders Identification of suitable alternative venues for	Ongoing from planning permission granted – site preparation - construction phase –	N/A

Nature of Impact	Affected Group	Agreed mitigation measures (if any)	Timeframe for implementing mitigation measures	Reason why mitigation measures not possible
		temporary reprovision of market Intention to identify single site for all Latin American traders together	completion Following planning permission granted – site preparation	
Temporary worsening of access to outlets for goods & services specific to race/ethnic/cultural identity	Latin-American/Spanish-speaking ownership businesses	Measures to protect right of return of existing stallholders Identification of suitable alternative venues for temporary reprovision of market Intention to identify single site for all Latin American traders together	Following planning permission granted – site preparation	N/A
Increased demand for play spaces and school provision	Children, including amongst future residents of development	New doorstep play space provision within development to meet needs of resident children. Contribution to educational provision	Construction phase Construction phase	N/A
Share in benefits of improved public realm and shopping facilities	Disabled people, particularly those with physical or sensory impairments.	De-cluttered pavements, public realm to latest access requirements.	Construction phase	N/A

7.5 Community cohesion and relations between groups

7.5.1 The EqIA screening identified that the proposal may have the effect of worsening community cohesion by displacing predominant BME groups among existing residents, market traders, shop owners and employees. Consultation responses identified the proposed development as threatening community cohesion and cultural connections, both for Latin American community and for the wider ethnic diversity arising out of the multi-ethnic mix of the existing market.

7.5.2 Equality legislation emphasises the importance of supporting positive relations between different groups whilst local community cohesion policy supports group interaction, fair treatment and equal opportunity and a sense of common belonging, including empowering local communities to shape decisions affecting their lives

7.5.3 URS Scott Wilson consider the loss of the existing shops and market poses a potential threat to the cultural connections of the Latin American community employed at and visiting the market, given the evidence that the market provides a hub for social as well as commercial interaction for this group. However, in line with the findings regarding impacts for business and employment, URS Scott Wilson consider that proposed measures to safeguard the future of the Latin-American businesses to operate together provide adequate protection to prevent the proposals unfairly impacting on community cohesion for people sharing Latin American racial identities.

7.5.4 URS Scott Wilson consider the loss of the existing shops and market poses a potential threat to the interactions between different racial groups at the existing site that contribute to community cohesion. However, in line with the findings regarding impacts for business and employment, it proposed measures to re-provide the market in its entirety, in addition to measures to support affected businesses to continue trading and to give priority to existing stallholders to return are appropriate measures to enable the community cohesion to be revived within the redevelopment.

Table 7.4: Summary of community cohesion impacts for affected groups

Nature of Impact	Affected Group	Agreed mitigation measures (if any)	Timeframe for implementing mitigation measures	Reason why mitigation measures not possible
Worsening community cohesion by displacing predominant BME groups amongst existing residents, shop owners, market traders and employees.	Latin-American & Spanish-speaking community Afro-Caribbean African Other BME communities	All measures set out in Tables 12 & 13 above to protect permanent and temporary viability of market and businesses, including those measures specific to Latin-American stallholders. The benefits of such measures on community cohesion would be secondary.	Following planning permission granted – site preparation, continued through to construction and completion	Measures specifically directed at sustaining community cohesion not identified.
Loss to cultural connections and social interaction amongst specific community with shared racial identity	Latin-American, including Spanish-speaking people	All measures set out in Tables 12 & 13 above to protect permanent and temporary viability of market and businesses, including those measures specific to Latin-American stallholders. The effect of such measures on community cohesion would be indirect.	Following planning permission granted – site preparation, followed through in construction and completion.	Measures specifically directed at sustaining community cohesion not identified.

Nature of Impact	Affected Group	Agreed mitigation measures (if any)	Timeframe for implementing mitigation measures	Reason why mitigation measures not possible
Threat to ethnic diversity of area associated with multi-ethnic mix of existing market	All ethnic groups reflecting make-up of existing market stall-holders and clientele.	All measures set out in Tables 12 & 13 above to protect permanent and temporary viability of market and businesses. The effect of such measures on community cohesion would be indirect.	Following planning permission granted – site preparation, followed through in construction and completion.	Measures specifically directed at sustaining community cohesion not identified.

7.5.5 Recommendations identified in Chapter eight to strengthen the achievement of positive outcomes for businesses and employment are expected to also benefit community cohesion. Additional measures specific to community cohesion are also set out in Chapter eight.

7.6 Inclusive public spaces and transport

7.6.1 The EqlA identified potential impacts for disabled people in relation to accessible transport. The baseline evidence indicates that Seven Sisters underground station includes some accessibility features but does not have a lift and is not accessible to wheelchair users. However, alternative provision is available. All main TfL bus services are now wheelchair accessible. The proposed public realm and landscaped areas would be designed and constructed in line with latest access requirements. URS Scott Wilson thus consider that the proposal will enhance local access at this transport interchange, although it will not address the existing limited accessibility at Seven Sisters underground station. Recommendations are identified in Chapter eight to secure the accessibility of the public realm and at any new bus stops.

7.7 Safety and crime

7.7.1 Crime is identified as a major basis for seeking the redevelopment of the Wards Corner site by Haringey Council and the Applicant. Many supporters commenting on the proposals identified existing safety concerns and crime levels in Wards Corner as a major concern that they believe the development will address. Responses identify young people and women as particularly affected by concerns about safety. The EqlA screening also identified LGB people as a group who may be disproportionately affected by safety concerns. Current crime data identifies a downward trend in crime levels in Wards Corner, suggesting that past high levels of crime have to some extent been addressed. Nevertheless, mentions of crime and safety are evident amongst more recent consultation responses. The proposed replacement of existing run-down buildings with new buildings with more active frontages, as well as newly designed public realm, in line with designing out crime principles is likely to enhance safety and reduce opportunities for crime. URS Scott Wilson considers that the completed development is likely to enhance safety, with positive equality benefits for women, young people and possibly also

for LGB people. Local residents from different ethnic backgrounds are also likely to share in these benefits.

7.7.2 During demolition and construction, the presence of a large inactive frontage is likely to adversely affect perceptions of safety, without suitable mitigation measures. This may result in negative equality impacts, particularly affecting women, young people and LBG people. Recommended suitable mitigation measures are set out in Chapter eight.

Table 7.5: Summary of crime and safety impacts for affected groups

Nature of Impact	Affected Group	Agreed mitigation measures (if any)	Timeframe for implementing mitigation measures	Reason why mitigation measures not possible
Need to ensure redevelopment contributes to addressing crime levels and fear of crime associated with the site	BME people, women, young people (both men and women), children, older people, lesbian, gay & bisexual people, disabled people.	Active, overlooked frontages in new development. New public realm designed with consideration of security.	Completed development	N/A
Risk of increased fear of crime / increased opportunities for crime during demolition & construction phase	BME people, women, young people (both men and women), children, older people, lesbian, gay & bisexual people, disabled people.	Recommended best practice measures to enhance external appearance of site, including appropriate additional lighting. Recommend consult police on appropriate additional security measures e.g. patrolling by police or private security staff	Demolition & construction phase	N/A

7.8 Wide ranging consultation and enabling participation

7.8.1 Consultation responses raised criticisms with regards to the quality of consultation undertaken in relation to the planning application. Local policy on community cohesion and equality promotes engagement with local communities and empowering them to shape policies that affect their lives.

7.8.2 Analysis of the consultation process indicates that Haringey Council took account of equal opportunities and took measures to enable people from protected groups to participate in consultation. It undertook diversity monitoring of respondents, although it is unclear whether the results of the monitoring informed subsequent consultation.

7.8.3 Grainger PLC and The Bridge NDC led the consultation activities in relation to the planning application, chiefly during 2007 and 2008. Consultation appears to have included a variety of

measures to enable wide engagement, via use of a variety of venues, conduct of sessions at different times, targeted meetings with specific affected groups, flexible drop-in sessions as well as formal measures for recording feedback. A shortcoming of the consultation with regards to equality concerns a failure to effectively monitor how consultees reflected the mix of the local community, in relation to protected characteristics. This, in turn, makes it harder to demonstrate the consultation's reach and how effectively the Applicant has responded to the concerns of people sharing equality characteristics.

7.8.4 The long delay in progressing the redevelopment during the period of legal challenge has interrupted consultation and engagement. In order to realise the sharing of the benefits of redevelopment, it will be important to prioritise re-establishment of a new process for consultation and engagement. Recommendations in Chapter eight are set out to enable this to support realisation of positive equality outcomes from the development.

Table 7.6: Summary of Consultation Impacts

Nature of Impact	Affected Group	Agreed mitigation measures (if any)	Timeframe for implementing mitigation measures	Reason why mitigation measures not possible
Effective consultation with affected community, recognising diversity and different interest groups to contribute towards sharing of benefits of regeneration.	All equality groups, including BME residents, employees & business owners, visitors & customers.	Approach to date has included variety of means of consultation. Recommend urgent revisit of consultation & engagement approach to respond to criticisms of not listening, quality of consultation and to address long gap in engagement	Following decision on Planning Application – as a matter of urgency	N/A
Diversity monitoring to understand effects on equality protected groups	All	Haringey Council to monitor consultation and record mitigation impacts for groups sharing protected characteristics	Consideration of planning application Ongoing following granting of planning permission	N/A

7.9 Sharing in benefits of redevelopment

7.9.1 This EqIA identifies the following potential benefits of the redevelopment:

- Provision of new housing
- Public realm and streetscape provision, including de-cluttering

- Safety measures that would reduce opportunities for crime and provide for safety
- Business opportunities, particularly retail
- New employment opportunities
- Transport infrastructure improvements
- New play space.

7.9.2 One of the criteria for assessing equalities impact of a proposal is the extent to which any benefits from the proposal will be available to all groups affected by it. Table 7.7 identifies possible barriers to people sharing particular protected characteristics may be prevented from a fair share of these benefits of the redevelopment. It identifies the nature of the barriers and how those barriers might be removed or reduced, or where this is not possible, the reason why.

Table 7.7: Possible Barriers to People Sharing Particular Protected Characteristics

Expected benefit of redevelopment	Affected Group	Barriers to their getting a fair share in benefit of redevelopment	How barrier can be removed or reduced (specific to redevelopment)	Why barrier cannot be removed or reduced
Provision of new housing	BME groups – African, Afro-Caribbean (but also affects low income households from different racial/ethnic backgrounds)	Affordability barriers, related to low income/savings levels	Planned delivery of new affordable housing elsewhere in borough	Valuation Office identifies development as unable to afford inclusion of affordable housing
Provision of new housing	Single-parent households, disproportionately female-headed	Affordability barriers, related to low income/savings levels Cost/availability of child-care, particularly affecting women in low- to middle-income employment.	National strategies to tackle child care affordability offer some help e.g. child care element of working tax credits. Planned delivery of new affordable housing elsewhere in borough	Valuation Office identifies development as unable to afford inclusion of affordable housing
Provision of new housing	Children in low income households	Affordability barriers, related to low income/savings levels Cost/availability of child-care, impact on household income, particularly where parents in low- to middle-income employment.	National strategies to tackle child care affordability offer some help e.g. child care element of working tax credits but unlikely to adequate. Planned delivery	Valuation Office identifies development as unable to afford inclusion of affordable housing

Expected benefit of redevelopment	Affected Group	Barriers to their getting a fair share in benefit of redevelopment	How barrier can be removed or reduced (specific to redevelopment)	Why barrier cannot be removed or reduced
			of new affordable housing elsewhere in borough	
Public realm and streetscape provision, including de-cluttering	Older people and some disabled people; women, especially from certain faith groups (e.g. Muslim) or racial groups; children; some young people.	Fear of crime, including hate crime, or anti-social behaviour, may prevent individuals from amongst these groups venturing out or lead them to avoid area, based on past experience/reputation	Planned measures to design out crime likely to be beneficial. Measures to promote new identity for area. Community support officers. Engagement with support groups to identify specific concerns and identify appropriate actions.	
Safety measures to reduce opportunities for crime and make for safer environment	Older people and some disabled people; women, especially from certain faith groups (e.g. Muslim) or racial groups; children; some young people.	Fear of crime, including hate crime, or anti-social behaviour, may prevent individuals from amongst these groups venturing out or lead them to avoid area, based on past experience/reputation	Effective communication of new safety measures, effective targeting of communications at key groups	
Business opportunities, particularly in retail sector	Latin-American, including Spanish-speaking Afro-Caribbean, African and other BME groups	Existing businesses may not have turnover / robust business model to be able to afford open market rental levels or compete with national chains	Targeted business training / advice Measures outlined in table 12 likely to contribute.	
New employment opportunities	Young people BME people with low skills	Lack of experience/skills Lack of relevant experience/skills	Targeted skills training; apprenticeships; targeted promotion of opportunities	
Transport infrastructure improvements	All groups	No barriers identified	London-wide measures to enable transport affordability likely to be beneficial	

Expected benefit of redevelopment	Affected Group	Barriers to their getting a fair share in benefit of redevelopment	How barrier can be removed or reduced (specific to redevelopment)	Why barrier cannot be removed or reduced
New play space	Disabled children	Construction of non-inclusive play equipment may exclude	Use of inclusive play equipment / construction to London Play standards	

7.9.3 Adherence to the recommended mitigation measures, where available, is likely to enable barriers to the fair share of benefits by people sharing equality characteristics to be overcome with respect to most of the benefits of the redevelopment.

7.9.4 Non-affordability of housing is a significant barrier likely to prevent people from some BME backgrounds, lone-parent households (largely female-headed) and children in low income households sharing in the provision of new housing. Adequate mitigation measures to enable them to share in the benefits within the new redevelopment are not identified. Within the wider context of Haringey, provision of new affordable housing elsewhere in the East of the borough is considered to mitigate the negative impacts specific to this site.

7.10 Consideration of objections and concerns raised in Court of Appeal [2010] EWCA Civ 703 Approved Judgment

7.10.1 The objections and views referred to in Paragraphs 12 – 16 and 21 of the Judgment Approved by the Court of Appeal for handing down in are addressed in turn below.

Paragraph 12: letter of objection from a local resident, Mr Lagu Sukumaran:

“May I kindly request you and all decision makers to carefully consider the Human suffering the loss of achievement, of the Ethnic Minority Businesses in West Green Road, Seven Sisters Road and the High Road, known as the Wards Corner. I live above my Business with by family, and it is a live and work business concept ... I am part of this Diverse local Ethnic minority Community who I serve and depend on my Shop for their unique and specialist Food products that is non available in National Supermarkets. Demolition will destroy the existing Ethnic Minority Business, the Owners, their families, employees and their suppliers. The owners and their families have built up their existing businesses with many years of hard work and determination, in some cases hard work of three generations of the family. There are a number of traders who live above their businesses and in this case they will be forced out of their homes. The traders will not be able to relocate their business to a new location and be successful due to the poor state of the world economy ... The customers and residents will lose their choice of shopping and the specialist shops.”

7.10.2 The concerns raised by Mr Sukumaran are addressed within the assessment in sections 7.2 above, 7.3 and 7.4 above. The potential threats to livelihoods of ethnic-minority owned businesses, particularly family-owned businesses where the family also will be affected by the

demolition of their existing home, are recognised. The consequential loss to existing customers and local residents of access to specialist goods and services is also recognised.

7.10.3 Planned measures to minimise or prevent negative impacts proposed by the Applicant include:

- Provision of six small shop units along the West Green Road suitable for local and independent retailers
- West Green Road Environmental Improvement Fund to pay for shop/building frontage improvements (which could benefit businesses relocating from the site to other premises on the West Green Road)
- Funding for Improvement Strategy for businesses/markets.

7.10.4 Additional recommended measures are further proposed, as set out in 8.2 below. These include:

- For owner-occupier households (leaseholders and freeholders), the Applicant should seek to negotiate on a case-by-case basis a reasonable value for purchase and compensation for disturbance, with the objective of enabling households who wish to do so to afford alternative accommodation of comparable size in the local area. A reasonable timeframe for such negotiations prior to compulsory purchase order should be agreed between the Applicant and the Council. Where the household comprises a family that also runs a business on the site, negotiations should be conducted to address relocation of housing and business relocation either separately or together, to best fit the preferences of the affected household.
- An updated S106 agreement should incorporate existing proposed measures (from the previously negotiated S106 agreement) to support the existing shops and businesses to continue to trade and to develop their businesses successfully, including for temporary relocation during the demolition and construction phase.
- Support to enable the existing businesses to develop a shared marketing strategy and other business improvements, including employee training, will be an important measure to support realisation of positive equality outcomes.
- For existing leaseholder and freeholder shop businesses, the Applicant should seek to negotiate on a case-by-case basis a reasonable value for purchase of the premises and compensation for disturbance, with the objective of enabling businesses who wish to do so to relocate to alternative premises along the West Green Road or elsewhere in the Seven Sisters/Tottenham area. For those who live above their businesses, the negotiations may concern either separately or together relocation of business and housing. A reasonable timeframe for such negotiations following planning permission and prior to compulsory purchase order should be agreed between the Applicant and the Council.
- Struggling businesses and employees should be signposted towards existing appropriate bodies to assist individuals to find suitable alternative employment.
- Planned support to help existing businesses find temporary or permanent alternative locations or premises will be important to ensure that existing customer bases who share equality characteristics are able to continue to access specialist goods and services. Marketing and advertising advice is likely to provide an important component of this support to ensure existing and new customers are made aware of temporary relocations of businesses.

- 7.10.5 Whilst it is recognised that wider economic circumstances may increase the difficulty of achieving successful outcomes for all affected businesses, this is outside the control of the Applicant. The proposed and recommended mitigation measures are considered appropriate to prevent the development unfairly causing adverse impacts for ethnic minority businesses, including family-run businesses, currently operating on the site.

Paragraph 13: objections expressed by Wards Corner Community Coalition

“Local planning processes are required to demonstrate that meaningful community engagement and equalities issues have been accounted for and that diverse groups are not systematically disadvantaged by public authority processes. There is no reference in this planning application to the impact on diverse communities and the needs of diverse local communities, including ethnic minority communities. Members of particular minority ethnic communities are being disproportionately disadvantaged by these proposals. Virtually all the businesses that will be ended by the proposals are from ethnic minority communities that provide some ethnically distinct and important services and goods. The Coalition contends that the needs of the growing Latin American community are being explicitly negated in these proposals.”

“Public authorities should support the social and business networks in an area. These plans from Grainger represent the destruction of existing community and replacement by an alternative, selected community. This is Council-backed, unethical social engineering which WCCC rejects.”

- 7.10.6 The concerns raised by WCCC are reflected and addressed in this EqIA’s assessment of impacts on housing, business and employment, access to goods, services and facilities and community cohesion. As such, the entire report and all mitigation measures, both those proposed by the Applicant and those additionally recommended in this EqIA should be referenced in seeking to understand how Haringey Council has responded to these objections.
- 7.10.7 The EqIA recognises that the non-provision of affordable housing within the development and the likely change in balance of the retail mix will result in changes to the overall profile of the resident and visitor community to Wards Corner following redevelopment. However, the EqIA identifies measures to support the opportunity for return of existing businesses as part of the redevelopment, which will help to prevent the loss and wholesale replacement of the existing diverse community. This includes recognition of specific measures set out in Chapters seven and eight to support the Latin American traders to respond to the needs of the Latin American community.

Issues/objections raised by Ms Siobhan Crozier in evidence

“This is of great importance for Seven Sisters as it contains, within the proposed development, businesses that provide “essential convenience and specialist” shops which provide for, and add to, the cultural diversity of Tottenham. These shops would be lost forever if the demolition goes ahead and the local community would be bereft. Several long-established businesses will lose their livelihood and in some cases, their homes. Local authorities are supposed to support SMEs [small and medium enterprises], not eradicate them in favour of units designed to appeal to high street multiples.”

- 7.10.8 The concerns raised by Ms Crozier are acknowledged in the assessment in 7.3 above, planned measures to minimise or prevent negative impacts for existing SMEs which comprise shops and stalls currently operating on the site are set out in Table 7.2, with additional recommended

mitigation measures proposed in Chapter eight on page 70. These measures are considered appropriate to support the existing SMEs to continue their businesses.

Objection referenced in paragraph 15

“the Market which has been created, and which has added vibrancy, richness and diversity to the area, would be lost”.

- 7.10.9 This EqlA reflects this objection’s concern for the market’s contribution to the ethnic diversity and community relations in the area in its assessment of impact on community cohesion, addressed in 7.5 above. Additional mitigation measures to safeguard this are set out in Chapter eight on page 71. These measures are considered appropriate to support the continued contribution that the market makes to ethnic diversity and community relations in the area.

Views expressed by Wards Corner Community Coalition in letter 8 July 2008 to Council

“The Wards Corner Community Coalition takes the view that the Grainger scheme for the site will not deliver regeneration for the people of Tottenham and will damage the material, social and economic fabric of this diverse community. Further, the Wards Corner Community Coalition believes the Grainger proposals to be based upon questionable premises and have put forward an alternative vision for the site.”

- 7.10.10 These views are reflected in Chapter six - Consultation and Engagement, which makes reference to the alternative vision put forward by WCCC. It is considered that the proposals demonstrate consideration and efforts to incorporate the alternative vision most clearly in the resubmitted layout of the ground floor to accommodate the existing market in its entirety as part of the redevelopment and in the negotiating the S106 contributions.
- 7.10.11 The assessment recognises potential adverse impacts on community cohesion, whilst also recognising measures proposed by the Applicant to mitigate these.
- 7.10.12 Whilst differing from the WCCC vision, this proposal does include measures that are supportive of regeneration for Tottenham’s diverse community.
- 7.10.13 The application for the alternative vision has not been considered by the Council. In light of this the WCCC appealed to the Planning Inspectorate on the basis of “non determination”. Due to the appeal, only the Planning Inspectorate could decide the application, which they decided not to do. In order for the planning application to be considered, the application needs to be resubmitted to the Council following normal procedures.

Objection raised by Councillor Diakides recorded in paragraph 21

“... the local traders reflected the rich cosmopolitan mixture of the local community and their businesses responded to the special needs of those communities...these would not be accommodated within the proposed development.”

- 7.10.14 These concerns raised by Cllr Diakides are addressed within the assessment in sections 7.3, 7.4 and 7.5 above. Additional mitigation measures to safeguard this are set out in Chapter eight. These measures are considered appropriate to support the continued contribution that the market and shops makes to ethnic diversity and community relations in the area as well as support the existing SMEs to continue their businesses.

8 Recommendations and conclusions

8.1.1 This chapter sets out recommendations to strengthen, secure or enhance positive equality impacts and to mitigate for potential negative equality impacts. It also concludes on the overall impact of the planning application proposals for equality.

8.2 Recommendations

8.2.1 The following recommendations are set out to be undertaken once planning consent is given:

Housing

- Haringey Council to engage in direct dialogue with secure and non-secure council tenants residing on the site regarding their needs and choices for re-housing within the local area, where this is their preference.
- Re-housing should be on existing tenancy terms. Homes offered should be based on need or one additional bedroom for under-occupying tenants.
- An offer of a property with a garden should be made for residents who currently have one.
- The Council should ensure tenants requiring special adaptations have their needs assessed and necessary adaptations are completed to the replacement property before the tenant moves in.
- Home loss compensation and compensation for tenant's improvements (or similar forms of compensation) should be provided in line with existing legislation and Haringey's current policy.
- For existing housing association tenants, the housing association should offer alternative housing to affected tenants, in accordance with existing legislation and its current policy. Haringey council should brief the housing association regarding the scheme's progress to ensure adequate time for them to identify suitable alternative provision for affected tenants.
- The Applicant and/or Haringey Council as appropriate should consider providing or signposting support to existing private rental tenants on an individual basis regarding possible alternative accommodation choices for them, including intermediate housing options. Additional appropriate support should be offered to individual households or household members identified as particularly vulnerable, where there is considered to be a potential risk of homelessness or economic hardship.
- For owner-occupier households (leaseholders and freeholders), the Applicant should seek to negotiate on a case-by-case basis a reasonable value for purchase and compensation for disturbance, with the objective of enabling households who wish to do so to afford alternative accommodation of comparable size in the local area. A reasonable timeframe for such negotiations prior to compulsory purchase order should be agreed between the Applicant and the Council. Where the household comprises a family that also runs a business on the site, negotiations should be conducted to address relocation of housing and business relocation either separately or together, to best fit the preferences of the affected household.
- It is recognised by URS Scott Wilson that the Applicant has previously sought to engage in negotiations with existing freeholders and leaseholders of residential properties on the site.

The above recommendations set out further steps to be undertaken following the awarding of planning permission.

Business and employment

- An updated S106 agreement should incorporate existing proposed measures (from the previously negotiated S106 agreement) to support the existing shops and businesses to continue to trade and to develop their businesses successfully, including for temporary relocation during the demolition and construction phase.
- The Applicant should discuss with the market holders mutually acceptable measures to safeguard the option to return of existing market holders, to be set out in the updated S106 agreement.
- Haringey Council should require the Applicant to undertake a baseline study and subsequent ongoing monitoring of the business owners and market holders at key points in the progression of the planning application and construction of the development (suggested points are approval of planning application; acquisition of site; point of serving of notice; point of vacating of site; at annual intervals during the construction; at the point of allocating occupancy of new sites). This monitoring should include diversity monitoring of business owners and employees; recording of current business location & business 'health'/employee numbers; status & intentions of business re return to site. Suggested decision points for ceasing to monitor individual businesses are where businesses are recorded as having ceased to trade or expressed a definite intention not to return to the site.
- The appointment of an advisor to assess opportunities for the temporary relocation of the market and additional measures to support businesses, as set out in the existing S106, will be extremely important to ensuring the long term survival and opportunity to return to the new site. Haringey Council should undertake or require of the Applicant submission of regular progress reports on the appointment and activities of such an advisor, as well as on other measures to support the traders.
- Support to enable the existing businesses to develop a shared marketing strategy and other business improvements, including employee training, will be an important measure to support realisation of positive equality outcomes.
- For existing leaseholder and freeholder shop businesses, the Applicant should seek to negotiate on a case-by-case basis a reasonable value for purchase of the premises and compensation for disturbance, with the objective of enabling businesses who wish to do so to relocate to alternative premises along the West Green Road or elsewhere in the Seven Sisters/Tottenham area. For those who live above their businesses, the negotiations may concern either separately or together relocation of business and housing. A reasonable timeframe for such negotiations following planning permission and prior to compulsory purchase order should be agreed between the Applicant and the Council.
- Struggling businesses and employees should be signposted towards existing appropriate bodies to assist individuals to find suitable alternative employment.
- The local employment and procurement policy should include a requirement for contractors to adhere to national or local schemes to promote employment amongst under-represented equality groups, e.g. the Disability Two Ticks scheme.

Goods, services and facilities

- Planned support to help existing businesses find temporary or permanent alternative locations or premises will be important to ensure that existing customer bases who share

equality characteristics are able to continue to access specialist goods and services. Marketing and advertising advice is likely to provide an important component of this support to ensure existing and new customers are made aware of temporary relocations of businesses.

- Future marketing of the completed development should capitalise on the Latin American market identity to support its success and to make its specialist goods and services available to a wider customer base.

Community cohesion and relations between groups

- Future marketing of the completed development should capitalise on the Latin American market and local ethnic diversity of the local area to support its success and to wider community cohesion objectives.
- The new public realm and open spaces should be designed and built in line with existing building regulations and regional guidance on accessible design.
- Any new bus stops should be designed and built in line with Transport for London's accessible bus stop guidelines and any updated best practice.

Safety and crime

- It is recommended that during the demolition and construction phase, suitable measures are put in place to enhance the external appearance of the site, including appropriate additional lighting.
- The police should be consulted on any appropriate additional security measures, either by the police or by security officers, during the demolition and construction phases.

Wide-ranging consultation and enabling participation

- Following a planning decision, Haringey Council and the Applicant should urgently develop a renewed strategy for ongoing community engagement. This should include adequate attention to diversity monitoring and measures to enable the participation of different sections of the community in future consultation and engagement.
- Further opportunities remain for members of the public to express their concerns about potential impacts of the development, including where these may affect people sharing protected characteristics. Opportunities also remain for members of the public to identify additional mitigation requirements. Particularly important in this respect is the forthcoming meeting at which Haringey Council considers the revised application by the Applicant for redevelopment at Wards Corner.
- A future strategy should set out specific engagement pathways for particular affected groups, including existing shop owners, stallholders, employees and residents on the site, and other local residents and business owners.

8.3 Conclusion

- 8.3.1 Overall URS Scott Wilson conclude that the planning application proposal is unlikely to give rise to major negative equality impacts provided all the measures set out in the S106 agreement are honoured in full and in a timely manner, as well as other recommended mitigation measures set out in this report. The assessment recognises concerns expressed by objectors concerning potential impacts, particularly in relation to Latin American people and members of other black and minority ethnic groups. In addition to measures previously set out in the S106 agreement and voluntary financial contributions by the Applicant, the assessment has set out additional recommendations to strengthen previously identified mitigation measures and to address residual negative impacts.
- 8.3.2 The proposal will give rise to negative equality impacts resulting from the non re-provision of affordable housing on the site and lack of new provision of affordable housing, in conflict with existing Council policy. The lack of suitable on-site mitigation is accepted on the basis of the independent judgment of the Valuation Office. Groups that may be unable to share in the provision of new housing due to the lack of affordable housing include Black African and Black Caribbean households, children living in low income households and single parent households.
- 8.3.3 The planning application proposal is identified as giving rise to positive equality impacts in relation to safety and crime, and a more accessible public realm. People sharing equality protected characteristics are likely to be able to share in these benefits.
- 8.3.4 Increased provision of family housing is identified as a benefit of the development. Affordability barriers may cause certain groups, including BME families, children living in low income households and single parent households, from sharing in this benefit.
- 8.3.5 Expected improvements to the business and retail environment are likely to be shared by people from different racial backgrounds subject to the successful implementation of recommended mitigation measures.

Annex: Appendix B of Wards Corner/Seven Sisters Underground – Report on Draft Development Brief consultation (PASC 8 July 2003)

	ISSUES	RESPONSE	ACTION
1.	Unsightly signage in the area should be removed, most of which will be illegal anyway. Detracts from area.	Poorly sited, or excessively prominent, signs can have an unacceptable impact on the appearance of an area.	Planning Enforcement should consider targeting those signs that are found to be unauthorised and which cause most harm to visual amenity.
2.	“Welcome to Tottenham” signage should be provided, guiding people to development (eg: on South Tottenham railway bridge).	This is a suggestion that could be progressed as part of the improvements to the area and would be in line with the Tottenham High Road Strategy.	No change to the Brief is proposed. To be considered by the Bridge NDC for future action.
3.	Wards building must be retained. The brief ignores the strikingly elegant frontage of the Wards building. Building should be retained, as demolition makes a mockery of Conservation Area status. Wards should be retained as a distinct, well-recognised local landmark.	The Council, in consultation with English Heritage, have formed the view that the building is not worthy of listing. Having said that, it could only be demolished if its replacement was considered to either preserve, or enhance, the character of the Conservation Area, but its retention will not be insisted upon.	The current process to prepare the Brief is the first step towards eventual development of the site. Further consultation with English Heritage will take place in future on the merits of the replacement buildings, as part of the Development Control process.
4.	Distinction needs to be made between the Wards store itself and the other buildings on the site. The former is the one element of the corner that should be retained as an important part of any redevelopment.	The building has been vacant for over 30 years and will not be retained.	No change to the Brief is proposed. (See action 3 above).
5.	Wards building must be retained regardless of what the Council or English Heritage say.	See response 3.	No change to the Brief is proposed.
6.	Explanation for redevelopment is neither logical nor sensible and sounds “like a whitewash for a hidden agenda”.	The site covered by the Brief is considered to be likely to play a significant role in the regeneration of the area.	No change to the Brief is proposed.
7.	Lack of attention to public open space. Area must be greened and include public art.	The Brief does not include any details of treatment of open space, but does make it clear that significant, and co-ordinated, improvement to the public realm should take place.	Amend Brief to reflect
8.	Underpass must be removed and a two-way system re-introduced. Cyclists need to be thought about far more than they are and bicycle parking should be provided. Traffic calming measures need to be introduced.	Seven Sisters Road and High Road are the responsibility of TfL, who would need to agree any highway works, including improvements to cycle/car interface. However, inclusion, or improvement, of bicycle facilities should be sought as part of any development.	Amend Brief to reflect.
9.	Remove the requirement for affordable housing, as there is enough in the area already.	The issue of affordable housing provision, and its concentration within certain parts of the Borough is	Amend Brief to clarify the situation.

		topical. It is unlikely that the Council would look for pure social housing here, but instead key worker or shared ownership. The Tottenham High Road strategy supports this approach.	
10.	Art house cinema, or language night school, should be provided. Will there be space for community use?	The Brief cannot be too over-prescriptive, in terms of specific uses, and, instead, it refers to "a range of land uses", as been appropriate. Retail uses are specifically encouraged.	No change to the Brief is proposed.
11.	Brief is disappointing. Little evidence of any background research into potential interest from retailers or other commercial enterprises. Without this, it is just a will and a good deal of "meaningless waffle".	The brief seeks to guide future development of the site. The consultation exercise should highlight the needs of interested groups.	
12.	Development is long overdue. The run-down state of the site contributes to the perception of Tottenham as an unattractive area.	Acknowledged.	No change to the Brief is proposed.
13.	The statement that the Apex building includes an attractive clock tower is disputed.	The Brief asks for a public feature of "equal or greater landmark merit". It is acknowledged that the tower is of limited architectural merit.	Amend the Brief to emphasize that an improvement to the existing situation will be sought.
14.	5-6 storey building not appropriate, or needed. Will simply result in empty, modern buildings.	The height of a building is only one consideration in the overall assessment of design quality, but it has been decided that the site could accommodate 5/6 storeys on Wards Corner. The nature of the occupier and occupancy would be a matter for the developer.	The current process to prepare the Brief is the first step towards eventual development of the site. Further consultation with English Heritage will take place in future on the merits of the replacement buildings, as part of the Development Control process.
15.	Pages Green is not an attractive open space, as described. It is constantly rubbish strewn.	It is accepted that the open space could be treated better than it is at present, but it does have the potential to make an important contribution to the overall amenity of the area.	Amend the Brief to emphasize the importance of green spaces.
16.	"Sloppy brief will result in a poor and ultimately unsuccessful development".	Acknowledged.	No change to the Brief is proposed.
17.	For older people, who are long-term residents of an area, loss of, or damage to, a valued local landmark, (Wards store) can be a blow to personal identity and sense of well-being.	The building has been vacant and boarded up for 30 years. The loss of the landmark would need to be balanced against the works to the physical fabric of the area, particularly in terms of safety, access etc.	No change to the Brief is proposed.
18.	Consensus of the views of the 35 or so market traders is that long-term success and vibrancy of the area depends on the viable retailing area of	The Brief does indicate that the replacement of the market "would be welcomed". However, the future of the market is outside the scope of the brief and	The Council will seek to assist in any future re-location of traders by encouraging links with local business organizations.

	small shops, not multi-national presence. Market is an opportunity for local people to start their own small business. If they succeed, they move on and are replaced by others. This way the local move retains their customer base and strengthens the community spirit in the area.	would need to be agreed by the traders, who are all understood to be on short-term leases, along with any future developer.	
19.	If the Council decide that comprehensive development is the way forward, what alternative arrangements are being proposed to ensure that the richness and diversity of local communities is not lost ?	The Brief seeks to guide future development of the site.	No change to the Brief is proposed.
20.	Concerned about impact on property value. Will people get full value when/if they move ?	Property value is not considered to be a planning matter.	No change to the Brief is proposed.
21.	Tube station might be improved by being at street level, reducing the "hot-spots" for crime (as at Wood Green). There are access issues (prams/wheelchair users) which need to be taken into account.	London Underground, who would be ultimately responsible for alterations to the station, have been consulted on the Brief, but have not responded at this stage. However, the Brief identifies the need to consider access arrangements as part of the overall development of the area.	No change to the Brief is proposed.
22.	How do you avoid a piecemeal development ?	The purpose of a Brief of this kind is precisely to seek to avoid piecemeal development, by looking at an area as a whole, and considering compulsory purchase if necessary. However, there is no guarantee.	No change to the Brief is proposed.
23.	Changes to road layout must not impact on Bruce Grove area.	Details of alterations to the highway are outside the remit of the Brief.	No change to the Brief is proposed.
24.	No trees should be lost. Extra tree planting should take place.	The Brief states that existing mature trees should be protected "where possible." The "greening" of the environment would be an important consideration in any formal submission for planning permission.	Amend the Brief to emphasize the importance of trees.
25.	Where (and why) is the new bus station going ?	The intention is to improve linkages between the tube station and buses, possibly in the area to the front of the Wards building. However, no details have been worked up and both London Buses, and the Council's Head of Transport Planning, have expressed doubts about the workability of the idea.	Amend the Brief to reflect the need for further discussions to take place.
26.	Public consultation meeting should be held to hear all views. The consultation that has taken place in	The suggestion that the consultation has been inadequate is not accepted. There have already	No change to the Brief is proposed.

	connection with the Brief is wholly inadequate.	been a variety of meetings in the past in order to relay the contents of the brief to interested parties.	
27.	Area needs "culture", not supermarkets.	Acknowledged. The intention of the Brief is not to impact on culture, in whatever form it is considered to exist.	No change to the Brief is proposed.
28.	Residents must be kept informed, and the Council should consider things that will enhance the area and draw visitors attention to the environment	Acknowledged.	Amend the Brief to emphasize the need to improve the public realm.
29.	Consider returning West Green Road to a market.	This would be outside the remit of the Brief and would be subject to a number of Traffic Orders, if it were to take place, requiring extensive assessment of all area wide traffic management options. Nevertheless, a market could contribute to the range of facilities available in the area.	No change to the Brief is proposed.
30.	Make sure that there is adequate public car parking.	Car parking should be kept to a minimum, given the excellent public transport access in the area, and so as to be in line with the Council's most up-to-date policies.	No change to the Brief is proposed.
31.	High quality shops are needed, not more of those already in the area (eg: luggage, international call centres, take-away food). Give people a wider choice. Development like at Angel, Islington. Should be primarily retail.	The details, and identity, of the likely occupiers of any proposed development are not known at this stage. The fact that certain respondents want a multi-national retail presence, whilst others object to precisely that, is an illustration of the difficult balance that needs to be struck.	No change to the Brief is proposed.
32.	Would hate it to become just another anonymous high street shopping centre (like at Angel, Islington!)	See response 31.	No change to the Brief is proposed.
33.	No modern designs, go "traditional". Modern architecture can work in certain parts of London, but not in Seven Sisters (eg: Tesco's).	Contemporary architecture is capable of working in any location, providing that it is done well. In contrast, a pastiche solution does not always provide for an acceptable form of development.	The current process to prepare the Brief is the first step towards eventual development of the site. Further consultation with English Heritage will take place in future on the merits of the replacement buildings, as part of the Development Control process.
34.	Landmark development will not benefit the community, but only serves the Council's purpose to increase and charge higher Council Tax.	The proposed development at Wards Corner will contribute to the regeneration of the area, contributing to the regeneration of the area, creating jobs, homes and improved facilities.	No change to the Brief is proposed.

35.	Tighter control of car parking in the area is needed in order to stop illegal parking, even before a new development	This issue is outside the remit of the Brief, but the Council's Transportation Section will be informed about the issue.	Inform the Council's Transportation Section of the parking enforcement problems in the vicinity of the site.
36.	Surprised that there is no mention of provision of public toilet provision	The existence of public toilets on the Apex House site is referred to in the Brief, which says that they should be replaced. This can be considered as part of the feasibility design process.	No change to the Brief is proposed.
37.	Single flats should be provided above the development for people who cannot afford a mortgage.	The precise nature of housing tenure would be agreed at the detailed stage, this will consist of various sizes and tenures, especially key worker, and shared ownership, accommodation.	Amend the Brief to clarify the situation.
38.	No public demand for the development. Objects to the loss of the market, the Wards building, Apex House and the houses in Suffield Road.	The area has been blighted by the derelict building for over 30 years. Redevelopment will regenerate the area and improve quality of the environment.	No change to the Brief is proposed.
39.	People have expressed interest in the Wards building, but have been refused the opportunity to let the space.	The building is not owned by the Council. Any proposed use would need to be discussed with the landowner.	No change to the Brief is proposed.
40.	The area is subject to high levels of crime. Anything that helps to change this should be encouraged.	Both the Police and the British Transport Police have confirmed that the station, the market and the area in general are subject to high levels of crime. The proposed development would give opportunities to incorporate the principles of "Designing Out Crime" in any new buildings and spaces around them.	Amend the Brief to emphasize the likely personal safety benefits from the redevelopment.

Appendix IV - Baseline study of Seven Sisters Indoor Market



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

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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

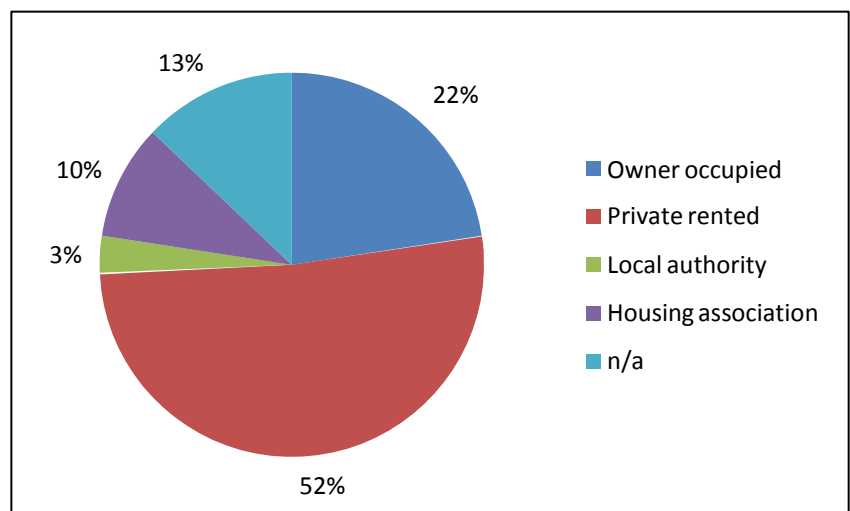
Home address

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.

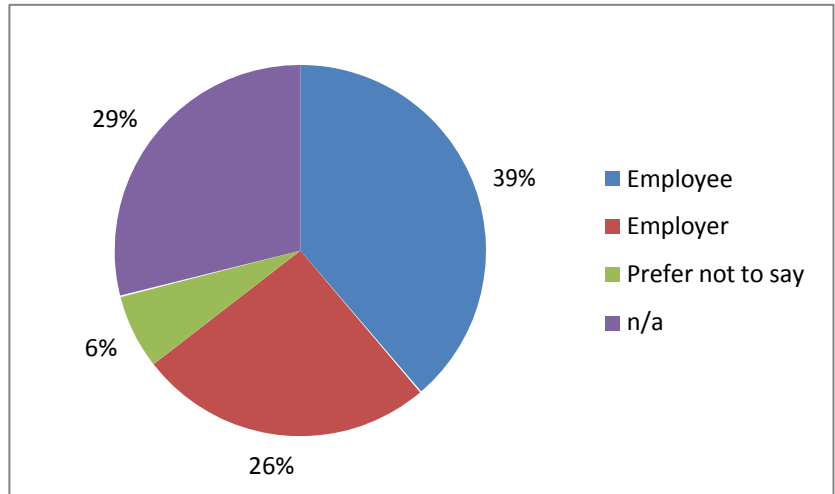
2.13 *Type of business*

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.

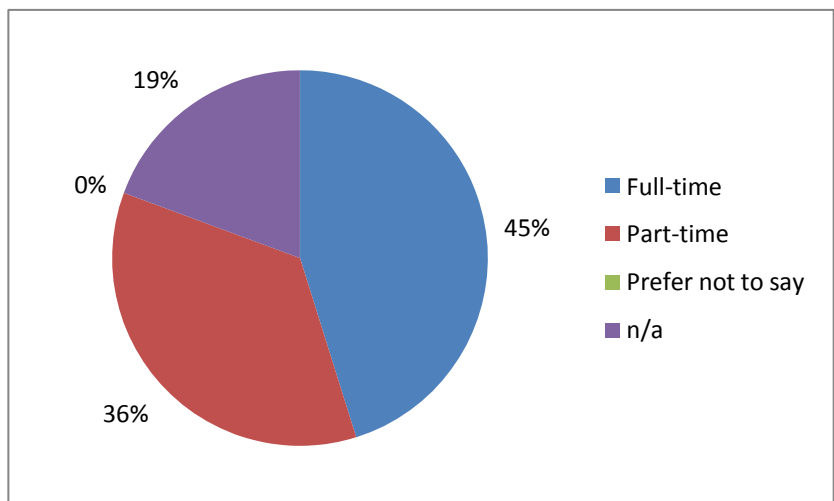
Job title/Description of role	
Art and style barber	Carnicero (butcher)
Cook	Lawyer
Licensee	Manager
Manicura y pedicuras (Manicure and pedicures)	Owner
Peluqueria (Hairdressing)	Self-employed

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**

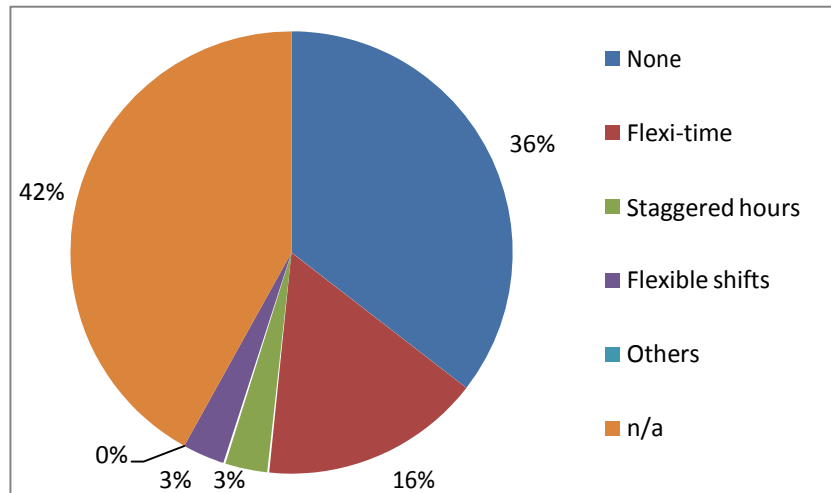
What is your current working pattern?	
Full-time	14
Part-time	11
Prefer not to say	0
n/a	6
<i>Total</i>	<i>31</i>



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**

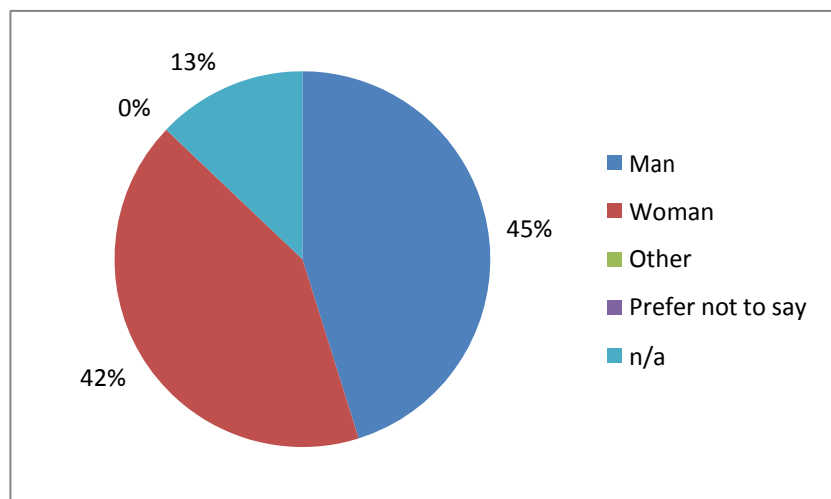
Do you have a flexible working arrangement?	
None	11
Flexi-time	5
Staggered hours	1
Flexible shifts	1
Others	0
n/a	13
Total	31



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**

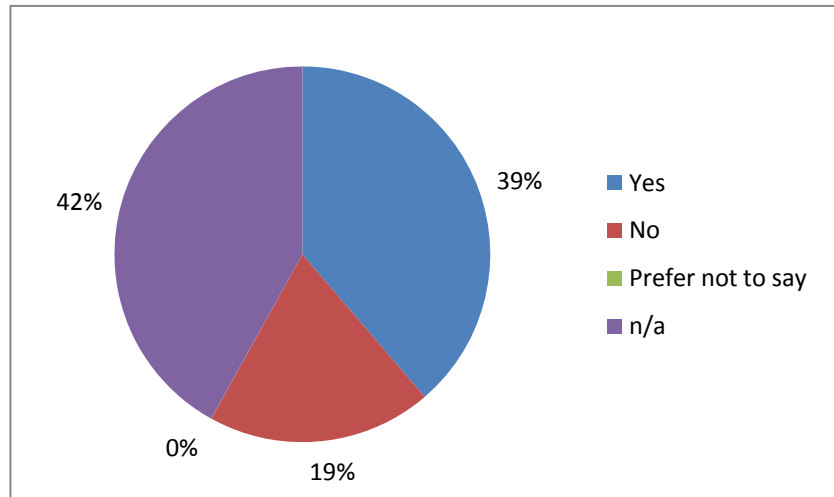
Gender	
Man (including trans man)	14
Woman (including trans woman)	13
Other gender identity	0
Prefer not to say	0
n/a	4
Total	31



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**

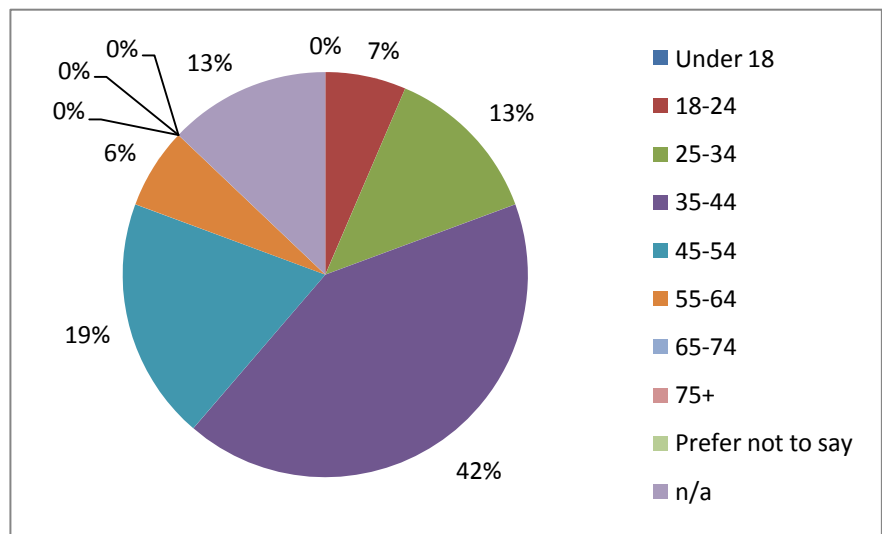
Are you married or in a civil partnership?	
Yes	12
No	6
Prefer not to say	0
n/a	13
Total	31



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.

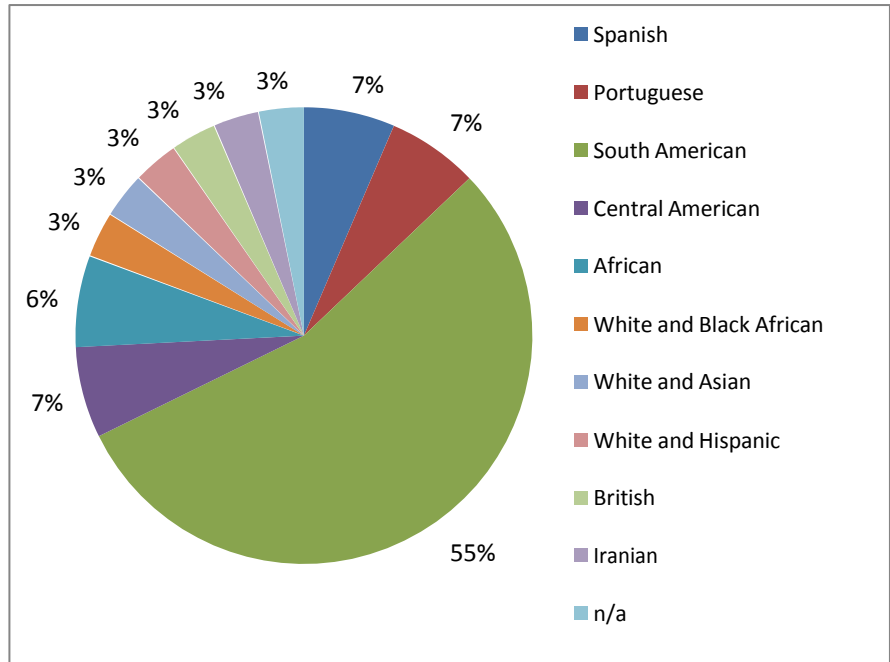
2.21 **Country of birth**

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

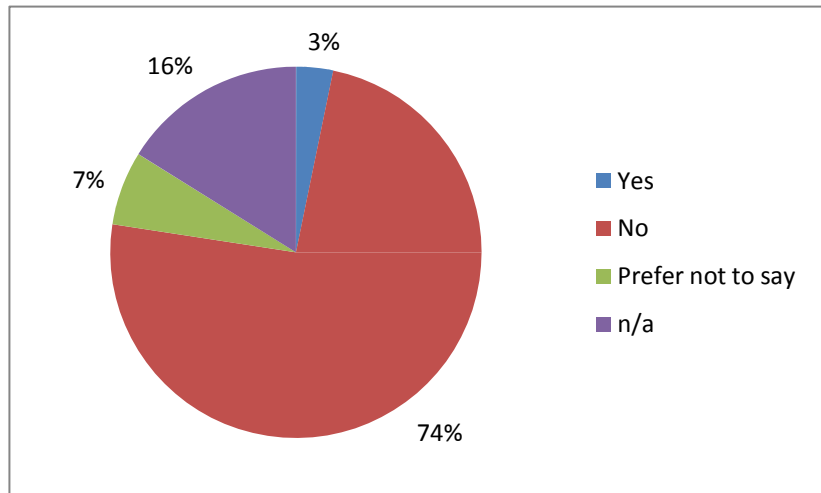


In the preamble to this question it was stated that “*Ethnic origin is not about nationality, place of birth or citizenship. It is about the group to which you perceive you belong.*” A range of options were provided for people to select, with broad categories (e.g. ‘Hispanic/Latino/Spanish’) then being 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**

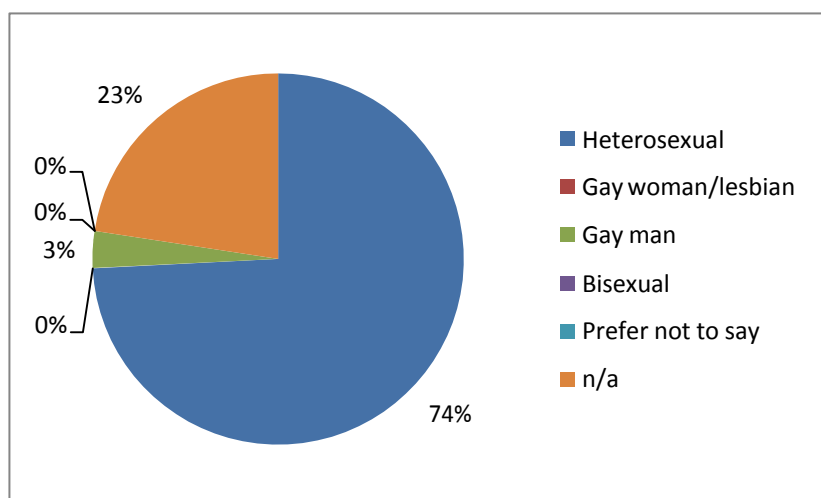
Do you consider yourself to have a disability?	
Yes	1
No	23
Prefer not to say	2
n/a	5
<i>Total</i>	<i>31</i>



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**

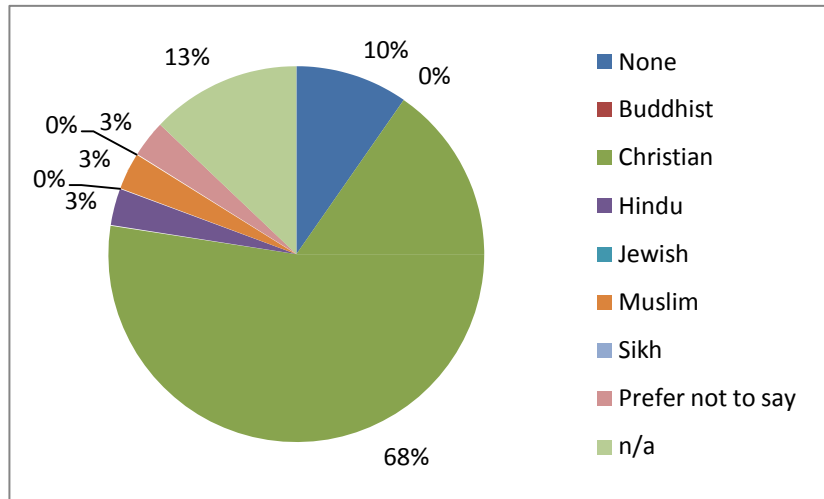
What is your sexual orientation?	
Heterosexual	23
Gay woman/lesbian	0
Gay man	1
Bisexual	0
Prefer not to say	0
n/a	7
<i>Total</i>	<i>31</i>



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**

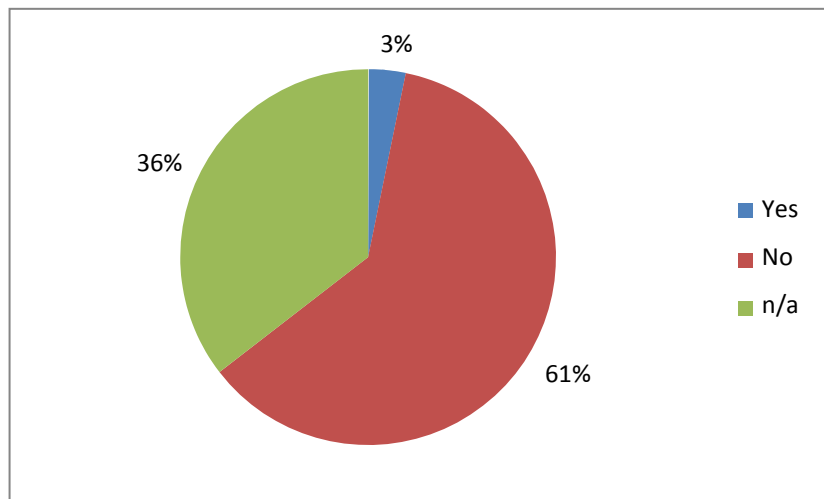
What is your religion or belief?	
No religion or belief	3
Buddhist	0
Christian	21
Hindu	1
Jewish	0
Muslim	1
Sikh	0
Prefer not to say	1
n/a	4
Total	31



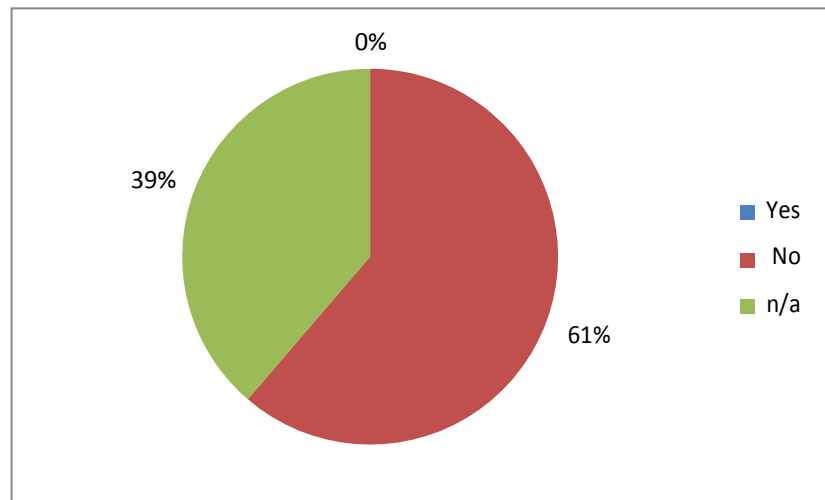
The most commonly selected response to this question was Christian, which over two thirds of the total respondents selected. Other religions or beliefs selected by respondents included 'Hindu' (one), 'Muslim' (one) and 'None' (three).

2.26 **Pregnancy**

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



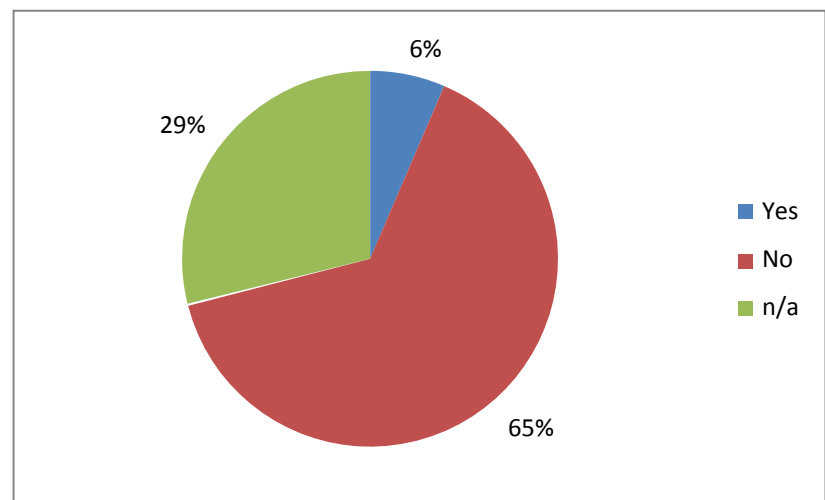
Have you had a baby in the last 12 months?	
Yes	0
No	19
n/a	12
<i>Total</i>	<i>31</i>



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

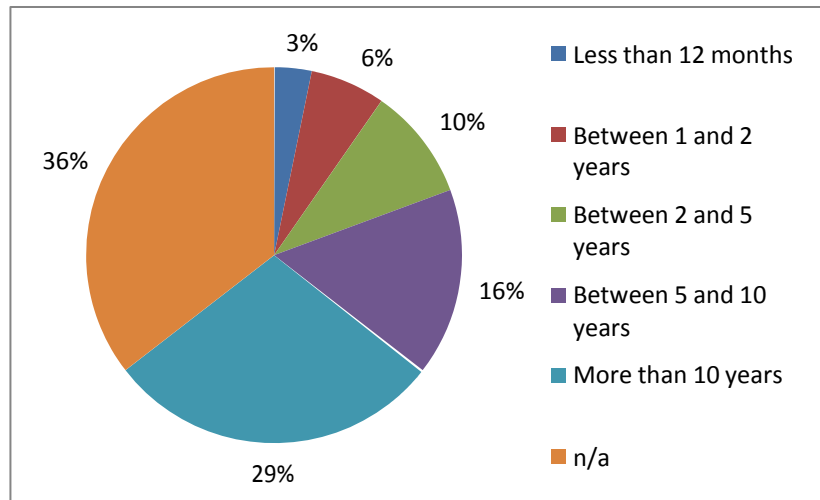
Are you a refugee or asylum seeker?	
Yes	2
No	20
n/a	9
<i>Total</i>	<i>31</i>



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)



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

SEVEN SISTERS MARKET .

