



ADVANCE PUBLICATION OF REPORTS

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

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

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

- 1. ENFIELD CHASE LANDSCAPE RECOVERY PROJECT (Pages 1 - 28)**

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London Borough of Enfield**Portfolio Report**

Report of: Doug Wilkinson – Director of Environment & Operational Services

Subject: Enfield Chase Landscape Recovery Project

Cabinet Member: Cllr Rick Jewell – Cabinet Member for Environment

Executive Director: Sarah Cary – Executive Director – Place

Ward: Cockfosters, Ridgeway, Whitewebbs

Key Decision: 5565

Purpose of Report

1. It is proposed to investigate opportunities for landscape restoration measures in rural areas of Enfield by working with land managers in parks and tenanted farms to evaluate the potential restoration of rivers, wetlands, woodland and grassland habitats with the ambition to reduce downstream flooding, improve water quality, create and improve habitats for wildlife and reconnect people with nature. The project aims to build on and draw together existing projects including Enfield Chase Woodland Creation and Salmons Brook Natural Flood Management, as well as working towards delivery of a long-term Landscape Recovery scheme.
2. This report follows the Cabinet Report on the Enfield Rural Catchment Project that was approved in February 2019 (Report No 167, Item 12) which proposed using Natural Flood Management techniques, including landscape restoration, to reduce flood risk to urban areas downstream, and Portfolio Reports PL 19/107 P and PL 22/081 P which proposed the creation of 80 hectares of woodland. This report has been prepared in consultation with the Cabinet Member for Finance and Procurement.
3. The Enfield Chase Landscape Recovery project has been awarded £563k by the Environment Agency to carry out the Project Development Phase (PDP).
4. The aim of the Project Development Phase (PDP) grant is to support the development of a series of plans in preparation for delivery of the Implementation Phase of the Landscape Recovery scheme, these include:
 - Project Management and Governance Plan – agreement on the processes and services that will support delivery of the scheme

- Monitoring and Evaluation Plan – a robust monitoring, evaluation and learning strategy
 - Stakeholder Engagement Plan – raise awareness of the project among local stakeholders and enable them to raise their views
 - Site Access Plan – review existing access and identify opportunities for improvement, includes development of a recreation and health infrastructure strategy
 - Blended Finance Plan – agreement of how and what private and public funds are involved in the project
 - Land Management Plan – a description of what the project is expecting to achieve across the whole site over the lifetime of the agreement and beyond, including analysis of potential carbon emission reductions and offsetting opportunities
5. The project will be carried out in partnership with several organisations. The lead partner will be Thames21, other key partners include tenant farms (such as Capel Manor College/Forty Hall Farm, Beech Barn Farm and Botany Bay Farm), Herts and Middlesex Wildlife Trust, London Wildlife Trust, the Environment Agency, Natural England and The Rivers Trust.
6. The Project Development Phase is planned to commence in April 2023 and run for 18 months to September 2024. Initial activities will include establishing collaborative partnerships, identifying stakeholders, scoping out requirements for baseline surveys and developing the plans listed above in preparation for delivery of the Landscape Recovery Implementation Phase.
7. Further information regarding the project is provided in the Background section.

Proposals

8. The Cabinet Member for Environment approves the proposal to investigate opportunities for landscape restoration across rural areas of Enfield by working with project partners to deliver the Enfield Chase Landscape Recovery Project Development Phase.
9. Accept £563k Project Development Phase grant funding from the Environment Agency and seek additional funding contributions where appropriate to the aims of the overall project.
10. To delegate authority to the Head of Parks and Open Spaces to authorise inviting and evaluating tenders/quotations and, where suitable tenders or quotations are received, to award contracts as part of the delivery of the project in compliance with the Council's procurement rules.
11. To continue to work with Strategic Property Services and other internal teams, and external partners to explore opportunities and develop plans for future landscape restoration measures. Subsequent reports will be submitted to seek approval for future governance arrangements and implementation of the project following completion of the Project Development Phase.

Reason for Proposals

12. The proposal supports the delivery of objectives in Enfield Council's Climate Action Plan, Local Flood Risk Management Strategy, Blue and Green Strategy and emerging Local Plan.
13. The proposal will contribute to mitigating the impact of climate change by identifying and developing opportunities to reduce carbon emissions and capture carbon through the use of landscape restoration measures such as woodland and wetland creation
14. The proposal will also help to adapt to the impacts of climate change by progressing the delivery of Natural Flood Management measures, such as increasing floodplain connectivity and creating wetlands, that reduce flood risk and increase drought resilience by storing more water in rural landscapes.
15. Improved water quality in Enfield's rivers by promoting natural landscapes that reduce pollutants.
16. Enhanced biodiversity by supporting the creation of a wide range of natural habitats including wetlands, woodlands, grassland, scrub and wildflower meadows.
17. The proposal supports increased opportunities for recreational activities such as walking and enjoying nature, by improving access to Enfield's greenbelt land, with associated benefits to public health and well-being. The creation of varied landscapes with diverse natural features and improved access would also provide enhanced interest for visitors, thereby encouraging more people to visit and spend more time when there.
18. The proposals include carrying out a Heritage Landscape Assessment as it is recognised that understanding the heritage of the landscape is considered essential to delivering a project that is sensitive to this aspect.

Relevance to the Council Plan 2020-2022

19. The project is closely aligned to Priority 2 of the Council Plan, which aims to promote safe, healthy and confident communities. The project is working towards the improvement of accessibility and quality of blue green spaces. The project also helps with the Council's climate resilience by working with nature which is a key theme in the current Council Plan.
20. The project provides opportunities to work in partnership with different teams within the Council, as well as different organisations such as Thames21, Wildlife Trusts, the Environment Agency and Natural England. These partnerships help in promoting Enfield widely to ensure that the Borough receives the maximum benefit from national, regional and sub-regional programmes which will enhance Enfield's reputation across London and beyond.

Background

21. The Landscape Recovery scheme is one of 3 new Environmental Land Management schemes (ELMs) that are being introduced by the Government to replace existing subsidies for farming and land management. It will complement the Sustainable Farming Incentive, which will support action at farm level to make farming more sustainable, and Local Nature Recovery, which will support action at local level to make space for nature alongside food production.
22. The Landscape Recovery scheme is for landowners and managers who want to take a more radical and large-scale approach to producing environmental and climate goods on their land. The goal of this scheme is to enhance landscapes and support ecosystem recovery through long-term, large-scale, land use change and habitat restoration projects.
23. Enfield Chase has been selected as one 22 large-scale Landscape Recovery pilot projects being delivered across the country and the only London borough. Each pilot is focussed on one of two themes – recovering and restoring England’s threatened native species or restoring England’s streams and rivers. The Enfield Chase project is focussed on the water theme which considers opportunities for improving water quality, biodiversity and adapting to climate change. The project could involve measures such as restoring water bodies, rivers, and floodplains to a more natural state, reducing nutrient pollution, benefitting aquatic species, and improving flood mitigation and resilience to climate change.
24. As well as investigating opportunities for landscape recovery measures such as the reconnection of floodplains and restoration of rivers, wetlands, woodland and grassland habitats, the project will also consider long-term management arrangements including the potential for rewilding through the reintroduction of species that contribute to long-term landscape restoration (such as beavers and grazing cattle). People focussed measures such as improved access and other amenity features will also be evaluated as part of the overall plan.
25. The area under consideration covers a large swathe of greenbelt land in the north-west of Enfield (see map in Appendix 1). In the middle ages most of this land was part of the Enfield Chase royal hunting forest. Much of this forest has been lost in modern times through urbanisation and conversion to farmland; however, there are still some significant, if fragmented, remnants of the historic woodland landscape throughout the area.
26. This area includes parkland that is owned and managed by Enfield Council, such as Trent Park and Forty Hall, as well as Council-owned tenanted farmland. In the latter case it is proposed to work with the tenant farmers who manage the land to develop proposals that meet the overall aims of the Landscape Recovery scheme whilst also meeting the individual tenant’s business requirements. Tenant farmers that have not yet agreed to participate in the Project Development Phase will be invited to join during the early

stages as the project will be strengthened through increased collaboration and coordinated activity across the whole area.

27. A breakdown of how the Project Development Phase grant funding of £563k will be allocated is provided in the table below.

Organisation	Amount	Description
Enfield Council	£155k	Project management and related costs
Thames21 (lead partner)	£185k	Collecting evidence and carrying out stakeholder engagement
Other project partners and consultants	£223k	Carrying out baseline surveys and feasibility work, carbon analysis and developing the finance model

Main Considerations for the Council

28. The project is an opportunity to develop a coordinated plan to manage a significant proportion of rural Enfield that has potential to benefit people and wildlife and address the impacts of climate change.

29. The project has attracted significant levels of funding from partner organisations and, through the delivery of related projects such as Enfield Chase Woodland Creation, has demonstrated high levels of public support. The earlier phases of woodland creation have facilitated the formation of the Friends of Enfield Chase community group, who are playing an integral part in planting and establishing the woodland. The project also helps to support these groups in reconnecting with nature and will create opportunities for many others to do so.

Safeguarding Implications

30. There are no direct safeguarding implications to children, young people and vulnerable adults from these proposals. Development of the proposed Site Access Plan will consider implications for safeguarding.

Public Health Implications

31. Climate change is the greatest threat to human health of the 21st century. The project contributes to the efforts of the Council to mitigate climate change.

Equality Impact of the Proposal

32. Corporate advice has been sought in regard to equalities and an Equality Impact Assessment has been carried out to support the project.

33. The Equality Impact Assessment demonstrates that the project is expected to have a positive impact on Enfield residents, and has identified several mitigation measures to further recognise opportunities to reduce inequalities.

34. It should be noted that any contracts awarded should include a duty on the successful applicant to assist us with meeting our obligations under the Equality Act 2010.

Environmental and Climate Change Considerations

35. The Council has committed to becoming a Carbon Neutral organisation by 2030 and Carbon Neutral Borough by 2040. Natural offsetting through green infrastructure – including wetlands, tree planting and expansion of the natural environment was a key strategy of the Council's Climate Action Plan.
36. As reported by the IPCC, the effects of change are now unavoidable, and we must be prepared for climate hazards including a future with extreme weather, heat waves and flooding events. In addition to mitigation through carbon sequestration this proposal supports adaptation of the borough and the ability to respond to climate hazards and extreme weather events such as flooding.
37. Landscape restoration projects that provide natural sequestration of carbon and include opportunities for carbon accounting, together with current mitigation measures and biodiversity net gain units, are very important to the council and borough carbon neutral targets.

Risks that may arise if the proposed decision and related work is not taken

38. The following key risks relate to not implementing the project:
- Loss of approximately £563k of external funding to Enfield
 - Loss of opportunity to increase biodiversity and wildlife habitat
 - Loss of opportunity to cooperate with the local community and other stakeholders
 - Loss of opportunity to reduce flood risk and offset carbon emissions
 - Loss of opportunity to contribute to the Council's developing greenbelt strategy
 - Loss of opportunity to better interpret and reveal borough's heritage

Risks that may arise if the proposed decision is taken and actions that will be taken to manage these risks

39. The level of risk attached to the Project Development Phase is low as the grant funding is to support the development of a series of plans in preparation for delivery of the Implementation Phase. Enfield Council is not committed to delivering the Implementation Phase although it is expected that it will be strongly in the Council's interests to develop and deliver this successfully as the alternative would be for each land manager, including the Council, to develop their own land management plan. This would cost the Council more money and result in a lack of a coordinated, strategic approach across the area with fewer benefits for people and the environment.
40. There is a small risk of reputational damage to the Council if the Implementation Phase did not go ahead.

Financial Implications

41. The Enfield Chase Landscape Recovery project has been awarded £563k by the Environment Agency to carry out the Project Development Phase (PDP).
42. The project will be entirely funded by the Landscape Recovery Project Development Phase grant (there is no requirement for match-funding from Enfield Council). A breakdown of how the funding will be spent is provided in the table below.
43. This is a revenue project to undertake feasibility work, stakeholder engagement, baseline surveys, consultations and development of finance model.
44. A breakdown of how the Project Development Phase grant funding of £563k will be allocated is provided in the table below.

Organisation	Amount	Description
Enfield Council	£155k	Project management and related costs
Thames21 (lead partner)	£185k	Collecting evidence and carrying out stakeholder engagement
Other project partners and consultants	£223k	Carrying out baseline surveys and feasibility work, carbon analysis and developing the finance model
Total	£563k	

45. Environment Agency grant funding of £155k will be used to fund revenue project management costs. This consists of £85k for 1 FTE PO2 post, to be recruited on a fixed 18-month contract basis, £50k contribution towards the costs of new Head of Rural Transformation (HOS2) post, and £20k for other spend (including legal costs).
46. The remaining £408k Environment Agency grant is planned to fund feasibility work (stakeholder engagement, baseline surveys, evidence collation), this will be contracted out to suppliers, in accordance with the Council's Contract Procedure Rules (CPR's) and the Public Contracts Regulations (2015) (see procurement implications).
47. All funding will be claimed retrospectively, based on evidence of spend incurred. Planned spend is in accordance with the terms of the Environment Agency funding agreement, and the risk of grant funding being withheld is therefore deemed to be low.
48. The funds will be used for early feasibility spend only. The Council is not committed to further spend beyond this.

Legal Implications

49. Section 111 of the Local Government Act 1972 permits local authorities to do anything which is calculated to facilitate or is conducive or incidental to the discharge of their functions.

50. The Council has a general power of competence under section 1(1) of the Localism Act 2011 to do anything that individuals may do, provided it is not prohibited by legislation and subject to Public Law principles. The proposals in this report are compliant with the Council's general power.
51. As the project is being delivered in partnership with Thames21, rather than commissioning them to act as a supplier of services, procurement rules do not apply to Thames21. The new subsidy control rule set out in the UK-EU Trade and Cooperation Agreement (TCA) have also been considered and it has been concluded that Thames21 would not be considered to be acting as an economic actor in the context of the proposed partnership. Further, any advantage conferred on Thames21 is not selective as the fund was open for applications from all eligible applicants and was awarded based on the meeting of grant requirements. Accordingly, the grant awarded to the Enfield Council and Thames21 partnership under the Enfield Chase Landscape Recovery Project falls out of the subsidy control regime.
52. All legal agreements arising from the matters described in this report must be approved in advance of contract commencement by Legal Services.

Workforce Implications

53. This project will be managed through a combination of in-house staff within the Parks and Open Spaces and Strategic Property Services teams, supported by external partners and consultants such as Thames21. Additional Enfield Council staff will be required to deliver the Project Development Phase – the grant funding allows for the cost of a Project Director at 0.4 FTE (this will be used as a contribution to the new Head of Rural Transformation post as described in Financial Implications) and a Project Manager at 1.0 FTE. New staff will work alongside existing team members already working on related aspects of the project. Any additional staffing resources required for this project will be recruited in accordance with Enfield's processes.

Property Implications

54. There are no property implications at this stage of the Landscape Recovery project as no land transaction or change of use is involved.

Procurement Implications

55. It is expected that any procurement required to implement this project will be undertaken in accordance with the Council's Contract Procedure Rules (CPR's) and the Public Contracts Regulations (2015). This project has yet to go through the Procurement Services Assurance Process.
56. At the end of the sourcing process, authority to award any contract will be sought in line with the CPR's and Council's Governance. The Service Area shall ensure this procurement activity takes place via the Council's e-Tendering portal and will be promoted to the Council's Contract Register, and the upload the executed contracts/agreements.

57. All awarded projects must be promoted to Contracts Finder to comply with the Government's transparency requirements. Contact Procurement.procurement@enfield.gov.uk for any support.
58. For contracts over £100,000 the CPR's state that the contract must have a nominated contract owner in the Council's e-Tendering portal.
59. For contracts over £500,000 the CPR's state that the contract must have a nominated Contract Manager in the Council's e-Tendering portal and there must be evidence of contract management, including, operations, commercial, financial checks (supplier resilience) and regular risk assessment uploaded into the Council's e-Tendering portal.
60. The scoping of the procurement exercise has yet to take place, so it is not clear what route to market will be used for this procurement.

Options Considered

61. Do nothing: This scheme is part of a series of improvements to improve the biodiversity and amenity value of Enfield's rural land. To do nothing will lose an opportunity to attract significant funding to the London Borough of Enfield, improve the environment, for both people and wildlife, and reduce flood risk to local residents and infrastructure. In addition, by not proceeding with this proposal the Council would miss an opportunity to make a positive contribution to reducing borough-wide carbon emissions and addressing the world-wide climate emergency.

Conclusions

62. This report recommends approval of the proposal to investigate opportunities for landscape restoration across rural areas of Enfield by working with project partners to deliver the Enfield Chase Landscape Recovery Project Development Phase.
63. This recommendation follows the successful delivery of previous phases of work including the Salmons Brook Natural Flood Management and Enfield Chase Woodland Creation projects. Further phases will be developed and delivered subject to the approval of future reports.

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Appendices

Appendix 1 – Enfield Chase Landscape Recovery Map
Appendix 2 – Equality Impact Assessment

Background Papers

N/A

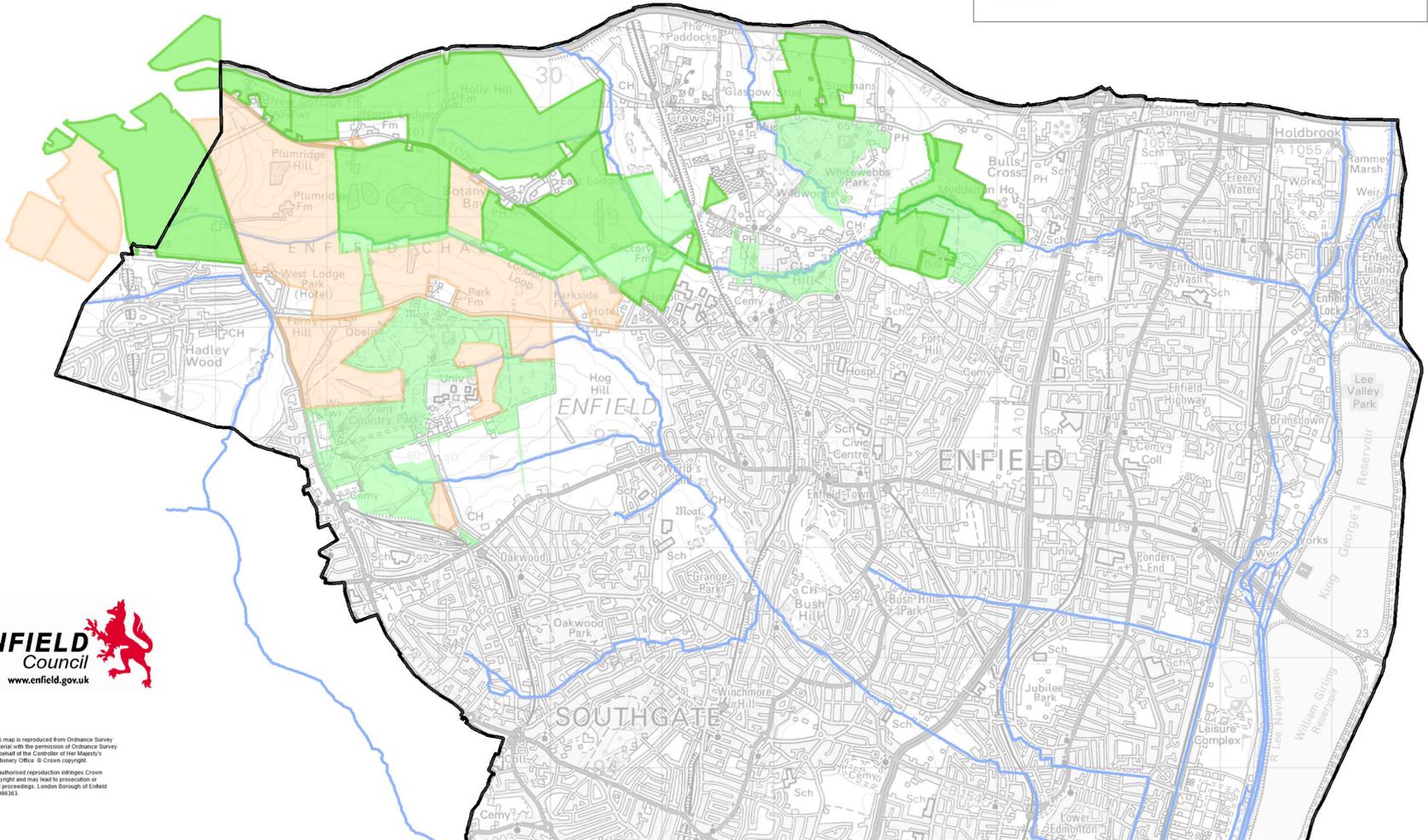
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Enfield Chase Landscape Recovery Project

January 2023

— Boundary

- Council owned tenant farms participating in landscape recovery project
- Parks and Open Spaces (included in landscape recovery project)
- Council owned farms (not currently included)



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Enfield Equality Impact Assessment (EqIA)

Introduction

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

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

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

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

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

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

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

Section 1 – Equality analysis details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Enfield Chase Landscape Recovery Project
Team/ Department	Watercourses, Parks & Operations
Executive Director	Sarah Cary, Director of Place
Cabinet Member	Cllr Rick Jewell
Author(s) name(s) and contact details	Jamie Kukadia Jamie.kukadia@enfield.gov.uk 020 8132 0965
Committee name and date of decision	N/A

Date the EqIA was reviewed by the Corporate Strategy Service	10 February 2023
Name of Head of Service responsible for implementing the EqIA actions (if any)	Marcus Harvey
Name of Director who has approved the EqIA	Doug Wilkinson

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?

It is proposed to investigate opportunities for landscape restoration measures in rural areas of Enfield by working with land managers in parks and tenanted farms to evaluate the potential restoration of rivers, wetlands, woodland and grassland habitats with the ambition to reduce downstream flooding, improve water quality, create and improve habitats for wildlife and reconnect people with nature.

The project aims to build on and draw together existing projects including Enfield Chase Woodland Creation and Salmons Brook Natural Flood Management, as well as working towards delivery of a long-term Landscape Recovery scheme.

The cumulative impact of these interventions has a significant impact in reducing the risk of flooding in the southeast of the borough where most of the flood risk is concentrated. Consequently, the areas that have the highest flood risk are also areas of the highest deprivation and highest population density in Enfield. The landscape recovery project will be developed with three main themes in mind: People, Nature and the Economy, and is intended to have a positive impact in terms of climate resilience for the wider borough.

The Equality Act 2010 prohibits direct and indirect discrimination on grounds of any protected characteristic in the provision of services and facilities. Local authorities managing blue and green spaces have a duty to advance equality of opportunity in access and quality of those spaces.

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.

Borough-wide data

According to the 2021 Census, Enfield's population in March 2021 was estimated to be 330,000 (rounded to the nearest hundred).¹

Age breakdown of Enfield's population

Age group	Enfield population
0-4	21,300
5-9	22,800
10-14	24,100
15-19	21,300
20-24	19,100
25-29	21,200
30-34	23,100
35-39	24,000
40-44	24,600
45-49	22,700
50-54	22,700
55-59	21,100
60-64	17,100
65-69	12,800
70-74	11,200
75-79	8,200
80-84	6,500
85+	6,400

Enfield has higher proportions of residents aged under 20 than regional and national averages. The proportion of over 65s in Enfield has grown by 16% in the last ten years.

Enfield Chase Landscape Recovery Project

The project is expected to develop proposals for future landscape recovery. As part of this an access strategy will be developed with input from a stakeholder

¹ ONS, [Population and household estimates, England and Wales: Census 2021](#)

advisory board. This board will have representatives from local groups and will take into account accessibility issues for both the elderly and those with young children.

The intention is that the areas included for landscape recovery will be accessible to the public, including access for all age groups particularly as access to nature provides significant brings benefits to health and wellbeing.

Elements of access such as wheelchair accessible pathways, formal paths, resting places and short walk loops will be considered for older users, as well as natural play features and outdoor classrooms for younger users.

Consideration will also be made during the development phase of the project with respect to engagement and volunteering opportunities for different age groups, such as planting events, nature walks and outdoor classroom activities with local school groups, youth centres, care homes and hospitals.

Mitigating actions to be taken

Advisory board to be set up and take into consideration access and usability for different age groups

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.

Borough-wide data

According to the 2021 Census, 44,876 (13.6%) in Enfield reported a disability.²

Enfield Chase Landscape Recovery Project

The project is expected to develop proposals for future landscape recovery. As part of this an access strategy will be developed with input from a stakeholder

² ONS, Disability, England and Wales: Census 2021

advisory board. This board will have representatives from local groups and will take into account accessibility issues for those with different abilities such as formal footpaths, toilets etc.

Consideration will also be made during the development phase of the project with respect to engagement and volunteering opportunities for people with different abilities, such as planting events, nature experiences (bird watching, tree bathing etc.)

Mitigating actions to be taken

Advisory board to be set up and take into consideration access and usability for those with disabilities.

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.

Borough-wide data

For the first time in 2021, the Census asked a voluntary question on gender identity to respondents aged 16 years or over. People were asked “Is the gender you identify with the same as your sex registered at birth?” and had of the option of selecting “Yes”, or selecting “No” and writing in their gender identity.³

In Enfield 91.42% of residents aged 16 years and over responded to the question.

Gender identity	Enfield population aged 16 years and over	Percentage of residents aged 16 years and over
Gender identity the same as their sex registered at birth	232,329	90.34%
Gender identity different from their sex	1,652	0.64%

³ ONS, [Gender identity, England and Wales: Census 2021](#)

registered at birth but no specific identity given		
Trans woman	518	0.2%
Trans man	486	0.19%
Non-binary	74	0.03%
Another gender identity	58	0.02%
Did not answer	22,065	8.58%

Enfield Chase Landscape Recovery Project

The proposals are expected to positively impact all residents, regardless of gender reassignment. The project will create publicly accessible nature spaces which brings benefits to physical and mental health and wellbeing, help to tackle climate change and improve the borough's climate resilience.

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.

The proposals are expected to positively impact all residents, regardless of marriage or civil partnership status. The project will create publicly accessible nature spaces which brings benefits to physical and mental health and wellbeing, help to tackle climate change and improve the borough's climate resilience.

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.

The proposals are expected to positively impact all residents, regardless of whether they are pregnant or have had a baby. The project will create publicly accessible nature spaces which brings benefits to physical and mental health and wellbeing, help to tackle climate change and improve the borough's climate resilience. Seating areas will be considered as part of the development of the access strategy.

Mitigating actions to be taken

N/A

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.

Borough-wide data

Census 2021 ethnicity data⁴

⁴ ONS, [Ethnic group: England and Wales, Census 2021](#)

Ethnicity	Estimated population size	Percentage of total population
Asian or Asian British	37,973	11.5%
Bangladeshi	8,123	2.5%
Chinese	2,611	0.8%
Indian	11,870	3.6%
Pakistani	3,674	1.1%
Any other Asian background	11,615	3.5%
Black, Black British, Caribbean or African	60,512	18.3%
African	36,463	11%
Caribbean	16,990	5.1%
Any other Black, Black British or Caribbean background	7,059	2.1%
Mixed or multiple ethnic groups	19,558	5.9%
White and Black Caribbean	5,165	1.6%
White and Black African	2,994	0.9%
White and Asian	3,818	1.2%
Any other Mixed or multiple ethnic background	7,581	2.3%
White	171,884	52.1%
English, Welsh, Scottish, Northern Irish or British	103,140	31.3%
Irish	5,969	1.8%
Gypsy or Irish Traveller	374	0.1%
Roma	1,121	0.3%
Any other White background	61,280	18.6%
Other Ethnic Group	40,058	12.1%
Arab	2,535	0.8%
Any other ethnic group	37,523	11.4%

Enfield Chase Landscape Recovery Project

The proposals are expected to positively impact all residents, regardless of ethnicity. The project will create publicly accessible nature spaces which brings benefits to physical and mental health and wellbeing, help to tackle climate change and improve the borough's climate resilience.

Consideration will be made on how the landscape recovery project can engage with people from a variety of backgrounds that is representative of the population of Enfield.

Mitigating actions to be taken

Ensure that the volunteer planting is advertised and appeals to many people from different backgrounds.

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.

Borough-wide data

Religious profile of Enfield (2021 Census) ⁵

Religion	Proportion of Enfield population
Christian	46.4%
Buddhist	0.5%
Hindu	3.1%
Jewish	1.1%
Muslim	18.6%
Sikh	0.4%
Other religion	3.1%
No religion	19.8%
Religion not stated	7.0%

Enfield Chase Landscape Recovery Project

The proposals are expected to positively impact all residents, regardless of religion and belief. The project will create publicly accessible nature spaces which brings benefits to physical and mental health and wellbeing, help to tackle climate change and improve the borough's climate resilience.

⁵ ONS, [Religion, England and Wales: Census 2021](#)

Mitigating actions to be taken
N/A

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.
Borough-wide data
According to Census 2021 data, 52% of Enfield's population is estimated to be female and 48% male. ⁶
Enfield Chase Landscape Recovery Project
The proposals are expected to positively impact all residents, regardless of sex. The project will create publicly accessible nature spaces which brings benefits to physical and mental health and wellbeing, help to tackle climate change and improve the borough's climate resilience.
Through the development of the wider scheme, there may be opportunities to advance equality of opportunity for women. This could be done by ensuring there is open space within the woodland and along proposed footpaths to enable women to feel safer when walking through the area.
Mitigating actions to be taken
The final designs will be reviewed by Parks teams and Landscape architects in terms of access and safety.

⁶ ONS, [Population and household estimates, England and Wales: Census 2021](#)

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.

Borough-wide data

For the first time in 2021, the Census included a voluntary question on sexual orientation for all respondents aged 16 and over.⁷ The different sexual orientations that people could choose from included:

- Straight or heterosexual
- Gay or lesbian
- Bisexual
- Other sexual orientation (respondents were then asked to write in the sexual orientation with which they identified)

In Enfield, 90.3% of residents aged 16 and over responded to this question.

Sexual orientation	Enfield population aged 16 years and over	Percentage of Enfield residents aged 16 years and over
Straight or heterosexual	226,705	88.15%
Gay or lesbian	2,342	0.91%
Bisexual	2,073	0.81%
Pansexual	944	0.37%
Asexual	74	0.03%
Queer	35	0.01%
All other sexual orientations	151	0.06%
Not answered	24,858	9.67%

Enfield Chase Landscape Recovery Project

The proposals are expected to positively impact all residents, regardless of sexual orientation. The project will create publicly accessible nature spaces which brings benefits to physical and mental health and wellbeing, help to tackle climate change and improve the borough's climate resilience.

⁷ ONS, [Sexual orientation, England and Wales: Census 2021](#)

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.
Borough-wide data
As of 2019, Enfield was the 74 th most deprived local authority in England overall and the 9 th most deprived London borough. ⁸
Enfield Chase Landscape Recovery Project
Cumulatively the nature-based interventions such as woodland creation, wetlands and river restoration can significantly reduce the impact of flooding in Edmonton, which is has the highest risk of flooding in the borough. The projects therefore may positively impact these communities and beyond, as they aim to improve the quality of blue and green spaces. The Blue and Green strategy also recognises the importance of blue and green spaces to mental and physical well-being. The woodland creation provides opportunities for people from all backgrounds to volunteer for tree planting events.
The scheme will also be developed to ensure better accessibility to this nature space for those that live in the east of the borough.
Mitigating actions to be taken.
N/A

⁸ Enfield Council, [Borough Profile](#), 2021

Section 4 – Monitoring and review

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

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

The proposal is to conduct a feasibility study for the large-scale landscape restoration of Enfield Chase. During the development phases, the following will be considered:

- Developing an access strategy taking into account disabilities, age groups and pregnant women/women on maternity
- Engagement with people from different backgrounds, disabilities and age groups
- Understanding ways to address health inequalities through the scheme
- Modelling the flood risk and water quality benefits of the wider scheme
- Analysis of water quality improvements to affected watercourses

Section 5 – Action plan for mitigating actions

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

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
Considerations for visibility and disability access	Develop designs in terms of disability access and safety	Jamie Kukadia and Ian Russell (in consultation with Parks)	TBC	Costs included in overall budget	TBC
Considerations for safety for women	Develop designs in terms of safety for women	Jamie Kukadia and Ian Russell (in consultation with Parks)	TBC	Costs included in overall budget	TBC
Ensure that volunteer events appeal to people from different ages and backgrounds	Develop engagement methods – ensure that future events are advertised through different media	Jamie Kukadia and Ian Russell in consultation with Thames21	TBC	Costs included in overall budget	TBC
Consideration to connect with more elderly people and schools	Develop engagement methods i.e. with schools, care homes etc. to broaden the age range of people engaged/volunteering for future phases	Jamie Kukadia and Ian Russell in consultation with Thames21	TBC	Costs included in future phases	TBC