

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 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 and consider what this engagement showed us about the likely impact of the activity/ policy/ strategy/ budget change or decision on different groups.

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

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

SECTION 1 – Equality Analysis Details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Upgrades to a section of the A1010 High Street in Ponders End
Lead officer(s) name(s) and contact details	Agnieszka Jezierska - Agnieszka.Jezierska@enfield.gov.uk
Team/ Department	Place – Healthy Streets
Executive Director	Sarah Cary
Cabinet Member	Cllr Ian Barnes
Date of EqIA Commencement	1st April 2021
Last Updated	01st March 2022

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?

What is the proposed decision or change?

Enfield Council is planning to upgrade a section of the A1010 High Street in Ponders End, starting from the section of High Street outside the Ponders End Park to the section of High Street outside Tesco, opposite Eagle House Surgery. The project focuses on improving existing shared use bus boarders (SUBB), the condition of the carriageway as well as pedestrian and cycle facilities along this section of high street.

These changes are supported by revision of parking and loading restrictions and introduction of 20mph speed limit on the high street and slightly beyond, to the south

of the project area. This is to improve experience for all road users along the High Street and follows previous projects that introduced and improved pedestrian and cycling facilities along other parts of the A1010.

What are the reasons for the decision or change?

The scheme will upgrade the following aspects of the High Street:

- Bus stops (SUBB) – the current platform buildouts at bus stops, which are a shared space for cyclists and bus passengers, are relatively narrow and will benefit from improvements. The improved designs follow on from the discussions with TfL and build on the design approach taken for the SUBB implemented previously along the A1010 corridor.
- Cycle facilities – this section of the High Street currently presents a gap in cycling facilities between recently completed projects on the A1010 to the north and south of the project area.
- Pedestrian crossing facilities prioritise vehicles over pedestrians – to improve pedestrian priority in the area, one informal crossing point will be upgraded to a zebra crossing, and a further courtesy crossing point is to be upgraded into a zebra crossing.
- Speed limits – to further improve road safety in the area a 20mph speed limit will be introduced.
- The condition of the road – the existing road surface is aged and in poor condition which is particularly challenging for cyclists. Resurfacing will improve the road environment for all road users as well as look and feel of the area making walking and cycling more attractive.

What outcomes are you hoping to achieve from this change?

The improvements to bus stops are aimed at improving comfort of all SUBB users, condition of the road is aimed at improving the look and feel of the environment as well as experience of the users. 20mph speed limit and revised parking and loading restrictions along with improved pedestrian crossing points and cycle facilities will improve the safety and attractiveness of cycling through the area and as a result will decrease number of collisions, increase cycle mode share and number of cyclists along this section of high street as well as increase number of pedestrians using the high street. The scheme also aims to address the current issue of illegal parking which poses a safety concern to pedestrians and cyclists.

Engagement was undertaken throughout September and October 2021 to ensure that residents, businesses and visitors are aware of the scheme, and to collect their views and feedback. The following engagement sessions were undertaken:

- A delivery and servicing focused engagement and survey to better understand the loading and delivery needs of local businesses;
- Two webinars for businesses and the general public to brief them on the scheme and provide opportunity to ask questions;
- Meeting with Jalalia Jamme Masjeed Enfield (the Enfield Mosque) to briefly discuss the scheme and how the Mosque can assist with the future engagement. Follow-up meetings concentrated on provision of cycling facility and cycle training for the Mosque community.
- Councillor briefing sessions to provide a scheme update and overview as well as to present and discuss the scheme designs.
- An in-person ward forum to provide a scheme overview and opportunity to ask questions about the scheme.

Residents, businesses and community groups were invited to share their objections and representations on the proposed design through the statutory consultation process from Wednesday 5 January 2022 to Wednesday 26 January 2022. Views could be shared with the Council in the following ways:

- Online via the consultation survey on the project page at <https://letstalk.enfield.gov.uk/pondersendhighstreet>
- Email to healthystreets@enfield.gov.uk, or
- By post to Healthy Streets team, Enfield Council, Silver Street, Enfield, EN1 3XA.

A webinar and visits to local businesses occurred during the consultation period to provide information on the project and encourage people to share their views. A number of community groups in the local area as well as across Enfield were also invited to participate and share the opportunity to comment with their members.

A total of 37 survey responses and four email responses were received during the consultation period. A total of 58 businesses were visited and 42 spoken with.

There were a number of themes that arose including issues and ideas for consideration by Enfield Council in relation to the proposals. These themes included cycle lanes, parking, congestion and the impact on selected groups, such as business, residents and the Enfield Mosque.

Emergency services and Transport for London, were also consulted as part of the process.

Findings of the engagement as well as statutory consultation, informed the design development and final designs that are proposed to be implemented.

Details of the approach to and findings of the statutory consultation process have been included in the Portfolio Report (KD 5399).

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

A large range of road users of the A1010 at this location are likely to be impacted by this scheme. Listed below are some specific groups who may be affected:

- Residents
- Users who live and/or work on or around the A1010 at this location
- Cyclists
- Private vehicle drivers including taxis and passengers, Dial-a-Ride vehicles and private cars
- Bus passengers
- Local businesses
- Visitors
- Construction – it is likely that there would be increased congestion during construction of some schemes for pedestrians, cyclists, bus passengers, taxis and private vehicles, as well as possibly some diverted routes to facilitate construction works

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, where possible, provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Information has been gathered regarding groups with protected characteristics in Enfield as a whole, and for the Ponders End area where the project is located. London Travel Demand Survey (LTDS) and Census 2011 data have been the two primary data sources, though other data sources have been used, and are referenced throughout. For each protected characteristic, data has been collected and analysed, with comparisons made at borough, regional and national level where relevant.

The project team consider that there would be no disproportionate impact on Gender Reassignment, Sexual Orientation or Marriage and Civil Partnerships as protected groups, therefore they have not been included in this further assessment.

Age

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

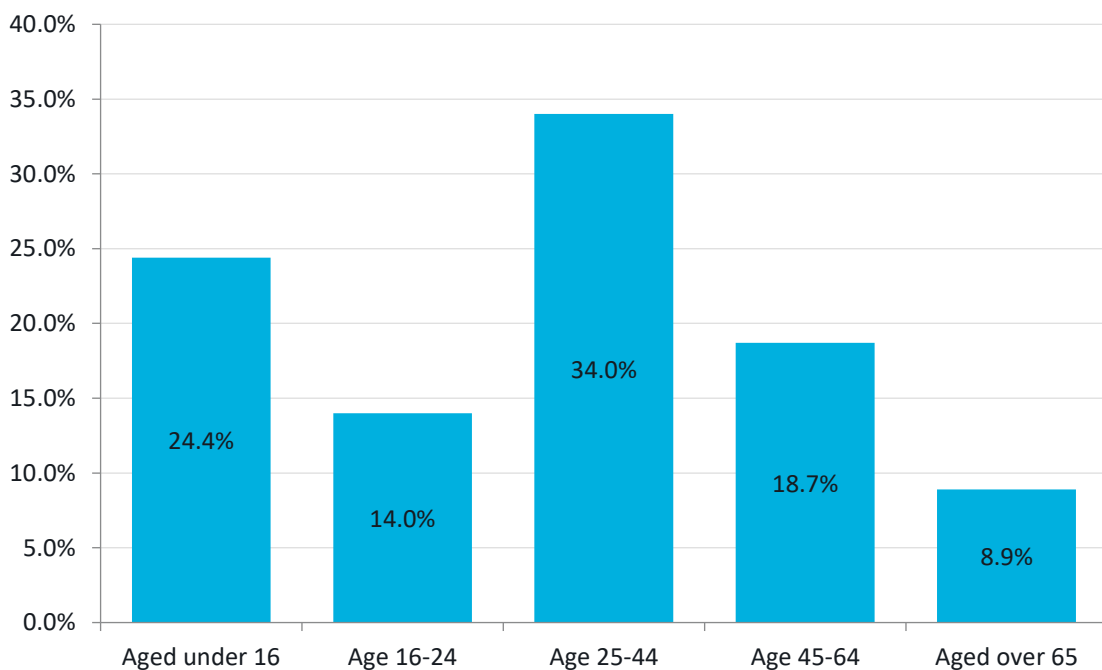
Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)?

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

Evidence base

Figure 1: Age distribution within the Ponders End area
Figure 1 presents the age distribution within Ponders End.

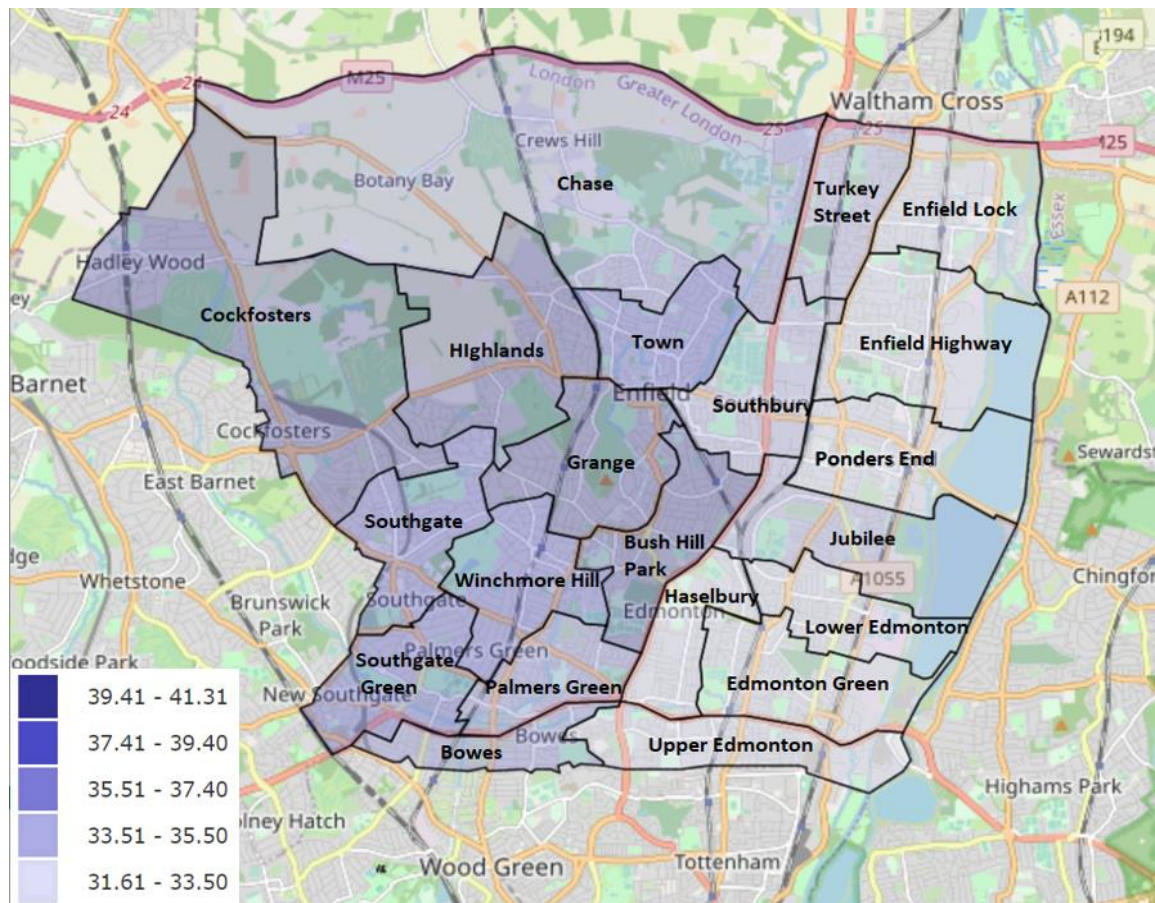
Figure 1: Age distribution within the Ponders End area



Source: UK Census 2011

Figure 2 below presents the spatial distribution of the mean age across Enfield's wards. A clear trend can be observed whereby the northern and eastern wards have some of the lowest mean ages in Enfield and the southern and western wards some of the highest. Ponders End, located in the east of Enfield, has one of the youngest mean ages in the borough.

Figure 2: Mean age by ward in Enfield

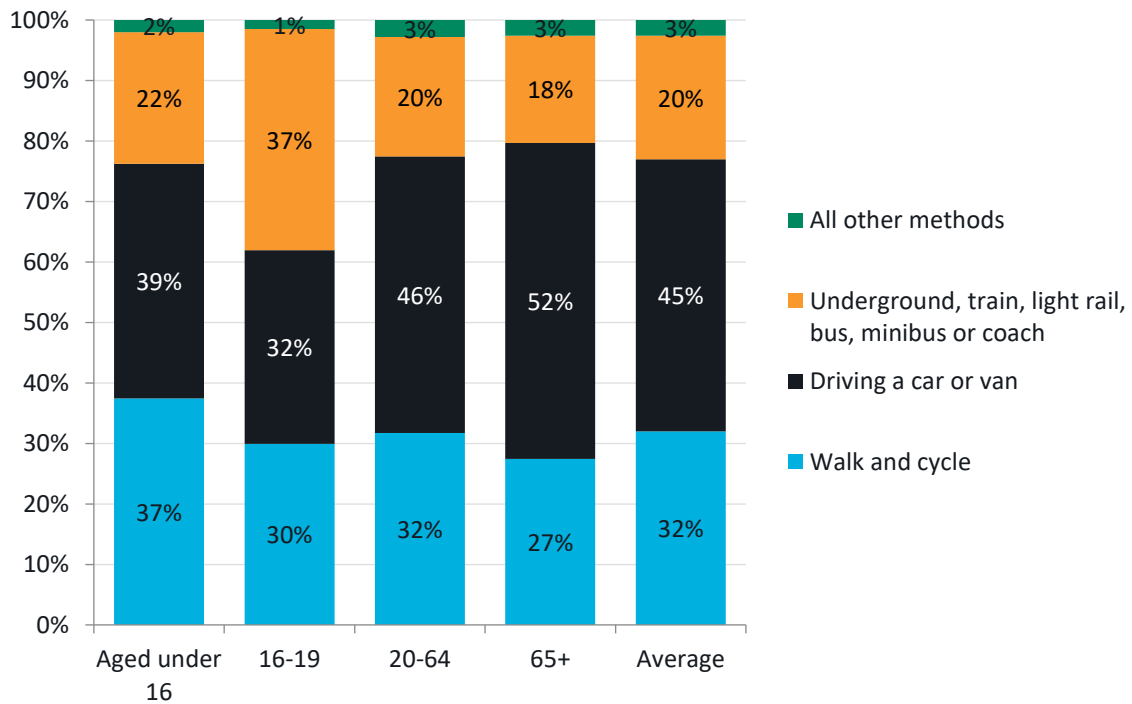


Source: UK Census 2011

Figure 3 below presents 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 elderly counterparts. The highest percentages of walking and cycling can be seen in those aged under 16, with 37 per cent of all trips made on foot or by bike. Those aged 65 and over have the lowest levels of walking and cycling, with 27 per cent of all trips, but the highest percentage of trips driven (or as a passenger in a car or van) at 52 per cent. Public transport use is disproportionately higher in 16 to 19-year-old group, making up 37 per cent of all journeys. This is 15 per cent higher than the nearest age group (those aged under 16). Furthermore, as per the latest data from 2016, the average age to start driving in the UK was 26, and this is expected to have reduced further over the previous five years.

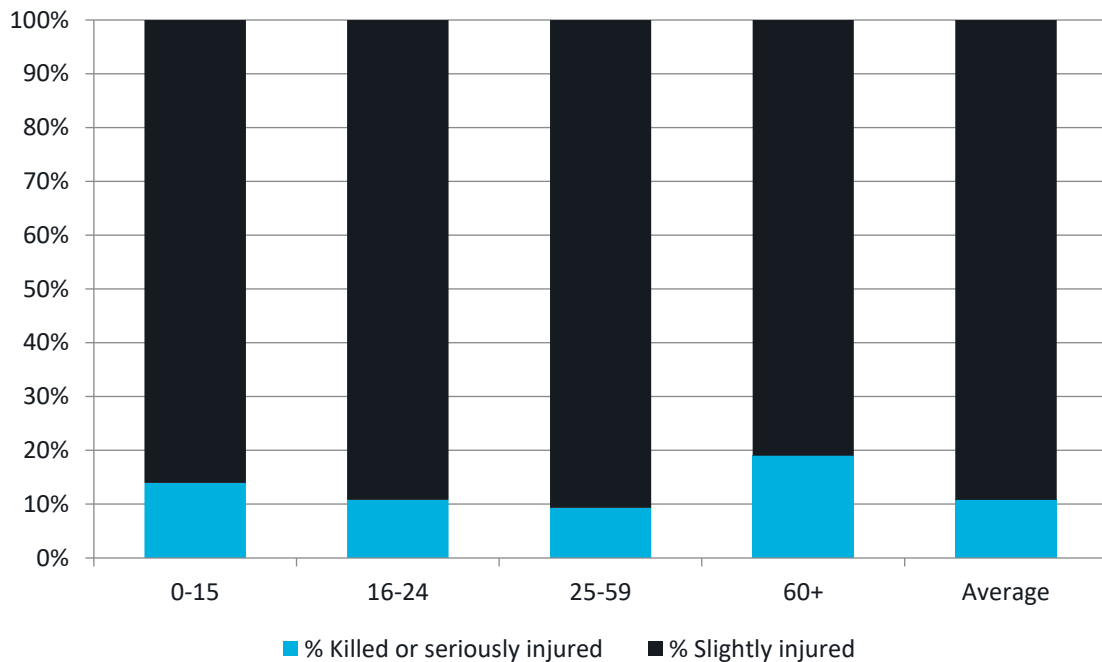
Figure 3: Mode share by Age in Enfield



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

The proportion of Killed or Seriously Injured (KSIs) and Slightly Injured casualties per age category is shown in Figure 4 below. KSIs are higher than average for those age 60 and over (19 per cent) and those aged Under 16 (14 per cent). As such, this indicates that these age groups are disproportionately more likely to suffer more severe consequences if they are a casualty in a collision.

Figure 4: Percentage killed or seriously injured by Age in Enfield



Source: DfT Road traffic statistics (2019)

Differential impact assessment

- Of those who provided their year of birth when taking part in the statutory consultation, respondents aged 35-44 years and 45-54 years were the most represented with eight survey respondents in each of these age groups, followed by three aged 25-34 years, three aged 55-64 years and one aged 65-74 years. One respondent has suggested that parking is needed for the older members of the family.
- People of young and old age are more vulnerable to poor air quality¹, and Ponders End ward has one of the youngest mean ages in Enfield as shown in previously Figure 2. For young children negative air quality can lead to reduced lung development and for the elderly this can lead to a range of long-term health problems, therefore the delivery of a high-quality cycle route will enable a mode shift, ultimately reducing emissions from private vehicle use and increasing active modes of travel, benefit these age groups disproportionately through improved air quality.
- Younger people in Enfield are less likely to drive are more likely to walk and cycle. Improvements to the cycling facilities on the A1010 will benefit those who already cycle and are likely to benefit also those who do not currently cycle by providing safer and more attractive conditions to do so. This may allow for a selection of residents which is more evenly dispersed across the age groups to partake in active travel modes – and reaping the health benefits associated with a more active lifestyle. Therefore, while the changes may

initially benefit younger people, over time there may be longer term benefits across the age groups that rectifies this initial imbalance. Furthermore, improvements to bus stops will also benefit younger people who are most likely to use buses than any other age group.

- Older people are more likely to suffer from slight mobility impairments due to aging, which do not fall under the disability. This can include slower movement and reaction time, and some may use mobility aids for walking. The NHS however state that the over 65 age group are the most sedentary age group and should continue to engage in moderate exercise at 150mins a week to prevent mental and physical decline.
- Loss of parking is likely to disproportionately impact older people who rely upon driving to the area and don't have a blue badge enabling them to park at this location, as it will reduce the number of locations they can park without owing the blue badge. It needs to be noted however that the Council owned car park (free for anyone to park) located off College Court Road remains as is. Paid for parking by Eagle House Surgery, also remain as is.
- The most frequent method of transport used by older Londoners and all Londoners is walking². Eighty-seven per cent of Londoners aged 65 or over walk at least once a week. This figure continues to be higher for older Londoners aged under 80; 94 per cent of Londoners aged 65-69 walk at least once a week. The equivalent figure is 90 per cent among Londoners aged 70-79 and decreases even further to 73 per cent of Londoners aged 80 or older.
- According to the same report, Bus use at least once a week among Londoners aged 65 and over is 65 per cent, higher than the proportion for all Londoners (59 per cent). Use of the bus among older Londoners continues to be higher among those aged between 65 and 79 (68 per cent use the bus at least once a week) and then decreases among Londoners aged 80 or over (56 per cent). Forty-three per cent of Londoners aged 65 or over drive a car at least once a week, and 41 per cent travel as a passenger in a car. Sixty per cent of Londoners aged 65 and over hold a full car driving licence, which is slightly lower than the figure for Londoners overall; 65 per cent of all Londoners aged 17 or over. The proportion of older Londoners who hold a full car driving licence reduces with age: 72 per cent of 65 to 69-year-olds hold a full driving licence compared with 63 per cent of those aged 70-79, and 37 per cent of people aged over 80.
- The Royal National Institute of Blind People (RNIB) has previously raised concerns about the use of some design interventions which involve the mixing of pedestrians and cyclists, such as shared space schemes and bus stop bypasses/bus stop boarders. As such, it is possible that the bus stop boarders in this scheme will disproportionately impact those who are partially

¹ https://www.london.gov.uk/sites/default/files/air_quality_for_public_health_professionals_-_city_of_london.pdf

² <https://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

sighted, blind, or have mobility issues. Elderly people in particular are most likely to live with one or more of these disabilities, and therefore may find bus stop boarders especially challenging. However, the design of these SUBBs has been carefully considered to respond to these concerns. These features are becoming more widespread across London with both pedestrians and cyclists becoming more familiar with their use. Previously undertaken monitoring and the planned post-implementation monitoring will help inform any possible design improvements or additional awareness campaigns (geared towards all SUBB users).

- To accommodate the proposed cycle lanes, the width of general traffic lanes is to be reduced throughout sections of the route. Narrower lane widths act as a reminder and encouragement to drive slowly or calmly and can be effective in reducing average speeds³. Furthermore, the introduction of the 20mph speed limit will help reduce vehicle speeds in the area. Even in the face of ongoing work to reduce danger on the road in Enfield, people aged under 15 and over 60 are disproportionately killed or seriously injured by drivers. The changes to the road layout and speed limit along the High Street have the potential to reduce speeds, reducing the likelihood and severity of collisions, and therefore fatalities or serious injuries. Furthermore, the introduction of cycle lanes at various levels of segregation will also improve cyclist safety. Sections of footway-level segregated cycle lane as well as sections of carriageway-level lightly segregated with 'wands' cycle lanes, will also assist with reducing the conflict risk between users.
- The introduction of two zebra crossings in place of courtesy/informal crossing points will greatly improve pedestrian priority and safety. This is likely to benefit elderly people and children more than any other age group, as both are more likely to take longer to cross the road and may not feel confident crossing without a formal crossing point.

Mitigating actions to be taken

- It is recommended that Enfield works in collaboration with TfL to monitor the performance bus stop boarders along the route, with particular regard paid to how elderly users use and perceive them. Amendments to the design should be considered if issues are identified that disproportionately impact those who are partially sighted, blind, or have mobility issues.

Disability

³ http://www.its.leeds.ac.uk/projects/primavera/p_calming.html

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.

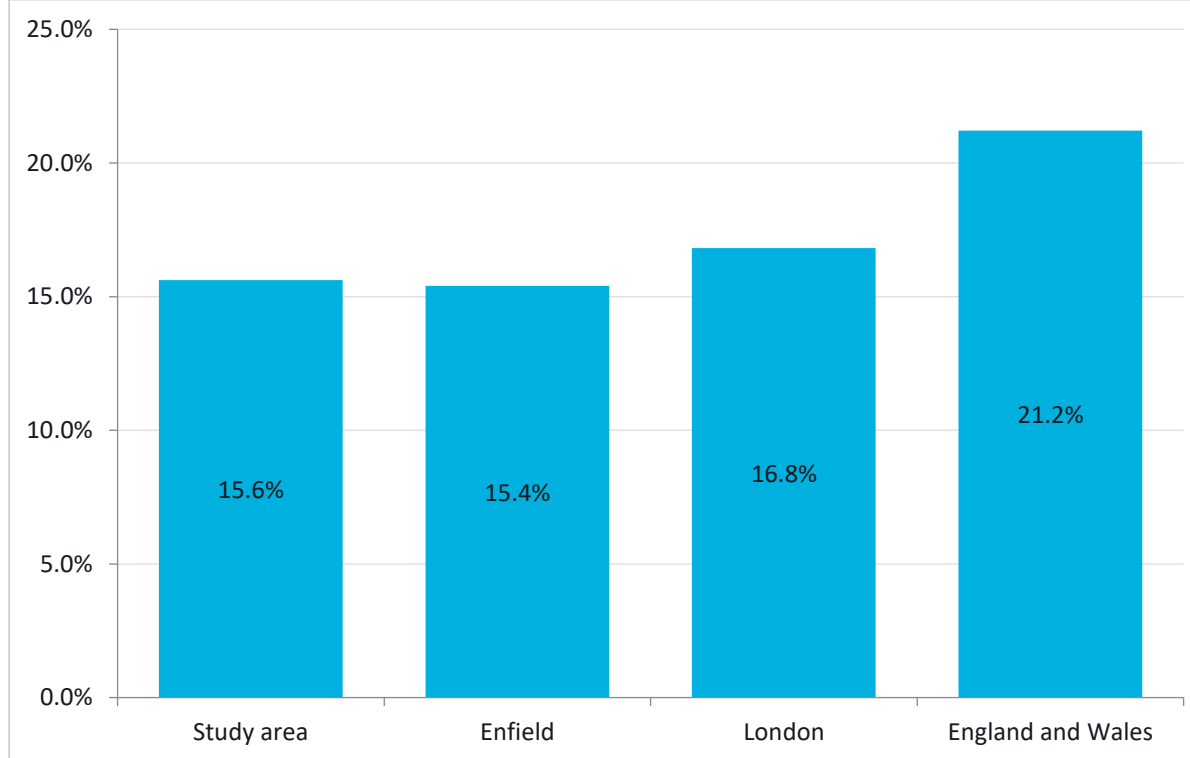
Evidence base

In Enfield, Census 2011 data shows that 81.1 per cent of residents feel that they have no limitations on their activities. This is slightly higher than both England and Wales (79.8 per cent) but lower than in Greater London (83.2 per cent).

15.4 per cent of the population of Enfield stated that they were limited by a long-term health problem or disability. In Ponders End this percentage is near identical, with 84.4 per cent of residents stating that they feel that they have no limitations on their activities.

Figure 5 below presents this data.

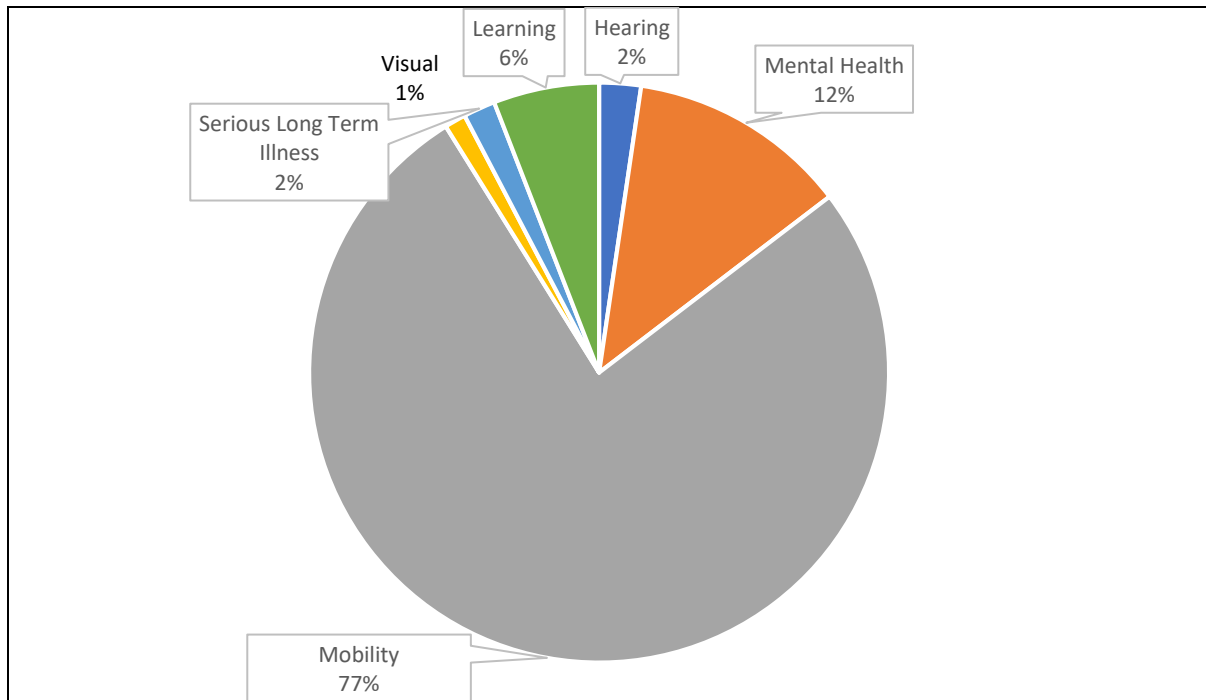
Figure 5: Percentage limited by a long-term health problem or disability in Enfield



Source: UK Census 2011

Disability types stated by those who have a disability affecting daily travel (including old age) is shown in Figure 6 below. Mobility impairment represents the highest proportion (77 per cent) followed by impairment due to mental health (12 per cent). 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.

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



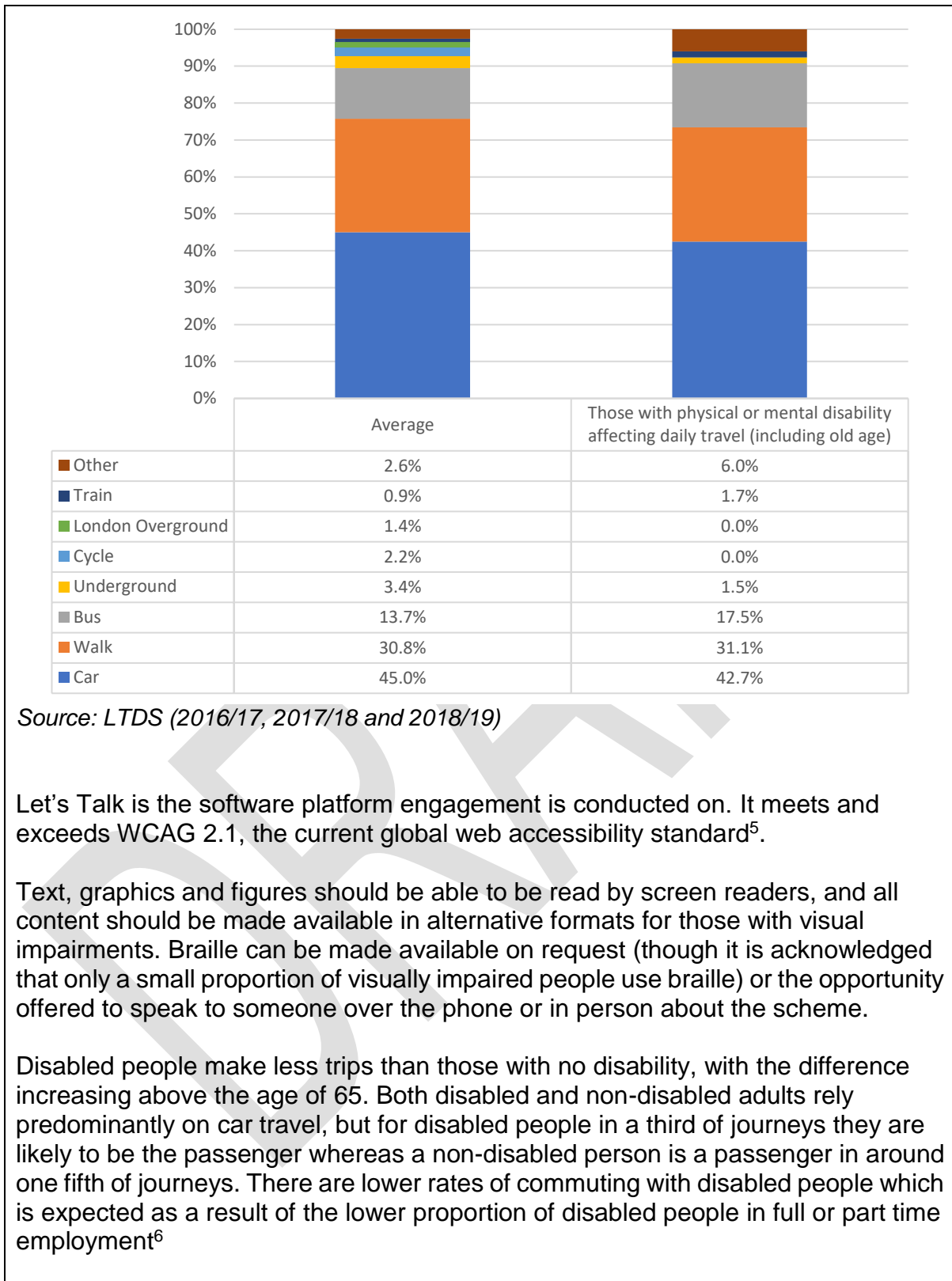
Source: LTDS (2016/17, 2017/18 and 2018/19)

Focusing solely on cyclists who have a disability, the Wheels for Wellbeing annual survey⁴ shows that 72 per cent of disabled cyclists use their bike as a mobility aid, and 75 per cent found cycling easier than walking. Survey results also show that 24 per cent of disabled cyclists' bike for work or to commute to work and many found that cycling improves their mental and physical health. Inaccessible cycle infrastructure was found to be the biggest barrier to cycling.

Mode split for people with a physical or mental disability is shown in Figure 7. When compared to the LTDS mode split of trips made by all people, car use for those with disabilities is lower (42.6 per cent compared to 45 per cent), bus use is greater (17.5 per cent compared to 13.7 per cent) and walking is marginally higher (31.1 per cent compared to 30.8 per cent).

Figure 7: Mode split by those with a physical or mental disability affecting daily travel

⁴ Wheels for Wellbeing Annual Survey 2018: <https://wheelsforwellbeing.org.uk/wp-content/uploads/2019/04/Survey-report-final.pdf>



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

Let's Talk is the software platform engagement is conducted on. It meets and exceeds WCAG 2.1, the current global web accessibility standard⁵.

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.

Disabled people make less trips than those with no disability, with the difference increasing above the age of 65. Both disabled and non-disabled adults rely predominantly on car travel, but for disabled people in a third of journeys they are likely to be the passenger whereas a non-disabled person is a passenger in around one fifth of journeys. There are lower rates of commuting with disabled people which is expected as a result of the lower proportion of disabled people in full or part time employment⁶

⁵ <https://www.w3.org/TR/WCAG/>

⁶

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/972438/transp-ort-disability-and-accessibility-statistics-england-2019-to-2020.pdf

Differential impact assessment

- All 21 respondents who answered this question, stated that they don't receive care assistance at home, 3 considered themselves to have a disability, 17 did not and one preferred not to say, 2 stated they hold a Blue Badge, and five stated that they were a carer.
- Three respondents said either that they hold a blue badge or their family member whom they drive, has a blue badge or is disabled, and raised the need for parking for them.
- Improved and new cycle infrastructure 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. Furthermore, the scheme should help to reduce the potential for conflict between pedestrians and cycles, thereby helping pedestrians who have disabilities.
- Parking and loading restrictions have been reduced along the high street, including within the service road and short section of two side roads off the high street. Loading and disabled users parking has been proposed to take place at dedicated locations only. This may disproportionately impact disabled people who are not able to walk longer distances between their car and their destination. Location of loading and disabled parking has been however carefully considered taking into account type of shop frontage and loading-focus survey undertaken to inform the designs.
- The Royal National Institute of Blind People (RNIB) has previously raised concerns about the use of some design interventions which involve the mixing of pedestrians and cyclists, such as shared space schemes and bus stop bypasses/bus stop boarders. As such, it is possible that the bus stop boarders in this scheme will disproportionately impact on those who are partially sighted, blind, or have mobility issues. The upgrade to bus stops however should disproportionately benefit disabled people who have a higher bus mode share than the average in Enfield.
- The introduction of two zebra crossings in place of courtesy/informal crossing points will greatly improve pedestrian priority and safety. This is likely to benefit disabled people who may take longer to cross the road and may not feel confident crossing without a formal crossing point.
- Any changes or removal of the scheme may disproportionately impact residents with certain impairments or disabilities as adapting to changes in their environment can present challenges.

Mitigating actions to be taken

It is recommended that Enfield works in collaboration with TfL to monitor the performance of the bus stop boarders along the route, with particular regard paid to how disabled users use and perceive them. Amendments to the design should be considered if issues are identified that disproportionately impact those who are partially sighted, blind, or have mobility issues. Carefully considered dedicated Disabled parking has also been provided within the scheme area.

Gender Reassignment

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

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

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

It is considered that this scheme is unlikely to have a disproportionate impact on grounds of Gender Reassignment.

No gender reassignment related concerns were raised during the engagement or statutory consultation period.

Mitigating actions to be taken

N/A

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 considered that this scheme is unlikely to have a disproportionate impact on grounds of Marriage and Civil partnership.

No marriage or civil partnership related concerns were raised during the engagement or statutory consultation period.

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 per cent 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.

Differential impact assessment

- Of those responding to the statutory consultation, one stated answered Yes to the questions whether they are 'pregnant or on maternity leave'. No comments or concerns were raised during the statutory consultation in relation to this protected characteristic.
- Improvements to cycling infrastructure is likely to reduce conflict between different road users on the whole. This will create a safer environment, particularly for pregnant and parents with infants and/or young children.

- Reducing car traffic in the area and encouraging active travel is likely to improve localised air quality which is beneficial to pregnant women and those on maternity / paternity leave, and also babies and small children.

Mitigating actions to be taken

- No pregnancy or maternity related concerns were raised during the engagement or statutory consultation period. Continue to monitor responses from this demographic throughout the monitoring and evaluation phase.
- It is recommended that Enfield works in collaboration with TfL to monitor the performance of the bus stop boarders along the route.

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?

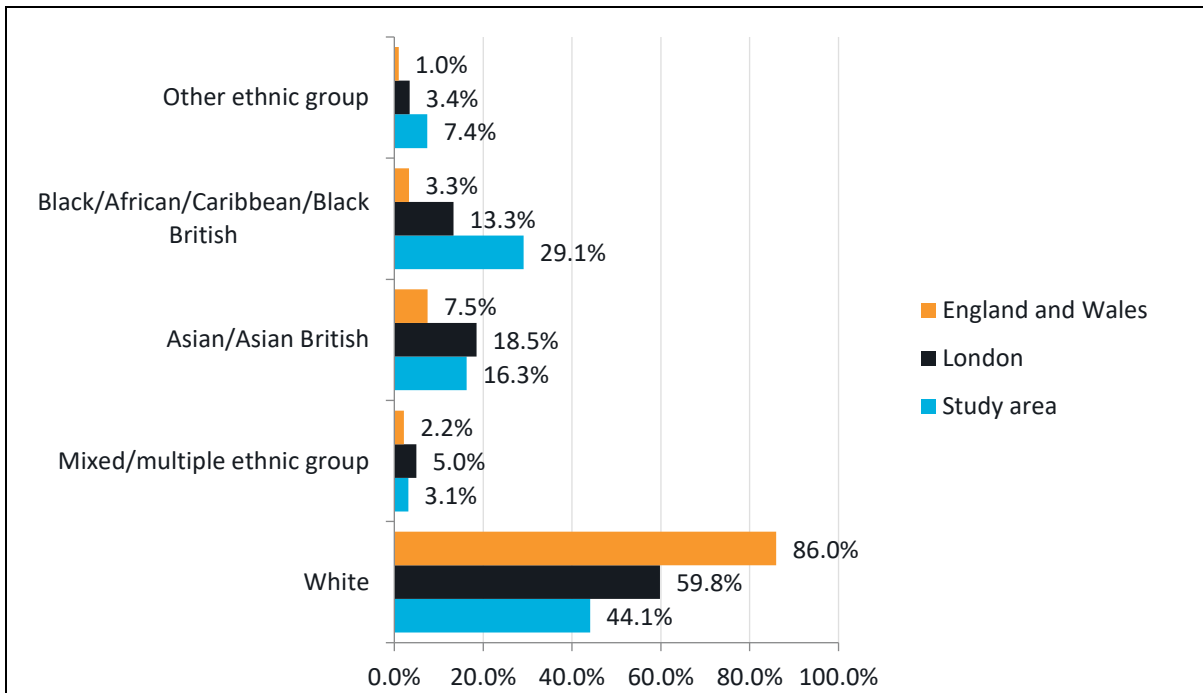
Please provide evidence to explain why this group may be particularly affected

Evidence base

Figure 8 presents the population of the Study Area (i.e. the area in which this section of the A1010 High Street is located) by ethnicity. Based on Census 2011 data, 44.1 per cent of Ponders End's residential population is 'White', making it the most common ethnicity in the area. This however is 15 per cent lower than the London average of 59.1 per cent.

The second most populous ethnicity is 'Black/African/Caribbean/Black British', of which 29.1 per cent of the population identify. This is 15.8 per cent higher than the London average. Asian/Asian British makes up 16.3 per cent of Ponders End's population compared to 18.4 per cent across London.

Figure 8: Population of Ponders End by ethnicity (versus London; England and Wales)



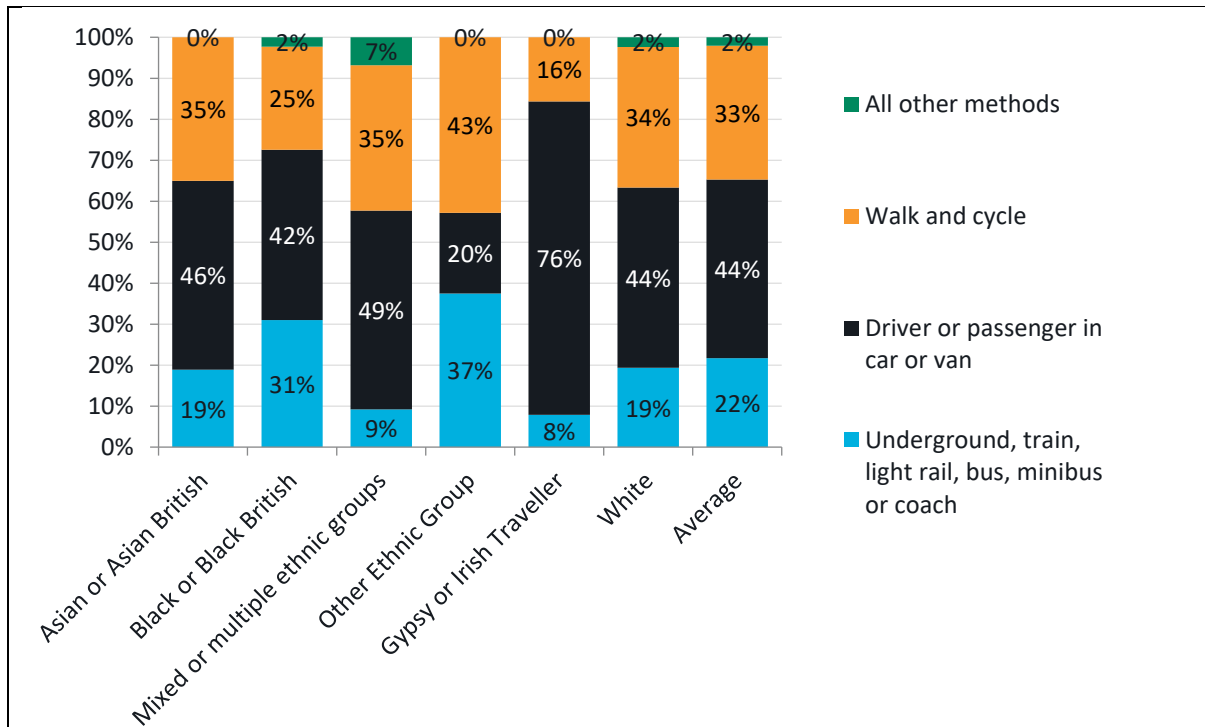
Source: UK Census 2011

Based on average travel modes from the LTDS data presented in Figure 9 in Enfield all ethnic groups except for 'Other Ethnic Group' are more than likely to drive or be driven in a car or van than use any other mode. 'Other Ethnic Group', 'Asian or Asian British' and 'Mixed or multiple ethnic groups' are most likely to walk and cycle, with a mode share of between 35 and 43 per cent. It is important to note that the sample size of LTDS data is small, therefore these percentages may not accurately reflect the travel behaviours of each ethnic group.

With regard to language, the percentage of households within the Ponders End ward without English as a first language was 19 per cent. The main languages of residents given by 2011 Census estimates are English at 69 per cent, Turkish at 10 per cent, Bengali at 4 per cent, Somali at 2 per cent, and Polish at 1 per cent. The ward has the highest number of Bengali speakers in Enfield⁷.

Figure 9: Mode share by ethnicity in Enfield

⁷ <https://new.enfield.gov.uk/services/your-council/borough-and-wards-profiles/about-enfield-information-ponders-end.pdf>



Source: LTDS (2018/19)

Differential impact assessment

- Of 21 who answered the question about ethnicity, thirteen respondents selected 'Asian or Asian British – Bangladeshi' as their ethnicity, three selected 'Any other Asian background', two selected 'White - English/Welsh/Scottish/Northern Irish/British', and one person each selected 'White – Kurdish', 'Black/African/Caribbean/Black British – Caribbean' and 'Any other White background'. No comments or concerns were raised during the statutory consultation in relation to this protected characteristic.
- To help reach out to those with English as Second Language letters sent to the community had the following included in four other languages:

If you need this letter in an alternative format and/or language, please:

- *Email: healthystreets@enfield.gov.uk*
- *Write to us at ATTN Healthy Streets, Enfield Council, Silver St, Enfield, EN1 3XA; or*
- *Call 020 8132 0981.*

Our team are mainly working from home, but we will aim to post out materials once a week to those that have requested them. The project page can also be translated into your preferred language: <https://letstalk.enfield.gov.uk/pondersendhighstreet>

- The proposed measures that include new or improved cycle lanes and zebra crossings are likely to improve conditions for pedestrians and cyclists, by reducing conflicts with motorised vehicles and reallocation of space away

from motor traffic. This will disproportionately benefit ethnic groups who are disproportionately likely to walk ('Asian or Asian British', 'Mixed or multiple ethnic groups' and 'Other Ethnic Groups'), as well as 'Black and Black British' and 'Other Ethnic Groups' who are disproportionately likely to use public transport (as every public transport journey starts or ends on foot or cycle).

- With the exception of 'Other Ethnic Groups', car usage in Enfield is high, particularly for 'Gypsy or Irish Travellers' and 'Mixed or multiple ethnic groups'. As such, the removal of some of the Pay & Display parking bays on the High Street may disbenefit these groups. However, the delivery of this scheme has the potential to offer genuine alternatives to car journeys and reduce the reliance on cars within these ethnic groups in line with the Mayor's Transport Strategy mode share target of 80% trips made by active travel by 2041.

Mitigating actions to be taken

- 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. As such, all consultation and engagement communications (such as letters and ability to translate the project) have so far and will continue to ensure that these groups are reached, for example by offering materials in appropriate languages and or engaging through relevant community organisations.

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.

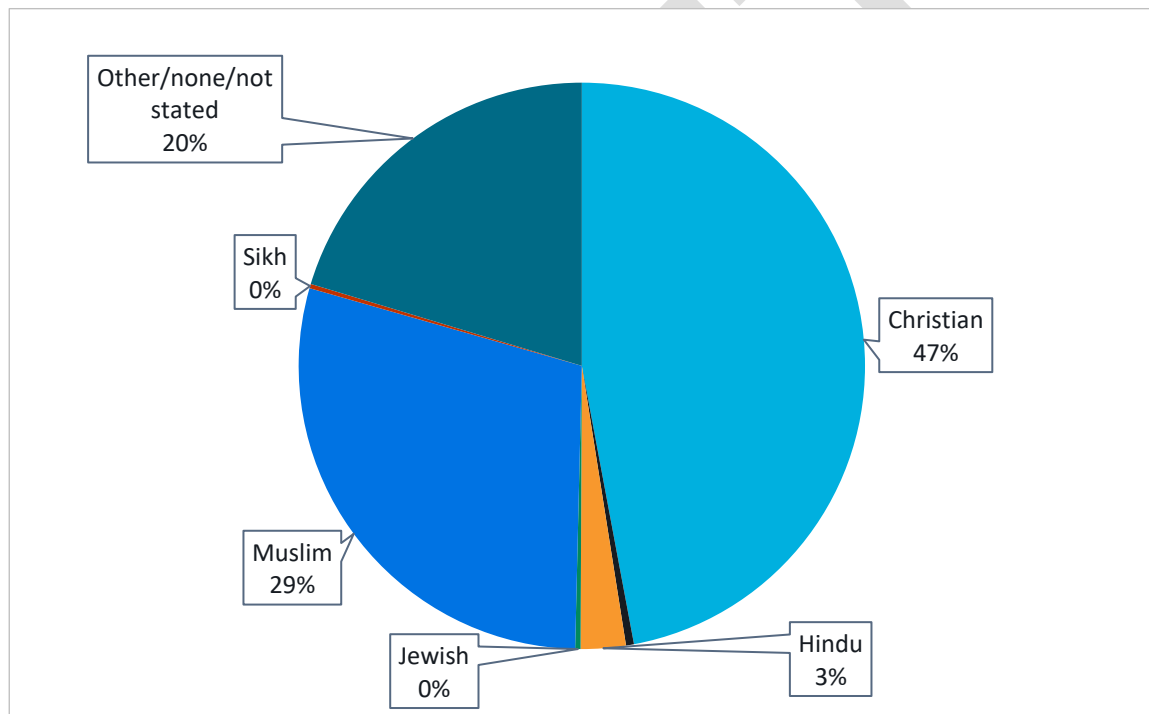
Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

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

Evidence base

Figure 10 presents Census 2011 data on religion and belief within Ponders End. Enfield is predominantly Christian borough, with 47.1 per cent of the population identifying as Christian. 20.3 per cent of people do not follow a religion or did not state a religion. 29 per cent of residents identify as Muslim, making it the second most popular religion or belief. Ponders End is also home to smaller proportions of residents compared to the other faiths including Buddhist (0.5 per cent), Hindu (2.6 per cent), Jewish (0.3 per cent) and Sikh (0.2 per cent)

Figure 10: Breakdown of religion/belief within Ponders End area

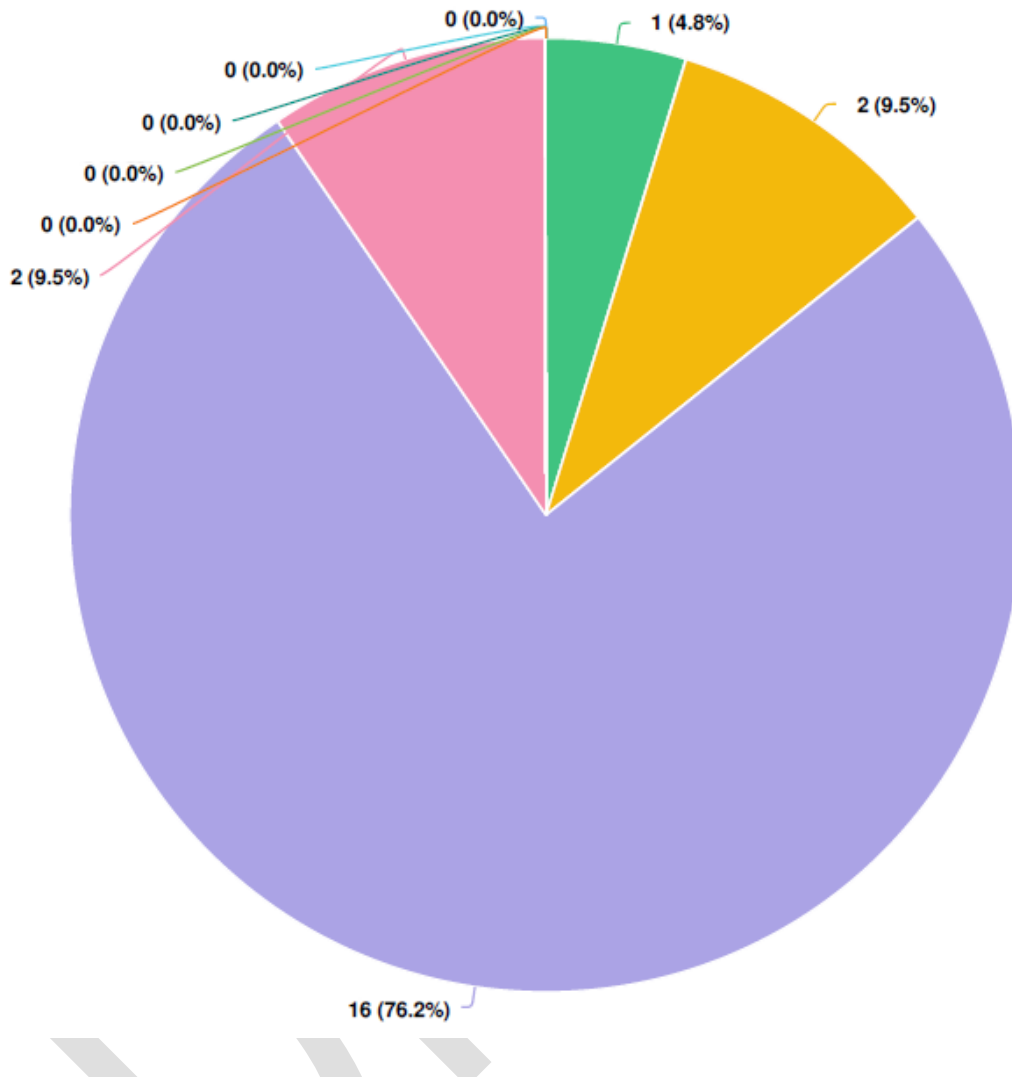


On certain dates and at certain times of the day, religious services and observances can have an impact on travel patterns. Places of worship and faith-based schools are major destinations for large populations from different groups. It is important to note that the Jalalia Jamme Masjeed Enfield (the Enfield Mosque) is located on the A1010, within the boundary of this scheme.

Ponders End United Reformed church is also located within the vicinity of the scheme, with access gained from College Court Road. However, as this church has its own private car park, the scheme will have no impact on parking arrangements. Furthermore, the improvements to cycling on the High Street will provide worshippers with improved transport options to the church.

Differential impact assessment

- In regard to religion, of 21 who answered this question, 17 stated they were Muslim, two Christian, one non-religious and one Alevi as shown below:



Question options

- Non-religious (Atheist, Humanist, etc.)
- Christian (including Church of England, Catholic, Protestant and all other Christian denominations)
- Muslim
- If you prefer to use your definition, please provide this here: ● Buddhist ● Hindu ● Sikh ● Prefer not to say
- Jewish

- Improving conditions for walking and cycling is likely to positively benefit those who follow a religion and regularly attend places of worship such as Jalalia Jamme Masjeed Enfield (the Enfield Mosque). Desintations such as this are generally local and have large walking and cycling catchments.

- While this scheme does not propose to remove the Pay at Machine and Disabled car parking spaces directly outside of the Mosque, it is understood that illegal/informal parking occurs within the immediate vicinity which would not longer be possible due to the cycle lanes proposed along the high street. This, combined with the loss of some of the Pay at Machine parking bays within walking distance, may potentially create a parking stress issue during times of worship.
- A fair proportion of those taking part in the statutory consultation raised a concern about reduction of parking opposite the Mosque and said the removal of parking would affect this community. One person said that public transport is unsafe or not available at late/early prayer times at the Mosque (up to 11pm and as early as 3am). It was suggested that visitors to the Mosque be allowed to park in the cycle lanes during off-peak hours. One person said there should be free parking in the area. One person said that if they were not able to park in the area in order to attend the Mosque this would affect their mental health. Another said that work in front of the Mosque, will cause a disturbance for the Muslim community.
- Discussions with representatives from Enfield Mosque have been held regarding providing additional cycle parking in the vicinity of Enfield Mosque. Cycling training delivered by Enfield Council for attendees of Enfield Mosque has also been discussed. The Imam of Enfield Mosque is aware and supportive of the aims of the scheme that is geared towards enabling sustainable mode shift and move away from the car-reliance, especially by those who make short car journeys which can easily be made by walking, cycling or public transport.
- The removal of some of the Pay at Machine parking bays in the walking distance from the Mosque and introduction of cycle lanes on Ponders End High Street may lead to parking stress issues, which could disproportionately impact those who have no other option but to drive to the Mosque for times of worship. The Mosque confirmed currently relatively low number of worshipers who are disabled and are likely to rely on the car. Mosque is fully supportive of promoting sustainable modes and car sharing where possible with the roads being left for those who need to use it out of necessity. Enfield discussed with the Mosque activities to encourage cycling are hoped to reduce reliance on the car by those who are able to choose alternative and sustainable modes of transport. Cycle training (including how to securely lock the bike) were also discussed with the Mosque.
- Religious commitments can sometimes leave little time for sporting activities, for example, as young Asian Muslims attend mosque after school, they do not

have much leisure time as those from non-religious backgrounds⁸. Therefore, creating environments that enable and encourage people to cycle more often can lead to exercise being built into their day, rather than having to go out of their way to achieve it.

Mitigating actions to be taken

- As a result of reviewing the comments received during the Statutory Consultation, the Portfolio Report (KD 5399) makes recommendation to adjust the designs in the area opposite the Mosque in order to provide more parking at this location during the late evening and early morning hours (21:00-05:00 free parking is being proposed). This was achieved by lowering the level of provision for cyclists from this previously proposed in this location, while preventing obstruction to traffic (including public transport and emergency services) during the day, including the peak hours.
- It is recognised that trade-offs are inevitable due to finite amount of street space, but it is believed that on balance, the scheme will benefit local community as well as those visiting and cycling through the area. The scheme is believed to also contribute to the wider borough and London aims and objectives as set out in the KD 5399 Report and Ponders End High Street Project Rational documents.
- Direct engagement with Enfield Mosque as an important Community hub to continue to ensure collaborative approach and a move towards sustainable modes of transport by increased provision of cycle parking, provision of cycle training, raising awareness of importance of sustainable transport modes that leaves the road space to who rely on driving, for example some disabled drivers (or passenger that are being dropped off at the Mosque). Car-sharing and parking further away from the destination by those able, helps provide road space and parking space for those who solely or strongly rely on car use; and should be promoted and strongly encouraged.

Sex

Sex refers to whether you are a man or woman.

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

⁸ <http://content.tfl.gov.uk/barriers-to-cycling-for-ethnic-minorities-and-deprived-groups-summary.pdf>

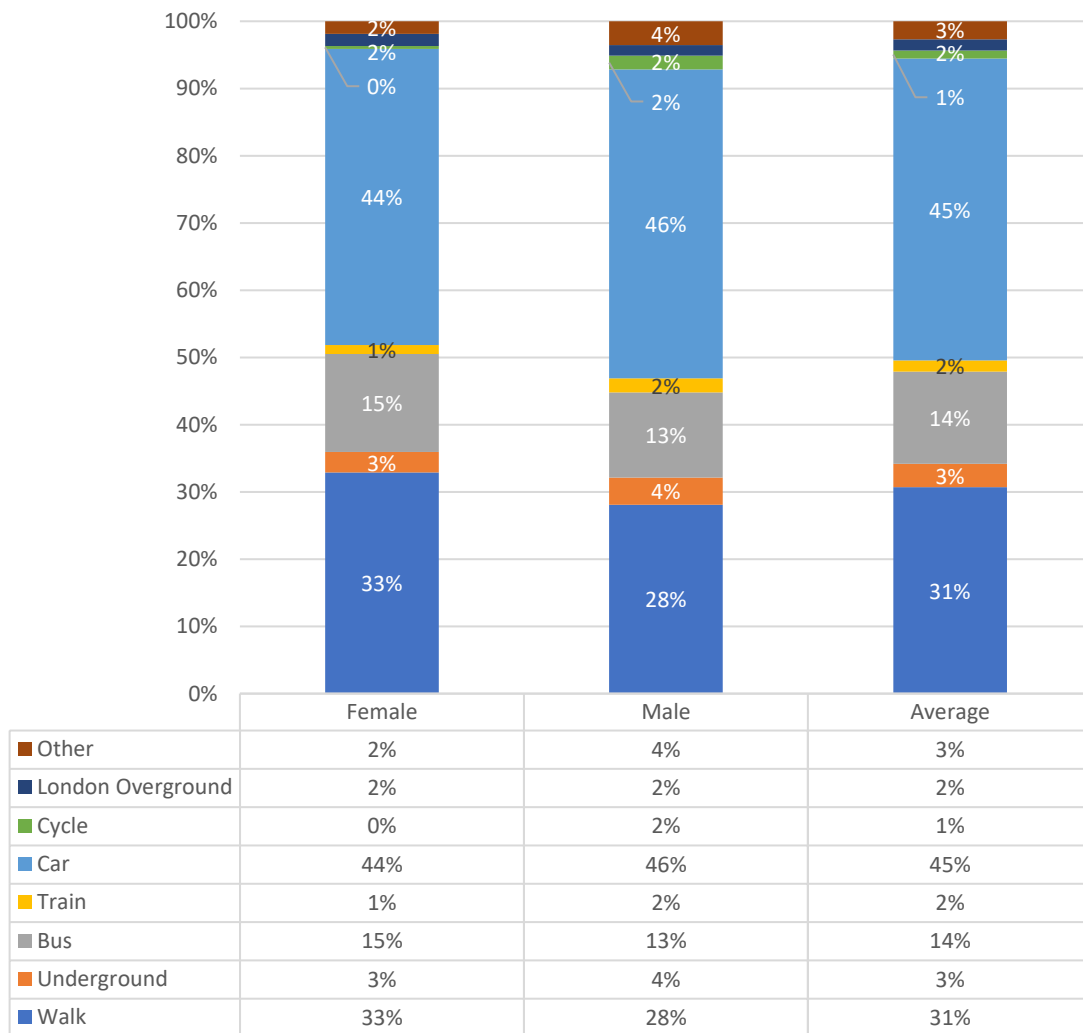
Please provide evidence to explain why this group may be particularly affected.

Evidence base

According to the Census 2011, in Enfield 48.9 per cent of residents identify as male and 51.1 per cent as female. This is very similar to the percentage split for London (49 per cent male, 51 per cent male).

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

Figure 11: Mode share by sex in Enfield



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

Across Greater London, research undertaken by TfL shows walking is the most commonly used type of transport by females (95 per cent walk at least once a week). Females are also more likely to use buses than males (62 per cent compared with 56 per cent) but are less likely to use other types of transport including the Tube (38 per cent women compared with 43 per cent males).

Female Londoners take more trips on a weekday than male Londoners, 2.5 compared to 2.3⁹. This pattern however is reversed amongst older adults, with older female Londoners taking fewer weekday trips than older male Londoners, 2.0 compared to 2.2. 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 per cent compared with 72 per cent) or have access to a car (63 per cent of all females compared with 66 per cent of all males). These factors are likely to be related to the frequency of car use as a driver.

79 per cent of females in London report being able to ride a bike, compared with 91 per cent of males¹⁰.

Differential impact assessment

- Four respondents were female and 16 were male, with other respondents preferring not to state their gender. No comments or concerns were raised during the statutory consultation in relation to this protected characteristic.
- 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 infrastructure on the High Street is likely to reduce the barriers to cycling disproportionately faced by females and increase the percentage of females choosing to cycle.
- Females are more likely to use the bus than males. As every public transport journey starts or ends on foot (or using a mobility aid), improvements in safety and convenience to these networks will improve their access to public transport services. Improvements to bus stops will also provide benefits, reducing the potential for conflict between them and people cycling. On the contrary, this scheme may cause increased congestion in the short to medium term during construction. As such, these impacts may disproportionately impact females who use buses more often than males. One comment was made during the statutory consultation about public transport being not safe or not available during the late (11pm) or early

⁹ <https://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

¹⁰ <http://content.tfl.gov.uk/attitudes-to-cycling-2014-report.pdf>

(3am) hours and asked for parking near the Mosque where journey may be made, also at these times.

- Increasing residents' access to quality cycling infrastructure is likely to disproportionately benefit females, particularly due to higher number of trips they make on a daily basis compared to males, as well as their role in taking children to and from educational and recreational facilities. The intervention would reduce a significant barrier to cycling.

Mitigating actions to be taken

- N/A

Sexual Orientation

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

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

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

It is considered that this scheme is unlikely to have a disproportionate impact on grounds of Sexual Orientation. No sexual orientation related concerns were raised during the engagement or statutory consultation period.

Mitigating actions to be taken

N/A

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.

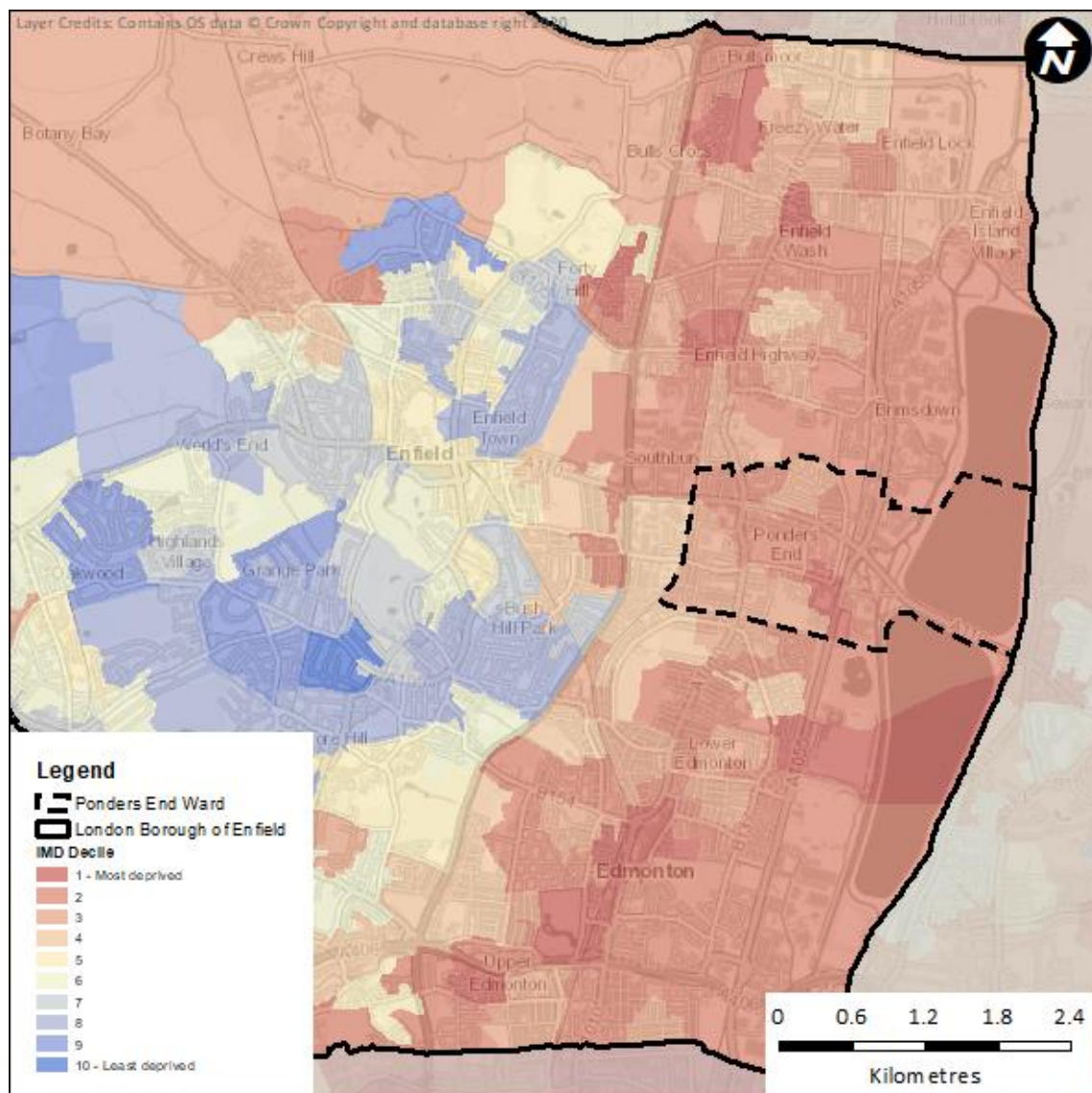
Evidence base

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

Figure 12 presents a visual representative of deprivation across Enfield. It can be seen that the eastern and northern sections of the borough are the most deprived, with the western and southwestern sections being the least deprived. Some of the neighbourhoods in the east of the borough are amongst the most deprived in Britain, including Ponders End which is ranked between 1 and 6 (out of 10) on the IMD Decline.

DRAFT

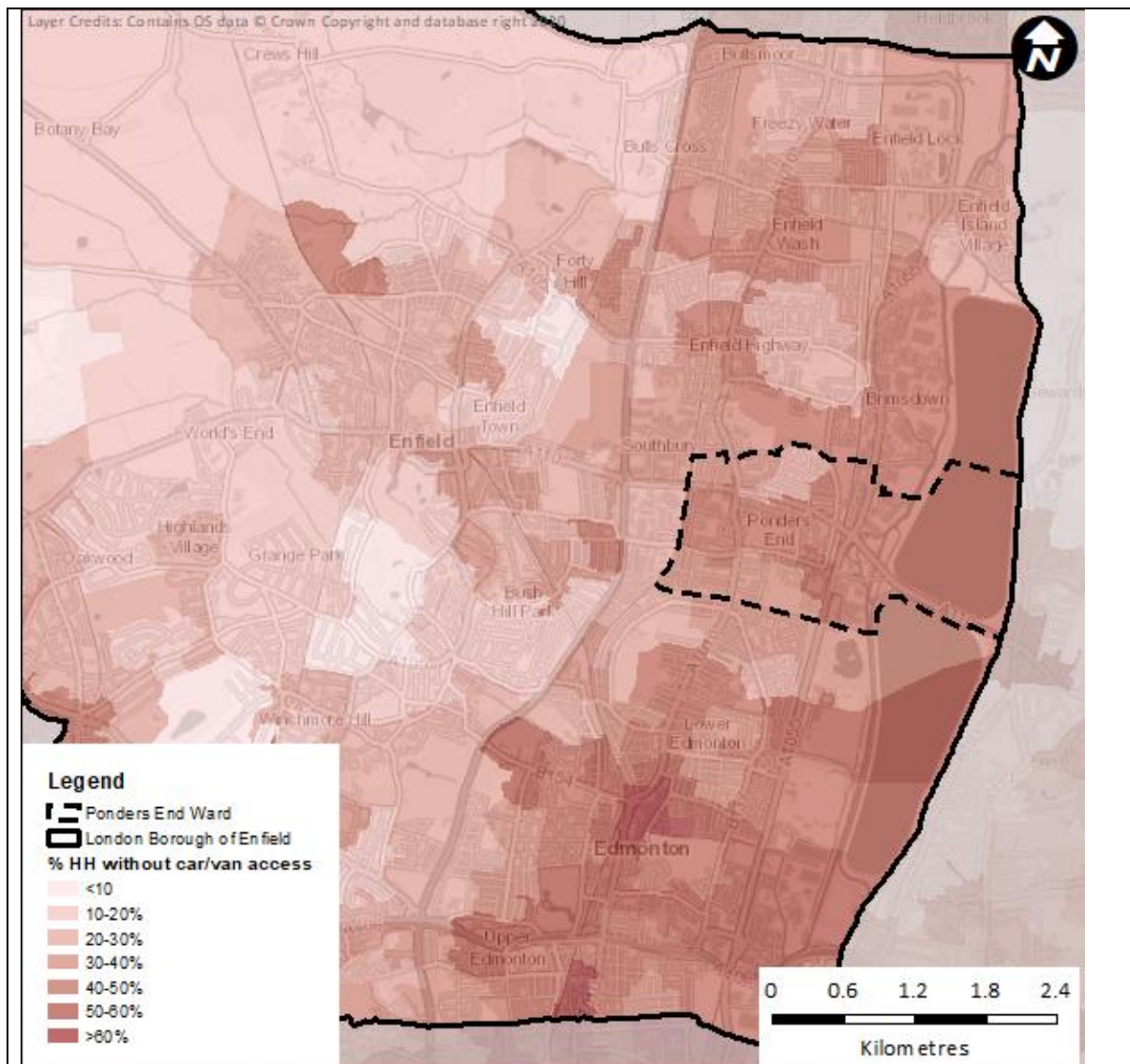
Figure 12: Deprivation in Enfield



Data source: Department for Communities and Local Government 2019

Figure 13 presents the percentage of households without access to a car or van. Areas with lower percentages without access to a car and van broadly mirror the most deprived sections seen in Figure 13, with the east of the borough having some of the highest percentages without access to a car/van, and the west having the least. Ponders End, located in the east of the borough, has one of the highest percentages without access to a car/van in Enfield, with the majority of the ward having 60 per cent of households without access to a car/van.

Figure 13: Percentage of Enfield Households Without Access to a Car or Van



Data source: UK Census 2011

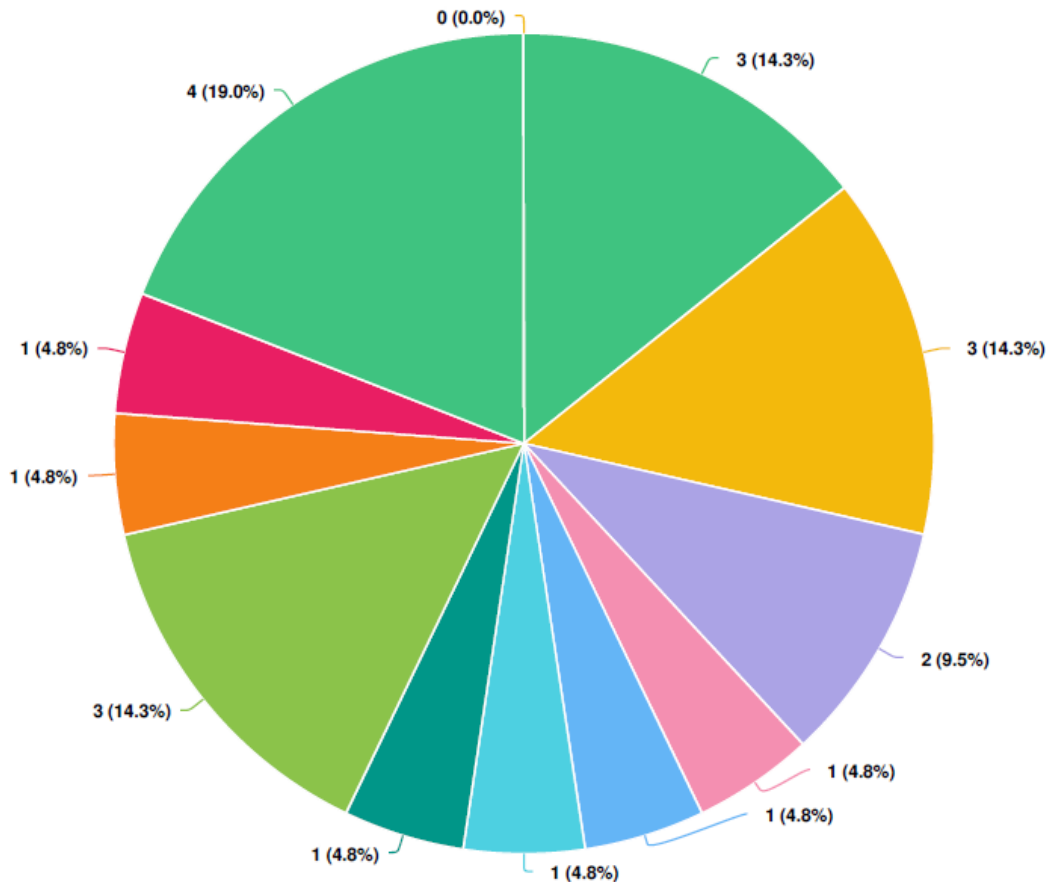
TfL research shows that low income Londoners also tend to travel less frequently than Londoners overall – 2.2 trips per weekday on average compared to 2.4 among all Londoners. Among this group, a greater proportion of journeys are completed for the purposes of shopping and personal business: 31 per cent for Londoners with household income of less than £20,000 compared with 22 per cent all Londoners (in line with 31 per cent and 22 per cent observed in 2013/14)¹¹.

Londoners in lower income households are the most likely equality group to use the bus at least weekly; seven in 10 Londoners in households with an annual income of less than £20,000 do so (69 per cent).

¹¹ <https://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

Differential impact assessment

- During the statutory consultation, following responses were provided in relation to the income:



Question options

- Below £10,000
- Between £10,001 and £20,000
- Between £20,001 and £30,000
- Between £30,001 and £40,000
- Between £40,001 and £50,000
- Between £50,001 and £60,000
- Between £60,001 and £70,000
- Between £70,001 and £80,000
- Between £80,001 and £90,000
- Between £90,001 and £100,000
- Above £100,001
- Prefer not to say

- In Enfield, there is a very clear correlation between deprivation and access to car ownership, with more deprived parts of the borough such as Ponders End having greatly reduced access to car or van ownership. Cycling presents a low-cost form of transport and can connect people safely and quickly to local centres, as well as to stations as part of multi-modal longer distance journeys (e.g. into inner London). As such, the improvements to cycling conditions along the High Street are likely to disproportionately benefit those without access to cars.
- Improvements to pedestrian crossing points and footways, particularly around bus stops, will disproportionately benefit those from lower income

households and those without access to cars/vans who are more likely to walk between locations.

- As those in lower income households are the most likely equality group to use the bus at least weekly, improvements to the design of bus stop boarders will disproportionately benefit these people.
- The Climate Committee suggest that people in poverty are most likely to be affected by the risks and impact of climate change. As a Council, it important that we deliver initiatives to support people in poverty to respond to risks posed by poverty to respond to risks posed by climate change, as they are likely to be most affected. Ponders End has the 4th lowest average (median) household income of the 21 wards in Enfield, as estimated by CACI 2021. The improvements to pedestrian crossing and footways, will benefit those from lower income household by encouraging active transport to reduce carbon emissions.

Mitigating actions to be taken.

- It is recommended that the benefits of this scheme are advertised, with a specific focus on reaching those with lower households' incomes. This may include events in the community or advertising in local community centres, leisure centres or shops. Ensuring people are aware of the upgrades to cycling infrastructure will increase the chances of people using it.
- 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?

Community engagement on the Ponders End High Street project was undertaken to inform and to firm up the designs. The engagement began in 2015 alongside the proposals for the north and south improvement routes which were built from 2018 to 2020. Engagement recommenced on the Ponders End High Street project in September 2021 when the overview of the proposed plan was presented to the community, businesses, Ward Councillors and stakeholders. Meetings with the local Mosque also took place to help Council develop the proposals. Specific engagement with businesses regarding their loading requirements was also conducted via an online survey and visits to each business by a team of engagement consultants.

The information collected from businesses, as well as meetings with the Councillors and the Mosque, informed a revised proposal that was then presented and went to statutory consultation in January 2022.

Residents, businesses and community groups were invited to share their objections and representations on the proposed design through the statutory consultation process from Wednesday 5 January 2022 to Wednesday 26 January 2022. Views could be shared with the Council in the following ways:

- Online via the consultation survey on the project page at <https://letstalk.enfield.gov.uk/pondersendhighstreet>
- Email to healthystreets@enfield.gov.uk, or
- By post to Healthy Streets team, Enfield Council, Silver Street, Enfield, EN1 3XA.

A webinar and visits to local businesses occurred during the consultation period to provide information on the project and encourage people to share their views. A number of community groups in the local area as well as across Enfield were also invited to participate and share the opportunity to comment with their members.

A total of 37 survey responses and four email responses were received during the statutory consultation period. There were a number of themes that arose including issues and ideas for consideration by Enfield Council in relation to the proposals. These themes included cycle lanes, parking, congestion and the impact on selected groups, such as business, residents and the Enfield Mosque. A total of 58 businesses were visited and 42 spoken with.

Emergency services and Transport for London, were also consulted as part of the process.

The Ponders End High Street Statutory Consultation Report details the approach to and findings of the statutory consultation process and is appended to the Portfolio

Report (KD 5399) that makes recommendation on whether to implement this project. Individual comments and responses to these comments which are provided by Enfield officers, are collated in a separate report, Ponders End High Street – Response to Comments which can be seen appended to the Portfolio Report

As a result of reviewing the comments received during the Statutory Consultation, the Portfolio Report makes recommendation to adjust the designs in the area opposite the Mosque in order to provide more parking at this location during the late evening and early morning hours (21:00-05:00 free parking is being proposed). This is achieved by lowering the level of provision for cyclists from this previously proposed in this location, while preventing obstruction to traffic (including public transport and emergency services) during the day, including the peak hours.

On balance, this scheme is likely to promote equalities through the improvement of conditions for those walking, cycling and using buses in the area. Not only will the scheme improve the experience for those already using these modes, but it will also help to make non-car transport options more attractive by making them safer, more accessible, and ultimately, more convenient. These will be monitored as detailed out in a separate Monitoring Plan.

The layout of the proposed upgraded bus stop boarders will require monitoring in collaboration with TfL in order to review the effectiveness of the design and its impacts on bus users, particularly those who are elderly or with disabilities such as being partially sighted. Furthermore, construction period will also be monitored as this may disproportionately impact on certain protected characteristic groups such as females or those from more deprived backgrounds who use buses more often than others.

It is acknowledged that this scheme will also cause some inconvenience to drivers, both during construction and in its final form and that trade-offs are inevitable due to finite amount of street space. The removal of some of the parking spaces has the potential to disproportionately impact those who rely upon cars as their primary or only mode of transport, which is most common for elderly or disabled people. However, this scheme will make walking and cycling a more attractive and accessible option for people, offering genuine alternative to car use which will benefit a wide range of residents and visitors. The proposals introduce dedicated Disabled bays to help provide parking for the Blue Badge holders. Blue badge drivers will also be able to park on double yellow lines (DYL) and single yellow lines (SYL) at selected locations and during the selected times; depending on the location.

This EqIA is not a static document and will continue to be developed during the course of this project. Monitoring and evaluation will determine whether the scheme has been successful in achieving the objectives and of mitigating the potential inequalities raised in this EqIA. A separate Monitoring Plan document has been prepared to talk about scheme objectives and monitoring and is made available on the project page.

SECTION 5 – Action Plan for Mitigating Actions.

Protected Characteristic	Identified Issue	Action Required/Comments	Lead officer	Timescale/By When	Costs	Review Date/ Comments
Age / Disability	Design of bus stop boarders	Work in collaboration with TfL to monitor the performance bus stop boarders along the route, with particular regard paid to how elderly and disabled users use and perceive them.	Agnieszka Jezierska – Project Manager	Post-scheme implementation	Included within scheme budget	Post-scheme implementation
Pregnancy and maternity	Inclusion and general concerns with scheme	Monitor responses from this demographic throughout the monitoring and evaluation phase.	Agnieszka Jezierska - Project Manager	Post-scheme implementation	Included within scheme budget	Post-scheme implementation
Race	Inability to read and engage with consultation and other scheme documentation.	All consultation and engagement communications have, and will continue aim to ensure that these groups are reached and will offer materials in appropriate languages. Information about the statutory consultation have, and will continue also be disseminated through the local mosque and those running The Qube who both have great links with number of local communities. In addition, information about the consultation, webinars and in-person event have been, and will also continue be displayed along the high street via wrap-around lamp columns stands	Agnieszka Jezierska – Project Manager	Pre-scheme implementation	Included within scheme budget	Post-scheme implementation

		ahead of key events or activities. This is to help increase the outreach.				
Religion and belief	Potential site-specific issues re: access at places of worship.	Continue engagement with Enfield Mosque to ensure that the design of the scheme takes into account the specific needs of their religious community.	Agnieszka Jezierska–Project Manager	Pre-scheme implementation	Included within scheme budget	Post-scheme implementation
Socio-economic deprivation	Lack of awareness of scheme among people with lower household incomes who may benefit disproportionately from the scheme	It is recommended that the benefits of this scheme are advertised, with a specific focus on reaching those with lower households' incomes. This may include events in the community or advertising in local community centres, leisure centres or shops. Ensuring people are aware of the upgrades to cycling infrastructure will increase the chances of people using it.	Agnieszka Jezierska–Project Manager	Pre-scheme implementation	Included within scheme budget	Post-scheme implementation