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 e.g. 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

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Edmonton Green Quieter Neighbourhoods
Team/ Department	Journeys and Places / Planning and Growth
Executive Director	Simon Pollock
Cabinet Member	Cllr Rick Jewell
Author(s) name(s) and contact details	Cameron Eves
Committee name and date of decision	N/A

Date the EqIA was reviewed by the Corporate Strategy Service	
Name of Head of Service responsible for implementing the EqIA actions (if any)	Richard Eason, Programme Director Journeys and Places
Name of Director who has approved the EqIA	Brett Leahy (following approval)

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?

Project Area

The Enfield Quieter Neighbourhood programme is an ambitious scheme to help reduce traffic levels and increase rates of walking and cycling in the borough. The measures proposed aim to improve air quality, to make the borough a healthier place to live, work and rest.

The Quieter Neighbourhood (QN) project is focussed on an area north of Tottenham within the Edmonton Green and Lower Edmonton ward. This is shown in Figure 1.
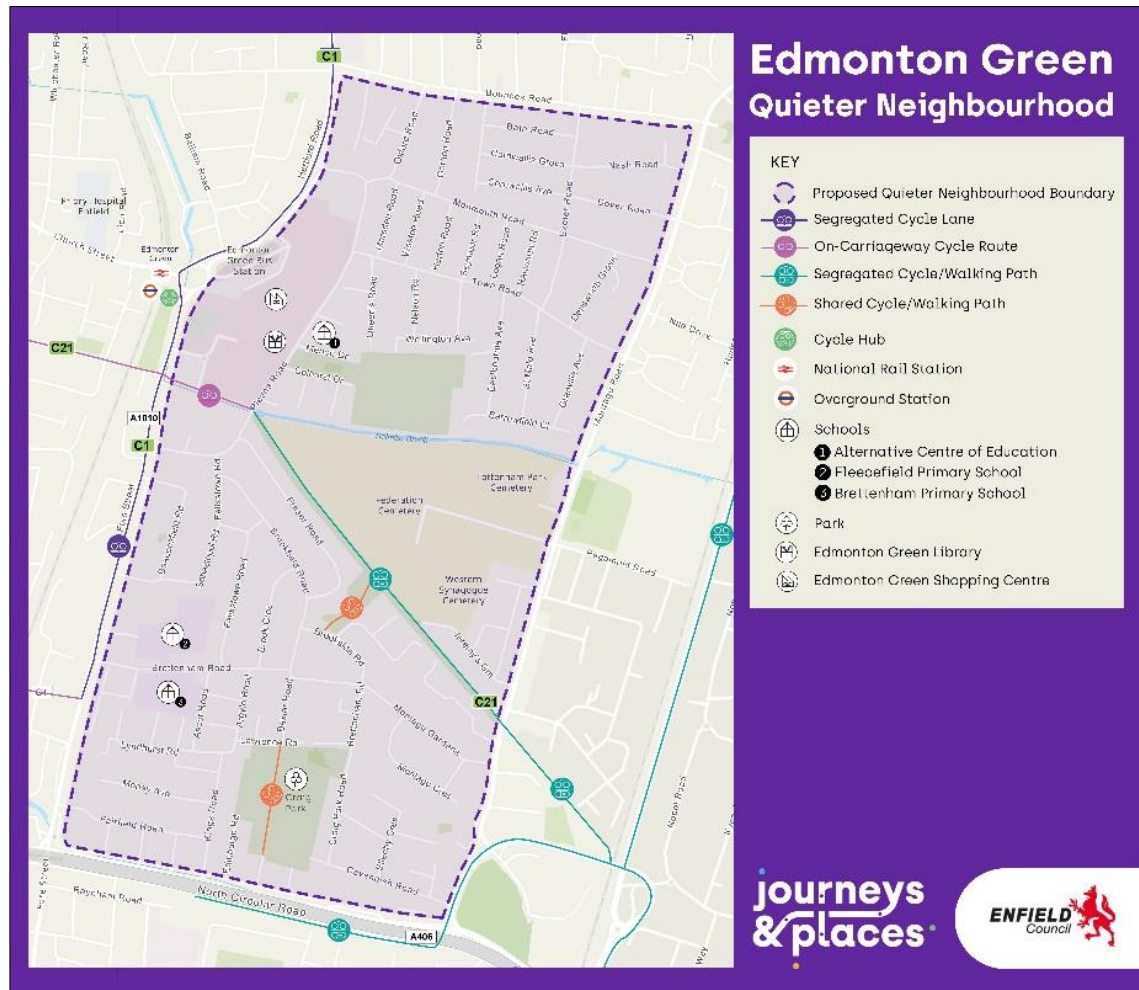

Figure 1: Quieter Neighbourhood project area within Edmonton Green

This QN area falls within the south east of the borough across both the Lower Edmonton and Edmonton Green wards.

Background and Project Objectives
As part of the Journey's and Places programme, Enfield Council is proposing a Quieter Neighbourhood scheme with the following goals:

- Safer streets
- Enabling more people to walk, wheel, cycle and access public transport
- Improve the health and amenity of the local environment

- Improve the physical health of people living within the QN

Evidence Base

The authority does not currently have data for people passing through the scheme area and any protected characteristics they may have. This scheme falls into two ward areas: Edmonton Green and Lower Edmonton. Therefore, the QN area within these wards has been used as the basis for demographic data using Census 2021 data.

The London Borough of Enfield (Electoral Changes) Order 2020 implemented recommendations made by the Local Government Boundary Commission for England (LGBCE) for new electoral arrangements in Enfield. New ward arrangements for Enfield Council came into force at the local elections in May 2022.

Figure 2 and Figure 3 below show the ward boundaries in Enfield Borough before and after the May 2022 ward boundary changes.
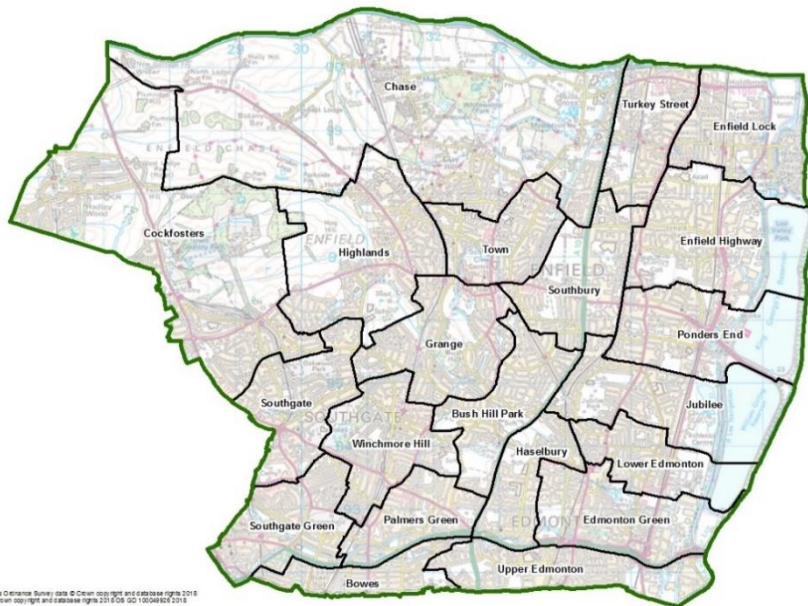

Figure 2: Ward boundaries prior to May 2022
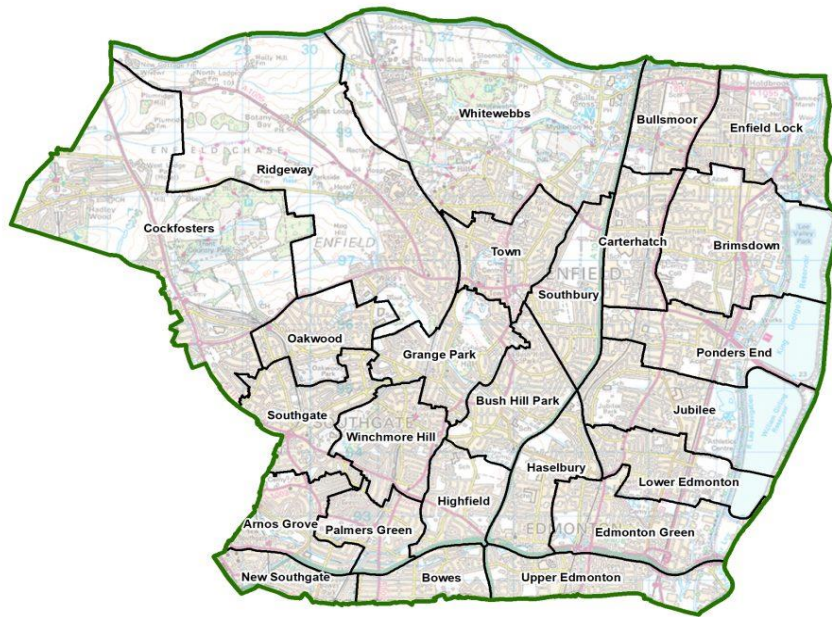Source: Local Government Boundary Commission

Figure 3: New ward boundaries introduced in May 2022
Source: Enfield Borough Profile 2022

It is considered that there would be no disproportionate impact on Marriage and Civil Partnerships as a protected group, therefore this has been excluded from the assessment at this stage. This is based on the evidence from previous consultation responses which show no clear trends or patterns indicating an issue in these protected characteristic groups. This will be reassessed if deemed necessary.

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 (e.g. 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.

Evidence Base
Enfield's Joint Strategic Needs Assessment (JSNA) states that as of 2019, there were 52,270 school age children (5-15yrs) in Enfield, accounting for 16% of the total population.

The ONS states that 'The age composition of the UK population is determined by the patterns of births, deaths and migration that have taken place in previous years.' The Census 2021 revealed that 22.1% of people in Enfield are aged 15 years and under, 65.7% are 16 to 64 years old and 13.6% are aged 65 years and over.

Enfield had 82,158 children aged 0-17 as of 21 March 2021 (Census Day) and 45,015 residents aged over 65. More residents over 90 than ever before were recorded at 2,378 (source: Census 2021).

Age distribution by ward and Enfield as a whole (Census 2021) is shown in Table 1.

Table 1: Age distribution for study area (Edmonton Green and Lower Edmonton) and Borough average (Census 2021[1])

Age Distribution	Edmonton Green (%)	Lower Edmonton (%)	Borough of Enfield in 2021 (%) source: Census 2021
0-15	23.3	22.4	20.6
16-64	67.3	67.1	65.7
65+	9.4	10.5	13.6

Edmonton Green and Lower Edmonton wards have a higher percentage of children (0–15 year olds) and 16–64 year olds when compared to the borough wide data and lower percentages of older people over 65 years old when compared to the borough as a whole.

Empowering Young Enfield 2021-25[2], published by LB Enfield, illustrates several high-level statistics regarding young people within the borough:

- 57,870 children are of school age.
- More residents under 20 than London / national averages

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[1] https://www.ons.gov.uk/census
[2] https://www.enfield.gov.uk/__data/assets/pdf_file/0013/6034/empowering-young-enfield-2021-25-children-and-young-peoples-plan-your-council.pdf

- One in three children are in poverty.
- 42.3% of Year 6 children in 2018/19 are overweight or obese.
- 60 primary schools
- 4 infants' schools
- 4 junior schools
- 17 secondary schools
- 6 special schools

Travel habits by age

Error! Reference source not found.4 illustrates London Travel Demand Survey (LTDS) data on how people travel around Enfield within each age category.

In general, younger people in Enfield walk and cycle more, and drive less than their older counterparts. The highest percentages of walking and cycling can be seen in those aged under 16, with 37 percent of all trips made on foot or by bike. Those aged 65 and over have the lowest levels of walking and cycling, with 27 percent of all trips, but the highest percentage of trips driven (or as a passenger in a car or van) at 52 percent. Public transport use is disproportionly higher in 16 to 19-year-old group, making up 37 percent of all journeys. This is 15 percent higher than the nearest age group (those aged under 16).
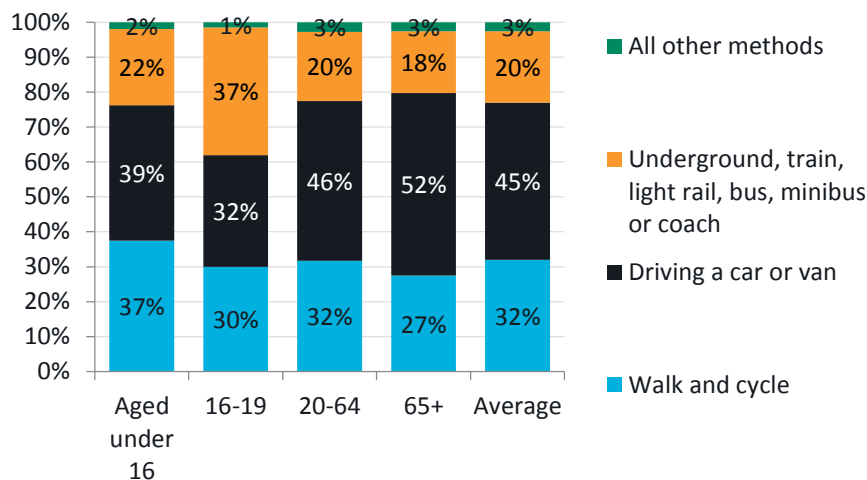

Figure 4: Mode share by Age in Enfield

Source: LTDS (2018/19)[3]

[3] https://tfl.gov.uk/corporate/about-tfl/how-we-work/planning-for-the-future/consultations-and-surveys

It must be noted that there are limitations to the LTDS data. It provides a useful snapshot of travel habits but is based on a small survey sample size – 8,000 households across the whole of London.
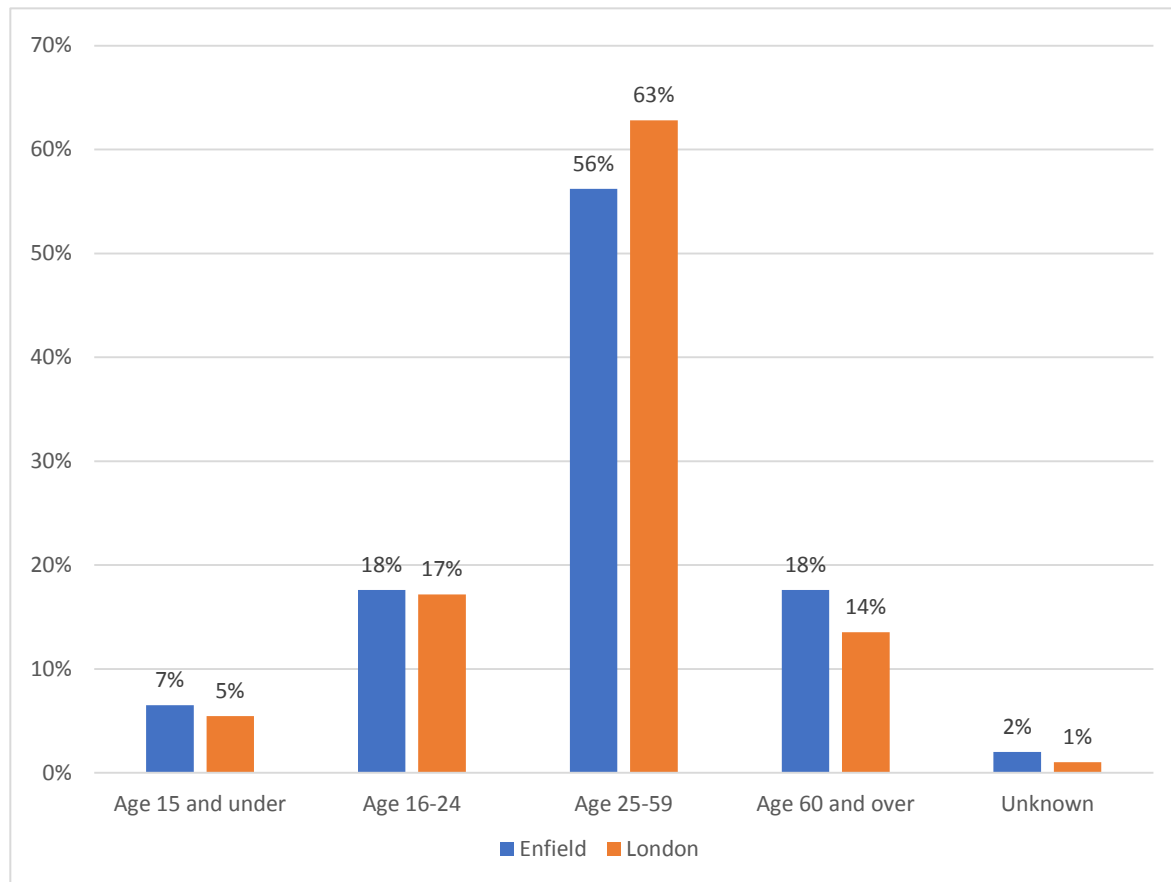

Figure 5: Enfield and London percentage killed or seriously injured by age band.
Source: TfL, April 2021 to March 2022[4]

Error! Reference source not found.5 shows that the percentage of those killed or seriously injured in Enfield are higher than the London average for those age 60 and over (18%) and those aged Under 15 (7%). As such, this indicates that these age groups are disproportionately more likely to suffer more severe consequences if they are a casualty in a serious collision. Lower speeds and volumes of traffic reduce the chance of children being killed or seriously injured.

Health
According to the World Health Organisation Global recommendations on physical activity for health (2011), children and young people aged 5-17 years old should accumulate at least 60minutes of moderate to vigorous intensity physical activity every day.

The National Child Measurement Programme (2021/22) found that 25.5% of Reception age children (age 4-5) in Enfield were either overweight or obese. This rose to 41.9% of children in year 6 (age 10-11) being either overweight or obese.[5]

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[4] Tfl.gov.uk
[5] National Child Measurement Programme, England, 2021/22 school year, NHS National Child Measurement Programme, England, 2021/22 school year - NDRS (digital.nhs.uk)

The Centre for London found a relatively strong correlation between weight problems, inactivity and low levels of walking and cycling. They also found a clear link between obesity and socioeconomic factors[6]

Air Quality Data
Studies have shown that people who are of young and old age are more vulnerable to poor air quality. Children and young people are particularly vulnerable to air pollution as their respiratory systems are still developing. Similarly, older and/ or disabled people with respiratory illnesses are also vulnerable to air pollution.

Young people are particularly vulnerable to the effects of air pollution. Long-term exposure to negative air quality can lead to reduced lung development, asthma, developmental problems and more wheezing and coughs in younger people.[7]

Older people are particularly vulnerable to the adverse effects of air pollution, partly because they are more likely to have multiple long-term conditions occurring at the same time. Exposure to air pollution is also associated with accelerated cognitive decline in older people and the increased risk of stroke.[8]

Positive Impacts
Reductions in motor vehicle traffic are expected to create safer streets with an improved experience for pedestrians – such as reduced noise and air pollution and reduced fear of being involved in a collision. These improvements to the walking environment are likely to disproportionally benefit those who are aged 16 and under who currently make 37% of journeys by walking (or to a lesser degree, cycling). Furthermore, those aged 16-19 who make 37% of trips by public transport are also likely to disproportionately benefit, as public transport journeys are likely to start or end on foot, wheel or cycle.

Older people are more likely to suffer from slight mobility impairments due to aging. This can include slower movement and reaction time, and some may use mobility aids for walking. A reduction in motor vehicle traffic is likely to be particularly beneficial for those who require extra time to cross the street due to physical or visual impairments. The NHS however state that the over 65 age group are the most sedentary age group and should continue to engage in moderate exercise (recommended at 150mins a week) to prevent mental and physical decline.

The Quieter Neighbourhood measures are likely to significantly reduce the volumes of traffic through the area, reducing the threat caused by motor traffic, particularly from larger vehicles such as vans or HGVs who can no longer pass through the area. These improvements are likely to benefit all ages groups, but as those aged under 16 and over 60 are disproportionally killed or seriously injured by motor traffic, they are likely to benefit the most from the changes.

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[6] 'Fair Access: Towards a transport system for everyone' Barrett et al., 2019 Fair access: Towards a transport system for everyone - Centre for London).
[7] (Public Health England, Health matters: air pollution, 2018)

[8] (Impact on Urban Health, Air pollution and older people) Air pollution in London is largely caused by road traffic.

There are two schools within the Edmonton Green QN area; Brettenham Primary School and Fleecefield Primary School, and so there is the potential for a great number of children to benefit from a reduction in traffic. This will help to promote safer, active travel to and from these schools.

Negative Impacts
While these measures are likely to create safer, healthier streets for residents of Enfield, they may lead to longer journey times for people who rely on private cars, taxis, or Dial-a-Ride. The scheme may also lead to short- or medium-term delays to motor traffic on boundary roads to the QN as traffic is reassigned from minor roads in the Edmonton Green QN project area.

Private cars, taxis or Dial-a-Ride are particularly popular for people aged 65 and over. Travelling can also be uncomfortable for some people, particularly for the elderly, therefore extended journey times could exacerbate this issue.

Impacts on younger people need to be better understood and engagement with this group may help to outline these.

Older people, particularly those who also have mobility impairments or difficulty walking may also be more reliant on time-dependant professional support services such as delivery of items such as food and medication. The higher journey times by car or rerouting of trips may therefore affect these services.

Mitigating actions to be taken

- Investigate the impact on local private hire vehicles and taxis with respect to journey times, cost, and accessibility.
- Target engagement at those aged under 40 (and especially under 30) who are often under-represented in engagement, as was observed in the recent consultation for the Edmonton Green Quieter Neighbourhood early engagement. This could be achieved through measures such as targeted advertising on social media, or at locations frequented by the younger generation such as town centres, leisure centres or gyms.
- Traffic modelling to investigate potential impact on surrounding road network, this is of particular relevance to those older people who rely on private vehicles, taxis or Dial-a-Ride to get around.
- Consider times for restrictions and location of potential restrictions to minimise impact on deliveries.
- If modal filters are installed, provide exemptions to emergency services.
- Consider exemptions for residents who are blue badge holders (and other disabled people who meet the exemption criteria) for timed restrictions within a school street area and those requiring special access to the school to mitigate negative impact, if a school street is proposed.

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.

Evidence Base

In Enfield, Census 2021 data shows that 13.6 % the borough's population stated that they were disabled under the Equality Act. The project area itself actually has a lower rate of disability than the national average, but slightly higher than that for the borough as a whole. This is shown in figure 6.
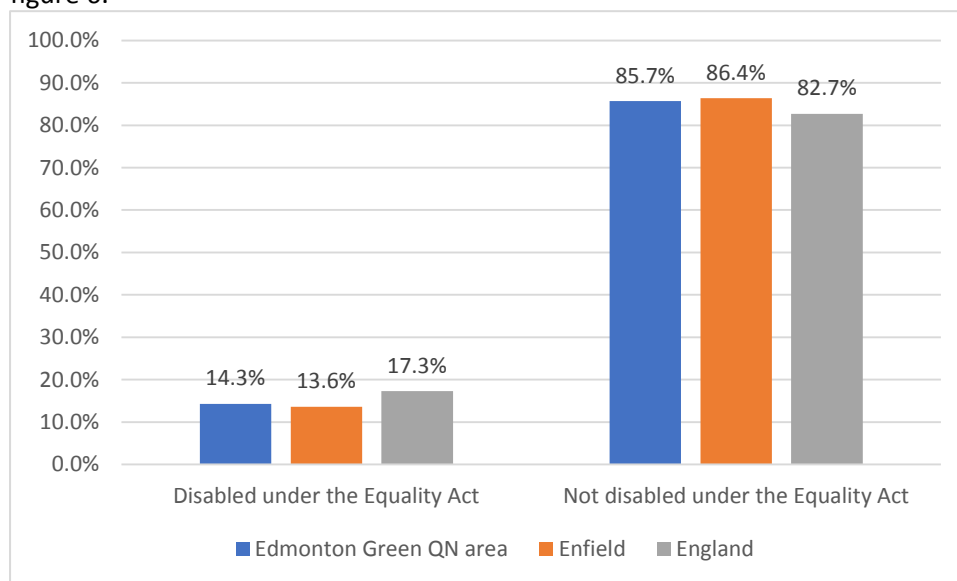

Figure 6: Disability rate in the project area as compared to Enfield and England as a whole (Source: Census 2021)

Figure 7 pie chart legend:
- Hearing: 2%
- Mental Health: 12%
- Mobility: 77%
- Visual: 1%
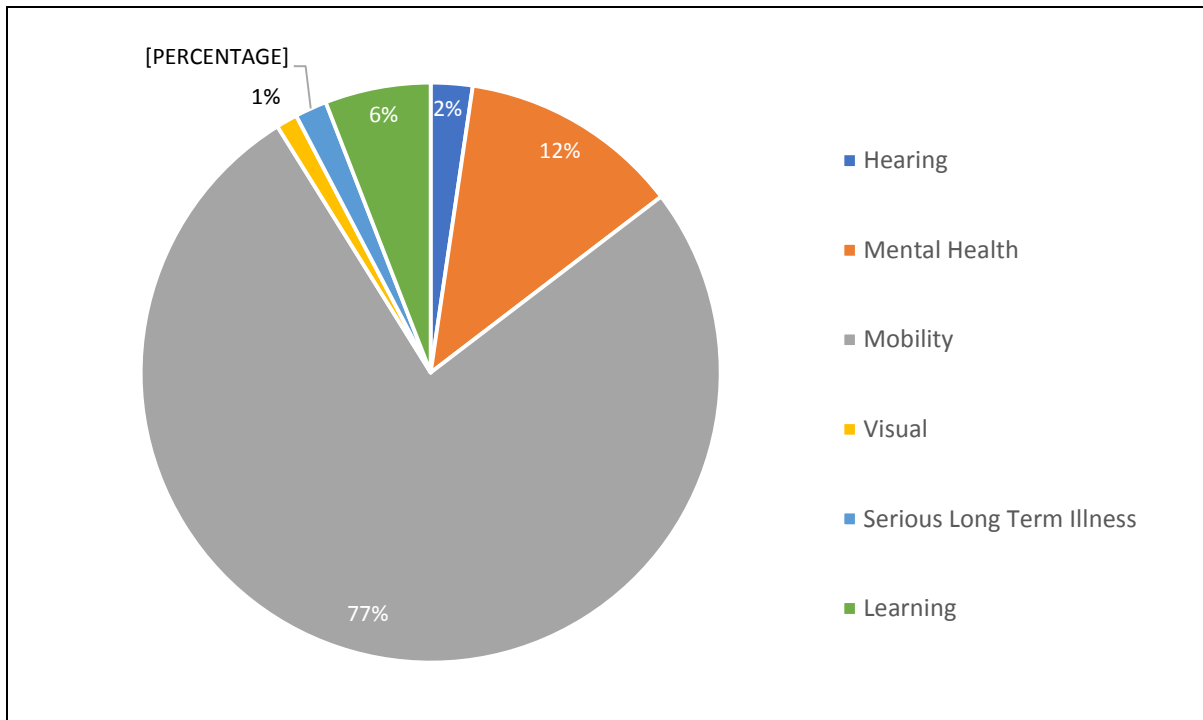- Serious Long Term Illness: [PERCENTAGE]
- Learning: 6%

Figure 7: Disability types stated by those with a disability affecting travel in Enfield
Source: LTDS 2018/2019

Types of disability stated by those who live in Enfield and have a disability affecting daily travel (including old age) is shown in Figure 7. Mobility impairment represents the highest proportion (77%) followed by impairment due to mental health (12%). It should be noted that this data is based on a small sample, therefore results should be taken as a general indication only. It is important to note that various physical and mental disabilities can lead to travel limitations.

Let's Talk is the software platform engagement is conducted on. It meets and exceeds WCAG 2.1, the current global web accessibility standard.

Text, graphics, and figures should be able to be read by screen readers, and all content should be made available in alternative formats for those with visual impairments. Braille can be made available on request (though it is acknowledged that only a small proportion of visually impaired people use braille) or the opportunity offered to speak to someone over the phone or in person about the scheme.

Positive Impacts
Roads with high traffic volumes are not considered accessible by charities such as Wheels for Wellbeing as they do not allow most of the community to benefit from the physical and mental health benefits of active travel[9]. They argue that QNs have the potential to help disabled residents through bringing about cleaner air which will help those with respiratory problems; less congestion for those disabled people who rely on door-to-door transport (such as taxis and dial-a-

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[9] Wheels for Wellbeing: LTNs – the Good, the Bad and the Ugly and LTNs – solutions (2021)
https://wheelsforwellbeing.org.uk/

ride); safer streets to wheel, walk or cycle along and more opportunities to be active and independent improving mental and physical health.

Improved cycling conditions will benefit disabled cyclists and could potentially encourage people with disabilities to try cycling if their disability allows. Some disabled people rely upon cycling as their primary means of mobility.

The project aims to decrease motor vehicle traffic in a residential area, creating a safer environment, particularly for disabled people who are more likely to be pedestrians. Quieter roads will also benefit those whose physical impairments necessitate more time to cross the road, or whose mobility aids may require use of the road, such as mobility scooters.

Negative Impacts

Older people, particularly those who also have mobility impairments or difficulty walking may also be more reliant on time-dependant professional support services such as delivery of items such as food and medication. The higher journey times by car or rerouting of trips may therefore affect these services.

People with mobility issues may rely on street furniture such as benches if they need places to rest frequently. It is suggested that the design could include seating and shelters.

Visually impaired people may be pedestrians in the affected area, users of public transport or passengers in other vehicles. Visually impaired people will have varying degrees of ability to see the changes in the environment around them. Initially any change could be confusing and so engagement should take place with local disability groups.

Disabled and older people, particularly those who also have mobility impairments or difficulty walking may also be more reliant on time-dependant professional support services such as delivery of items like food and medication. The higher journey times by car or rerouting of trips may therefore affect these services.

Quieter Neighbourhoods may negatively impact on journey times for those with mobility impairments who may find it more difficult to walk or cycle, and therefore prefer the use of door-to-door transport services such as private cars, taxis, or Dial-a-Ride.

Some disabled people with complex needs undertake a significant number of journeys for appointments and to regular locations such as school. They may use a car to transport a wheelchair, complex mobility aid or medical equipment. For people with complex needs, journeys in the car can be very uncomfortable or distressing. Whilst some of these journeys may be considered short in distance for a person who is not disabled, people reliant on car journeys are likely to be disproportionately impacted by the scheme.

Mitigating actions to be taken

- Ensure that any changes made within the scheme must be designed to ensure that the mobility of people with disabilities are not disproportionately affected by the changes that are put in place. Rest stops in the form of seating and shelters could be provided to encourage use of the route particular by those who are more likely to need to rest such as older people and those with a disability. i.e., closing off a road which is used frequently.

- Ensure consultation and engagement material is available in accessible formats and that local disability groups are consulted with.
- Traffic modelling to investigate potential impact on surrounding road network, this is of particular relevance to those older people who rely on private vehicles, taxis or Dial-a-Ride to get around.
- If modal filters are installed, exemptions to emergency services could be provided to ensure those with disabilities are accessed quickly by emergency services.
- Minimise parking removal where possible.
- Avoid reducing the number of blue badge spaces where possible.
- Consider providing exemptions for residents who are blue badge holders (and other disabled people who meet the exemption criteria) for timed restrictions within a school street area and those requiring special access to the school to mitigate negative impact, if a school street is proposed.

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.

Table 2: Transgender hate crime Enfield and London, 2021 – 2023[10]

	Enfield		% Difference	London		% Difference
	Aug 2021-July 2022	August 2022-July 2023		Aug 2021-July 2022	August 2022-July 2023	
Transgender hate crime	10	14	40%	420	458	9%

There have been 14 Transgender hate crime offences reported in Enfield in 2022/23 compared with 2021/22, an increase of 40%. There was also an increase in this form of hate crime across the whole of London of 9% during the same time period.

Reduced volumes of motor vehicle traffic may create a significantly quieter environment which can heighten the apprehension of threat. Therefore it is possible that transgender people may feel this more if making trips by foot or bicycle, particularly after dark. However, a report[11] carried out

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[10] Performance report for scrutiny, Enfield council August 2023.
[11] https://findingspress.org/article/19414-the-impact-of-introducing-a-low-traffic-neighbourhood-on-street-crime-in-waltham-forest-london

in Waltham Forest after the implementation of low traffic neighbourhoods suggested a positive improvement in the measured crime rate within these areas.

It is believed that it is unlikely that the introduction of this Quieter Neighbourhood scheme will unduly impact gender reassigned people. However, this EqIA should be considered an iterative document and should consultation/ engagement identify any specific issues then they can be investigated and mitigations recorded here.

Mitigating actions to be taken

- Monitor and review any feedback received from this group during the consultation and evaluation processes

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.

It is believed at this time that no aspect of this scheme is likely to have a disproportionate / differential impact on grounds of marriage or civil partnership.

Mitigating actions to be taken

N/A

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.

Evidence Base
The birth rate in Enfield was 15.1 births per 1000 people in 2016, approximately 28% above the national average that year of 11.8, though on par with the Outer London average of 15.0 per 1000 people. Therefore, there are statistically more likely to be pregnant and maternal people who reside in Enfield than the national average, however this is near equal to Outer London.

Positive Impacts
Reduction to through-traffic is likely to reduce conflict between different road users overall. This will create a safer environment, particularly for pregnant people and parents with infants and/or young children. This will also provide benefits to pedestrians travelling with prams who require additional time to navigate curbs when crossing the street. Quieter streets also mean that those traveling with prams can use the roadway if they choose to circumvent blockages across the pavement (e.g., if the pavement is too narrow to navigate due to bins).

Improvements in air quality are likely to disproportionately benefit infants and children who are more vulnerable to breathing in polluted air than adults due to their airways being in development, and their breathing being more rapid than adults.

Negative Impacts
The implementation of the Quieter Neighbourhood scheme may negatively impact on car journey times. This may adversely affect a portion of those who are pregnant and parents with infants and/or young children who may prefer the use of door-to-door transport services such as private cars, taxis, or Dial-a-Ride.

Expectant mothers and mothers who have recently given birth may have increased numbers of medical appointments. Where this travel is made by car it may take slightly longer, but where the journey is walked or cycled through the Quieter Neighbourhood area, it is likely to be less polluted and have reduced volumes of traffic. The Royal college of Midwives recommends exercise such as brisk walking for new and expectant mothers. Furthermore, exposure to existing poor air quality while at home for long periods should reduce over time as a result of lower traffic volumes inside the area.

Mitigating actions to be taken

- Monitor and review any feedback received from pregnant women and mothers of young children during the consultation and evaluation processes. Continued monitoring of journey times throughout project.
- The scheme's design should look to avoid reducing comfort levels on footways, whilst maintaining full access to existing dropped kerbs, to enable full access to those pushing prams/ pushchairs.
- Consider times for restrictions and location of potential restrictions to minimise impact on deliveries.

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.
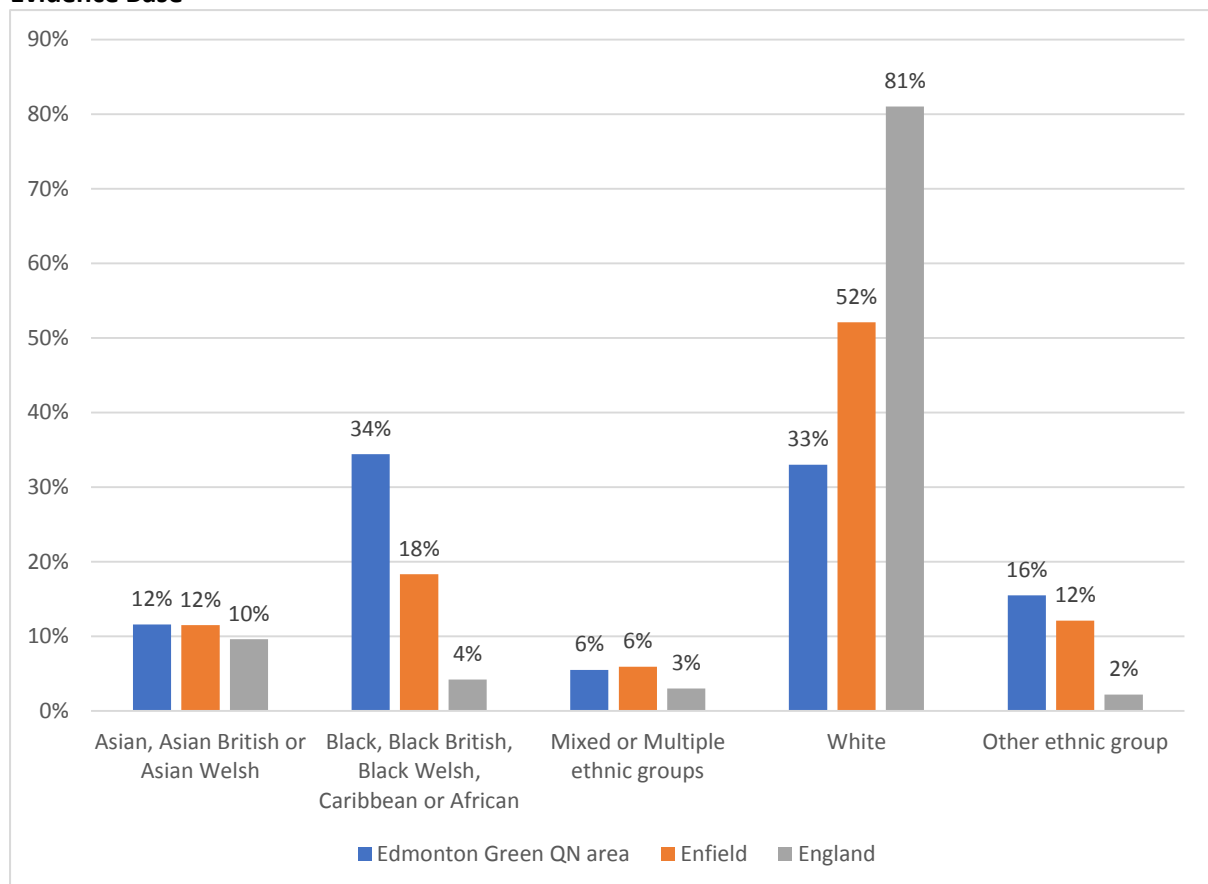
Evidence Base

Figure 8: Population by ethnicity for Edmonton Green QN area compared to Enfield and England
 Source: UK Census 2021

Figure 8 shows the ethnic group of the project area compared to the country and borough average. There is a much higher proportion of Black, Black British, Black Welsh, Caribbean or African in the project area, compared to the England average and only 33% are white as compared to the 81% UK average.

Within the borough of Enfield, 52% of the Enfield's residential population is 'White', making it the most common ethnicity in the Borough. It is lower than the average across London, England, and Wales.

The second most populous ethnicity in the borough is 'Black, Black British, Black Welsh, Caribbean or African', of which 18% of the population identify. This is followed by 'Other ethnic group' and 'Asian, Asian British or Asian Welsh', both at 12 of the population.

The most popular languages for which Enfield Council receives translation and interpreting requests are Turkish, Polish, Albanian, Somali, Bulgarian, British Sign Language and Romanian.

The Spring 2021 School Census[12] records 189 languages or dialects being spoken by pupils who live in Enfield. As of Spring 2021, the top five non-English languages spoken by Enfield school pupils were:

Table 3: Top non-English languages spoken by Enfield school pupils 2021

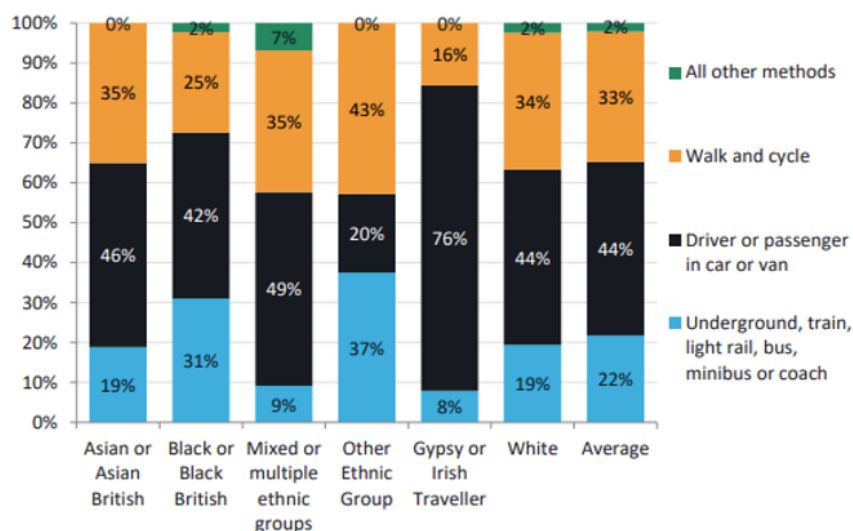| Language	% of pupils
Turkish	13.7
Somali	3.7
Albanian	2.6
Polish	2.4
Bengali	2.3
Bulgarian	2.3
Romanian	1.9
Greek	1.4
Arabic	1.3
Akan(Twi/Asante)	1.2

Figure 9: Mode share by ethnicity in Enfield (Source: LTDS (2018/19))

Based on average travel modes from the LTDS data presented in Figure 9, driver or passenger in car or

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van is the most comment mode in Enfield for all ethnic groups except for 'Other Ethnic Group'. 'Other Ethnic Group' are most likely to walk and cycle, with a mode share of 43%. It is important to note that the sample size of LTDS data is small, therefore these percentages may not precisely reflect the travel behaviours of each ethnic group.

Positive Impacts
The proposed measures are likely to improve conditions for pedestrians and cyclists, by reducing conflicts with motorised vehicles. This will disproportionately benefit ethnic groups who are disproportionately more likely to walk ('Other Ethnic Groups'), as well as 'Black or Black British' and 'Other Ethnic Groups' who are disproportionately likely to use public transport (as every public transport journey starts or ends on foot, wheel or cycle).

It is important to note that reducing car dominance and car usage is a key aspect of Enfield's broader transport strategy, and as such it is acknowledged that this disproportionate impact is necessary to facilitate a shift across Enfield to more sustainable, healthy, and equitable modes.

Negative Impacts
Apart from those self-identifying as 'Other Ethnic Groups', car usage in Enfield is high, particularly for 'Gypsy or Irish Travellers'. For this reason, the scheme may disproportionately affect this ethnic group – such as causing slightly longer journey times for trips made by car. This could have some financial impacts such as increased cost of travel and increased travel times. However, the delivery of this scheme has the potential to offer genuine alternatives to car journeys and reduce the reliance on cars within this ethnic group.

This scheme may cause increased congestion in the short to medium term on boundary roads to the QN as traffic is reassigned from minor roads within Edmonton Green. As such, these impacts may disproportionately impact 'Black and Black British' and 'Other Ethnic Groups' who are disproportionately more likely to use public transport.

There is often poor awareness of local walking and cycling schemes amongst those who rarely walk, cycle, or travel outside their immediate area, particularly in those who do not speak English at all, or it is not their first language.

Mitigating actions to be taken

- Promote active travel to non-English speaking communities.
- It is recommended that Enfield officers work internally with the Gypsy Roma Traveller (GRT) lead to discuss the unique characteristics of this ethnic group. Consideration should be given as to how schemes could assist with reducing car usage and encouraging modal shift.
- Continue to monitor bus journey times using TfL data and consider mitigation measures if there is an impact.
- Continue to monitor demographic responses to the consultation for adequate representation of different race groups. Further consultation and engagement to be guided by community organisations.
- Ensure that all consultation and engagement communications aim to include people whose first language is not English, for example by offering materials in appropriate languages and or engaging through relevant community organisations.
- Consider providing an interpreter to events.
- Consideration should be given as to how schemes could assist with reducing car usage and

- encouraging mode shift.
- Traffic modelling to investigate potential impact on surrounding road network.

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.

Evidence base
Figure 10 shows Census 2021 data on religion and belief in Enfield. Enfield is a predominantly Christian borough, with 46% of the population identifying as Christian. 23% of people do not follow a religion or did not state a religion. 17% of residents identify as Muslim, making it the second most common religion or belief. Enfield is also home to smaller proportions of residents compared to the other faiths including Buddhist (0.6%), Hindu (3.5%), Jewish (1.4%) and Sikh (0.3%).
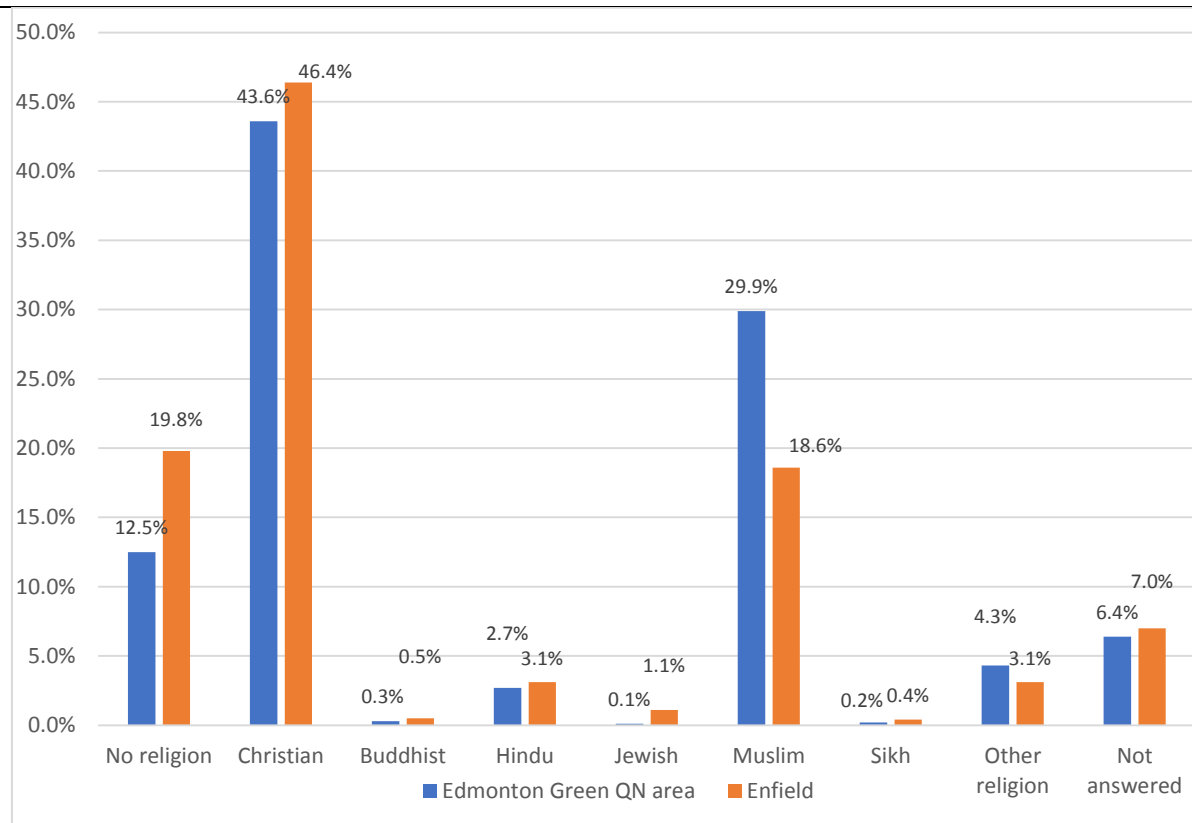
Figure 10: Breakdown of religion/belief within the Project Area and England
Source: Census 2021

On certain dates and at certain times of the day, religious services and observances can have an impact on travel patterns. Places of worship and faith-based schools are major destinations for large populations from different groups. There are several places of worship in the Edmonton Green QN area which have been identified and outlined below. Access to these places of worship will be fully maintained, but the route by motor vehicle may change due to the restrictions in place. It is acknowledged that the route taken by worshippers accessing places of worship outside the Edmonton Green and Lower Edmonton area may also change.

Elements of the scheme may involve road closures and/or introducing one-way streets/modal filters. Therefore it is important to identify whether there will be a serious hinderance for the residents in the area to travel to and from their place of worship. It is important to ensure that designs consider the impact on these groups.

The following locations have been identified:
- Tottenham park cemetery / Edmonton Federation Cemetery Chapel (Jewish)/Western Synagogue Cemetery
- Green Towers Community Centre/ Christ Embassy Edmonton
- Edmonton Methodist Church
- St Demetrios Greek Orthodox Church
- Rumi Mosque
- Edmonton Spiritualist Church

Positive Impacts

Improving conditions for walking and cycling is likely to positively benefit those who follow a religion and regularly attend places of worship. Destinations such as this are generally local and have large walking and cycling catchments. Although it is acknowledged that this scheme is likely to increase journey times for some worshippers who drive to their place of worship, which remain accessible via car as prior to the implementation of the scheme.

Negative Impacts
A new one-way road or road closure may impact journey times for people travelling to their place of worship, which will reduce the amount of time they have in their day and may isolate some in the community.

Mitigating actions to be taken
- Continue to monitor demographic responses to the consultation for adequate representation of different religious groups. Target engagement at places of worship that were under-represented, particularly those within the area or close to it.   - Direct engagement with places of worship to review the specific needs of their religious community, such as Edmonton Spiritual Church, Edmonton Methodist Church, Christ Embassy Edmonton, Rumi Mosque, St Demetrios Greek Orthodox Church, Tottenham park cemetery / Edmonton Federation Cemetery Chapel (Jewish)/Western Synagogue Cemetery.

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.
Evidence Base Figure 11 presents the mode share by sex in Enfield. Walking is the most commonly used type of transport by females, making up 33% of all trips. This is 5% higher than males. On average, females drive slightly less than males, making up 44% of trips vs 46% for males. Females are also using the bus more than males (15% vs 13%).

Figure 11: Mode share by sex in Enfield

	Female	Male	Average
Other	2%	4%	3%
London Overground	2%	2%	2%
Cycle	0%	2%	1%
Car	44%	46%	45%
Train	1%	2%	2%
Bus	15%	13%	14%
Underground	3%	4%	3%
Walk	33%	28%	31%
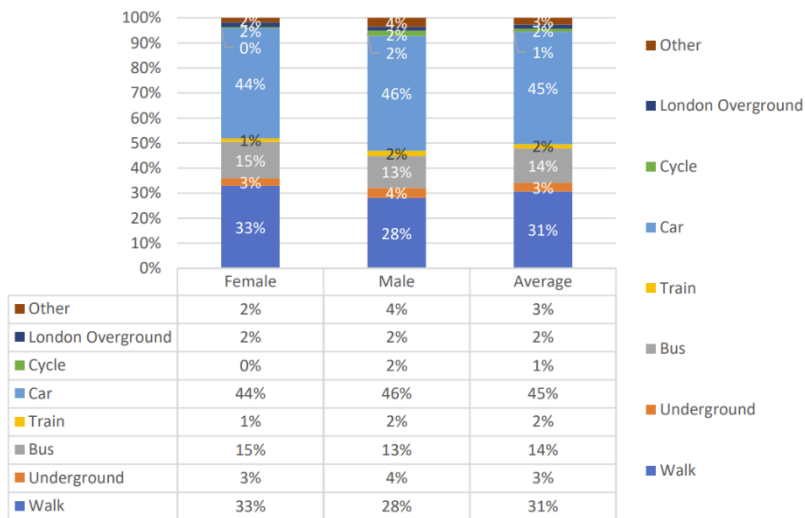
Source: LTDS (2016/17, 2017/18 and 2018/19)

Across Greater London, research undertaken by TfL[13] shows walking is the most used type of transport by females (95% walk at least once a week). Females are also more likely to use buses than males (62% compared with 56%) but are less likely to use other types of transport including the Tube (38% women compared with 43% males). It is important to recognise that females are more likely than males to be travelling with buggies and/or shopping, and this can affect transport choices. Females aged 17 or over who are living in London are less likely than males to have a full driving licence (58% compared with 72%) or have access to a car (63% of all females compared with 66% of all males). These factors are likely to be related to the frequency of car use as a driver. 79% of females in London report being able to ride a bike, compared with 91% of males.

Positive Impacts
Females are less likely to drive in Enfield and are more likely to walk than males. They are also less likely to cycle. Improvements made to the safety and convenience of cycling to reduce the barriers to cycling disproportionally faced by females and increase the percentage of females choosing to cycle.

Increasing resident access to favourable walking and cycling conditions is likely to disproportionately benefit females, particularly due to higher number of trips they make daily compared to males, as well as their increased likelihood of taking children to and from educational and recreational facilities.

Negative Impacts
Females are more likely to use the bus than males. As many public transport journeys start or end on foot, wheel or cycle, improvements in safety and convenience to these networks will improve their access to public transport services. On the contrary, this scheme may cause increased congestion in the short to medium term on boundary roads to the QN if traffic is reassigned from

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minor roads within Edmonton Green. As such, these impacts may disproportionately impact females who use buses more often than males.

Following the murder of Sarah Everard, a national movement highlighted the concerns of women and how safe they feel at particular times of the day, notably at night. Reduced volumes of motor vehicle traffic create a significantly quieter environment which can heighten the apprehension of threat. This perception particularly impacts women making trips by foot or bicycle, as part of a public transport journey or a trip on its own. There is some concern that this perceived risk impacts women's willingness to make trips by active travel modes after dark. In contrast, an academic report[14] however suggested a positive improvement in the measured crime rate after introducing low traffic neighbourhoods. The report examined the impact on street crime of introducing low traffic neighbourhoods in Waltham Forest which was associated with a 10% decrease in total street crime, with significant decreases in violence and sexual offences specifically, and this effect increased with a longer duration since implementation.

Mitigating actions to be taken
- Monitor bus journey times using TfL data and consider mitigation measures if there is an impact.   - Engage with the Metropolitan Police and monitor crime and anti-social behaviour within the QN area since implementation.   - Provide reassurance messages around personal safety, crime and disorder.

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.

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[14] https://findingspress.org/article/19414-the-impact-of-introducing-a-low-traffic-neighbourhood-on-street-crime-in-waltham-forest-london

Table 4: Homophobic hate crime Enfield and London, 2021 – 2023[15]

	Enfield		% Difference	London		% Difference
	Aug 2021-July 2022	August 2022-July 2023		Aug 2021-July 2022	August 2022-July 2023	
Homophobic hate crime	93	60	-35.5%	3768	3409	-9.5%

There have been 93 homophobic hate crime offences reported in Enfield in 2022/23 compared with 2021/22, a decrease of 35.5%. There was also a decrease increase in this form of hate crime across the whole of London of 9.5% during the same time period.

Reduced volumes of motor vehicle traffic may create a significantly quieter environment which can heighten the apprehension of threat. Therefore it is possible that people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual transgender people may feel this more if making trips by foot or bicycle particularly after dark. However, a report[16] carried out in Waltham Forest after the implementation of low traffic neighbourhoods suggested a positive improvement in the measured crime rate within these areas.

It is believed that it is unlikely that the introduction of this Quieter Neighbourhood scheme will unduly impact people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual. However, this EqIA should be considered an iterative document and should consultation/ engagement identify any specific issues then they can be investigated and mitigations recorded here.

Mitigating actions to be taken

- Monitor and review any feedback received from this group during the consultation and evaluation processes

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.

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[15] Performance report for scrutiny, Enfield council August 2023.
[16] https://findingspress.org/article/19414-the-impact-of-introducing-a-low-traffic-neighbourhood-on-street-crime-in-waltham-forest-london

Evidence Base

As outlined within the Enfield Transport Plan (2019), Enfield is one of the most deprived Outer London boroughs. Enfield is now the 12th most deprived London borough, whereas it was 14th in 2010. The Borough's overall ranking in the 2015 Indices of Multiple Deprivation remained unchanged from 2010 at 64th most deprived out of 326 English local authorities. The Indices of Deprivation 2019, published by the Ministry of Housing, Communities and Local Government (now the Department for Levelling Up, Housing and Communities) measure relative deprivation in neighbourhood areas. These are ranked and sorted into deciles of relative deprivation.

The map below (Figure 12) illustrates the level of deprivation for each neighbourhood area of a ward. The darker the shading, the higher the relative deprivation levels. The darker the shading, the higher the relative deprivation levels. This presents a visual representative of deprivation across Enfield. The Edmonton Green QN sits within the southeast of Enfield. In broad terms the eastern areas of Enfield have more levels of deprivation, whereas the west and northwest areas have the least.
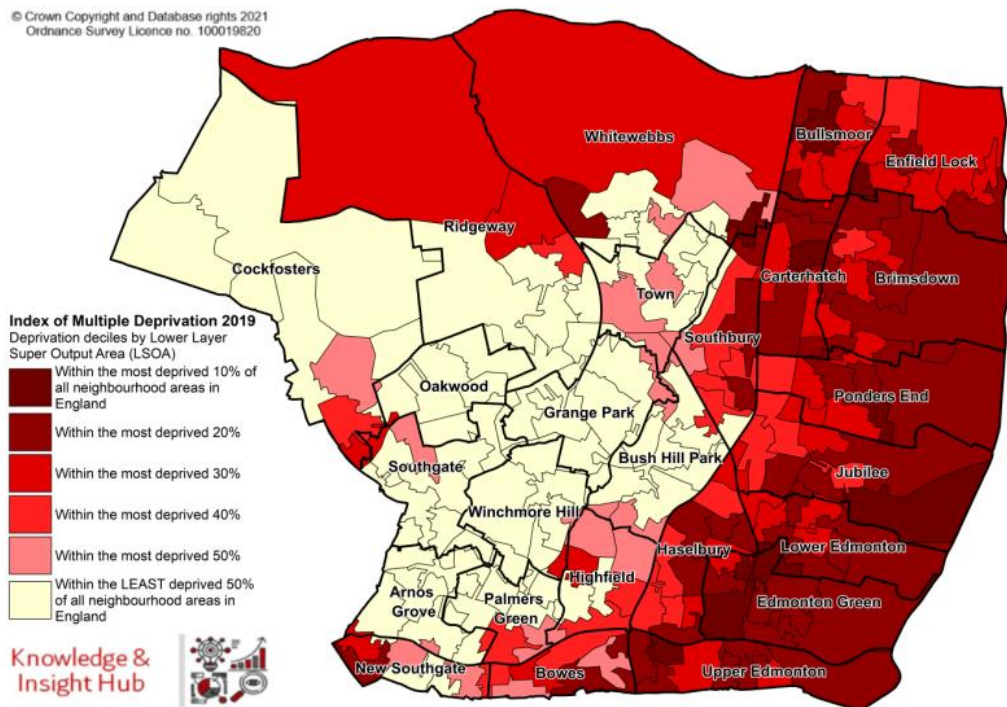

Figure 12: Map of Enfield showing deprivation levels by neighbourhood area and ward[17].

5% of Enfield's neighbourhood areas are among the 10% most deprived in the country, with a further 25% within the 20% most deprived areas in the country. Edmonton Green and Lower Edmonton wards have amongst the highest levels of deprivation.

According to research undertaken by Transport for London in 2019, the most used form of transport for Londoners with lower household incomes (below £20,000) is walking. The bus is the

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[10] http://content.tfl.gov.uk/barriers-to-cycling-for-ethnic-minorities-and-deprived-groups-summary.pdf
[17] Source: Ward profile: Edmonton Green 2023, Knowledge & Insight Hub, Enfield Council

next most used form of transport with 69% of people with lower household incomes taking the bus at least once a week compared to 59% of all Londoners[18]. This suggests a correlation between low income and lower car ownership leading to an increased use of alternative modes of transport.

TfL also found that for those on a very low income, the cost of a bike may be a significant barrier to cycling.

The same TfL research found that disabled Londoners are more likely to live in a household with an annual income of £20,000 or less than non-disabled Londoners (61% compared with 25%). This is likely to be due to a significantly low proportion of disabled people in full or part time employment when compared to non-disabled people of the same age.

Positive Impacts
People who are socio-economically disadvantaged are less likely to own a car and are more likely to use active modes like walking as well as public transport. The scheme is likely to benefit this group.

Cycling is cheaper than driving and is a low-cost form of transport and can connect people safely and quickly to local destinations, as well as to rail stations as part of multi-modal longer distance journeys (e.g., into Central London). The improvements to cycling conditions are likely to disproportionately benefit those without access to cars, providing they can afford the initial cost of a bike.

Walking and the walking environment will be improved as part of the scheme, therefore those on lower incomes are likely to benefit from the scheme as walking is the lowest cost form of transport. It is also important to note that the general health of the area is lower than the borough wide average which is important to keep in mind as there may be higher mobility related issues within the area, meaning some road closures/modal filters may have an increased negative effect compared to a similar Quieter Neighbourhood scheme located in another area of the borough.

Negative Impacts
Those who are on lower incomes are more likely to use the bus. As many public transport journeys start or end on foot or cycle, improvements in safety and convenience to these networks will improve their access to public transport services. This scheme may cause increased congestion in the short to medium term on boundary roads to the QN if traffic is reassigned from minor roads within Edmonton Green QN.

Mitigating actions to be taken.

- It is recommended that the active travel benefits of this scheme are advertised, with a specific focus on reaching those with lower households' incomes.
- Specific consideration should be given to where traffic is likely to be reassigned to, to review the impact on adjacent properties when reviewing traffic data. This includes

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[18] Transport for London, Travel in London: Understanding our diverse communities, 2019

consideration of impact on buses which people from more disadvantaged areas are more likely to use more frequently.

- Encourage lower income households to make use of free bike repair services, such as Dr Bike, and opportunities to access affordable cycles, such as second-hand bike markets.

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?

The project aims to improve conditions for those already walking and cycling and also to help make non-car transport options more attractive by making them safer, more accessible, and ultimately, more convenient. It is acknowledged that these improvements may come at an ongoing inconvenience to drivers. The altering of traffic flow could add some level of complication to trips and will increase the length of many car journeys made through the study area. This impact will be felt disproportionately by individuals who rely upon cars as their primary or only mode of transport, which is common for older or disabled people and certain ethnic groups. It is important to carry out quality consultation with those who rely upon cars to minimise any adverse impacts.

The monitoring and evaluation for this project is critical for many of the recommendations set out in this EqIA. Alongside consultation and engagement, these are the primary means of monitoring benefits and disbenefits of the project. Activities include monitoring of traffic volumes including bus journey times, air and noise quality, and engagement with emergency services. Consultation and engagement activities are planned to reflect relevant recommendations in this EqIA. The outcomes of monitoring, consultation and engagement will help to inform whether the project has been successful in achieving its objectives and in identifying, and if possible, mitigating, the potential inequalities raised in this EqIA.

This EqIA is not a static document will continue to be developed during the course of this project once further details of the scheme are known.

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.

Protected Characteristic	Identified Issue	Action Required/ Comments	Lead officer	Timescale/By When	Costs	Review Date/ Comments
Age	Potential longer journey times for older people who rely on private cars, taxis or Dial-a-Ride if modal filters are provided.	Investigate the impact on local private hire vehicles and taxis with respect to journey times, cost and accessibility.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	
Age	Under-representation of younger people in consultation responses	Target engagement at those aged under 40 (and especially under 30) who are often under-represented in engagement, as was observed in similar consultation for the Edmonton Green Quieter Neighbourhood early engagement. This could be achieved through measures such as targeted advertising on social media, or at locations frequented by the younger generation such as town centres, leisure centres or gyms.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	
Age Disability	Traffic reassignment onto main roads may delay bus services, affecting younger people in particular	Traffic modelling to investigate potential impact on surrounding road network. Monitor bus journey times using TfL data, and consider mitigation measures if there is an impact.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	
Age Disability Pregnancy and maternity	Deliveries not able to drop off food etc during certain periods if timed restrictions are proposed.	Consider times for restrictions and location of potential restrictions to minimise impact on deliveries.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	

Age Disability	Emergency services ability to access residential areas quickly	If modal filters are installed, provide exemptions to emergency services.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	
Disability	Potential removal of on-street parking spaces affecting people who are not able to walk longer distances between their car and their destination.	Minimise parking removal where possible. Avoid reducing the number of blue badge spaces.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	
Age Disability	Potential longer journey times for people who rely on private cars, taxis or Dial-a-Ride if modal filters are provided or time restrictions during school street hours.	Provide exemption systems for blue badge holding residents for time restrictions within a school street area and those requiring special access to the school to mitigate negative impact, if a school street is proposed.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	
Pregnancy and maternity	Pregnant women potentially needing to walk further.	The scheme's design should look to avoid reducing comfort levels on footways, whilst maintaining full access to existing dropped kerbs, to enable full access to those pushing prams/strollers. Monitor and review any feedback received from pregnant women and mothers of young children during the consultation and evaluation	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	

		processes.				
Race	Consultation analysis during early engagement highlighted that white ethnicity was over-represented	Continue to monitor demographic responses to the consultation for adequate representation of different race groups. Further consultation and engagement to be guided by community organisations. Ensure that all consultation and engagement communications aim to include people whose first language is not English, for example by offering materials in appropriate languages and or engaging through relevant community organisations. Consider providing an interpreter to events.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	
Race	If one ethnic group uses private cars more than others then they may be disproportionately affected if journey times increase.	Consideration should be given as to how schemes could assist with reducing car usage and encouraging mode shift.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	
Race	If one ethnic group uses buses more than others then they may be disproportionately affected if bus journey times increases.	Traffic modelling to investigate potential impact on surrounding road network. Monitor bus journey times using TfL data, and consider mitigation measures if there is an impact.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	

Religion and belief	Potential for some religious groups to be under-represented in consultation.	Continue to monitor demographic responses to the consultation for adequate representation of different religious groups. Target engagement at places of worship that were under-represented, particularly those within the area or close to it.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	
Religion and belief	The scheme may increase journey times for some worshippers when accessing their place of worship by motor vehicle.	Direct engagement with places of worship to review the specific needs of their religious community, such as Tottenham park cemetery / Edmonton Federation Cemetery Chapel (Jewish)/Western Synagogue Cemetery, Green Towers Community Centre/ Christ Embassy Edmonton, Edmonton Methodist Church, St Demetrios Greek Orthodox Church, Rumi Mosque, Edmonton Spiritualist Church.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	
Sex	Traffic reassignment onto main roads may delay bus services, affecting females in particular	Traffic modelling to investigate potential impact on surrounding road network.

Monitor bus journey times using TfL data, and consider mitigation measures if there is an impact. | Sarah Whitehouse / Ryan Hicks | During development of design | Will be included within scheme budget | |
| Sex | Public perception of personal security due to the reduced 'passive surveillance' of passing motor traffic | Continue to engage with the Metropolitan Police and monitor crime and antisocial behaviour within the QN area post implementation. | Sarah Whitehouse / Ryan Hicks | During development of design | Will be included within scheme budget | |
| Socio-economic deprivation | Reassignment of motor traffic may | Specific consideration should be given to where traffic is likely to be reassigned to, to review the | Sarah Whitehouse | During development | Will be included | |

	disproportionately impact those on lower incomes who are more likely to live on busier roads.	impact on adjacent properties when reviewing traffic data. This includes consideration for impact on buses which people from more disadvantaged areas are more likely to use more frequently. Traffic modelling to investigate potential impact on surrounding road network. Monitor bus journey times using TfL data, and consider mitigation measures if there is an impact.	/ Ryan Hicks	of design	within scheme budget	
Socio-economic deprivation	People on lower incomes might be able to afford to adapt to the measures (e.g., buying a bike).	Encourage lower income households to make use of free bike repair services, such as Dr Bike, and opportunities to access affordable cycles, such as second-hand bike markets.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	