

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	Bowes East Quieter Neighbourhood
Team/ Department	Journey and Places / Planning and Growth
Executive Director	Simon Pollock
Cabinet Member	Cllr Rick Jewell
Author(s) name(s) and contact details	Linda Kulahcigil / 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.

This Quieter Neighbourhood (QN) is the Bowes East area and is shown in Figure 1. This QN area falls into the Bowes ward of Enfield.

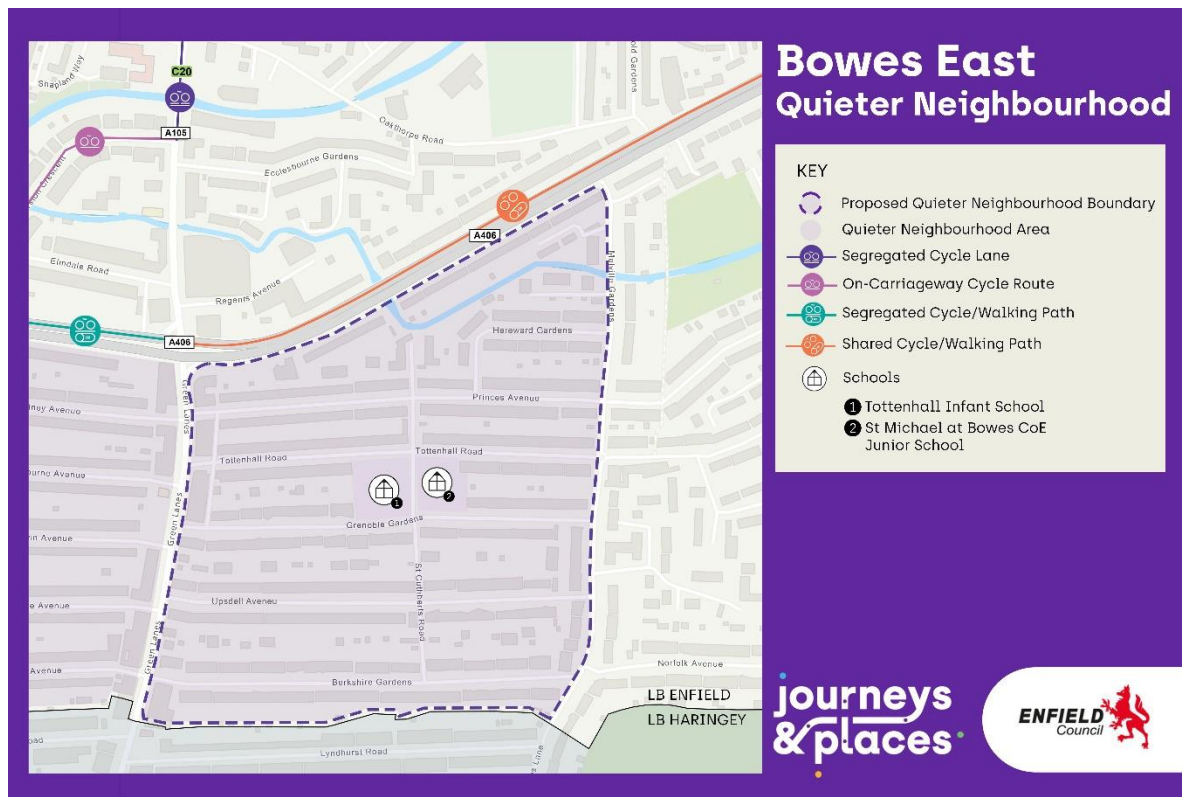


Figure 1: Bowes East Quieter Neighbourhood area

Bowes ward is in the south of the borough, bordered by the wards of New Southgate, Upper Edmonton, Highfield, Haselbury and Palmers Green.

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 one ward area: Bowes. Therefore, the profile for this ward has been used as the basis for demographic data using Census 2021 data.

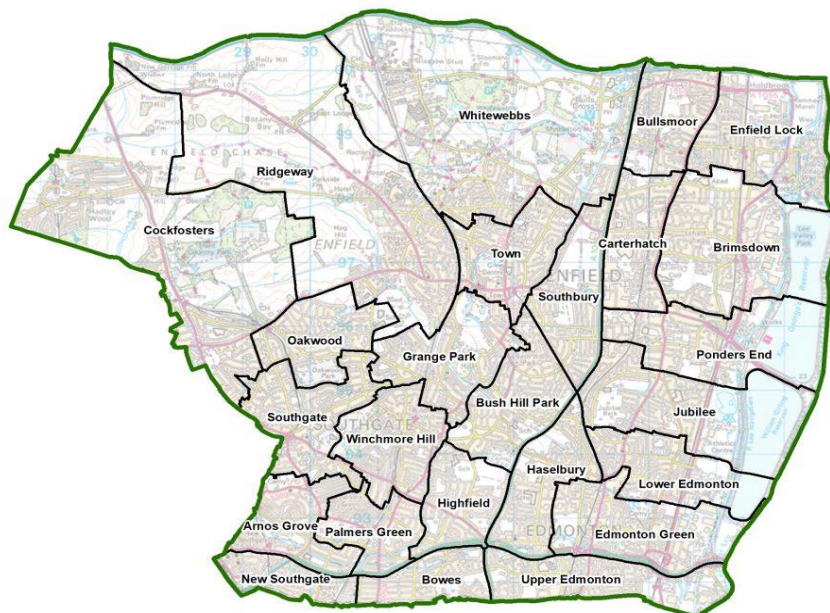


Figure 2: Enfield ward boundaries from May 2022

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 (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.

Evidence Base

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 20.6% 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 (Bowes ward) and Borough average (Census 2021¹)

Age Distribution	Bowes (%)	Borough of Enfield in 2021 (%) source: Census 2021
0-15	17.0	20.6
16-64	69.9	65.7
65+	13.1	13.6

Bowes ward has a higher percentage of 16-64 year olds when compared to the borough wide data, with a lower percentage of both 0-15 year olds and 65+, meaning there is a higher amount of people in the working age within the ward.

Empowering Young Enfield 2021-25², 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
- One in three children are in poverty.
- 42.3% of Year 6 children in 2018/19 are overweight or obese.
- 60 primary schools

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

- 4 infants' schools
- 4 junior schools
- 17 secondary schools
- 6 special schools

Travel habits by age

Error! Reference source not found.³ 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 disproportionately 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).

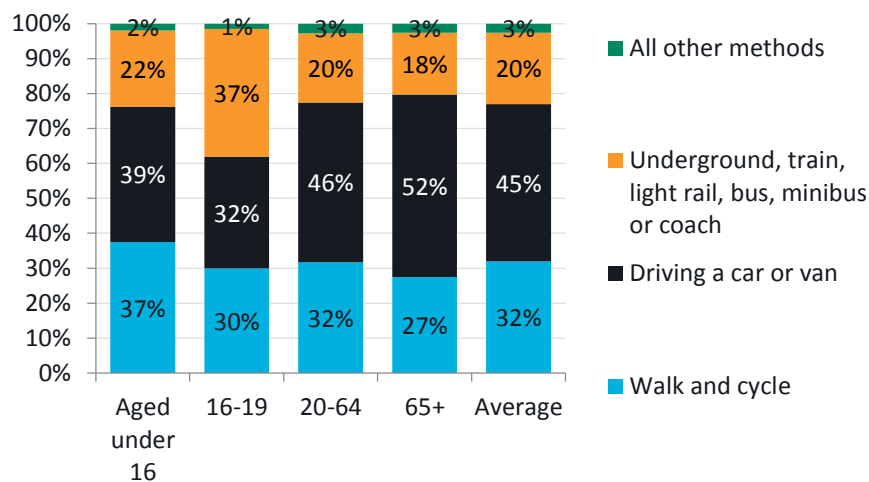


Figure 3: Mode share by Age in Enfield (Source: LTDS (2018/19)³)

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.

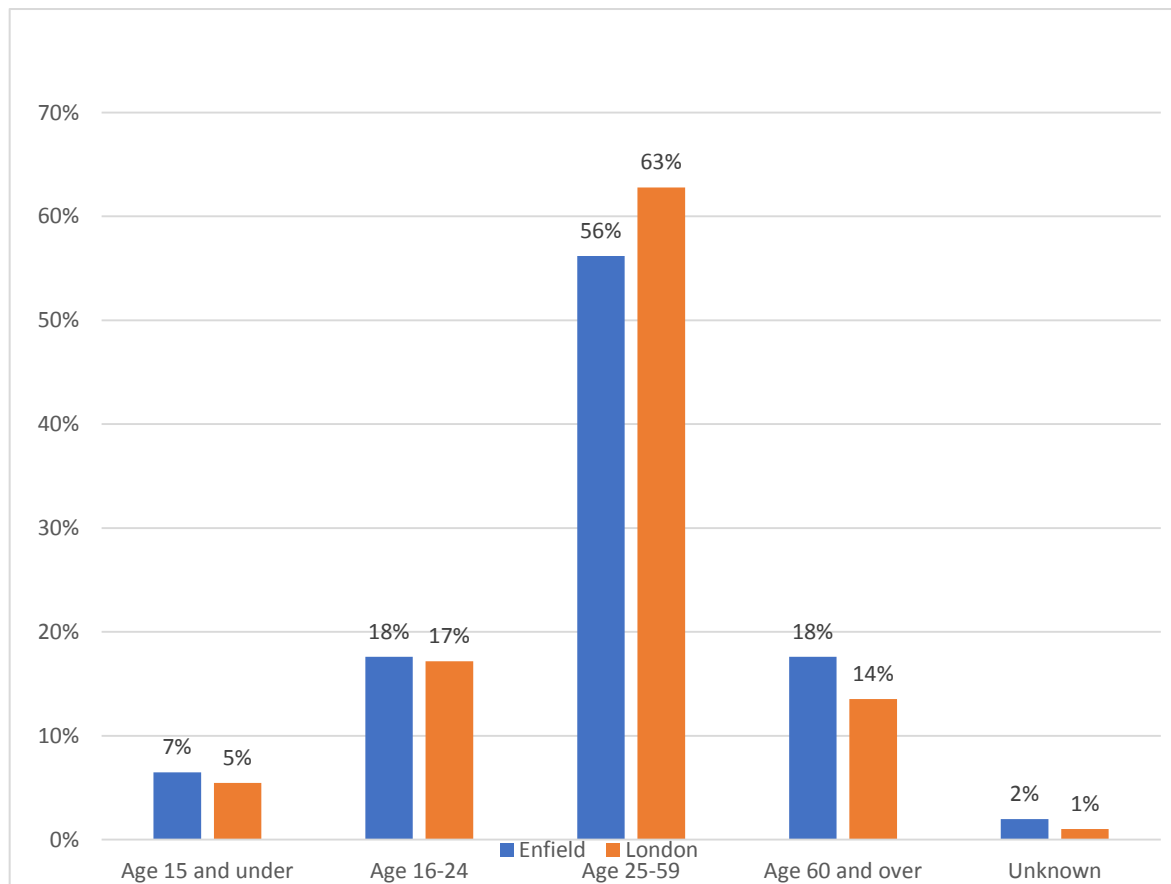


Figure 4: Enfield and London percentage killed or seriously injured by age band

Source: TfL, April 2021 to March 2022⁴

Error! Reference source not found.4 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 60 minutes 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

⁴ [TfL.gov.uk](https://www.tfl.gov.uk)

⁵ National Child Measurement Programme, England, 2021/22 school year, NHS [National Child Measurement Programme, England, 2021/22 school year - NDRS \(digital.nhs.uk\)](https://www.nhs.uk/ncmp/)

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 factors⁶

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 disproportionately 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 disproportionately killed or seriously injured by motor traffic, they are likely to benefit the most from the changes.

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 Bowes East QN area; Tottenham Infant School and St Michael at Bowes CofE Junior 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 the boundary roads of the scheme as traffic is reassigned from minor roads in Bowes East.

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 recent the consultation for the Bowes East 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.

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. This compares with a marginally lower figure, 12.7%, within Bowes ward. They are generally consistent with one another and lower than that for England as a whole. This is shown in figure 6.

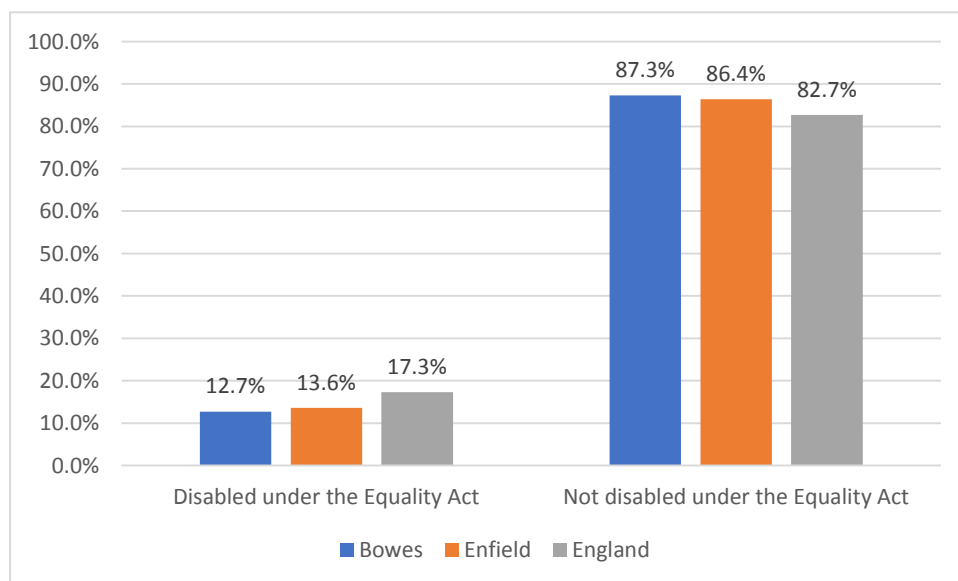


Figure 5: Percentage disabled under the Equality Act: Bowes ward compared with Enfield and England as a whole (Source: Census 2021)

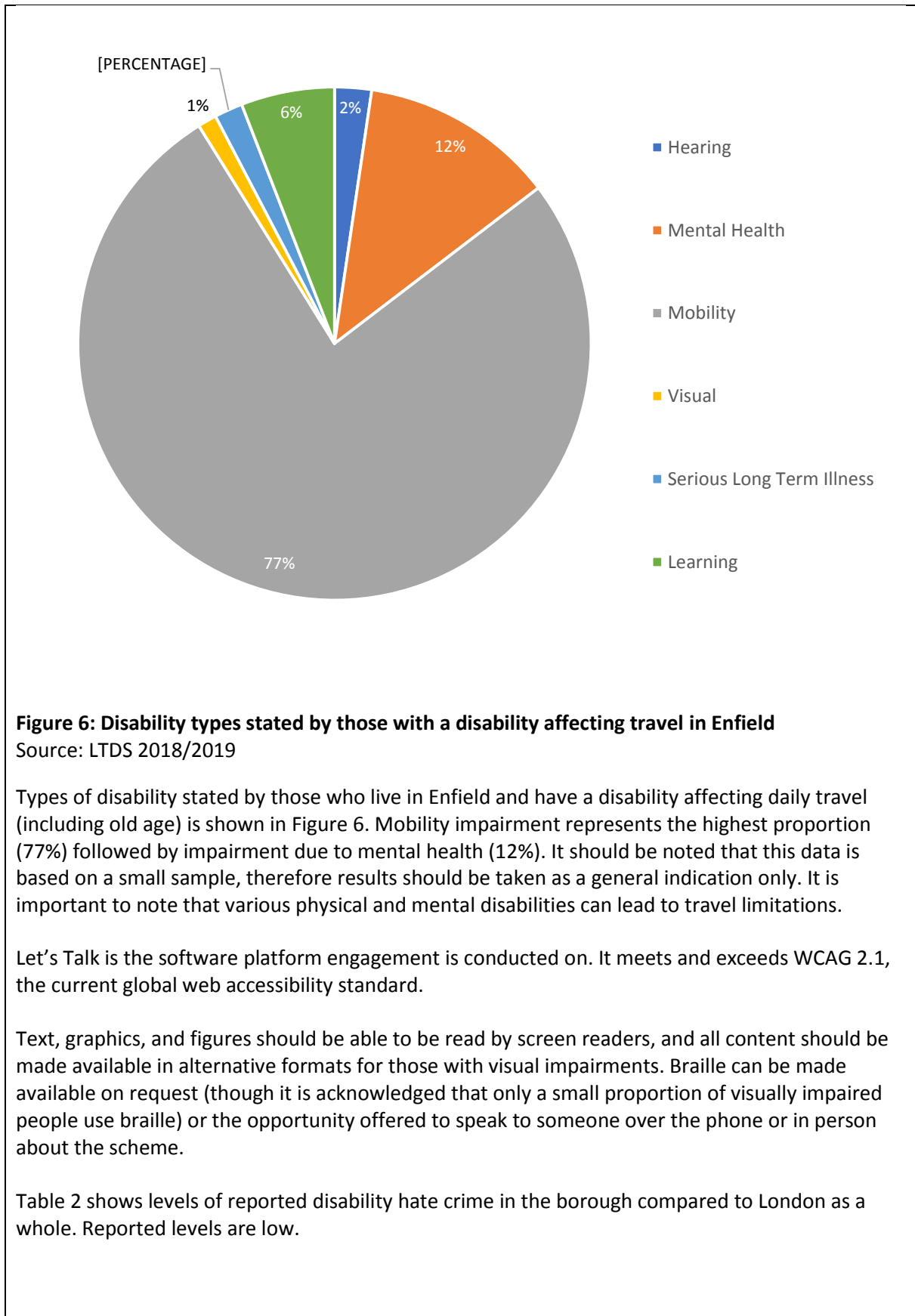


Figure 6: Disability types stated by those with a disability affecting travel in Enfield

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 6. 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.

Table 2 shows levels of reported disability hate crime in the borough compared to London as a whole. Reported levels are low.

Table 2: Disability hate crime rates in London and Enfield¹¹

	Enfield		% Difference	London		% Difference
	August 2021–July 2022	August 2022–July 2023		August 2021–July 2022	August 2022–July 2023	
Disability Hate Crime	13	14	7.7%	594	593	-0.2%

Positive Impacts

Roads with high traffic volumes are not considered accessible by charities such as Wheels for Wellbeing as they do not allow the majority of the community to benefit from the physical and mental health benefits of active travel⁹. 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-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 like 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

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

delivery of items like food and medication. The higher journey times by car or rerouting of trips may therefore affect these services.

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.
- Consider times for restrictions and location of potential restrictions to minimise impact on access and deliveries relied on by people with disabilities.
- 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 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.

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.

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 report¹⁰ carried out in Waltham Forest after the implementation of low traffic neighbourhoods suggested a positive improvement in the measured crime rate within these areas.

There are currently 518 and 486 trans women and trans men respectively currently living in Enfield, making up 0.4% of the population, which is the same as the proportion of Trans people in London: 0.4%.

Table 3: Transgender hate crime Enfield and London, 2021 – 2023¹¹

	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.

It is believed that it is unlikely that the introduction of this Quieter Neighbourhood scheme will unduly impact trans 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

¹⁰ <https://findingspress.org/article/19414-the-impact-of-introducing-a-low-traffic-neighbourhood-on-street-crime-in-waltham-forest-london>

¹¹ Performance report for scrutiny, Enfield council August 2023.

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 General Fertility Rate in Enfield was 58.0 per 1000 women aged 15-44 in 2021, similar to London GFR that year, and slightly lower than out London GFR. The latest available data for Bowes ward goes back to 2016 when the number of births in Enfield was 5000 and of those 200 were in Bowes ward.

Table 4: Birth and Fertility rates (2021, ONS¹²)

Area	Live births 2016	Live births 2021	GFR 2021
Enfield	5,000	3,936	58.0
London	128,803	110,961	56.1
Outer London	78,707	67,841	62.8
Bowes ward	200	-	-

Source: ONS¹³

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.
- 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.

¹² <http://www.ons.gov.uk/ons/rel/vsob1/birth-summary-tables--england-and-wales/index.html>

¹³ <http://www.ons.gov.uk/ons/rel/vsob1/birth-summary-tables--england-and-wales/index.html>

- 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

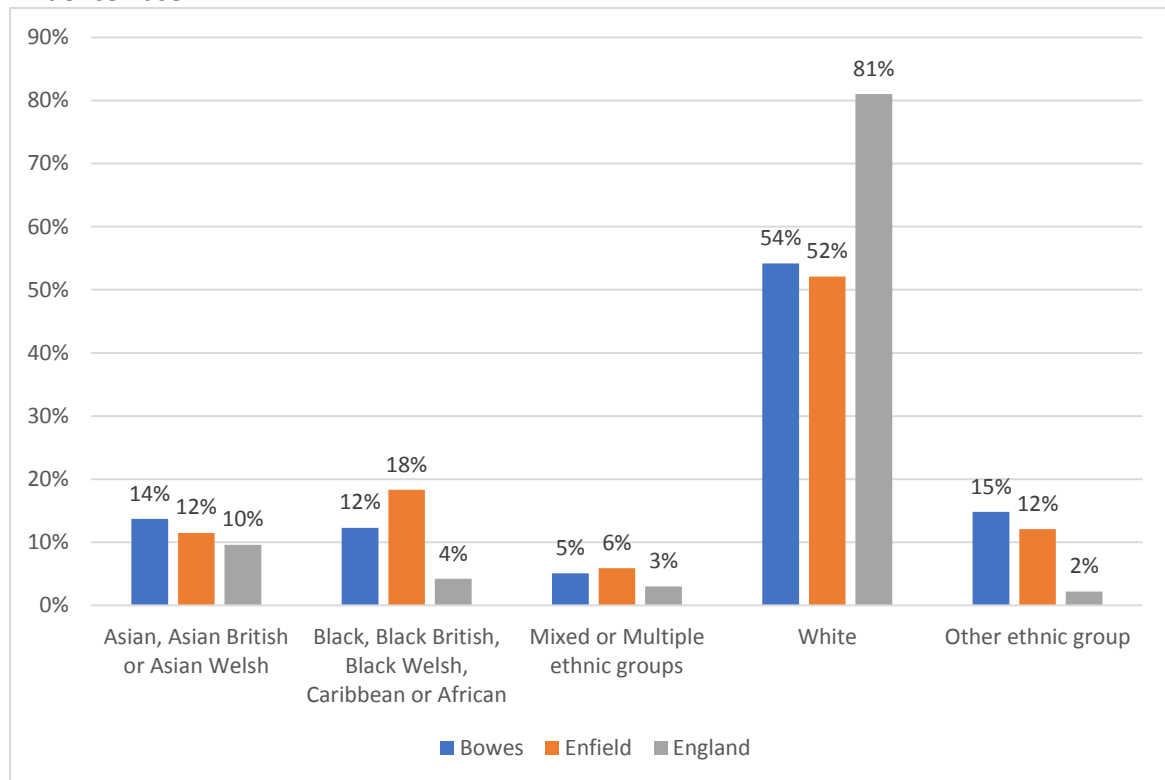


Figure 7: Population of Bowes by ethnicity compared to Enfield and England

Source Census 2021

Based on Census 2021 data shown in Figure 7, 54% of Bowes' residential population is 'White', making it the most common ethnicity in the area. This is very similar to the average across the borough of 52%.

The second most populous ethnicity is 'Asian/Asian British', at 14% of the population. This is only 2% higher than the next most populous ethnicity 'Black/African/Caribbean/Black British' at 12% of the population.

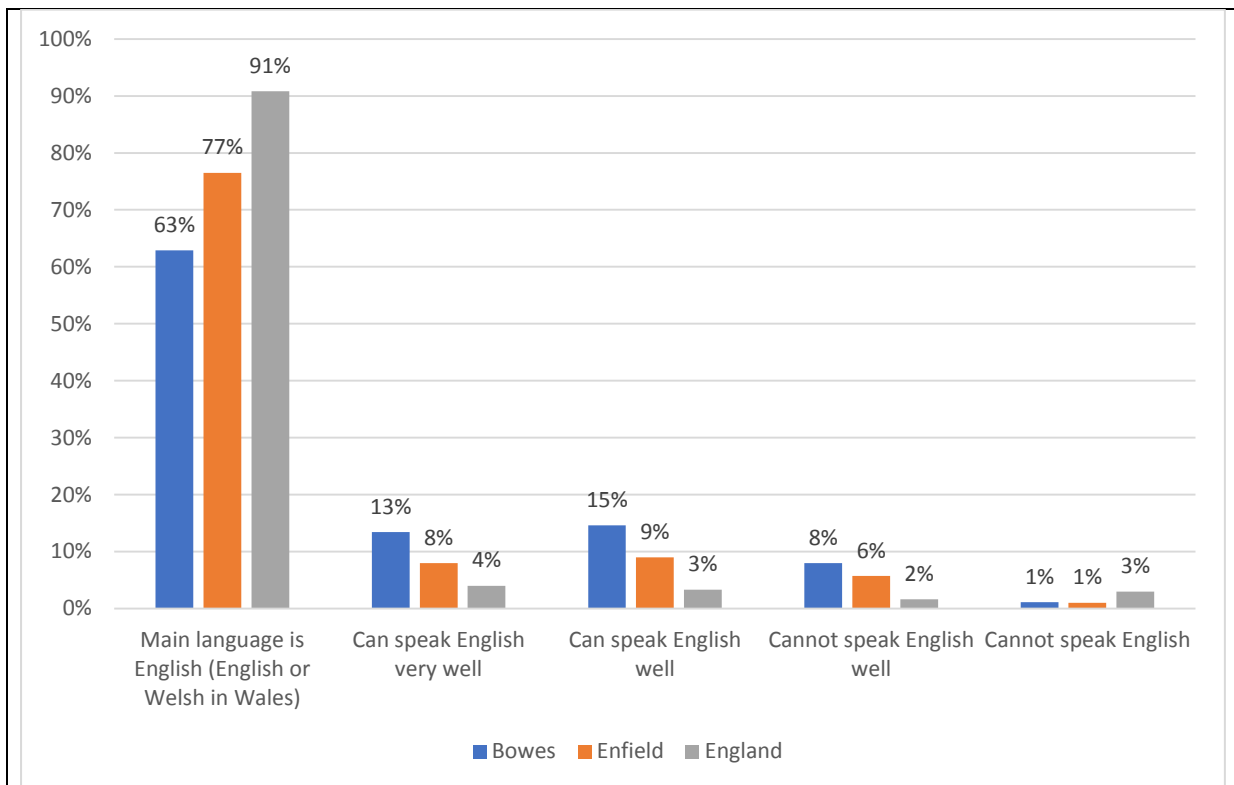


Figure 8: Proficiency in English

Source: Census 2021

Within the Bowes ward, the percentage of those with English spoken as the main language is 63%, this is significantly lower than the borough as a whole at 77%.

The Spring 2021 School Census¹⁴ 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 5: 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

¹⁴ [Enfield Borough profile 2022](#)

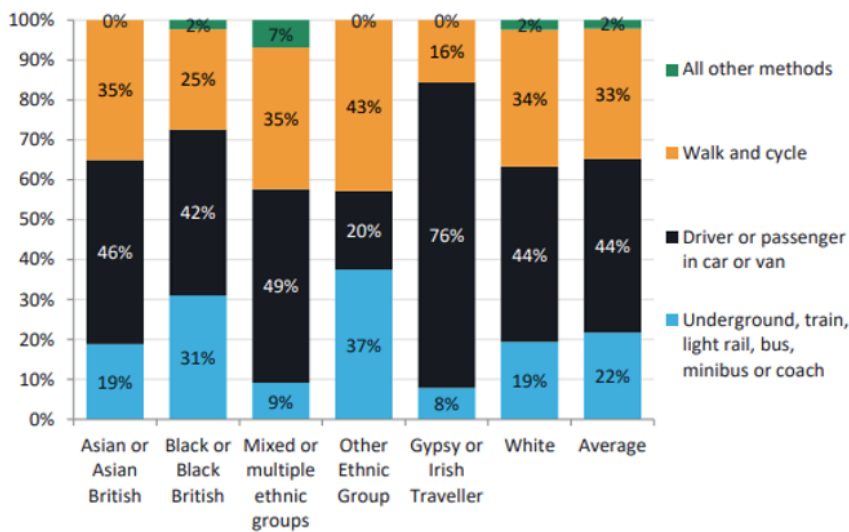


Figure 9: Mode share by ethnicity in Enfield

Source: LTDS (2018/19)

Based on average travel modes from the LTDS data presented in Figure 9, driver or passenger in car or van is the most common 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.

Table 6: Racist and Religious Hate Crime Enfield and London¹¹

	Enfield		% Difference	London		% Difference
	August 2021–July 2022	August 2022–July 2023		August 2021–July 2022	August 2022–July 2023	
Racist and Religious Hate Crime	674	574	-14.8%	21770	20704	-4.9%

Racist and religious hate crimes form the majority of hate crime reported in the borough. Both Enfield and London saw a reduction on Racist and Religious Hate Crime.

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).

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.

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 Bowes. As such, these impacts may disproportionately impact 'Black or 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 at 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. The predominant religion in Enfield is Christianity, with 46% of the population identifying as Christian. 19.8% of people do not follow a religion or did not state a religion. 18.6% of residents are Muslim, making it the second most common religion or belief. Enfield is also home to smaller proportions of residents from other faiths including Buddhist (0.5%), Hindu (3.1%), Jewish (1.1%) and Sikh (0.4%). The graph shows that the breakdown of religions within Bowes ward are similar to the rest of the borough.

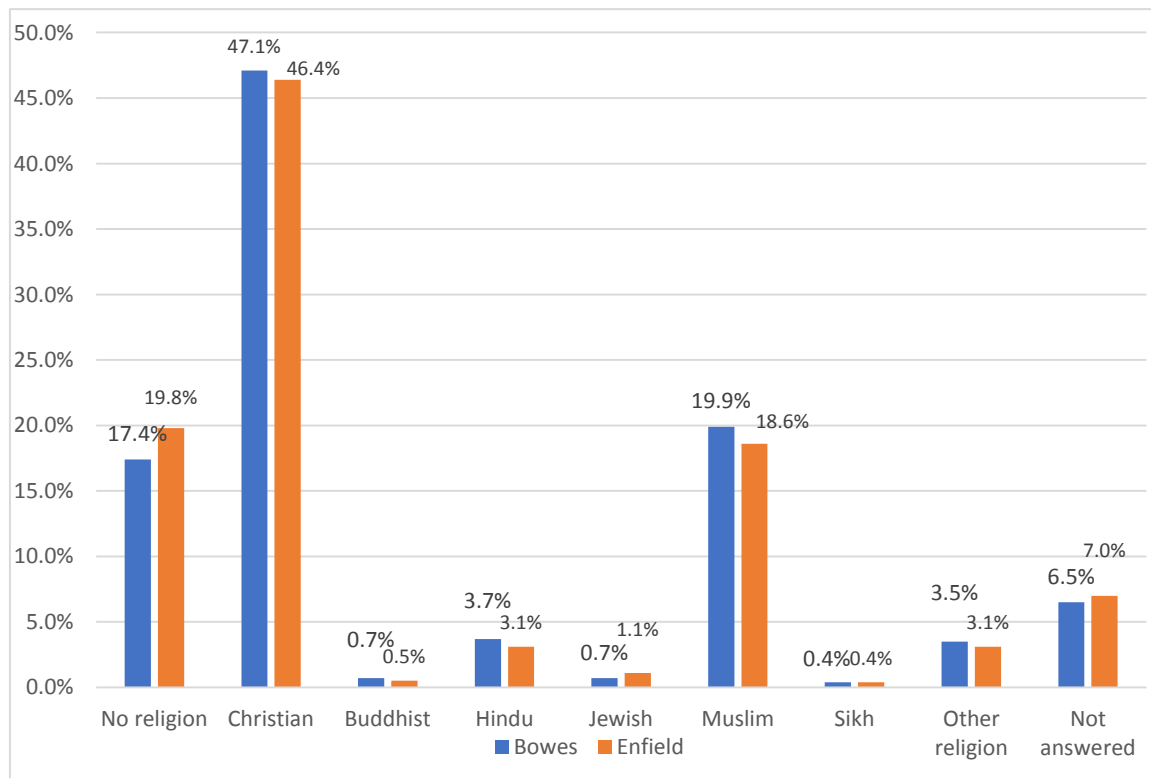


Figure 10: Breakdown of religion/belief within Bowes compared to the borough average

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 close to the Bowes East 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.

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.

The following places of worship are close to, but outside the boundary of the Bowes East QN:

- St Michael at Bowes Church/ Londra Diriliş Kilisesi, 99 Palmerston Road
- St Cuthberts Church, Wolves Lane
- New Testament Church, 322C High Road
- National Spiritualist Christian Church, 101 Green Lanes
- Palmers Green & Southgate United Synagogue
- Riverside Community Church

While they are not within the boundary of the project, it will be important to be conscious of these places throughout the project and decision-making process, to ensure that there are no disproportionately adverse effects accessing these places of worship caused by the QN scheme.

Table 7: Racist and Religious Hate Crime Enfield and London¹¹

	Enfield		% Difference	London		% Difference
	August 2021–July 2022	August 2022–July 2023		August 2021–July 2022	August 2022–July 2023	
Racist and Religious Hate Crime	674	574	-14.8%	21770	20704	-4.9%

Racist and religious hate crimes form the majority of hate crime reported in the borough. Both Enfield and London saw a reduction on Racist and Religious Hate Crime.

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 St Michael at Bowes Church/ Londra Diriliş Kilisesi, St Cuthberts Church, New Testament Church and National Spiritualist Christian Church, Palmers Green & Southgate United Synagogue, Riverside Community Church

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 shows the mode share by sex in Enfield. Walking is the most 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 also use the bus more than males (15% vs 13%).

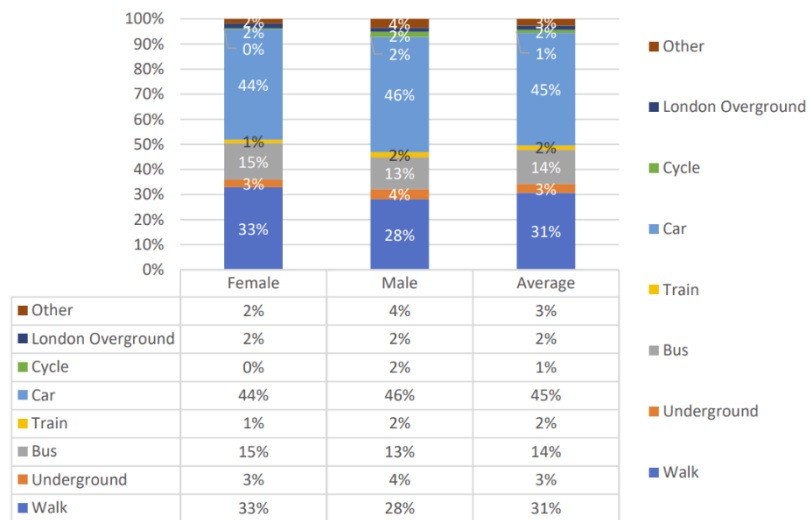


Figure 11: Mode share by sex in Enfield
 Source: LTDS (2016/17, 2017/18 and 2018/19)

Across Greater London, research undertaken by TfL¹⁵ 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

¹⁵ Travel in London: Understanding our diverse communities 2019 (tfl.gov.uk)

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 disproportionately 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. 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 Bowes. As such, these impacts may disproportionately impact females who use buses more often than males.

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 report¹⁶ 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 post implementation.
- Provide reassurance messages around personal safety, crime and disorder.

¹⁶ <https://findingspress.org/article/19414-the-impact-of-introducing-a-low-traffic-neighbourhood-on-street-crime-in-waltham-forest-london>

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.

Evidence Base

The Census 2021 found that 2.69% of people aged 16 years and over in Bowes ward are lesbian, gay, bisexual, or other (LGB+).

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 people may feel this more if making trips by foot or bicycle particularly after dark. However, a report¹⁷ carried out in Waltham Forest after the implementation of low traffic neighbourhoods suggested a positive improvement in the measured crime rate within these areas.

Table 8: Homophobic hate crime Enfield and London, 2021 – 2023¹⁸

	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.

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

¹⁷ <https://findingspress.org/article/19414-the-impact-of-introducing-a-low-traffic-neighbourhood-on-street-crime-in-waltham-forest-london>

¹⁸ Performance report for scrutiny, Enfield council August 2023.

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.

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. This presents a visual representative of deprivation across Enfield. Bowes sits within the south of Enfield. In broad terms the eastern areas of Enfield have more levels of deprivation, whereas the west and northwest areas have the least.

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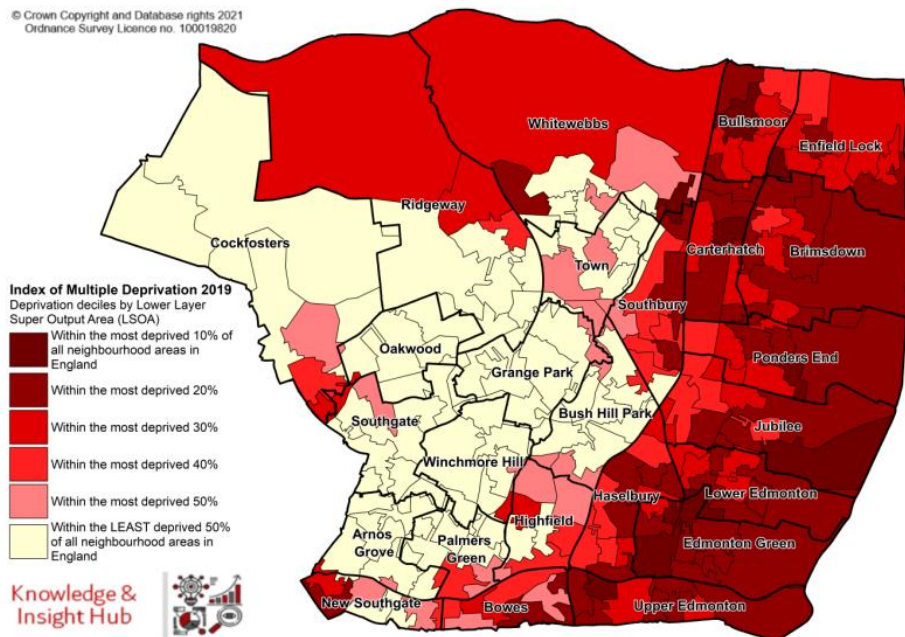


Figure 12: Map of Enfield showing deprivation levels by neighbourhood area and ward¹⁹

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 next most commonly 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 Londoners²⁰. 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.

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 Bowes East 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

¹⁹ Source: Ward profile: Bowes 2023, Knowledge & Insight Hub, Enfield Council

²⁰ Transport for London, [Travel in London: Understanding our diverse communities](#), 2019

review the impact on adjacent properties when reviewing traffic data. This includes 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?

This Quieter Neighbourhood 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 will add some level of complication to trips and could 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 Bowes East 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	
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	
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 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.	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	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	

		<p>those pushing prams/strollers.</p> <p>Monitor and review any feedback received from pregnant women and mothers of young children during the consultation and evaluation processes.</p>				
Race	<p>Consultation analysis during early engagement highlighted that white ethnicity was over-represented</p>	<p>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.</p> <p>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.</p> <p>Consider providing an interpreter to events.</p>	<p>Sarah Whitehouse / Ryan Hicks</p>	<p>During development of design</p>	<p>Will be included within scheme budget</p>	
Race	<p>If one ethnic group uses private cars more than others then they may be disproportionately affected if journey</p>	<p>Consideration should be given as to how schemes could assist with reducing car usage and encouraging mode shift.</p>	<p>Sarah Whitehouse / Ryan Hicks</p>	<p>During development of design</p>	<p>Will be included within scheme budget</p>	

	times increase.					
Race	If one ethnic group uses buses more than others then they may be disproportionately affected if bus journey times increase.	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.	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 St Michael at Bowes Church/ Londra Diriliş Kilisesi, St Cuthberts Church, New Testament Church and National Spiritualist Christian Church, Palmers Green & Southgate United Synagogue, Riverside Community 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	Traffic modelling to investigate potential impact on surrounding road network.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme	

	females in particular	Monitor bus journey times using TfL data, and consider mitigation measures if there is an impact.			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 disproportionately impact those on lower incomes who are more likely to live on busier roads.	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 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.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	
Socio-economic deprivation	People on lower incomes might be able to afford to adapt to the	Encourage lower income households to make use of free bike repair services, such as Dr Bike, and opportunities to access	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme	

	measures (e.g. buying a bike).	affordable cycles, such as second hand bike markets.			budget	
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