



## **ADVANCE PUBLICATION OF REPORTS**

This publication gives five clear working days' notice of the decisions listed below.

These decisions are due to be signed by individual Cabinet Members  
and operational key decision makers.

Once signed all decisions will be published on the Council's  
Publication of Decisions List.

- 1. ENFIELD CHASE HYDROLOGICAL AND HABITAT IMPROVEMENTS  
AND SLOEMANS NATURAL BURIAL GROUND (Pages 1 - 40)**

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## London Borough of Enfield

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<b>Report Title:</b>	Enfield Chase Hydrological and Habitat Improvements and Sloemans Natural Burial Ground
<b>Report to:</b>	Cabinet Member for Public Spaces, Culture & Local Economy, Cllr Chinelo Anyanwu
<b>Directors:</b>	Executive Director of Environment & Communities, Perry Scott Interim Director of Leisure, Parks and Culture, Cheryl Headon
<b>Report Author:</b>	Peter Robinson – Assistant Head of Service – Client and Strategy
<b>Ward(s) affected:</b>	Ridgeway, Whitewebbs
<b>Key Decision Number</b>	KD 5628
<b>Classification:</b>	Part 1 & 2 (Para 3)
<b>Reason for exemption</b>	Information relating to the financial or business affairs of any particular person (including the authority holding that information)

## Purpose of Report

1. This report sets out the background to the proposed letting of two contracts procured under two separate lots:
  - Lot 1 Construction of Hydrological and Habitat enhancements at Holly Hill Farm
  - Lot 2 Construction of a natural burial ground at Sloeman's Burial Ground

The LBE corporate procurement process has been followed in line with Public Contracts Regulations 2015 and the recommendation in this report is to award the contract for Lot 1 to the contractor that submitted the most economically advantageous tender based on the award criteria published by the Council.

2. The Lot 1 contract will provide for the importation of soil for the construction of appropriate landforms to deliver significant natural flood management improvements to the local brook network at Holly Hill farm.
3. Tender evaluation and pricing details are contained within the enclosed Part 2 report.

## Recommendations

That the Cabinet Member:

- I. Approves the award of the contract for Lot 1 for the construction of Hydrological and Habitat enhancements at Holly Hill Farm to the successful contractor identified in the Part 2 confidential appendix for the prices set out in the Part 2 confidential appendix subject to planning approval.
- II. Delegates authority to the Executive Director of Environment and Communities to enter into the contract identified in (I) above with the successful contractor identified in the Part 2 confidential appendix for a term of nine years plus one year extension following successful determination of relevant planning applications.
- III. Notes the resource required to manage the contracts once let as detailed in paragraph 38 [Part 2 confidential appendix].

## Background and Options

4. In 2016 the Council procured Golf Environmental (UK) Limited to carry out works on a site at Holly Hill Farm, The Ridgeway, Enfield. The project involves the reception of excavated soils from construction projects in and around London which are then used to create noise attenuation bunds from the adjacent M25 motorway and improve the quality of the farmland on site.

5. The project will complete in Spring 2024 and has successfully delivered all expected outcomes providing significant improvements to the site.
6. A site search was undertaken to identify further opportunities within the borough where soil importation could provide substantial benefit through implementation of capital schemes. Two projects were subsequently identified: Enfield Chase Hydrology and Habitat and Sloemans Burial Ground. These are discussed below.

### **Enfield Chase Hydrology and Habitat enhancement**

7. The Council has been actively involved in promoting environmental improvement within the borough for a significant period of time. Notably these objectives have been promoted through the provision of meaningful legislative support, with the introduction of the 'Blue and Green Strategy (2021-2031)' and with the emerging 'Enfield Local Plan (2019-2039)'.
8. A cornerstone of the Council's plan is to implement Natural Flood Management (NFM), which involves slowing the rate of rainfall runoff in rural areas to reduce peak flows downstream. It is proposed to implement an NFM development at Holly Hill farm focussed on Holly Hill Brook and its connection to Turkey Brook.
9. The NFM scheme will be constructed and delivered using imported soil to refine the existing topography of the site at Holly Hill farm and construct a linked network of features such as swales, ponds, wetlands and dry basins. These will retain water upstream on the site and provide additional quality habitat.
10. To support this approach a full planning application (23/03142/RE4) has been submitted and is due for determination at Committee on the 12<sup>th</sup> of April 2024.
11. Prior to the submission of planning a strategic business case for the works was considered and approved at the Council's Executive Management Team on 26<sup>th</sup> March 2021.

### **Sloemans Natural Burial Ground**

12. A burial needs assessment carried out for the Council in 2020 identified a significant anticipated shortfall of burial space in Enfield for both graves and ashes interments.
13. A full assessment of the impacts and opportunities arising as a result of this was taken to Cabinet as KD5380 on 13<sup>th</sup> October 2021 which approved the project for the development of a burial ground at Sloemans Farm, Whitewebbs Lane, Enfield, using landscaping - soil importation processes on site to improve and landscape the whole farm area.
14. Approval to award the Lot 2 contract for the works at Sloemans Burial ground was delegated by Cabinet to the Executive Director of

Environment and Communities and will therefore be the subject of a separate report or record of decision.

15. To support this a draft planning proposal has been submitted to both the Local Planning Authority and the Greater London Authority for Pre-Application Advice. Following this the draft scheme will be updated to reflect any consultation feedback and a full planning application will be submitted. This is expected to take place in Spring 2024.

### **Contract Procurement**

16. Due to the scale and complexity of the projects, consideration was given to the most appropriate approach and contract form to use. To inform this process a soft market test was undertaken in June 2023 whereby specific industry specialist companies were directly contacted to gauge interest and obtain views on the proposed tender approach. Eleven companies were approached of which eight provided feedback.
17. The key consideration at this stage was whether both sites should be procured and run with a single contractor – seven responders confirmed this would be their preferred approach. Additional information received confirmed the proposed approach for soil importation to construct the landforms was considered viable by the contractors and that an up-front payment upon signing of contracts was a potential option.
18. In September 2023 a Prior Information Notice (PIN) was published as part of a Market Engagement exercise on these projects which served to raise awareness of the forthcoming procurement and also requested potential bidders to submit a response to the Market Engagement Questionnaire contained with it.
19. Eleven responses were received to the PIN which further confirmed the feasibility of the projects and provided baseline insurance and turnover values as well potential contract durations which could be used to develop the contract documentation prior to tender.
20. As a result of this input, with support from financial, legal and procurement services and technical direction from Lambert Smith Hampton consultancy who are assisting with the procurement, the following key contract structure approach was agreed:
  - Each site tendered as separate lots under separate contracts.
  - Both contracts to be awarded to a single winning bidder
  - Contract duration of nine years plus one one-year optional extension
  - Contract award subject to successful planning consent obtained for relevant sites. As the contracts are to be procured as separate lots, the award of each contract can take place at different times based on the timing of the planning approval.
  - Upfront payment upon contract signing.
  - Contract form to be NEC4 Engineering and Construction short form documents with relevant Z clauses.

21. The tender was conducted through an open procedure under the Public Contracts Regulations 2015 whereby the pre-qualification section and main tender are both included in one submission rather than being undertaken as two distinct stages. This approach reduces timescales for the procurement process whilst still maintaining appropriate control of bidder submissions.
22. The quality elements made up 60% of the final score. The price evaluation made up the remaining 40%.
23. The tender return was evaluated by panels comprising senior officers in the Commercial Services Team and professional technical and financial consultants. Separate panels were set up for the technical and financial elements to reflect the appropriate competencies required for the evaluation.
24. Details of the procurement and the tenderers scores are in the Part 2 confidential appendix.

#### **Preferred Option and Reasons for Preferred Option**

25. Please see the part 2 report

#### **Relevance to Council Plans and Strategies**

26. The construction of both sites will drive investment into the Borough from the operating companies and provide employment opportunities while the sites are being constructed.
27. The proposals at both sites include significant environmental enhancements to habitat such as hedgerows, tree planting and wetland features.
28. Once complete the design and layout of the burial ground will make it accessible for walking and similar leisure and amenity activities. Operating the site will provide permanent employment within the Borough with opportunities for staff development and self-improvement through the Councils training programmes.
29. The proposed NFM development at Enfield Chase will increase resilience and reduce impact of flood events contributing to objectives within the 'Blue and Green Strategy (2021-2031)'.
30. The proposals therefore directly contribute to three of the Council Priorities:
  - Clean and Green Places
  - Strong Healthy and Safe Communities
  - An Economy that works for everyone

## **Financial Implications**

31. Please see the Part 2 report

## **Legal Implications**

32. The Council has a duty under section 9 of the Flood and Water Management Act 2010 to develop, maintain, apply and monitor a strategy for local flood risk management including surface runoff (FRMS) in its area as a lead local flood authority. Under section 14 of the Land Drainage Act 1991, the Council has the power to carry out flood risk management works if the Council considers the work is desirable having regard to the FRMS for its area and the purpose of the works is to manage a flood risk in its area from surface runoff or groundwater. Section 111 of the Local Government Act 1972 permits a local authority to do anything which is calculated to facilitate, or is conducive or incidental to, the discharge of its duties. Additionally, the Council has the power under section 214 of the Local Government Act 1972 to provide and maintain cemeteries. The management of cemeteries is governed by the Local Authorities' Cemeteries Order 1977. Further, the Council has a general power of competence under section 1(1) of the Localism Act 2011 to do anything that individuals generally may do provided it is not prohibited by legislation and subject to public law principles. The recommendations in this report are in accordance with these powers.
33. The Contract is mixed contract falling under both the Public Contracts Regulations 2015 (PCR 2015) and the Concession Contracts Regulations 2016 and the procurement was carried out under the PCR 2015 in accordance with regulation 4 of the PCR 2015. The Contract for Lot 1 recommended for award in this report is an above threshold works contract (currently £5,372,609 inclusive of VAT) and the Council must comply with both the PCR 2015 and its Constitution, namely the Contract Procedure Rules (CPRs). Legal Services were engaged throughout the procurement process to advise on the procurement process and to draft the contracts that were issued with the Contract Notice.
34. Any agreement resulting from the award must be executed under seal and must be in a form approved by Legal Services on behalf of the Director of Law and Governance.
35. The Council must further be continually mindful of its obligations to achieve Best Value under the Local Government Act 1999.
36. The CPRs provide that where the value of the contract is one million pounds and above, contractors must be required to provide sufficient security in one of the forms outlined in CRP 7.3. If the contractor cannot provide such security, the Executive Director of Resources must approve such a decision, with reasons and risk mitigation measures set out in the relevant authority report, prior to the contract award.



37. The proposed works as set out in this report constitute engineering operations and consequently require planning consent pursuant to section 57 of the Town and Country Planning Act 1990.
38. The tender documents included heads of terms for a licence in order to facilitate the undertaking of the procured works. A lease contracted out of security provisions of the Landlord and Tenant Act 1954 may in fact be granted. Such lease shall be in a form approved by the Director of Law and Governance.
39. This report contains an exempt appendix setting out details of the bidder recommended by officers.

#### **Equalities Implications - Sloemans Burial Ground**

40. The proposal is expected to have a positive impact on all religions and beliefs, including those with no religion. The Enfield Burial Needs Assessment 2020 shows that burial demand for Muslims is expected to increase, and this proposal will have a particularly positive impact on this group. The proposed new cemetery at Sloemans Farm is suitable for graves for people of all faiths and/or no-religion who wish to be buried. The site is of sufficient size to enable different sections to be configured appropriately for requirements of different faiths.
41. Consultation with the funeral industry and faith representatives has helped to ensure that the burial ground is designed to be inclusive for, and representative of the burial needs of Enfield residents of all protected characteristics. Further public engagement will enable further understanding of funeral preferences of particular protected characteristics, for example race.
42. A full Equality Impact Assessment has been completed which concludes that the proposal will help us advance equality of opportunity between people who share a protected characteristic and those who do not .

#### **Equalities Implications - Enfield Chase Hydrology and Habitat enhancement**

43. The proposals have been screened for equality implications and none have been identified. A full EQIA is not required.

#### **Environmental and Climate Change Implications**

44. The sites are within greenbelt and design of the associated buildings and infrastructure (at Sloemans Burial Ground) will be commensurate with the location and look to use renewable energy for charging service vehicles etc.
45. The proposed use of soil recycling to landscape the site and for construction will reduce carbon emissions associated with the transport of the soils from construction sites within London as the delivery distance will

be reduced. Without these sites soil deliveries would potentially need to travel outside the M25 to access suitable facilities.

46. Full tree, wildlife and habitat surveys will be completed pre-planning as part of the feasibility and design stage. The land at both sites was previously de-forested for agriculture and it is anticipated that the development will have a positive effect on the environment long term.

### **Public Health Implications**

47. The proposal at Sloemans Burial Ground will provide residents access to 23 Ha of greenbelt land for amenity purposes that was not previously accessible. The site will be fully landscaped and planted. Some parts will not be required for burials for some time and these may be made accessible for leisure activities such as dog walking etc.
48. The provision of additional green space accessible to residents may improve physical activity rates in the surrounding area, while evidence suggests that visiting green spaces has a positive impact on mental wellbeing. Therefore, the increased access to green space provided by the development of Sloemans Burial Ground is likely to have positive Public Health implications.

### **Property Implications - Enfield Chase Hydrology and Habitat enhancement**

49. The site is currently leased to a tenant and used for arable farming with an income of £15,000. The lease contains provision for the area required for development phases to be removed from the lease when necessary and the remainder of land to continue to be available to the tenant.
50. There are other tenanted businesses which run at the Holly Hill site, including a doggy day care and a biowaste processing business. The businesses do not operate on the area that will be developed and so it is not expected that they will be negatively affected by the project.

### **Property Implications – Sloemans Burial Ground**

51. The current cemetery proposal requires 23Ha of the 47Ha Sloemans farm site meaning there will be 24Ha remaining available for other uses once the soil importation and landscaping has been completed. The Council's Rural Property Agent, Knight Frank, are engaged in the project and actively considering potential uses for the remainder of the site.
52. Any future use of the remaining site area will need to be sympathetic to the cemetery use and vice versa. The whole site therefore requires a holistic approach to ensure overall compatibility between uses and that maximum benefit is obtained overall from the site going forward. Knight Frank are fully aware of these requirements.
53. The footprint of the area used for burials within the boundaries of Sloemans Farm will need careful consideration and take into account the

long term evolution of land use in the local area. The Crews Hill settlement is being put forward for significant enlargement under current Reg.18 proposals for the next Local Plan. Whilst the proposals at this stage envisage an enlargement by c.3,500 homes, subsequent Local Plans may well see further enlargement, which LBE would want to see enabled on its own land where possible (which could include the parts of Sloemans Farm not used for natural burials), rather than being denied the possibility through lack of forethought in the footprint of the area used for burials.

54. The location provides potential for agricultural meanwhile use of unused cemetery land. It is anticipated that it will take 10 years for 4Ha to reach full capacity therefore initially 15Ha may be available for agriculture reducing in size by 4Ha every 10 years.
55. The site is currently leased to a tenant and used for arable farming. The lease contains provision for the area required for cemetery use to be removed from the lease when necessary and the remainder of land to be farmed as a small holding.

#### **Other – Procurement Implications**

56. The procurement was undertaken using the London Tenders Portal (ref DN652842) in accordance with the Councils Contract Procedure Rules (CPR's) and the Public Contracts Regulations (2015).
57. The Contract Notice was published on 17 November 2023 on the 'Find a Tender' portal under an Open Procedure. Tenders were returned on 8 January 2024. Procurement Services were involved in the procurement and the process was carried out fairly and transparently.
58. The award of the contract, including evidence of authority to procure and the uploading of executed contracts must be undertaken on the London Tenders Portal including future management of the contract. The award of contract must be promoted to the Councils Contract Register.
59. As the contract is over £1,000,000 the supplier must be required to provide sufficient security in accordance with Clause 7 (Financial Security) of the Councils Contract Procedure Rules. Evidence of the form of security required, or why no security was required including approval from the Executive Director of Resources, must be stored and retained on the E-Tendering Portal for audit purposes.
60. All contracts over £100,000 must have a nominated contract manager in the London Tenders Portal. Contracts over £500,000 must show evidence of contract management of KPI's to ensure VFM throughout the lifetime of the contract.
61. The awarded contract must be published on Find a Tender and Contracts Finder to comply with the Government's transparency requirements.

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**#Departmental reference number, if relevant:**

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A  
of the Local Government Act 1972.

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## Enfield Equality Impact Assessment (EqIA)

### Introduction

The purpose of an Equality Impact Assessment (EqIA) is to help Enfield Council make sure it does not discriminate against service users, residents and staff, and that we promote equality where possible. Completing the assessment is a way to make sure everyone involved in a decision or activity thinks carefully about the likely impact of their work and that we take appropriate action in response to this analysis.

The EqIA provides a way to systematically assess and record the likely equality impact of an activity, policy, strategy, budget change or any other decision.

The assessment helps us to focus on the impact on people who share one of the different nine protected characteristics as defined by the Equality Act 2010 as well as on people who are disadvantaged due to socio-economic factors. The assessment involves anticipating the consequences of the activity or decision on different groups of people and making sure that:

- unlawful discrimination is eliminated
- opportunities for advancing equal opportunities are maximised
- opportunities for fostering good relations are maximised.

The EqIA is carried out by completing this form. To complete it you will need to:

- use local or national research which relates to how the activity/ policy/ strategy/ budget change or decision being made may impact on different people in different ways based on their protected characteristic or socio-economic status;
- where possible, analyse any equality data we have on the people in Enfield who will be affected eg equality data on service users and/or equality data on the Enfield population;
- refer to the engagement and/ or consultation you have carried out with stakeholders, including the community and/or voluntary and community sector groups you consulted and their views. Consider what this engagement showed us about the likely impact of the activity/ policy/ strategy/ budget change or decision on different groups.

The results of the EqIA should be used to inform the proposal/ recommended decision and changes should be made to the proposal/ recommended decision as a result of the assessment where required. Any ongoing/ future mitigating actions required should be set out in the action plan at the end of the assessment.

## Section 1 – Equality analysis details

<b>Title of service activity / policy/ strategy/ budget change/ decision that you are assessing</b>	<b>Proposal to construct a new burial ground on council owned green belt land at Sloemans Farm.</b>
<b>Team/ Department</b>	<b>Commercial Services Team/Finance Department.</b>
<b>Executive Director</b>	<b>Perry Scott</b>
<b>Cabinet Member</b>	<b>Cllr Anyanwu</b>
<b>Author(s) name(s) and contact details</b>	<b>Peter Robinson: peter.robinson@enfield.gov.uk Barry Smart: barry.smart@enfield.gov.uk</b>
<b>Committee name and date of decision</b>	<b>4/4/2024</b>
<b>Date of EqIA completion</b>	<b>3/4/2024</b>

<b>Date the EqIA was reviewed by the Corporate Strategy Service</b>	<b>26.3.2024</b>
<b>Name of Head of Service responsible for implementing the EqIA actions (if any)</b>	<b>Peter Robinson: peter.robinson@enfield.gov.uk</b>
<b>Name of Director who has approved the EqIA</b>	<b>Cheryl Headon</b>

The completed EqIA should be included as an appendix to relevant EMT/ Delegated Authority/ Cabinet/ Council reports regarding the service activity/ policy/ strategy/ budget change/ decision. Decision-makers should be confident that a robust EqIA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.



## Section 2 – Summary of proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

**Please summarise briefly:**

What is the proposed decision or change?

What are the reasons for the decision or change?

What outcomes are you hoping to achieve from this change?

Who will be impacted by the project or change - staff, service users, or the wider community?

The Council's Bereavement Services team provide on average 350 burials per annum within 5 "traditional" cemeteries. The Enfield Burial Needs Assessment 2020 confirms that each year 1020 Enfield residents either require or prefer burial rather than cremation resulting in 670 burials conducted outside of the borough or within private cemeteries.

The proposed project aims to construct a new burial ground within a council owned green belt site at Sloemans Farm, Whitewebbs Lane, Enfield which will widen the current funeral offer to Enfield residents by offering a new local burial ground which will address changing demand.

Office of National Statistics (ONS) predictions that the over 65's population in Enfield will increase by 70% by 2041 placing increased demand on finite resources.

ONS also identified a change in religious demographics which will result in an increasing demand for Muslim and non-religious burials.

In 2011 the GLA identified burial capacity in Enfield as problematical, with some neighbouring boroughs as identified as "full".

Enfield Burial Needs Assessment 2020 identified a shortfall of 15,000 graves in Enfield by 2041 which includes a shortfall of 11,000 Muslim Graves. The report also identified a shortfall of 14,000 ashes internments.

The Competition Markets Authority Funeral Market Study 2018 identified rising costs of funerals driven by private providers and high demand which has resulted in "funeral poverty". The CMA estimate that those on low incomes of £10,000 per annum pay 40% of their annual salary to fund a funeral.

Ibis World reports in 2017 and 2019 illustrate that demand for natural/woodland burials increased from 2.1% to 4.1% of the total funeral market. 4.1% equates to 104 Enfield residents per annum choosing natural/woodland burial.

The project aims to widen the funeral services offered by Enfield Council to better reflect changing demand. It aims to offer a multi-faith and no faith burial ground that will have areas designed to meet the specific needs of all faiths but with a focus on Muslim burials and for people requiring natural/woodland burials for which there is a shortfall of provision

within the borough. Areas will also be set aside to ensure that people who prefer cremation have an appropriate space to scatter ashes. The new burial ground will return a wider benefit by helping to preserve burial space at existing traditional burial grounds for people requiring Christian or traditional burials. Owning and operating the facility will allow competitive pricing to tackle funeral poverty. Ensuring that residents have access to local facilities within the borough will improve accessibility and support community cohesion.

The project will have a positive impact on the wider community by providing a fair and balanced service that reflects local demand. The new burial ground will also provide direct training and employment opportunities along with generating indirect opportunities at ancillary businesses.

## Section 3 – Equality analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider care experience and socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (eg people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts, and provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

**Detailed information and guidance on how to carry out an Equality Impact Assessment is available [here](#). (link to guidance document once approved)**

**Age**

This can refer to people of a specific age e.g. 18-year olds, or age range e.g. 0-18 year olds.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)?

Please provide evidence to explain why this group may be particularly affected.

This proposal will benefit people of all ages through local access to a wider range of funeral options some of which are currently unavailable within the borough.

A local burial ground also reduces travel time and cost which results in improved access which in turn supports people of all ages through the grieving process.

The National Planning Policy Framework (NPPF) considers cemeteries as “acceptable development” on green belt, however due to green belt planning requirements the new burial ground may not support traditional brick chapels and operational buildings and hard paved roads and paths. Therefore, accessibility to buildings, site infrastructure, landscaped areas and the grave side may be challenging for very young children and for some elderly people, this is considered a negative differential impact.

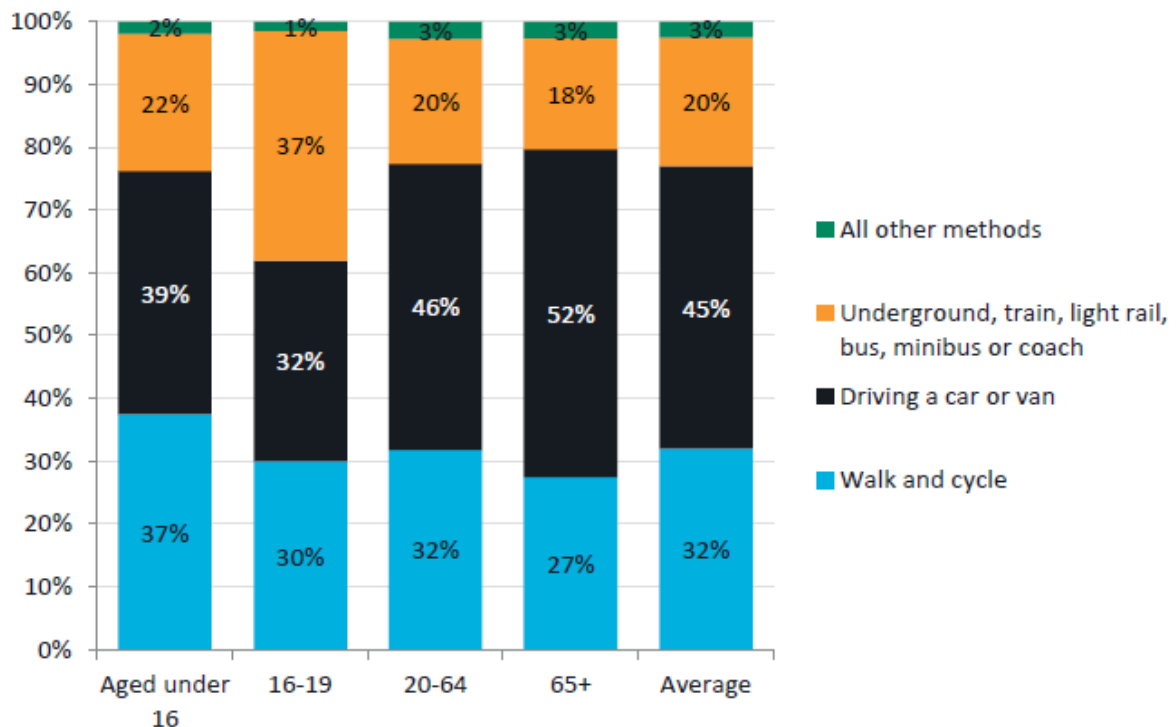


Figure 1 Source: LTDS (2016/17, 2017/18 and 2018/19)

### Mitigating actions to be taken

Onsite parking, toilets and changing facilities will be available. Buildings and infrastructure will be accessible by design in line with building regulations for disabled and wheeled access where practicable.

Access to the grave side will be supported by mown grass paths, woodchip paths and by electric buggy and/or off-road mobility scooter in areas where accessible construction is not possible.

### Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include: physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

A local burial ground reduces travel time and cost which results in improved accessibility.

The National Planning Policy Framework (NPPF) considers cemeteries as "acceptable development" on green belt, however due to green belt planning requirements the new burial ground would not support traditional type brick chapels and operational buildings and hard paved roads and paths. Therefore, accessibility to the buildings, site infrastructure, landscaped areas and the grave side may be challenging for some disabled people and this is considered a negative differential impact.

In Enfield, around a fifth of adults are estimated to have depression or anxiety, while one tenth of children and young people are estimated to have a mental health disorder. This comes at both a human and financial cost: the estimated annual cost of common mental disorders (depression or anxiety) in Enfield is £98 million. Additionally, around two thirds of adults, two fifths of 10-to-11-year-olds and a quarter of 4-to 5-year-olds in the borough are classed as overweight or obese.

People with better access to greenspace enjoy a wide range of health benefits from lower levels of cardiovascular disease through to maintaining a healthier weight and reduced levels of depression.

The proposal seeks make additional green space accessible to residents and this is likely to have a positive impact on people affected by long-term physical and mental health conditions by improving their access to green space.

### Mitigating actions to be taken

Onsite parking, toilets and changing facilities will be available. Buildings and infrastructure will be accessible by design in line with building regulations for disabled and wheeled access where practicable.

Access to the grave side will be supported by mown grass paths, woodchip paths and by electric buggy and/or off-road mobility scooter in areas where accessible construction is not possible.

Quiet areas will be made accessible for those that require them.

### Gender Reassignment

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on transgender people?

Please provide evidence to explain why this group may be particularly affected.

It is considered that this proposal is unlikely to have a disproportionate impact on the grounds of sex.

### Mitigating actions to be taken

No action required.

### Marriage and Civil Partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K

both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people in a marriage or civil partnership?

Please provide evidence to explain why this group may be particularly affected.

The proposal will provide positive differential impact by offering a wider range of plots including graves for; couples and families that reflect the changing needs of the local population.

There may be negative differential impact resulting from the proximity of burials/funerals of people with conflicting beliefs.

#### **Mitigating actions to be taken**

Negative impact will be considered and mitigated sensitively if it is raised as an issue by those representing the deceased when allocating a burial plot and when scheduling the funeral ceremony.

#### **Pregnancy and maternity**

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on pregnancy and maternity?

Please provide evidence to explain why this group may be particularly affected.

Onsite parking, toilets and changing facilities will be available. Buildings and infrastructure will be accessible by design in line with building regulations for disabled and wheeled access where practicable.

Accessibility to buildings, site infrastructure, landscaped areas and the grave side may be challenging for people with very young children and for pregnant people, this is considered a negative differential impact.

#### **Mitigating actions to be taken**

Onsite parking, toilets and changing facilities will be available. Buildings and infrastructure will be accessible by design in line with building regulations for disabled and wheeled access where practicable.

Access to the grave side will be supported by mown grass paths, woodchip paths and by electric buggy and/or off-road mobility scooter in areas where accessible construction is not possible.

A quiet area suitable for breastfeeding will be included in the design.

#### **Race**

This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people of a certain race?

Please provide evidence to explain why this group may be particularly affected.

Widening the range of burial options currently offered by the council will provide facilities that appeal to a wider range of people. This will reflect the diversity of the population of Enfield which has been identified in the Enfield Burial Needs Assessment 2020. This is a positive differential impact.

#### **Mitigating actions to be taken**

Further public engagement may be required during the planning process which will allow further study of funeral preferences.



### Religion and belief

Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

Please provide evidence to explain why this group may be particularly affected.

The proposal will have a positive impact on all religions and beliefs, including those with no religion.

The Enfield Burial Needs Assessment 2020 showed that for some faiths, such as Christians, are predicted to decrease within Enfield over time, burial demand for other faiths, including Muslims, are expected to increase significantly.

	2020 burials per annum	2041 burials per annum
<b>Total</b>	<b>1020</b>	<b>1340</b>
Made up of:		
Christian	300	120
Muslim	490	790
Other	230	430

Current and predicted burial demand in Enfield (from Enfield Burial Needs Assessment 2020)

Enfield Burial Needs Assessment 2020 identified a shortfall in Muslim graves within the borough of 11,000 by 2041. In addition, Ibis World 2019 suggests that an estimated 104 Enfield residents choose natural/woodland burials each year which is a service that is not currently available in Enfield. The new burial ground will have a positive differential impact for these groups.

It will be designed to meet the burial needs of all faiths and/or people of no faith, as specific requirements can be catered for within specific areas of the cemetery without impacting upon other areas. The site is of sufficient size to provide areas that cater for many different burial needs.

### Mitigating actions to be taken

Burial and cremated remains areas can be segregated or combined as demand dictates. This will be explored at the planning and design phases which may also include further public consultation and soft market testing.

Consultation with the funeral industry and faith representatives will ensure the burial ground is designed to be inclusive for, and representative of, the burial needs of all Enfield residents.

### Sex

Sex refers to whether you are a female or male.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on females or males?

Please provide evidence to explain why this group may be particularly affected.

It is considered that this proposal is unlikely to have a disproportionate impact on the grounds of sex.

### Mitigating actions to be taken

none

### Sexual Orientation

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

Please provide evidence to explain why this group may be particularly affected.

It is considered that this proposal is unlikely to have a disproportionate impact on the grounds of sexual orientation.

**Mitigating actions to be taken**

none

**Care Experience**

This refers to a person who has spent 13 weeks or more in local authority care.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with care experience?

Please provide evidence to explain why this group may be particularly affected.

It is considered that this proposal is unlikely to have a disproportionate impact on the grounds of care experience.

**Mitigating actions to be taken**

None

**Socio-economic deprivation**

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

Please provide evidence to explain why this group may be particularly affected.

The project intends to offer positive differential impact for those on low income through competitive pricing in support of those on low income. This will help the Council to tackle “funeral poverty” reported by the CMA.

Offering a burial ground in Enfield reduces travel time and cost for those on low income. Ensuring people on low income have local, affordable access to burial grounds supports wellbeing through the grieving process.

Employment opportunities will be created within bereavement services and within operations in line with the business case, current demand and predicted growth. It is anticipated that it will have a positive impact on the local economy and local ancillary businesses including; florists, hotels, venue hire and catering.

**Mitigating actions to be taken.**

Low cost burial options will be available.

## Section 4 – Monitoring and review

How do you intend to monitor and review the effects of this proposal?

Who will be responsible for assessing the effects of this proposal?

It is anticipated the project sponsor will be accountable for the project throughout the linear project process. The project sponsor will delegate authority to the project manager through the design and deployment stages and to the service manager through the transition and benefits realisation stages. It will be their responsibility to ensure the aims of the EqIA are met or exceeded at each stage of the project and that progress is reported regularly and at key milestones/gateway decisions in line with the Project Management Plan (PMP).

## Section 5 – Action plan for mitigating actions

Any actions that are already completed should be captured in the equality analysis section above. Any actions that will be implemented once the decision has been made should be captured here.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
Accessibility is critical in terms of; achieving planning permission, building regulations and for business viability.	Accessibility is critical and it will be central to design, planning and operation of the burial ground.	Project Manager	Subject to Cabinet approval	Refer to business case	Refer to PMP
Quiet areas for those that require privacy and or containment for a variety of reasons including grieving, disability and breastfeeding will be included by design.	Ensuring that suitable quiet areas are included at design and planning stages.	Project Manager	Subject to Cabinet approval	Refer to business case	Refer to PMP
Public engagement in addition to the Enfield Burial Needs Assessment 2020 will provide a more detailed view of local burial preferences.	Public engagement at planning stage will inform the design and support business viability.	Project Manager	Subject to Cabinet approval	Refer to business case	Refer to PMP

Segregating and/or combining burial areas to suit demand.	Public engagement and soft market testing at planning and design stages will inform the final design and support business viability.	Project Manager	Subject to Cabinet approval	Refer to business case	Refer to PMP
Scheduling funeral services and allocating plots to prevent clashes with people of different beliefs.	Bereavement Services will continue to schedule funerals and allocate plots to ensure funerals provide privacy, dignity and space which prevents congestion and/or clashes.	Service Manager	Subject to Cabinet approval	Refer to business case	Refer to PMP.

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