

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 and 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.

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 1 – Equality Analysis Details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	
Lead officer(s) name(s) and contact details	Wesley Pemberton Wesley.pemberton@enfield.gov.uk
Team/ Department	Culture Services – Environment & Communities
Executive Director	Simon Pollock
Cabinet Member	Cllr Anyanwu
Date of EqIA completion	11 December 2023

SECTION 2 – Summary of Proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision
<p>It is proposed that the Council enter into an a 30-year repair and insurance lease is to Platinum Performing Arts (PPA).</p> <p>PPA’s will lease the entire site to deliver a continued use of the site for cultural and community uses, whilst retaining the community library that is currently on site.,.</p> <p>PPA proposal is to extend its remit to formally manage all aspects of Millfield as well as the existing school, college and community activities.</p> <p>PPA have set out that the delivery of a new and improved library for the site is a key ambition and agree of the need to improve library accessibility. PPA are committed to working closely with the council to agree the best route and have identified three improvement options:</p> <ul style="list-style-type: none"> • A new entry route into the current space, • A purpose-built container-based space within the smaller carpark or, • By transforming an underused space at the front of the theatre (preferred option).

PPA have offered to take a lease of 30 years and the full offer includes:

- Maintenance of library service to current timetable with stock and software provisioned by LBE library services,
- Collaboration with council on provisioning of the library within the site to improve accessibility, including raising the necessary funds for delivery within 4 years of contract signature,
- Maintenance of accessibly priced community spaces, including art room, office and workshop areas
- Delivery of inspiring, accessible, and community-relevant mixed theatre programme that includes community programming alongside a broad mix professional performance, with a minimum of 200 performances per year, with ticket
- Maintenance of the Grade II listed Millfield House and listed buildings within its curtilage with respect to agreed procedures for maintenance of historic buildings, following guidance from suitable qualified heritage officers.
- Maintenance of the theatre buildings, furnishings, fittings and technical equipment to good standards, meeting all public safety requirements as a minimum, to ensure it can continue to serve as a professional theatre venue.
- 1 free use of the theatre space 3.5 hours Mon-Thurs annually for Enfield Council (including box office and ushering, exclusive of tech team and publicity fees).
- Continuation of ongoing license agreements in place at the site, inclusive of the Over 50's Forum.

As a not-for-profit, privately run organisation PPA has access to grants and support that the council does not. PPA currently obtains funding from a range of community funders and are in conversation with Arts Council England and the National Lottery Heritage Fund about supporting projects and ongoing activity.

Under the proposed changes to the site, Millfield maintenance staff will be affected by the decision. The Council will ensure that it complies with its obligations under the Transfer of Undertakings (Protection of Employment) Regulations 2006 in respect of any staff who could potentially transfer to PPA. Should TUPE not apply, a separate restructuring report will be produced, and the Council's Principles of Managing Re-organisations will be applied. This would include consultation with staff and trade unions in accordance with statutory regulations and Council guidelines. If redeployment proves unsuccessful, a redundancy payment and early retirement benefits will be payable as appropriate to eligible employees in accordance with the Council's current policy. A separate EqIA will be internally produced if required, with regard for any potential service restructure.

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 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, where possible, 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.

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.

It is expected that there will be a positive impact on this protected characteristic.

The proposal will ensure the cultural venue, which is accessible and focused on all members of the community – including all protected groups, will be retained within Haselbury ward.

PPA have been providing performing and creative arts to children and young people in the borough ever since. PPA’s students reflect the diverse Enfield community – including looked after young people, children affected by gang violence, children whose families have experienced generations of worklessness, with a large number of students provided full or part scholarships. All of PPA’s first cohort of college graduates have gone on to work or have agents, with a high number of students currently appearing in the West End. By granting a lease to PPA, they will be able to access funding streams that are unavailable to local authorities, which will allow further investment into young people of the borough (eg £80k National Lottery Heritage Fund bid for young people to lead exploration of the history of the Millfield site).

The proposal includes retaining the Over 50s Forum as a tenant of the site, to ensure they continue to have a home that they have used for a number of years.

It is recommended that any proposal includes a mechanism to measure and ensure the community programme is delivered.

By adopting this proposal, further programmes would be delivered for the young people of the borough.

Mitigating actions to be taken

None

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.

The proposal will ensure the cultural venue, which provides facilities include:

- Wheelchair access
- Blue Badge Parking
- Guide Dog Entry
- Essential Companion Access
- Assisted Hearing Facilities

Will remain accessible and focused on all members of the community – including all protected groups, will be retained within Haselbury ward.

Mitigating actions to be taken

None

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.

The proposal will ensure the cultural venue, which is accessible and focused on all members of the community – including all protected groups, will be retained within Haselbury ward.

Mitigating actions to be taken

None

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 ensure the cultural venue, which is accessible and focused on all

members of the community – including all protected groups, will be retained within Haselbury ward.

Mitigating actions to be taken

None

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

The proposal will ensure the cultural venue, which is accessible and focused on all members of the community – including all protected groups, will be retained within Haselbury ward. This includes the retention of baby changing facilities.

Mitigating actions to be taken

None

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

The proposal will ensure the cultural venue, which is accessible and focused on all members of the community – including all protected groups, will be retained within Haselbury ward.

Some of the most acute effects of deprivation are felt by black and minority ethnic communities living on a low income in urban areas.

The proposal will provide important accessible vocational training for residents, including performing arts scholarships for young people from families for low-incomes and those experiencing worklessness. Vocational training is likely to provide long term opportunities for working in the creative and cultural sector.

The programme will continue to run events to celebrate ethnic minority communities, including Black History Month, Greek Arts Festival and Bulgarian Folk Festival.

Mitigating actions to be taken

None

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 ensure the cultural venue, which is accessible and focused on all members of the community – including all protected groups, will be retained within Haselbury ward.

Mitigating actions to be taken

Sex

Sex refers to whether you are a man or woman.

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

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

The proposal will ensure the cultural venue, which is accessible and focused on all members of the community – including all protected groups, will be retained

within Haselbury ward.

Mitigating actions to be taken

No action to be taken

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.

The proposal will ensure the cultural venue, which is accessible and focused on all members of the community – including all protected groups, will be retained within Haselbury ward.

Mitigating actions to be taken

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 proposal will ensure the cultural venue, which is accessible and focused on all members of the community – including all protected groups, will be retained within Haselbury ward. For this characteristic, PPA are committed to low cost cultural and theatre events.

The proposal will provide important accessible vocational training for residents,

including performing arts scholarships for young people from families for low-incomes and those experiencing worklessness. Vocational training is likely to provide long term opportunities for working in the creative and cultural sector.

Mitigating actions to be taken.

None

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?

Lease will be managed by Strategic Property Service and any requirements will managed through the usual lease management procedures.

SECTION 5 – Action Plan for Mitigating Actions.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments