

## Appendix 5 Equalities Impact Assessment (EQIA)

### Summary

- This Equalities Impact Assessment (EqIA) has been prepared by hgh Consulting and is submitted in support of a hybrid planning application for the redevelopment of Grahame Park Stage B (Plots A-Q).
- The purpose of an EqIA is to ensure that a development does not discriminate against any disadvantaged or vulnerable people. This EqIA has therefore been produced in order to assist the London Borough of Barnet in considering their public sector equality duty as set out in the Equality Act 2010.
- Careful consideration has been taken by the applicant and the Council of any potential negative impacts both temporary and permanent on protected groups. A number of mitigation measures have been proposed for temporary and permanent impacts on protected groups which are set out in Section 6. Measures that require the involvement of the Council have been agreed with the Council.
- Overall, no *temporary* impacts have been identified for the protected groups: gender reassignment; marriage and civil partnership; sex; and sexual orientation. No *permanent* impacts have been identified for the protected groups: religion; sex or sexual orientation.
- There is a higher level of negative temporary than negative permanent impacts. This is due to the fact that there will be short term displacement of some residents and construction impacts. In these circumstances, the Council's housing team will provide assistance with finding other suitable accommodation as is set out in further detail in Section 6.
- The impacts of the construction process will create a temporary negative impact across some of the protected groups. However, it must be noted that due to the construction phasing, no part of the site will be affected for the entire construction process period and most impacts will be confined to the areas directly adjacent to the construction site for that particular phase. Potential construction impacts such as noise, vibration and dust will be minimised and mitigated through the implementation of a Construction Environment Management Plan. It should also be noted that a large number of temporary impacts are neutral or positive/neutral, including the creation of jobs during the construction process, meaning the development will have a very little or no impact on a number of the protected groups.
- The majority of the impacts on protected groups in the long term are positive, owing to a number of significant benefits and opportunities that the redevelopment of the site will bring. This includes the vastly improved physical environment and improved living standards for people in one of the most deprived areas of Barnet. The development will provide high quality housing, new community facilities, commercial spaces, associated employment, new public realm, high quality new and improved playspaces, open space and improved permeability. Overall, these effects will benefit local people and businesses including those within the protected groups