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THE CABINET

AGENDA

**Wednesday, 13th March, 2024 at 7.00 pm in the Conference Room,
Civic Centre, Silver Street, Enfield, EN1 3XA**

Membership:

Councillors : Nesil Caliskan (Leader of the Council), Ergin Erbil (Deputy Leader of the Council), Abdul Abdullahi (Cabinet Member for Children's Services), Chinelo Anyanwu (Cabinet Member for Public Spaces, Culture and Local Economy), Alev Cazimoglu (Cabinet Member for Health and Social Care), Susan Erbil (Cabinet Member for Licensing, Planning and Regulatory Services), Rick Jewell (Cabinet Member for Environment), Tim Leaver (Cabinet Member for Finance and Procurement), Gina Needs (Cabinet Member for Community Safety and Cohesion), George Savva MBE (Cabinet Member for Social Housing)

Associate Cabinet Members (Invitees)

Councillors : Mustafa Cetinkaya (Enfield South East), Ayten Guzel (Non-geographical), Ahmet Hasan (Enfield North) and Chris James (Enfield West)

Note: Conduct at Meetings of the Cabinet

Members of the public and representatives of the press are entitled to attend meetings of the Cabinet and to remain and hear discussions on matters within Part 1 of the agenda which is the public part of the meeting. They are not however, entitled to participate in any discussions.

1. APOLOGIES FOR ABSENCE

2. DECLARATIONS OF INTEREST

Members of the Cabinet are invited to identify any disclosable pecuniary, other pecuniary or non pecuniary interests relevant to items on the agenda.

3. DEPUTATIONS

To note, that no requests for deputations have been received for presentation to this Cabinet meeting.

4. MINUTES (Pages 1 - 12)

To confirm the minutes of the previous Cabinet meeting held on 21 February 2024.

5. COUNCIL HOUSING WORK PLAN 2024/25 (Pages 13 - 46)

A report from the Strategic Director of Housing and Regeneration is attached. **(Key decision – reference number 5720)**

6. APPROVAL OF COUNCIL CAPITAL AND THE PROGRESSION OF BOWES EAST AND EDMONTON GREEN QUIETER NEIGHBOURHOODS (Pages 47 - 292)

A report from the Executive Director – Environment and Communities is attached. **(Key decision – reference number 5694)**

(This item contains exempt information as defined in Paragraph 3 (information relating to the financial or business affairs of any particular person – including the authority holding that information) of Schedule 12A to the Local Government Act 1972, as amended).

7. THE AWARD OF LEASE OF MILLFIELD COMPLEX (Pages 293 - 368)

A report from the Interim Director of Parks, Leisure & Culture is attached. **(Key decision – reference number 5699)**

(This item contains exempt information as defined in Paragraph 3 (information relating to the financial or business affairs of any particular person – including the authority holding that information) of Schedule 12A to the Local Government Act 1972, as amended).

See also Item 12 in Agenda – Part 2.

8. DELIVERY OF A MENTAL HEALTH HUB (Pages 369 - 406)

A report from the Executive Director – People is attached. **(Key decision – reference number 5590)**

(This item contains exempt information as defined in Paragraph 3 (information relating to the financial or business affairs of any particular person – including the authority holding that information) of Schedule 12A to the Local Government Act 1972, as amended).

9. DISPOSAL OF SURPLUS/UNDERPERFORMING PROPERTY ASSETS
(Pages 407 - 472)

A report from the Executive Director – Resources is attached. **(Key decision – reference number 5701)**

(This item contains exempt information as defined in Paragraph 3 (information relating to the financial or business affairs of any particular person – including the authority holding that information) of Schedule 12A to the Local Government Act 1972, as amended).

10. DATE OF NEXT MEETING

To note that the meeting of the Cabinet scheduled to take place on Wednesday 17 April 2024 is not required and is cancelled. The dates of future meetings will be confirmed following Annual Council on 15 May 2024.

11. EXCLUSION OF THE PRESS AND PUBLIC

To consider passing a resolution under Section 100(A) of the Local Government Act 1972 excluding the press and public from the meeting for the items of business listed on part 2 of the agenda on the grounds that they involve the likely disclosure of exempt information as defined in those paragraphs of Part 1 of Schedule 12A to the Act (as amended by the Local Government (Access to Information) (Variation) Order 2006). (Members are asked to refer to the part 2 agenda.)

AGENDA – PART 2

12. THE AWARD OF LEASE OF MILLFIELD COMPLEX (Pages 473 - 498)

Item 6 above refers.

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CABINET - 21.2.2024

**MINUTES OF THE MEETING OF THE CABINET
HELD ON WEDNESDAY, 21 FEBRUARY 2024**

COUNCILLORS

PRESENT Ergin Erbil (Deputy Leader of the Council), Abdul Abdullahi (Cabinet Member for Children's Services), Alev Cazimoglu (Cabinet Member for Health and Social Care), Susan Erbil (Cabinet Member for Licensing, Planning and Regulatory Services), Rick Jewell (Cabinet Member for Environment), Tim Leaver (Cabinet Member for Finance and Procurement) and George Savva MBE (Cabinet Member for Social Housing)

ABSENT Nesil Caliskan (Leader of the Council), Chinelo Anyanwu (Cabinet Member for Public Spaces, Culture and Local Economy), Gina Needs (Cabinet Member for Community Safety and Cohesion), Ayten Guzel (Associate Cabinet Member (Non-geographical)) and Chris James (Associate Cabinet Member (Enfield West))

OFFICERS: Tony Theodoulou (Executive Director – People), Fay Hammond (Executive Director - Resources), Joanne Drew (Strategic Director of Housing and Regeneration), Penny Halliday (Director of Meridian Water), Olga Bennet (Director of Finance: Capital & Commercial), Neil Best (Head of Education Strategic Resourcing & Partnerships), Terry Osborne (Director of Law and Governance), and Jane Creer (Secretary)

Also Attending: Associate Cabinet Members (Invitees): Councillor Mustafa Cetinkaya (Enfield South East), Councillor Ahmet Hasan (Enfield North)
Members and officers observing

1 APOLOGIES FOR ABSENCE

Apologies for absence were received from Councillors Nesil Caliskan, Gina Needs, Ayten Guzel and Chris James. Apologies for lateness were received from Councillor Chinelo Anyanwu.

2 DECLARATIONS OF INTEREST

Members received advice from the Monitoring Officer in respect of declaring interests, particularly in respect of Council Tax, Council Tax Support and Rent Setting.

There were no declarations of interest.

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3 DEPUTATIONS

NOTED that no requests for deputations had been received for presentation to this Cabinet meeting.

4 MINUTES

AGREED that the minutes of the previous meeting of the Cabinet held on 17 January 2024 be confirmed as a correct record.

5 BUDGET REPORT 2024/25 AND MEDIUM TERM FINANCIAL PLAN

Cllr Tim Leaver (Cabinet Member for Finance and Procurement) introduced the report of the Executive Director – Resources, in respect of setting the Revenue Budget for 2024/25 and the Council’s Medium Term Financial Plan (MTFP) 2024/25 to 2028/29, and also setting the Council Tax levels for the 2024/25 financial year including the Greater London Authority (GLA) precept. The budget pressures being faced and the background to the proposed decisions were highlighted, and officers were thanked for all their hard work.

In response to Members’ queries, it was advised from early data that around 95% of councils were expecting to increase Council Tax by the maximum level of 4.99%.

DECISION: The Cabinet :

I. Agreed to recommend to Council:

- i. To agree to the budget set for 2024/25 and to agree the Medium Term Financial Plan, including:
 - a. A net revenue budget of £318.530m for 2024/25, an 11.01% increase when compared with 2023/24.
 - b. The pressures set out in Appendix 6 totalling £48.6m in 2024/25, which include:
 - £11.4m for Demographic pressures within Adults and Children’s Social Care and SEN Transport to reflect growing demand in these areas.
 - £17.2m of Inflation and pay award funding
 - £7.7m for Homelessness pressures
 - £2.4m increase in Capital Financing included within the pressures figure, with £11.9m is set aside for Capital Financing over the lifetime of the current MTFP.
 - c. full year effects of prior year savings and income totalling a positive value of £1.322m (due to reversal of one-off savings and reassessment of deliverability of savings previously agreed) set out in Appendix 7.
 - d. the new savings of £10.690m and income proposals of £5.878m in 2024/25 set out in Appendix 8.
 - e. increased Government funding of a net increase of £6.6m (£8.4m for social care in 2024/25, a £1.4m increase in Revenue Support Grant; less £3.2m reduction in other core Government grant funding (excluding business rates).

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f. total business rates income for 2024/25 at £98.5m, an increase of £9.2m on 2023/24 and £164.1m for Council Tax, an increase of £17.2m.

g. the use of one-off funding sources, comprising of:

- £3.0m benefit from continuing to be a member of the 8 authority Business Rate pool, and

- £1.0m Collection Fund surplus. h. to note the gap remaining in the MTFP for 2025/26 of £30.267m; and of £85.995m for the period 2025/26 to 2028/29 and the actions being taken to address this challenging position.

II. Agreed to:

ii. With regard to the Revenue Budget for 2024/25 to recommend to Council to set the Council Tax Requirement for Enfield at £164.118m in 2024/25; and

iii. Recommend to Council to set the Council Tax at Band D for Enfield's services for 2024/25 at £1,594.08, being a 2.99% general Council Tax increase (£1,360.37) and a 2.00% Adult Social Care Precept (£233.71). The total Enfield element represents an increase of £1.45 per week for a Band D property.

iv. Note, the Council will levy a Council Tax of £471.40 at Band D on behalf of the Greater London Authority which is an 8.58% increase; equivalent to an increase of £0.72 per week for a Band D property.

v. Note, in total the impact of these proposals will be total Council Tax of £2,065.48 at Band D, a 5.79% increase on the 2023/24 level, equivalent to an increase of £2.17 per week for a Band D property.

vi. Approve, in accordance with the Levelling Up and Regeneration Act 2023, the revised discretionary power to levy a Council Tax premium of 100% in respect of second homes from the 1st April 2025. (paragraphs 62 to 63).

III. Agreed to recommend to Council that it agrees the planned flexible use of capital receipts in 2023/24 being £2.184m and approves the planned flexible use of capital receipts in 2024/25, being £1.0m (paragraphs 139 to 145 and Appendix 18).

IV. Agreed to approve that any in year changes required to the Flexible Use of Capital Receipts strategy is delegated to the Executive Director of Resources in consultation with the Cabinet Member for Finance and Procurement and reported to Cabinet in the quarterly Revenue Monitoring reports.

V. Agreed to recommend to Council that it agrees the changes in Fees and Charges for 2024/25 as set out in paragraph 137 and 138 and Appendices 12 to 17 and to note the MTFP Update report to Cabinet in January recommended to Council to delegate authority to Executive Directors and Directors to negotiate discounts and make in year amendments where appropriate.

VI. Agreed to note the feedback from the Budget Consultation at Appendix 19a.

VII. Agreed to note the minutes of the Overview and Scrutiny Committee Meeting on 15 January 2024 which are set out in Appendix 19b of the report.

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- VIII. Agreed with regard to the robustness of the 2024/25 budget and the adequacy of the Council's earmarked reserves and balances to:
- i. note the risks and uncertainties inherent in the 2024/25 budget and the MTFP (paragraphs 157 to 161) and agree the actions in hand to mitigate them;
 - ii. note the advice of the Executive Director of Resources regarding the recommended levels of contingencies, balances and earmarked reserves (paragraphs 36 to 39 and Appendix 1a) when making final decisions on the 2024/25 budget;
 - iii. agree the recommended levels of central contingency and general balances (paragraphs 128 to 136);
 - iv. Note the use of reserves in 2024/25 to meet welfare costs set out in paragraphs 110 to 116, to support households in financial crisis; and
 - v. Note the overall forecast level of reserves over the medium term, ensuring the Council's financial sustainability set out in paragraphs 128 to 136.

IX. Agreed to recommend to Council that it agrees the Schools Budget for 2024/25 (paragraphs 169 to 179 and Appendix 22).

The report sets out the options considered, if any, and the reasons for the recommendations and the decision.

6 COUNCIL TAX SUPPORT SCHEME 2024/25

Cllr Tim Leaver (Cabinet Member for Finance and Procurement) introduced the report of the Executive Director – Resources, seeking approval of changes to the Council Tax Support Scheme for the financial year 2024/25 and other related matters. The context to the proposed decisions was highlighted. An extensive consultation process had been run, details and results of which were set out in the report. Attention was also drawn to the Equality Impact Assessment carried out and attached to the report.

Further information was provided in respect of the recommended proposal to increase the Discretionary Hardship fund by £1m. In mid-November the Council placed a bid to the Greater London Authority (GLA) for a contribution towards the implementation of the CTS changes, given that the GLA will also receive additional income. This potential contribution was recognised in the budget report, although the level of funding was not known – a saving of £500k for income from combination of GLA and HSF was assumed. The GLA have now confirmed £550k, however, this funding is for the Council Tax Hardship Scheme, which will now be jointly funded by the GLA and the Council in this first year. The hardship scheme will remain at £1.5m. Given the budget includes an assumption around Household Support Grant (that no longer seems to be forthcoming) and the GLA funding - the Council will work out how it can substitute savings within the overall funding envelope. This will be reported as part of budget monitoring during the year.

In response to Members' queries, it was confirmed that around 36,000 households in the borough would be supported by the scheme.

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DECISION: The Cabinet agreed

I. To recommend to Full Council the revised Local Council Tax Support Scheme for 2024/25 at Appendix A incorporating the following changes:

- i. Restricting council tax support to a maximum Band C council tax liability.
- ii. Introducing a minimum non-dependant deduction for most households with other adults living in the property and increasing the current deductions by 20% as set out in the report.
- iii. Standardising the minimum payment for most working age claimants at 50% (excluding war widows and single people under 25 including care leavers).

II. To recommend to Full Council to increase the Discretionary Hardship fund by £1m.

III. To recommend to Full Council the Council Tax Support Hardship Policy attached as Appendix E in the report.

IV. To recommend to Full Council that authority be delegated to the Executive Director, Resources, to make consequential changes to the Support Scheme and the Hardship Policy in order to effectively implement the decisions of the Council in respect of the Support Scheme and the Hardship Policy.

The report sets out the options considered, if any, and the reasons for the recommendations and the decision.

7 CAPITAL STRATEGY & CAPITAL PROGRAMME 2024/25

Cllr Tim Leaver (Cabinet Member for Finance and Procurement) introduced the report of the Executive Director – Resources, providing an update on the development of the ten-year capital programme, in line with the Council's capital strategy, and seeking approval of the 2024/25 capital budget.

Detail was provided on the 2024/25 capital programme, and proposed spending on the Council's priorities, and the evolution of the ten-year programme.

DECISION: The Cabinet agreed

I. To recommend that Council approves the:

- a. General Fund 2024/25 capital programme budget of £213.1m and notes the 2024/25-2033/34 ten year capital programme (as detailed in Appendix A)
- b. 2023/24 £36.5m budget carry forwards requested at Period 8 (November) (as detailed in Appendix B)
- c. Delegation of authority, to the Executive Director of Resources, to transfer unspent borrowing of up to £500k between projects in the capital programme, in consultation with the Cabinet member for Finance and Procurement.

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- d. Delegation of authority to the Cabinet Member for Social Housing in consultation with the Cabinet Member for Finance and Procurement to agree capital investment into temporary accommodation solutions up to £30m (moving budget from Pipeline to the main capital programme). This is to enable the council to move quickly in bringing solutions to fruition. Any investment approved under this delegation must be self-financing i.e. capable of servicing interest and repaying debt over the useful economic life of the asset.
- e. Delegation to Cabinet approval of projects up to £10m from the Pipeline Programme, provided the programme continues to fit within the affordability metrics.

II. To note:

- a. The Pipeline projects (as detailed in Appendix E). These are indicative project budget estimates that are subject to a full business case review (where relevant) and separate approval, prior to being added to the approved programme.

The report sets out the options considered, if any, and the reasons for the recommendations and the decision.

8 HOUSING REVENUE ACCOUNT (HRA) BUDGET AND RENT SETTING 2024-25

Cllr George Savva (Cabinet Member for Social Housing) introduced the report of the Executive Director – Resources and Strategic Director of Housing and Regeneration, setting out the proposed HRA 30-Year Business Plan, the detailed HRA Revenue Budget for 2024/25 and the ten-year Capital Programme for investment in current stock and development and regeneration. In this context the annual rent increase for Council tenants and service charges for tenants and leaseholders was proposed. Officers were thanked for their hard work and providing a sound and balanced HRA budget.

In response to Members' queries it was confirmed that proposals for making sure services were efficiently run, and for generating savings were included in the business plan, and that income generated would be invested back into services. Rent rises had been discussed with residents via Customer Voice and consultation, and the need for the raise was understood.

DECISION: The Cabinet agreed

To recommend to Council to approve:

I. The detailed HRA Revenue Budget of £81.1m for 2024/25 as shown in paragraph 53 of the report.

II. The 10-year HRA Capital Programme of £900m and borrowing requirements to deliver 3,500 council led homes.

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III. A rent increase of 7.7% in line with Government guidelines noting the social, affordable and shared ownership rent levels for the HRA properties in 2024/25.

IV. The level of service charges for 2024/25 for those tenants and leaseholders receiving eligible services at an average increase of 11%. These include enhanced services in response to resident feedback that will be implemented from April 2024 and new services that will be subject to resident consultation, as set out from paragraph 24 of the report.

V. The charges for garages, parking bay and community halls rents as set out from paragraph 41 of the report.

To Note:

VI. The heating charges for 2024/25 for those properties on communal heating systems (both electric and gas) as set out in paragraph 36 of the report.

The report sets out the options considered, if any, and the reasons for the recommendations and the decision.

9 HOUSING REVENUE ACCOUNT (HRA) BUSINESS PLAN - ANNUAL REVIEW

Cllr George Savva (Cabinet Member for Social Housing) introduced the report of the Executive Director – Resources and Strategic Director of Housing and Regeneration, reviewing the Business Plan assumptions for the Housing Revenue Account (HRA) in the light of the external environment, the progress of the strategy for Council Housing and the forward plan for the period. The business plan had been independently reviewed in 2022, and recommendations followed. Investment in new affordable homes was continuing.

In response to Members' queries, the effect on income of the government imposed rent cap was clarified.

DECISION: The Cabinet agreed

To Approve:

I. The revised 10-year Development Programme of £615m, delivering c. 2,500 new properties and hurdle rates to assess viability for schemes as set out from paragraph 52 of the report.

II. The next five years RTB programme expenditure of £102.1m as set out from paragraph 70 of the report.

III. The updated HRA borrowing requirement of £357m over the next 10 years as set out in table 2.

IV. A capital fund of £10m to maximise take up of Government/ GLA funding to purchase accommodation to progress decanting and use for temporary

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accommodation, this will be funded from the existing approved capital programme.

V. The revised 10-year HRA Investment in Stock Programme of £285m for existing council homes and new financial indicators for decision making on investing in future major works to blocks (shown in table 4).

VI. The HRA formalising a voluntary annual repayment of loans to facilitate the repayment of borrowing over a fifty-year loan period as set out in graph 5.

VII. The increase in the Reardon Court development budget from £30.1m to £34m (£3.9m increase), delivering 70 new affordable units, which will be funded from additional GLA grant or substituted schemes within the approved development programme.

VIII. The increase in budget requirement for Dendridge development project from £6.9m to £9.9m (£3m increase) to deliver 22 new affordable units.

IX. Subject to obtaining funding and viability, to progress the retention and refurbishment of Walbrook House, funded from the GLA AHP grant and future Social Housing Decarbonisation fund.

X. Flip up to six 4 bed properties at Bury Street West from Private Sale to Affordable rented properties as set out in paragraph 64 of the report.

XI. To delegate to the Strategic Director of Housing & Regeneration in consultation with the Executive Director of Finance to approve and accept to enter into a grant agreement for SHDF grant funding.

To Note:

XII. Rents, subject to approval by Council in February, will increase by 7.7% (September CPI 6.7% +1%) in 2024-25 for social and affordable rents, approval will come forward as part of the HRA rent setting report recommended to Council on 22nd February 2024.

XIII. The updated debt position in respect of the appropriation of Meridian Water units to the HRA as set out in paragraph 47 of the report.

XIV. Flexibility to use borrowing to fund the regulatory requirement works within the Investment Programme if cashflow is impacted by changes in receipts and revenue budget position.

The report sets out the options considered, if any, and the reasons for the recommendations and the decision.

10 2024/25 TREASURY MANAGEMENT STRATEGY

Cllr Tim Leaver (Cabinet Member for Finance and Procurement) introduced the report of the Executive Director – Resources, setting out the Council's proposed Treasury Management Strategy Statement (TMSS) for the period 2024/25 to 2033/34. The Council's strategy maintained prudence.

In response to Members' queries, more details on interest rates across the Council's borrowing were clarified.

DECISION: The Cabinet agreed

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I. To review and note the Treasury Management Strategy 2024/25 (Appendix 1 of the report).

II. To recommend the Council to approve the Treasury Management Strategy 2024/25.

III. To recommend to Council that Quarterly Treasury monitoring, from 2024/25, of the Council's Treasury position including Prudential Indicators is delegated to Cabinet as part of the quarterly monitoring cycle with the exception of the Mid-year update and Outturn positions which will be submitted to Council.

The report sets out the options considered, if any, and the reasons for the recommendations and the decision.

11 QUARTER 3 2023/24 REVENUE FORECAST UPDATE

Cllr Tim Leaver (Cabinet Member for Finance and Procurement) introduced the report of the Executive Director – Resources, setting out the Council's revenue forecast position compared to the budget for 2023/24, based on the position at the end of December 2023. A summary of the 2023/24 forecast variances by department was highlighted in Table 1.

In response to Members' queries, the pressures around homelessness, and the actions introduced to address accommodation demands, were confirmed.

DECISION: The Cabinet agreed

I. To note:

- a. An adverse variance of £29.993m is reported in respect of financial year 2023/24, after additional in-year savings and mitigations have been found of £7.733m. This is stated excluding further potential risks of up to £4.316m and £0.600m in opportunities.
- b. Progress on savings set in the original 2023/24 budget as laid out in Appendices B and C of the report, with a projected shortfall in delivery in-year of £3.509m.
- c. The impact of the forecast on the reserves balances as set out in paragraphs 126-132/Table 5 and the consequences this has for longer-term financial resilience.
- d. The forecast in-year overspend on the Dedicated Schools Grant of £2.660m, leading to a projected cumulative deficit of £17.896m.
- e. The final outturn use of capital receipts in 2022/23 as set out in Appendix E.

II. To approve the revised schedule of projects for flexible use of capital receipts in 2023/24 as set out in Appendix G of the report.

The report sets out the options considered, if any, and the reasons for the recommendations and the decision.

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12 SCHOOLS CAPITAL PROGRAMME STRATEGIC DELIVERY PLAN 2023/24 - 2024/25 - UPDATE ON PROGRESS

Cllr Abdul Abdullahi (Cabinet Member for Children's Services) introduced the report of the Executive Director – People, providing a progress update on strategic objectives and details of the Schools Capital Programme. Ambitions for projects and work on the four strategic objectives were confirmed, and officers were thanked for their hard work and making sure Enfield's schools were enhanced.

Members welcomed the assurance from the outcome of the review of Reinforced Autoclaved Aerated Concrete (RAAC) across the school estate.

DECISION: The Cabinet agreed

I. To recommend that Council approves:

- i. Growth of £1.25m in the 2023/24 schools' capital programme (funded from capital receipts and capital grants) to increase the schools capital budget to £15.1m
- ii. The use of £5.9m unused schools' capital grant to repay historic schools related borrowing, (paragraph 44 in the report).

II. To provide approval to spend for the 2024/25 programme (further to Council approval of the overall 2024/25 capital budget envelope KD5502) (Appendix A).

IV. To note the further earmarking of £12.9m of capital grant as funding for SEN projects currently held in pipeline (see Appendix A of the report).

The report sets out the options considered, if any, and the reasons for the recommendations and the decision.

13 DATE OF NEXT MEETING

NOTED the next meeting of the Cabinet was scheduled to take place on Wednesday 13 March 2024 at 7:00pm.

14 EXCLUSION OF THE PRESS AND PUBLIC

A resolution was passed under Section 100(A) of the Local Government Act 1972 excluding the press and public from the meeting for the items of business listed on Part 2 of the agenda on the grounds that they involve the likely disclosure of exempt information as defined in those paragraphs of Part 1 of Schedule 12A to the Act (as amended by the Local Government (Access to Information) (Variation) Order 2006).

15 SCHOOLS CAPITAL PROGRAMME STRATEGIC DELIVERY PLAN 2023/24 - 2024/25 - UPDATE ON PROGRESS

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The Cabinet noted the information set out in the confidential appendix to the report considered earlier in the agenda.

16 MERIDIAN WATER OPTIMISATION BUSINESS CASE

Cllr Ergin Erbil (Deputy Leader of the Council) introduced the confidential report of the Director of Meridian Water.

DECISION: The Cabinet agreed the recommendations set out in the confidential report.

The report sets out the options considered, if any, and the reasons for the recommendations and the decision.

The meeting ended at 7.50 pm.

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London Borough of Enfield

Report Title	Council Housing Work Plan 2024/25
Report to	Cabinet
Date of Meeting	13 March 2024
Cabinet Member	Cllr George Savva, Cabinet Member for Social Housing
Executive Director / Director	Joanne Drew, Strategic Director of Housing and Regeneration
Report Author	Will Solly Will.Solly@Enfield.gov.uk
Key Decision Number	KD 5720
Classification	Part 1 Public

Purpose of Report

1. The Social Housing (Regulation) Act 2023 represents the biggest change to social housing regulation in a decade. It will provide a pro-active regulatory environment for social housing.
2. This report reviews the progress of the service over the last year as part of the journey of improvement set out in the previous plan. The proposed Work

Plan for 2024/25 continues to take forward the ambitions of the Good Growth Housing strategy, feedback from tenants and external standards and good practice on the development and improvement of homes and services.

3. The Good Growth Housing strategy sets out the investment in our Council homes, balancing between existing homes, the building of new council homes (both drawing on capital resources) and day to day services (revenue). This is essential to drive services and the quality of homes for tenants and leaseholders and to meet the required standards of the Regulator for Social Housing. At the centre of our plans is the resident experience of those in our council homes and residents across the borough who need homes. This strategy is supported by the annual strategic review of the HRA Business Plan and the Rent and Service Charge setting policy which were reported to Cabinet in February.

Recommendations

- i. Approve the Work Plan for 2024/25 for the Council Housing service to drive forward improvement in services and resident satisfaction.
- ii. Note the Tenant Satisfaction Measure scores which will be submitted to the Regulator of Social Housing in March.
- iii. Ask the Housing Scrutiny Panel to review progress of the plan alongside Cabinet's oversight of progress through the monitoring of key performance indicators in the Corporate Performance dashboard

Background to the developing regulatory environment

4. From April 2024:
 - a. The Regulator of Social Housing (RSH) will issue revised Consumer Standards:
 - a. The Safety and Quality Standard
 - b. The Transparency, Influence and Accountability Standard
 - c. The Neighbourhood and Community Standard
 - d. The Tenancy Standard.

The RSH will also have the power to issue a Code of Practice in relation to these Standards.

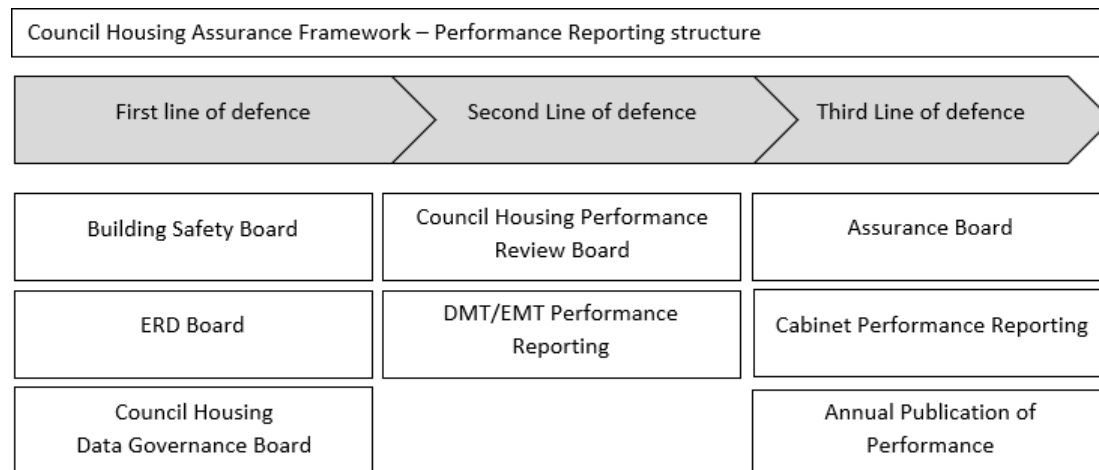
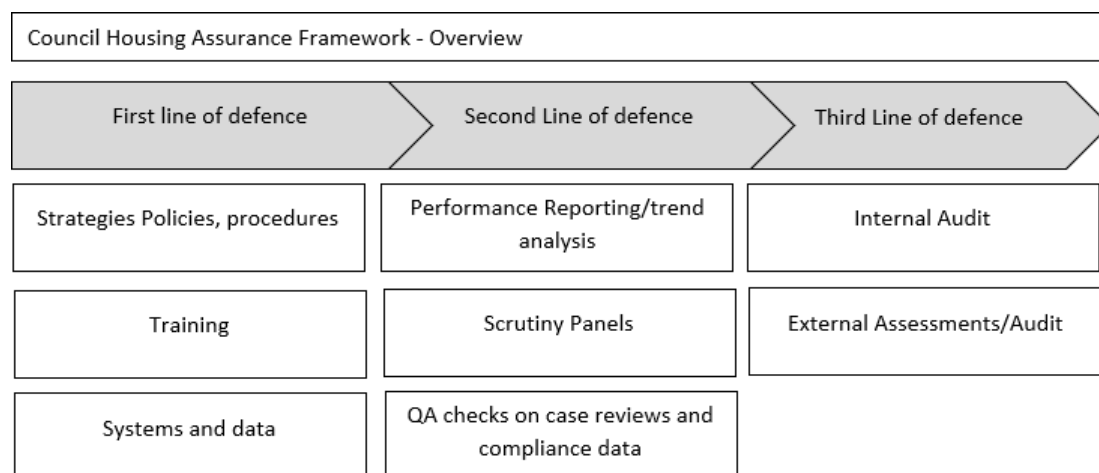
- b. On site inspections by the RSH on a four yearly cycle to test compliance with the new Consumer Standards. A new charge will be levied for membership based on landlord size. For 2023-2024 the charge for providers with over 1,000 units was at £5.40 per unit. The rates for 2024-2025 have not yet been confirmed.
- c. The Building Safety Regulator (BSR) will start reviewing Building Safety Case files for above 50 metre buildings.
- d. Additionally, the BSR has taken responsibility for all Building Control approvals in respect of high-rise blocks (above 18 metres in height). There is some uncertainty at present in terms of the timescales for processing, although this is likely to be an eight-week minimum period with a charge of £144/hour for processing. As there is little experience so far in the sector of this approach, there is some reticence from contractors to adopt their usual Principal Designer role, so the Council is closely

monitoring the situation. However, it is likely to impact lead-in times for projects and the sign off process which may affect delivery of our investment programme and leaseholder billing.

- e. Update to the Statutory Complaints Handling Code which will be a joint complaint handling code working to adjusted time scales.
5. As outlined in the Good Growth Housing Strategy and reflecting the Corporate Plan Priority to provide More and Better Homes, the Council is seeking to continually improve both its day-to-day landlord services, including support for vulnerable residents and the quality and safety of its housing stock, while balancing that investment against the resources needed to deliver regeneration and development programmes.
 6. The updated Council Housing Work Plan, attached in Annex A, sets out our programme of continuous improvement and conformance with new standards.

Progress on the 2023/24 service plan

7. Cabinet approved the Council Housing Assurance Framework in February 2023. The Council Housing Assurance Framework sets out how performance and compliance is reported on and action taken when necessary – this is illustrated below.



8. The model incorporates a three lines of defence system. The Housing Scrutiny panel plays an important role in this process and its work programme will have regard to the issues of performance and progress with our improvement plans. Cabinet reviews key KPIs related to Council Housing on a quarterly basis. Our last line of defence being our internal audits and external assessments and during the year the following audits are programmed:
 - Fire safety
 - Rent standard
 - Voids
 - Service charges

9. An improvement plan for 2023/24 was implemented and the main achievements are as follows:
 - a. We have made significant progress to achieving 100% Decent Homes compliance with homes free from any category 1 hazards. We now stand at a 79.06% level of decency as at February 2024 and we will exceed our target of 80% by the end of March. This has been achieved because of the Good Growth Strategy agreed in 2020 which prioritised investment in existing homes and set aside over £200m for this purpose addressing what was a two-decade backlog of decent homes investment requirements. Since April 2023 we have replaced 1,175 boilers, 670 front entrance doors, 309 kitchens, 258 bathrooms, 104 electrical re-wires and 279 roofs along with external fabric and building safety works.
 - b. During 2023/24 we have to date undertaken just under 2662 property condition surveys. This has gone to further ensure our stock condition information is accurate and to identify any HHSRS hazards which have been addressed.
 - c. We are at 100% compliance on landlord health and safety checks on gas safety and very high levels of compliance on electrical safety checks and carbon monoxide and smoke detector checks with access being the barrier to 100% compliance.
 - d. We have consulted on and introduced a new policy on Domestic Abuse. During the year we have supported 39 survivors of domestic abuse to seek refuge, core members of the Police's Operation Dauntless Perpetrator Panel set up in October to prosecute perpetrators. Consulted on a new DA policy.
 - e. We have consulted on and implemented a new policy on ASB. This has involved creating easy reporting pathways into our Antisocial Behaviour services, trialled and purchased a noise app to improve our offer in dealing with noise nuisance and created an additional ASB resource within the housing team.
 - f. We have completed 349 welfare audits on 405 single households identified as vulnerable recording this information on the system so we can better tailor services to needs.
 - g. The Data Government Board provides assurance on our performance monitoring and asset information so that we can have confidence in the information being reported for management and governance oversight.
 - h. Void repairs have shown considerable improvement in 2023/24 with the latest data from November 2023 showing an average of 28 days to

complete void repair works (17 days for standard works and 29 days for non-standard works), compared to an average of 42 days in November 2022. Challenges remain with the number of decant projects in place, pre-localism case offers, and the timing of suitability assessments. The Service is committed to further improvements, and a weekly Voids and Lettings Project Board has been initiated to this end.

- i. The Civica housing management system has been introduced and represents an opportunity to ensure that our resident profile information is completely up to date so that we can better serve residents needs and also that we are using the information to pro-actively improve services.

Housing Ombudsman findings

10. The Housing Ombudsman published their 22-23 report in Autumn 2023. Enfield had 7 Determination cases involving 11 orders and 10 findings. 9 of the findings were maladministration findings.
11. Most maladministration findings relate to Complaint Handling and Property Conditions. Both of which are key focus on points the Council Housing Plan for 2024/25.
12. A review of The Housing Ombudsman cases and the associated recommendations is underway to establish areas for improvement and any themes that require additional training or systems development. Providing regular updates to the staff within the housing service on the Spotlight reports published by the Ombudsman to improve awareness of good practice and develop an environment for continuous improvement and professional development.

Tenant Satisfaction Measures

13. In the Autumn of 2023 BMG Research were appointed by tender to deliver the Tenant Satisfaction Measure survey for 2023 and the next three years. The first survey was completed by face-to-face interviews with residents. Data collection method included Face-to-face interviews of around 15 minutes in length. These 15-minute meetings took place in 1035 tenants' homes, with sampling points across the borough. Please note, due to rounding, some aggregate values, including totals, will sometimes be 1% higher or lower. The approach followed is consistent with the requirements of the Regulator of Social Housing.
14. The data from the survey will be shared with the regulator in Summer 2024 and published in the following Autumn. Council Housing have started working with Housemark to review our TSM data against similar sized authorities, and those in London. This analysis has been used to identify new benchmarking, target setting and necessary service improvement themes.
15. Due to the change in methodology, findings from 2022 are not directly comparable. Face to face methodologies were used as felt to be a more accurate view of true feelings. It is intended this methodology will be used for future TSM Surveys. Any changes in methodology in the future, would need to be referred to the Regulator.

16. Overall satisfaction has improved from 22-23 to 23-24. Three in five Enfield Council housing tenants are satisfied with the services they receive. Satisfaction has increased from the yearly comparison data available.

Tenant Satisfaction Measure	Enfield 23-24	Enfield 22-23	London	Sector
TP01: Satisfaction / dissatisfaction with the Housing Service, overall	60	52	60.8	72.3
TP02: Satisfaction / dissatisfaction with the repairs service, overall	71	59	66	74.5
TP03: Satisfaction / dissatisfaction with the time taken to complete your most recent repair after you reported it	69	59	60.1	70
TP04: Satisfaction / dissatisfaction that the Housing Service provides a home that is well maintained	69	57	62	72.2
TP05: Satisfaction / dissatisfaction that the Housing Service provides a home that is safe	79	61	68.5	78.7
TP06: Satisfaction / dissatisfaction that the Housing Service listens to your views and acts upon them	57	40	51.3	61
TP07: Satisfaction / dissatisfaction that the Housing Service keeps you informed about things that matter to you	69	52	69.1	71.4
TP08: Agree / disagree the Housing Service treats me fairly and with respect	79	58	67.1	72
TP09: Satisfaction / dissatisfaction with the Housing Service's approach to complaints handling	23	26	23.5	34
TP10: Satisfaction / dissatisfaction with communal areas being clean and well maintained	54	55	61.5	66
TP11: Satisfaction / dissatisfaction that the Housing Service makes a positive contribution to your neighbourhood	62	49	61.9	64
TP12: Satisfaction / dissatisfaction with the Housing Service's approach to handling	64	37	55	57.6

anti-social behaviour				
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17. Resident engagement plays a key part in the Council Housing Plan including communication strategies on how to best share, provide and receive information with residents. This is a key area for ongoing improvement so that residents feel that they drive the engagement process according to their priorities.
18. Following the recent results of the latest TSM and reviewing KPI data the key themes highlighted for focus include improving communication involving and engaging with residents (for example repairs being dealt with quickly), the standards of communal areas, our VOID turnaround time and standard as well as our complaints handling and member enquiry response times.

Council Housing Plan 2024/25

19. The revised plan shown at the annex has been developed to take into account all the areas for improvement and Regulatory compliance. In particular this includes:
- Improvement in complaints management timescales and resolution
 - An improvement in the overall approach to managing communal facilities and the external environment addressing residents priorities for this area
 - Ensuring our resident profile information is up to date on our new housing management system and that services are well designed to meet diverse needs.
20. The continuation of the Decent Homes programme in 2024/25 will move us to a minimum 90% Decent Homes compliance. Our pathway to compliance by 2026 involves wider actions including:
- Completion of our stock condition surveys – surveys so far have shown that current records are indicating that our non-decency level is higher than the reality with surveys recommending 651 component changes with 78% of these reflecting components pass that were previously reported as fail.
 - The regeneration of the Joyce and Snells estate which will address the 67 homes currently failing the decent homes criteria immediately.
 - Ongoing options appraisals of properties on a case-by-case basis, to determine the value of investment compared to disposal.
21. As outlined in the report to Cabinet in February, the HRA business plan provides for ongoing investment to the Decent Homes standard with a shortfall of £43m over the next 10 years. It does not address any enhanced decent homes standard nor the cost of addressing the retrofitting of homes which we are doing as external funding becomes available and through our component replacement programme. Building safety works are being progressed and we are well up to date on our fire risk assessment programme and the implementation of actions and have building safety case files with action plans for all our high rise (over 18 metres) blocks.

22. 2024-2025 will also be the first full year with the new Civica CX housing management system. The more joined up approach should see improved data on residents (supporting wider projects such as vulnerability) and be able to improve complaint handling processes. Council Housing are also part of a pilot project utilising Microsoft CoPilot to utilise AI technology.

Preferred Option and Reasons For Preferred Option

23. Approve the updated Council Housing Plan to ensure delivery of the Assurance Framework for Housing continues

24. Note the TSM results for submission to the Housing regulator.

25. Agree Housing Scrutiny Panel will review progress of the work plan.

Relevance to the Council Plan

26. The Council's Housing and Growth Strategy recognises the importance of Council Housing, and the Council Housing Work Plan will deliver the Council's commitment to ensure all residents, regardless of whether they are council tenants or leaseholders, are provided with good homes in well-connected neighbourhoods and the creation or management of safe, healthy and confident communities.

27. Improvements to properties will aid wider perception of the borough. For example focusing on improving the grounds maintenance on estates.

Financial Implications

28. This report is requesting to approve the 2024/25 work plan for the Council housing service.

29. In 2024/25 there is an approved capital budget of £101.7m, with £50m allocated to deliver stock decency standards and meet fire safety regulatory requirements.

30. In addition, there is an approved revenue expenditure budget of £51m to deliver the management and maintenance core services to the residents.

31. It should be noted that the latest Business Plan remains constrained within the first ten years, and it is only after this time that cash balances start to increase. The overarching plans included within the work plan are included within the HRA budget for 2024/25, however if additional measures are required, this may lead to resource constraints and choices may have to be made over prioritisation of future projects.

Legal Implications

32. This Report seeks to drive forward the Council's Housing and Good Growth Strategy by strengthening the current Council Housing Work Plan ('the Plan'). The Plan sets out to ensure compliance with the Social Housing (Regulation) Act 2023.
33. The Social Housing (Regulation) Act (the Act) facilitates a new, proactive approach to regulating social housing landlords on consumer issues such as safety, transparency, standards and conduct of staff and tenant engagement, with new enforcement powers to tackle failing landlords. The intent of this Act is to reform the regulatory regime to drive significant change in landlord behaviour to focus on the needs of their tenants and ensure landlords are held to account for their performance.

The Act has three core objectives:

- To facilitate a new, proactive consumer regulation regime;
- To refine the existing economic regulatory regime; and
- To strengthen the Regulator of Social Housing's (the regulator) powers to enforce the consumer and economic regimes.

The Act also strengthens the powers of the Housing Ombudsman and enables requirements to be set for social landlords to address hazards such as damp and mould within a fixed time period.

34. To achieve a new proactive consumer regulatory regime, the Act makes safety and transparency explicit parts of the regulator's objectives and gives it new powers on the competency and conduct of staff and the transparency and provision of information. The Act removes the serious detriment test (a legislative barrier to regulator action on consumer issues) and requires landlords to nominate a designated person for health and safety issues. The Act also makes provision for the introduction of new requirements for social housing landlords relating to electrical safety checks and makes some changes to the powers of a housing ombudsman.
35. With the economic regulatory regime, the Act maintains and refines the regulator's current economic regulatory role, ensuring that providers are well governed and financially viable to protect homes and investment in new supply. This supports the existing work of the regulator, creating continued stability and viability in the sector through robust economic regulation. Through these measures the Government aims to encourage continued investment in the sector, to support the development of new homes, while protecting tenants from the risks of provider insolvency.
36. The Act strengthens the regulator by giving it new enforcement powers ensuring they can effectively intervene when required. The measures seek to encourage landlords to maintain standards, to avoid the threat of enforcement action, and ensure that the regulator has the appropriate tools available to deal with non-compliance with the standards.

37. The economic objective is about good governance, financial viability and value for money of registered providers of social housing (registered providers) that maintains lender confidence and protects the taxpayer. The consumer objective is about supporting the provision of quality social housing that is well managed and ensuring tenants have choice and protection and can hold their landlord to account. The regulator is accountable to Parliament for the discharge of these fundamental objectives. add measures on the relationship between the regulator and a housing ombudsman in order that they can work together effectively to provide better protection for tenants.
38. The regulator and the housing ombudsman both have a role in overseeing the performance of social housing landlords and making sure that landlords treat their tenants fairly. The regulator regulates registered providers in England and the housing ombudsman seeks to resolve complaints from residents about registered providers.

Equalities Implications

39. The updated Council Housing Plan looks at supporting vulnerable residents. Including; updated checks on welfare, improved data capabilities with the new Civica CX system, capturing vulnerable residents with the PIBs (high rises) and supporting delivery of the new Domestic Violence policy and possible DAHA accreditation.
40. Following an equalities impact assessment there are noted positive impacts for residents in all protected groups with no noted negative impacts noted, and therefor no actions are required.

Public Health Implications

41. Housing is an important social determinant of health, a lack of housing, or poor quality housing, can negatively affect health and wellbeing. There is a 30 year gap in the life-expectancy between the homeless and the general population. Equally, poorer housing is associated with progressively poorer health. These may result from a combination of factors including but not limited to the subjective experience of housing, the negative physical health effects of toxins within the home, damp and mould, cold indoor temperatures, overcrowding and safety factors as well as geographical location and access to such as work, green spaces and services.
42. The workplan for 2024/25 should help to improve housing standards within the borough with a concomitant improvement in health. Equally, it is expected that the revised Consumer standards will drive improvements though future evaluation of any effect would be useful.

Conclusions

43. Council Housing Services believes the proposed improvement plan should give assurance that residents are being listened to and safety concerns taken seriously.

44. The proposed option would be to approve the Council Housing Service Work plan and note the results of the Autumn Tenant Satisfaction Survey for submission to the Housing Regulator in Summer 2024.

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Appendices

Council Housing Service Work Plan 2024-2025

Equalities Impact Assessment – Council Housing

Background Papers

Tenant Satisfaction Survey – BMG

Tenant Satisfaction Measures – Housemark

Equalities Impact Assessment – Council Housing

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Council Housing Service - Work Plan 2024/25

A. Tenant Involvement & Empowerment	Timeframe	Officer
1. Work with Customer Voice to implement a new tenant engagement plan reflecting our diverse resident profile and raising resident satisfaction across all service areas in the TSM survey 2024.	Sep 24	NW
2. Work with residents to ensure information on services including on performance is transparently shared in an accessible way (including translation) and increase digital news output along with the newsletter	Ongoing	NW
3. Consult on new service charges and implement as appropriate in particular regarding security and concierge services in response to resident feedback.	June 24	NW
4. Ensure all residents are aware of how to complain and how we can deliver early resolution.	Ongoing	NW/WS
5. Maximise all sources of external investment into the service and Borough. Engage and involve residents in decisions on community investment opportunities linked to social value elements in contracts. Create a community invest panel.	Jun 24	NW/AC
6. Engage residents in procurement activities relating to management and maintenance of the HRA's assets.	Dec 25	NW/AC
7. Regularly review, with Customer Voice, resident engagement and consult on recommendations	May 24	NW/AC
8. Regularly review learning from complaints to continually improve the service raising resident satisfaction.	Ongoing	ALL
B. Support vulnerable residents		
1. Ensure an ongoing system is in place for the updating of personal information boxes in designated blocks reflecting vulnerability needs.	Apr 24	SG/AC
2. Undertake an annual programme of welfare checks to gather information regarding vulnerability and undertake more regular visits to single vulnerable households 3. support needs, maintaining vigilance over vulnerable residents living alone and identify residents that need support to ensure access is gained to maintain their home.	Ongoing	NW
4. Record information on vulnerability on Civica CX to enable service design and appropriate delivery at the point of contact and ensure that a system is in place to keep this up to date on an ongoing basis.	Apr 24	ALL
5. 6. 7. Review complaints and MEQs quality & timeliness of responses ensuring vulnerability is accurately, fairly and sensitively managed	Apr 24	NW/WS
C. Homes		
1. Achieve 100% decent stock and develop our planning approach to sustain the decent homes standard and any future home standards by March 26.	Ongoing	AC
2. Deliver focused, value for money capital programmes to ensure the Council's Decent Homes target are achieved and that the building safety priorities are addressed. Maximise funding for decarbonisation by linking to existing investment programmes.	Mar 25	AC

Council Housing Service - Work Plan 2024/25

Ensuring adequate staffing for delivery and comprehensive resident engagement. Review the decant process to manage intrusive and disruptive works.		
3. Consistently achieve all key performance indicators to demonstrate full compliance with landlord health and safety responsibilities, including key building safety requirements. Work on programming to reduce the number of visits to a residents home.	Ongoing	AC
4. Implement the AMS objectives specifically developing the plan for the decarbonisation of homes in conjunction with external funding.	Sep 24	AC
5. Ensure a responsive, value for money Repairs Service, delivered by the Council's in-house resources and achieving performance that compares to the best of our peers implementing the Repairs Improvement Plan.		AC
6. Review disrepair policy and practice to reduce disrepair claims, increase the speed of resolution and reduce the costs of settlements consider specialist lawyer providers. Utilise resident feedback to continually improve the disrepair service.	Sep 24	AC
7. Assess viability for major investment works using an NPV assessment identifying high cost properties (above £45k) and generating a negative NPV for an options review process.	Sep 24	AC
8. Ensure high quality procurement and contract management, maximizing return on social value (A6 above) and contractor compliance with all corporate policies, including safeguarding and domestic abuse	May 24	AC
D. Neighbourhood and Community		
1. Develop Resident Relationship Anti Social Behaviour Team (RRO ASB team) to deliver successful outcomes for tenants. Build and strengthen relationship with the Community Safety Unit (CSU) to tackle multi tenure ASB cases or those requiring the use of powers outside the landlord remit. Ensure regular communication with residents	Jun 24	NW
	Apr 24	NW
2. Develop with tenants and maintain Management Plans for key estates prioritising The Shires, Exeter Road, Joyce and Snells, The Avenues.	May 24	NW
3. Obtain accreditation for housing management and homelessness services with the Domestic Abuse Housing Alliance	Mar 25	NW
4. Review and develop the role of caretakers to consider undertaking minor communal repairs, regulating lighting, and ensure building safety measures are addressed in blocks.	May 24	NW
5. Through effective partnership and clienting with council services raise resident satisfaction with the external environment measured through the 2024 TSM survey.	Dec 24	NW
E. Tenancy Standard		
1. Review approach to chain lettings to maximise opportunities to ensure residents are accommodated in homes that meet their needs, engaging with residents and the customer voice where appropriate.	May 24	NW
2. Review mutual exchange policy in the light of resident feedback and consumer standards.	Jun 24	NW

Council Housing Service - Work Plan 2024/25

3. Implement the Tenancy Strategy and new Tenancy Policy in respect of fixed term tenancies for high demand 4 bed family and adapted stock.	Jun 24	NW
4. Review Allocations policy, process, governance and management practice. Ensure all lettings and sales are recorded on the CORE system and allocations outcomes are reviewed.	Sep 24	NW
5. Continue to support residents maintain tenancies, and support them when tenancies end.	Ongoing	All
F. Building Safety		
1. Mainstream the ongoing development and management of in scope tall buildings through the Building Safety Case report process ensuring regular updates as necessary. Engage positively and pro-actively with the Building Safety Regulator.	Mar 25	SG/AC
2. Implement the Building Safety Plan with support of the Building Safety Board and resident group. Ensuring comprehensive view of safety risk, compliance & performance.	Ongoing	SG/AC
3. Ensure that all staff recognise their role in support building safety. Provide necessary briefings and communications to staff to ensure they have the knowledge and skills to fulfil their responsibilities.	Ongoing	SG/AC
G. Staff Development		
1. Review the role and grading structure for housing management to promote career opportunities aiding retention of talent.	Aug 24	NW/AC
2. Implement a CPD programme for staff, in particular PO/MM grades. Roll out and continue to promote the customer culture and respect programme.	Aug 24	NW/AC
3. Ensure all staff are aware of emerging Regulatory requirements and sector wide best practice through updated comms via meetings, briefings and newsletters.	On going	NW/AC
4. Audit current level of qualifications across the service and develop a plan for supporting staff to obtain relevant professional housing qualifications. Reviewing potential funding streams from central government to assist	TBA	NW/AC
5. Deliver de-escalation training to support good relationships with residents and ensure staff and resident safety		NW/AC
H. General assurance		
1. Submit progress on this plan to the Assurance Board for Monitoring	Quarterly	WS
2. Monitor and review emerging changes from the Social Housing and best practice from the Ombudsman to ensure this plan reflects requirements.	Ongoing	NW/AC/WS
3. Review the Foundations of an Effective Local Authority Landlord Service and consider areas for improvement	Apr 25	NW/AC/WS
4. Agree and implement the work plan for the Data Governance Board to ensure continued data accuracy supporting the implementation of Civica and Apex and ongoing regimes of data compliance. Identifying internal audit work programme based of data accuracy.	Ongoing	NW/AC

Council Housing Service - Work Plan 2024/25

5. Build on our commitment towards compliance with improved pace of delivery on actions in respect of all areas. Build the capacity of the team through our compliance coach	Ongoing	NW/AC
6. Develop the approach to making, reviewing, communicating, and storing policy and procedures in council housing so that they are accessible to all. Utilising new digital measures including sharepoint and intranet pages. Work with the new Council Housing Policy team to prioritise necessary updates.	Ongoing	WS
7. Utilise Housemark to implement a rigorous, monthly data load to ensure accurate KPIs enhancing transparency and performance management.	Ongoing	WS
8. Mobilise Civica to deliver the business benefits including focusing on enhancing the on-line repairs reporting and progress monitoring arrangements.	Ongoing	AC
9. Develop an external communications (utilising digital) plan so that residents, the community and potential staff understand the good work being delivered, how to engage with us as a landlord and the value of the work of housing.	Jun 24	AC/NW
10. Agree the three year internal audit programme linked to priorities in the Assurance Framework, the risk register and the progress with this improvement plan.	Apr 24	AC/NW
11. Review SLA across the service to ensure better outcomes for the service and residents	Ongoing	All

AC – Andrew Cotton (Service Director – Homes)

NW – Neil Wightman (Service Director – Residents)

HL – Harjinder Lota (Head of Housing Management)

WS – Will Solly (Service Development & Improvement Lead)

Repairs and ERD Work Plan 2024/25

Action		Target	Officer
Responding To Residents			
1.1	Implement the new domestic abuse policy across the service	31/05/24	AC
1.2	Ensure a system is in place for reporting on safeguarding issues and monitoring safeguarding incidents	31/05/24	AC
1.3	Review the approach to support residents with vulnerabilities and the exceptions process	30/04/24	AC
1.4	Identify the needs of residents from diverse backgrounds following feedback as part of the BMG survey	31/05/24	AC
1.5	Engage with residents through estate focus days	31/03/24	AC / NW
1.6	Work with Community hub to direct residents to web page and provide support / technical support in libraries	31/05/24	JH

Council Housing Service - Work Plan 2024/25

Ensure a responsive, value for money Repairs Service, delivered by the Council's in-house resources and achieving performance that compares to the best of our peers			
2.1	Review the delivery model to ensure that spend remains within budget for 2024/25 optimising efficiency through the Civica/Service connect integration.	31/03/24	AC
2.2	Along with the Task Force utilise Repairs Sense to improve prevention based work on damp and mould	30/06/24	TM
2.3	Increase resident satisfaction with repairs from 69% in the mid year TSM return for 2023 to at least 75% in 2024	30/04/24	AC
2.4	Contribute to the capital programme and AMS using insight from repairs trends	30/09/24	BS
2.5	Deliver all planned works rolled forward from December 2023 by May 2024	31/05/24	BS
2.6	In line with the Council's Climate Action plan to be carbon neutral borough by 2040, work with external stakeholders to investigate funding streams for Energy Saving Measures in the private sector housing.	31/05/24	BS
Review disrepair policy and practice to reduce disrepair claims, increase the speed of resolution and reduce the costs of settlements consider specialist lawyer providers			
3.1	Obtain feedback from residents that have used the disrepair system and analyse to identify concerns/actions	30/09/24	JH/TM
3.2	Benchmark disrepair claim payment amounts	30/09/24	WS
3.3	Review the Disrepair policy and procedure in line with best practice	31/04/24	AC
3.4	Review the Disrepair policy and procedure in line with best practice	31/04/24	AC
Housing Resolution Centre – residents have a choice of calling in their repair or logging online. The service should be easy to access and communication about repairs, appointments and support is on hand. Call handlers are polite and knowledgeable.			
4.1	Implement the call reduction strategy which is underpinned by having as much advice and guidance on the website as possible, the ability to log repairs online Quarter 1 – 17% reduction in calls Quarter 2 – 12% reduction Quarter 3 – 15% reduction	30/9/24	JH
4.2	Update IVR messaging system alerting Residents to the online option	Ongoing	JH
4.3	Work with Community hub to direct residents to web page and provide support / technical support in libraries	31/3/24	JH
4.4	Improved performance management and assurance regime to track quality of calls, efficient use of time and identification of training needs. Coaching and improvement opportunities tracked through 1:1s	31/3/24	JH
4.5	Deliver customer Service Training for call handling staff, training for operatives skills academy, training for maintenance of new technologies such as heat pumps	Ongoing	JH

Council Housing Service - Work Plan 2024/25

4.6	Ensure residents are kept informed about repairs, maintenance and planned improvement to their homes with clear and timely communication	Ongoing	JH
Systems – improving our efficiency and delivering value for money			
5.1	Review KPI framework for repairs following Civica go live to report against industry standard indicators especially in relation to routine works and to reporting on-line and update Repairs Policy.	30/4/24	WS
5.2	Launch ‘Active Housing’ (online diagnostic tool) integrated with Civica	31/3/24	AC
5.3	Integrate Service Connect with Civica and reduce double handling, review and reallocate resource, decision required on future mobile platform, Civica Cx, Total Mobile	30/4/24	AC
5.4	Manage the operational impact and opportunity of moving from LAGAN customer interaction database to VERINT.	31/3/24	JH
5.5	Implement ‘RepairsSense’ to improve capability for prevention-based activity on damp and mould to inform effective responsive repairs and planned programme.	31/3/24	AC
Achieving successful repair outcomes			
6.1	Procure new 3 star gas servicing repairs for mobilisation by April 2024	30/4/24	ACH
6.2	Develop a people and growth strategy to make use of apprenticeships, levy, training and recruitment. Resource for further growth	30/9/24	AC
6.4	Review requirements of key partners such as Housing Gateway to achieve high standards of delivery	30/6/24	AC
6.5	Develop the role of caretakers to undertake communal repairs, gutter cleaning, regulate the timing of lighting and ensuring building safety measures are addressed in blocks.	30/9/24	AC
6.6	Review Fleet in line with Council’s Carbon Reduction strategy with a view to a three year programme of replacements	30/6/24	AC
Value for Money - Commercial / Financial Development of ERD			
7.1	Review material costs and as far as possible, the standardisation of components, Feed into component specification on new developments	30/6/24	AC/KM
7.2	Using new systems, create a suite of commercial KPIs tracking the cost of delivery (PPP/PPV), margin, cost per property, productivity, contractor management and variation tracker	30/4/24	AC/KM
7.3	Review the cost effectiveness of ERD including in the light of the Investment programme.	30/6/24	AC
Aids and Adaptations			
8.1	Review adequacy of spend on Aids and Adaptations and the Policy	30/4/24	AC/BS
8.2	Ensure lettings for adapted properties are allocated appropriately.	31/12/24	AC/BS
Voids			

Council Housing Service - Work Plan 2024/25

9.1	Review Voids process where efficiency can be gained in terms of speed, cost or customer service and achieve target of 35 days to let voids	30/5/24	NW/CK
9.2	Implement revised void process	30/6/24	NW/CK
9.3	Build process in Civica CX and monitor delivery times	31/7/24	NW/CK
9.4	Insource voids management to improve standard of void repair, value for money and ability to meet target times	31/12/24	NW/CK
People and capacity			
10.1	Calculate the benefits of employing electricians in the ERD team and reducing subcontractor costs	30/6/24	AC
10.2	Calculate the benefits of delivering Out of Hours repairs to reduce costs and incentive operatives	30/6/24	AC
10.3	Design governance procedures for subcontractor management	30/6/24	AC
10.4	Design dynamic Risk Assessment ability for operatives to increase lone-worker safety and deploy via mobile solution	30/6/24	AC
10.5	Carry out a deep dive of the current supply chain for suitability and competitiveness	30/6/24	AC

AC – Andrew Cotton (Service Director – Homes)

NW – Neil Wightman (Service Director – Residents)

WS – Will Solly (Service Development & Improvement Lead)

ACH - Ayfer Chol (Head of M&E compliance)

JH - Jennifer Hay (Repairs Customer Service and Planning and Feedback Manager)

BS – Bini Sha (Acting Head of Capital)

SG – Sean Gallagher (Building Safety Director)

TM – Tony Medall (Repairs Operations Manager)

CK – Claire Kinkaid (Voids & Lettings Manager)

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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	Council Housing Work Plan HRDCAB2324_001
Team/ Department	Council Housing / HRD
Executive Director	Joanne Drew
Cabinet Member	Cllr Savva
Author(s) name(s) and contact details	Will Solly Will.Solly@enfield.gov.uk
Committee name and date of decision	13th March 2024 –Cabinet - KD 5720

Date the EqlA was reviewed by the Corporate Strategy Service	24/01/2024
Name of Head of Service responsible for implementing the EqlA actions (if any)	Will Solly
Name of Director who has approved the EqlA	Joanne Drew

The completed EqlA 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 EqlA 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?

What is the proposed decision or change?

Seeking approval on the Council Housing Work Plan for 2023-2024 which sets out how we will manage the service.

What are the reasons for the decision or change?

Emerging changes in Social Housing regulation, Housing Ombudsman codes and Building Safety requirements.

What outcomes are you hoping to achieve from this change?

To get approval on the Council Housing Teams approach to 2024-2025.

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

The impact of the plan will be focussed on council housing tenants and leaseholders however the wider community will benefit from development programmes and external works programmes as will improve the overall neighbourhood aesthetics.

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.

The new Council Housing plan is not expected to have a differential impact on people of a specific age or age group.

The breakdown of our main tenants age is shown below:

Count of Tenancy Number	
Age Range	Total
18-24	225
25-34	739
35-44	1561
45-54	2283
55-64	2262
65+	2897
Not recorded	80
Grand Total	10047

Our council housing tenants are more likely to be aged 35 and over. The subsequent delivery of the actions within the Council Housing plan is expected to positively impact all Council housing residents across all age groups by providing homes that are warm, comfortable, and decent as well as safe and compliant homes. Our aim is to ensure our homes are child, age, and disability friendly as set out within the plan

Mitigating actions to be taken

No mitigating actions identified.

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.

According to the Census 2021, 13.6% of Enfield's population has a disability. People with a disability are more likely to live in the social rented sector. According to the English Housing Survey 2020/21, over half (55%) of households in the social rented sector had one or more household members with a long-term illness or disability.¹

The plan is not expected to have a differential impact on people in this protected characteristic group. The subsequent delivery of the actions in the plan are expected to positively impact all Council housing residents with a key focus on vulnerabilities and ensuring needs of residents are considered and recorded.

Mitigating actions to be taken

No mitigating actions identified.

Gender Reassignment

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

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

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

The plan is not expected to have a differential impact on people in this protected characteristic group. The subsequent delivery of the actions in the plan are expected to positively impact all Council housing residents by providing a service meeting the needs of the regulator of social housing, building safety act and the Housing Ombudsman.

Mitigating actions to be taken

No mitigating actions identified.

Marriage and Civil Partnership

¹ Department for Levelling Up, Housing and Communities, [English Housing Survey](#), 2020/21

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 Council Housing Plan is not expected to have a differential impact on people in a marriage or civil partnership. The subsequent delivery of the actions within the plan is expected to positively impact all Council housing residents by providing a service meeting the needs of the regulator of social housing, building safety act and the Housing Ombudsman.

Mitigating actions to be taken

No mitigating actions identified.

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?

The plan is not expected to have a differential impact on people in this protected characteristic group. The subsequent delivery of the actions in the plan are expected to positively impact all Council housing residents by providing a service meeting the needs of the regulator of social housing, building safety act and the Housing Ombudsman.

Mitigating actions to be taken

No mitigating actions identified.

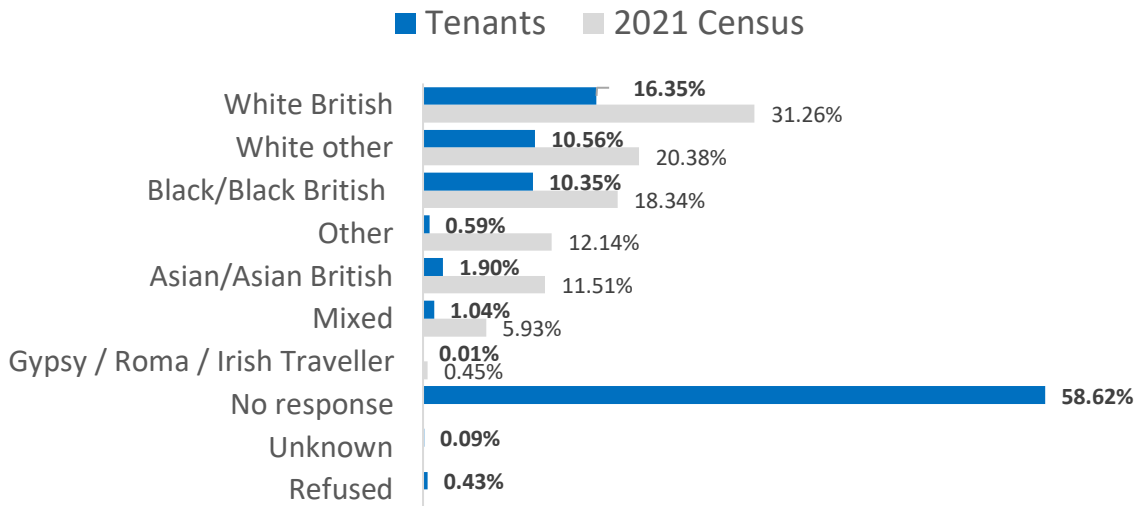
Race

This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

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

Please provide evidence to explain why this group may be particularly affected. The graph below shows the ethnic breakdown of council housing tenants in comparison to Census 2021 data.

Ethnic breakdown of (all) tenant population compared to 2021 Census profile*



*Comparisons are difficult as almost 6 in 10 tenants did not provide ethnicity data.

The plan is not expected to have a differential impact on people in this protected characteristic group. The subsequent delivery of the actions in the plan are expected to positively impact all Council housing residents by providing a service meeting the needs of the regulator of social housing, building safety act and the Housing Ombudsman.

Mitigating actions to be taken

No mitigating actions identified.

Religion and belief

Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.

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

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

The plan is not expected to have a differential impact on people in this protected characteristic group. The subsequent delivery of the actions in the plan are expected to positively impact all Council housing residents by providing a service meeting the needs of the regulator of social housing, building safety act and the Housing Ombudsman.

Mitigating actions to be taken

No mitigating actions identified.

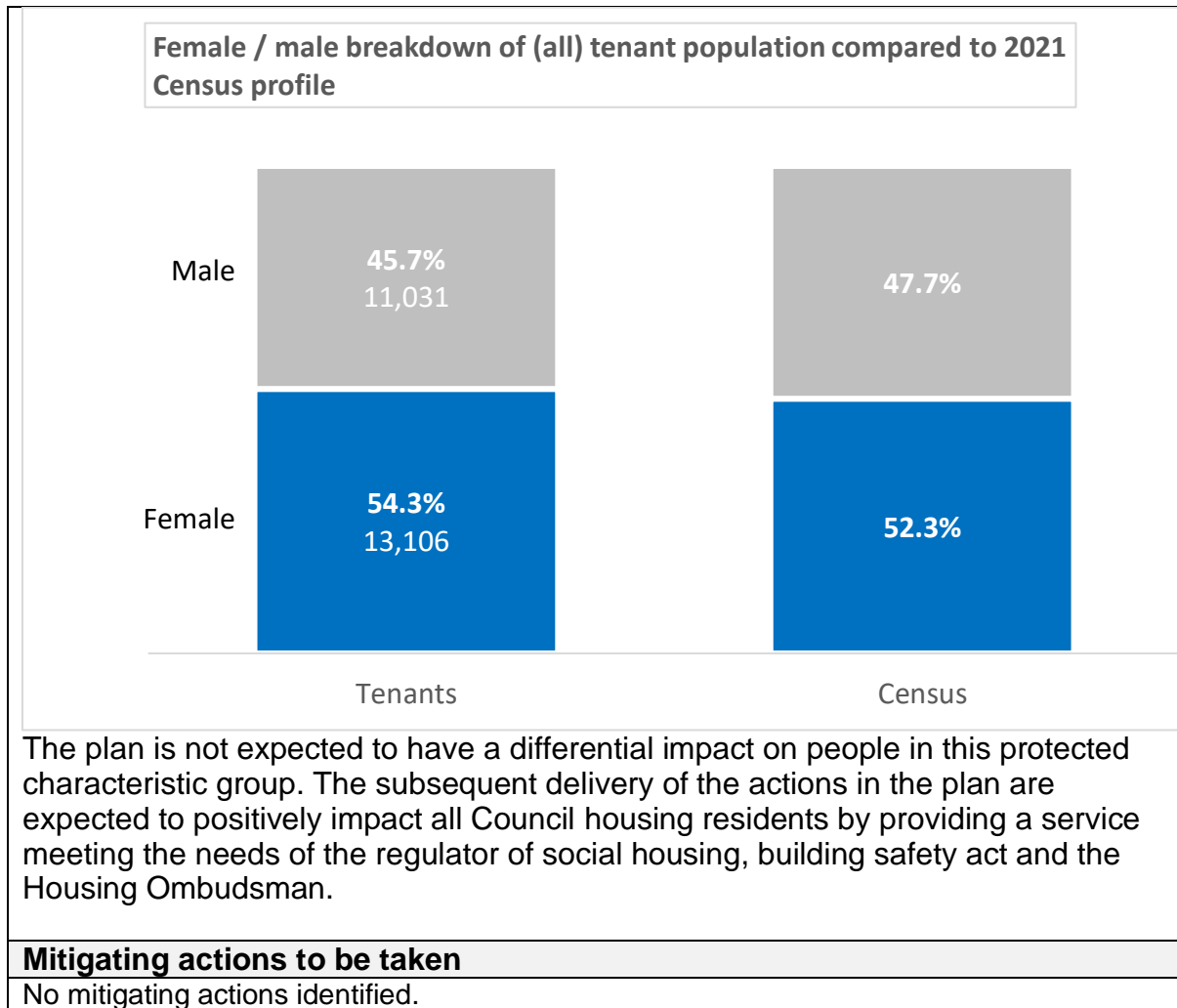
Sex

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.

The ratio of females to males in the tenant profile is broadly reflective of the borough as a whole:



Sexual Orientation

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

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

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

The plan is not expected to have a differential impact on people in this protected characteristic group. The subsequent delivery of the actions in the plan are expected to positively impact all Council housing residents by providing a service

meeting the needs of the regulator of social housing, building safety act and the Housing Ombudsman.

Mitigating actions to be taken

No mitigating actions identified.

Care Experience

This refers to a person who has spent 13 weeks or more in local authority care.

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

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

The plan is not expected to have a differential impact on people in this protected characteristic group. The subsequent delivery of the actions in the plan are expected to positively impact all Council housing residents by providing a service meeting the needs of the regulator of social housing, building safety act and the Housing Ombudsman.

Mitigating actions to be taken

Socio-economic deprivation

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

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

People living in the social rented sector tend to have a lower income. According to the English Housing Survey 2020/21, 50% of social renters (almost 2 million households) were in the lowest income quintile.² Social renters are also less likely to be in full-time employment (25%) than owners (50%) and private renters (58%).

The plan is not expected to have a differential impact on people in this protected characteristic group. The subsequent delivery of the actions in the plan are expected to positively impact all Council housing residents by providing a service meeting the needs of the regulator of social housing, building safety act and the Housing Ombudsman.

Mitigating actions to be taken.

N/A

² ² Department for Levelling Up, Housing and Communities, [English Housing Survey](#), 2020/21

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 senior management team will review the plan in regular performance meetings. Reviewing against KPI indicators relating to the plan and performance of each indicator. With the plan expecting to see a positive impact on all residents we would anticipate this being reflected by these indicators and the tenancy satisfaction measures which are asked each year to the effected residents.

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



London Borough of Enfield

Report Title	Approval of council capital and the progression of Bowes East and Edmonton Green Quieter Neighbourhoods
Report to	Cabinet
Date of Meeting	13 March 2024
Cabinet Member	Cllr Jewell, Cabinet Member for the Environment
Executive Director / Director	Executive Director: Perry Scott Director: Brett Leahy
Report Author	Richard Eason, Programme Director Journeys & Places (richard.eason@enfield.gov.uk).
Ward(s) affected	Bowes, Edmonton Green, and Lower Edmonton
Key Decision Number	5694
Classification	Part 1 Public & confidential appendix

Purpose of Report

1. The purpose of this report is to provide an overview of the Bowes East and Edmonton Green Quieter Neighbourhoods (QN) and seek approval for capital funding to progress the project.

Recommendations

- I. Note the findings and ongoing exploratory work in relation to the creation of two new quieter Neighbourhoods at Bowes East and Edmonton Green.
- II. Note that a further Key Decision report will be brought for approval after statutory consultation has been concluded, to invite a decision on whether to agree and implement either or both schemes.
- III. Approve the addition of £1.6m to the capital programme funded by borrowing (£1.4m) and grant (£0.2m), to increase the total budget of the schemes to £2m to facilitate the design, consultation, and (if agreed) implementation of the schemes in in FY 24/25.

Background and Options

Background

2. Over the last few years, Enfield Council has taken action to re-design a number of roads to introduce new pedestrian crossings, segregated cycle lanes, School Streets, and cycle parking alongside other initiatives such as cycle training and free bike repairs. Quieter Neighbourhoods form part of this comprehensive approach that the Council is taking to reduce the speeds and volume of motor vehicles in residential areas and create an attractive and safe environment for people to travel by active and sustainable modes, such as walking and cycling. The aim is delivering longer-term benefits which include improvements in people's health, less congestion and safer roads, and improved air quality.
3. The Journeys and Places team used an evidence-based assessment to consider the next areas that could be most benefited by delivering Quieter Neighbourhoods projects. This assessment considered the following elements:
 - Traffic. This assessed:
 - i. Average traffic speeds
 - ii. Estimated through traffic (weekday AM peak period)
 - iii. Estimated through traffic (weekday midday peak period)
 - iv. Estimated through traffic (weekday PM peak period)
 - Road safety. This assessed:
 - i. Total number of collisions (all types)
 - ii. Killed or seriously injured casualties - vulnerable road users (pedestrian and cyclists)
 - Mode shift potential. This assessed:
 - i. Public transport accessibility level
 - ii. Length of cycle route network within reach
 - iii. Walking potential
 - iv. Cycling potential
 - Population. This assessed:
 - i. Residential population

- ii. Number of primary and secondary school pupils living within the potential QN area
 - Health and deprivation. This assessed:
 - i. Index of multiple deprivation
 - ii. Percentage of children obese at reception year
 - iii. Percentage of children obese at year 6
 - iv. Proportion of residents completing 2x 10-minute active travel trips
 - Open space accessibility. This assessed:
 - i. Size of area deficient in public open space
 - ii. Number of children's play space
 - Air quality and climate emergency:
 - i. Concentration of NO₂, PM_{2.5} and PM₁₀
 - ii. Overall climate risk
 - Trip attractors. This included:
 - i. Number of schools within the potential QN (weighted by number of pupils)
 - ii. Number of amenities in the area, such as pharmacies, community centres, youth centres etc
4. Based on the above assessment, the Journey's and Places team identified two new areas that could be improved by transforming them into Quieter Neighbourhoods. These two areas have been named Bowes East QN and Edmonton Green QN.
5. Bowes East QN is the neighbourhood bound by the A406 to the north, Wolves Lane to the east, Green Lanes to the west, and the boundary with London Borough of Haringey to the south (see **Error! Reference source not found.**). It has been chosen as a potential next QN because the area has:
- poor air quality compared with other areas in Enfield.
 - poor health and deprivation indicators that could be improved with active travel.
 - two schools within the area.
 - limited areas of open space.

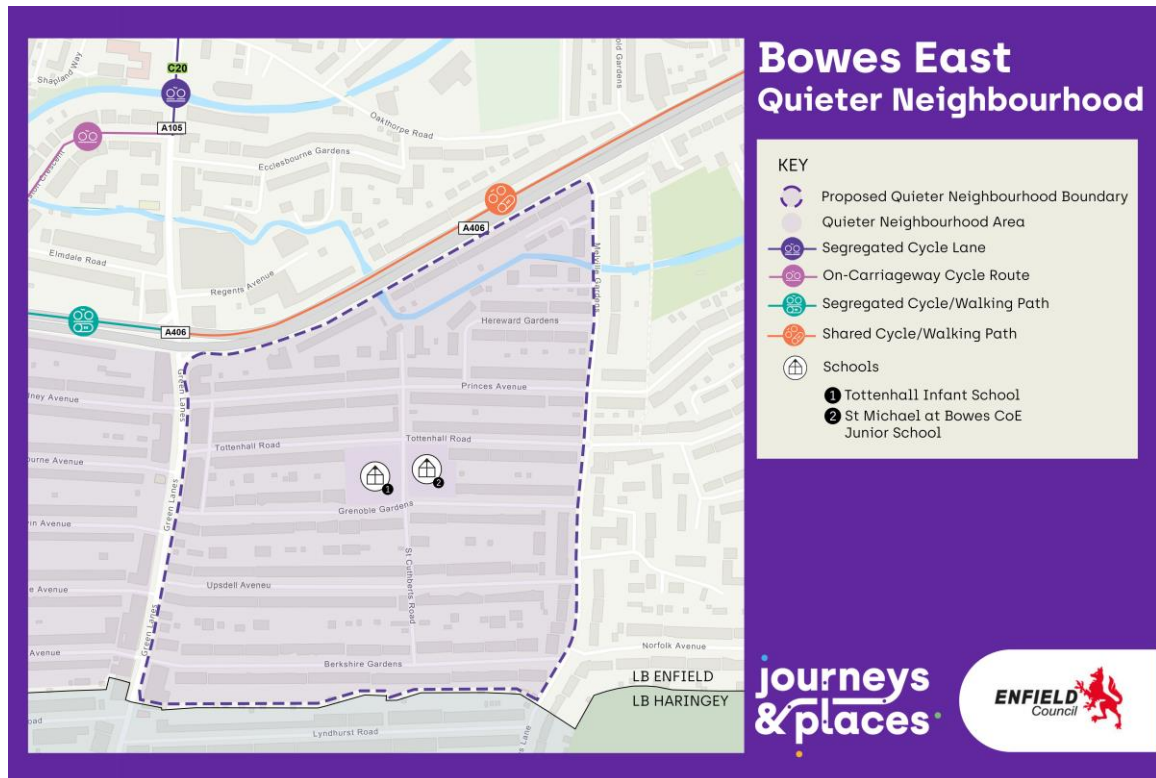


Figure 1: Map of Bowes East Quieter Neighbourhood

6. Edmonton Green QN is the neighbourhood bound by Bounces Road to the North, Montagu Road to the East, the A406 to the south, and the A1010 to the west (see Figure 2). It has been chosen as a potential next QN because the area has:
- poor air quality compared with other areas in Enfield.
 - poor health and deprivation indicators that could be improved with active travel.
 - three schools within the area.
 - amenities in the area that could be accessed using active travel.
 - high numbers of collisions for vehicles, pedestrians, and people on bikes.
 - a high population density which would benefit from the improvements.

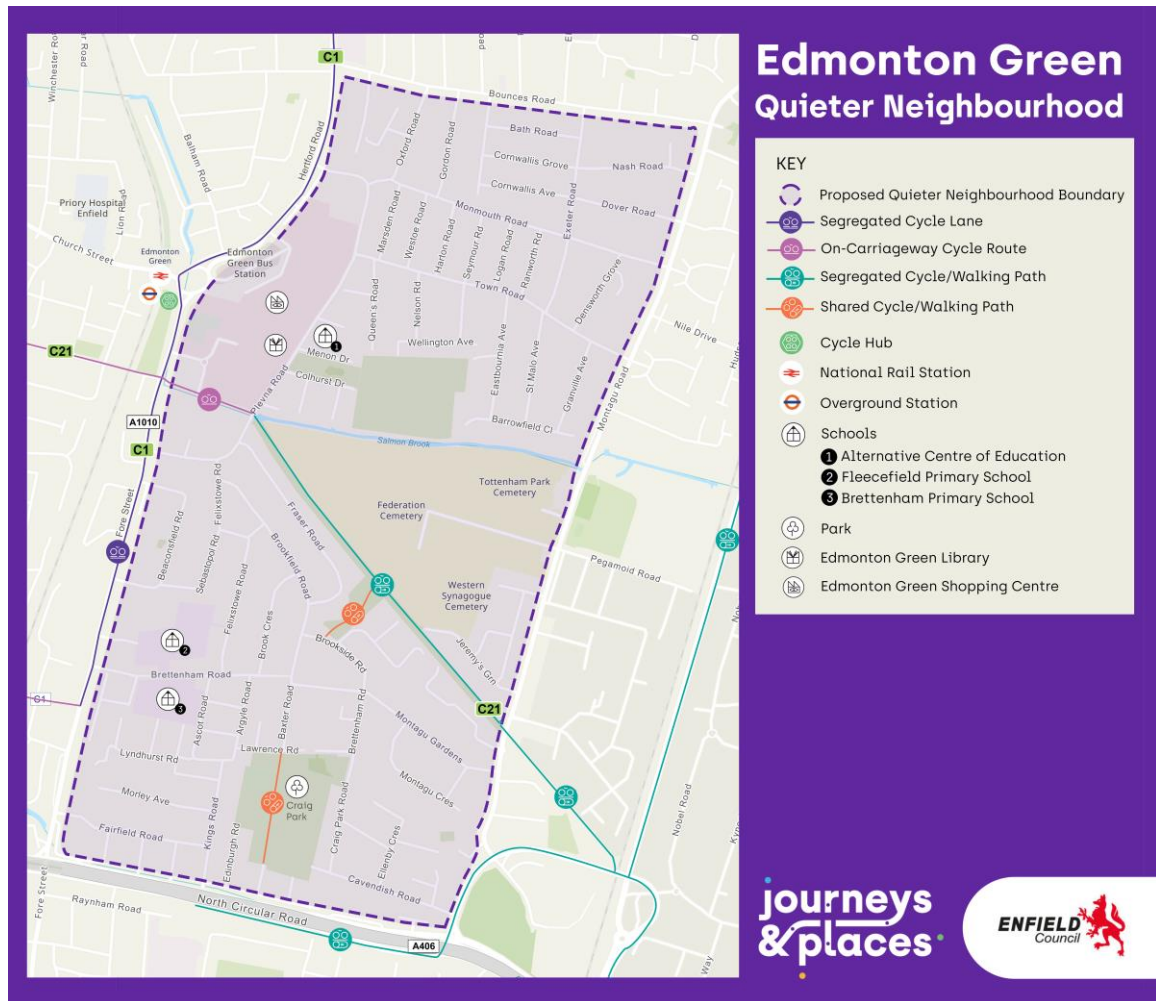


Figure 2: Map of Edmonton Green Quieter Neighbourhood

Methodology

- Following identification of the two Quieter Neighbourhood areas, a methodology to reach a decision on implementation of the project has been prepared. This decision on whether or not to proceed with implementation would take place following completion of the detailed design and statutory consultation, and would require approval on the respective operational report.
- The high-level methodology is as follows:
 - Confirm Ward Councillor and other internal Enfield Council member support for the two Quieter Neighbourhood areas.
 - Engage the community to understand the current issues and ideas that could be included in a potential future Quieter Neighbourhood.
 - Prepare an early engagement report based on the current issues and ideas from the community.
 - Use the current issues and ideas and existing data to develop design(s) for each Quieter Neighbourhood.
 - Share the designs with the community and stakeholders and receive feedback on the proposals.
 - Prepare an engagement report based on the feedback of the design(s).

7. Use the feedback and traffic modelling data to prepare a detailed design proposal for each QN area.
8. Undertake statutory consultation based on the detailed design proposal for each area.
9. Consider the objections and representations to determine whether to progress the proposals to implementation.
10. If it is decided to progress the proposals to implementation, then prepare key decision reports for each QN area which will request approval to proceed to implementation and make the traffic orders.
11. Implement the QN proposals.
12. Undertake post-implementation monitoring.

Works Undertaken to Date

9. A series of workshops and briefings were held with Ward Councillors and other internal Enfield Council members such as the leader, deputy leader, and chief executive. These meetings were to explain the areas proposed for a Quieter Neighbourhood, the rationale for choosing those areas, and the key next steps.
10. External briefings were also held with key stakeholders such as Transport for London and London Borough of Haringey.
11. Following the briefings, the two potential Quieter Neighbourhoods were shared with the community. This phase of engagement is outlined in the following section.

Early Engagement

12. Early engagement took place between 11 September 2023 and 8 October 2023. This was used to gather information from local residents and businesses on the issues that the community currently face and the ideas to improve the area as part of the QN programme.
13. This early engagement period included the following for both projects:
 - Interactive map on the project web page where participants could drop pins for ideas or issues within the area.
 - 2 drop-in sessions per QN area.
 - 1 pop-up session per QN area.
 - Webinar per QN area.
14. For Bowes East, over 15,000 residents were contacted. There were 1900 website views, 33 business addresses were visited, and 400 people actively participated in the engagement.
15. For Edmonton Green over 33,000 residents were contacted. There were 2100 website views, 240 business addresses were visited, and 501 people responded to the engagement.
16. The engagement was planned to encourage input from residents, businesses, young people, and people with diverse cultural backgrounds. To

help achieve this, workshops were undertaken with local schools, and materials were available in Turkish, Greek, Gujarati, Polish, Bulgarian, Romanian, Albanian, Somali, and Bengali/Bangla.

17. An engagement report has been produced for Bowes East and another for Edmonton Green to give insight on general themes, and this will feed into the designs for these QNs. The early engagement reports for both projects can be found in Appendix A for Bowes East & Appendix B for Edmonton Green.
18. Common issues raised for the Bowes East neighbourhood included:
 - High traffic volumes in and around the area.
 - Health and safety concerns.
 - Lack of maintenance.
 - Concerns that the programme may have negative impacts on the area.
19. Common ideas suggested for the Bowes East neighbourhood included:
 - Improved cycling and pedestrian provisions.
 - Implementation of traffic calming measures.
 - Traffic reduction through modal filters or banned right turns.
 - More greening.
 - Improved accessibility.
20. Common issues raised for the Edmonton Green neighbourhood included:
 - Prevalence of illegal dumping, fly tipping, and vandalism.
 - Safety and security concerns due to crime and anti-social behaviour.
 - Lack of adequate transport connectivity.
 - Poor pavement quality.
 - Too many cars parked in the area, including illegal and inconsiderate parking.
21. Common ideas suggested for the Edmonton Green neighbourhood included:
 - Increased surveillance and enforcement.
 - Improved transport connections.
 - Introduction of modal filters and school streets.
 - One-way streets.
 - Implementing a controlled parking zone throughout the area.
 - Investing in public amenity and maintenance.

Next Steps

22. The immediate next steps are to prepare designs based on the current issues and ideas from the early engagement and existing data. These designs are proposed to be shared with the community in early 2024.
23. Traffic modelling is also required to assess the potential impact of the scheme and will then require approval from TfL and other key stakeholders.

24. As designs progress, there will be a further opportunity for public engagement in the form of statutory consultation. Engagement will be carried out with internal and external stakeholders (such as TfL, emergency services, and Haringey Council). Design review workshops will also be undertaken with officers from Enfield Council to refine the designs and liaise with services regarding operational considerations.
- 25.
26. A communications and engagement plan has been developed which outlines these activities. This will continue to be refined as the project progresses. The communications and engagement plan can be found in Appendix C for Bowes East and Appendix D for Edmonton Green.
- 27.
28. Further funding is required to complete the activities this financial year and to progress the projects towards implementation. Funding is in particular required to carry out the traffic modelling which will be essential to determine the feasibility of the projects. Whilst a decision on whether to implement or not will come later, this report is requesting the funding that would be required for full implementation if that decision is taken. Funding for the full project is being requested to ensure that there is sufficient available funding to deliver the QNs before spending more money on the project. If a decision is subsequently reached not to implement the projects, then the remaining funding approved would not be required and would not be drawn down.
29. Although approval for full funding is being sought at this time, there will be another decision point after statutory consultation with a key decision report that will confirm whether to progress to implementation.

Preferred Option and Reasons for Preferred Option

30. The objectives of the Quieter Neighbourhoods Programme are to:
- Make safer streets.
 - Enable more people to walk, wheel, cycle, and access public transport.
 - Improve the health and amenity of the local environment.
 - Improve the physical health of people living within the QN.
31. To deliver on these objectives, Quieter Neighbourhoods are proposed in Edmonton Green and Bowes East areas.
32. These projects are still in an early stage and the different options are still being designed.
33. Designs could include features such as modal filters, one-way streets, school streets, and cycle parking, as well as greening initiatives. These designs will be developed using the feedback from the early engagement and background data.

Relevance to Council Plans and Strategies

34. The new Quieter Neighbourhoods align with the council plans and strategies in the following ways:

35. Clean and green places – Bowes East and Edmonton Green QNs will include the delivery of an improved public realm, including additional greenery and, in the longer-term, contribute towards greater levels of sustainable transport improving air quality. It is unequivocally linked with the Council's cross-cutting theme of Climate Action and its commitment to create a carbon neutral borough by 2040.
36. Safe, healthy, and confident communities – Bowes East and Edmonton Green QNs will help contribute towards creating a safer environment and will help to enable healthier lifestyles through increasing transport choices.
37. Thriving children and young people – Bowes East and Edmonton Green QNs will help improve the borough for future generations and individual project consultations will actively seek the input of young people to help shape their design. The project will also help children have the best start in life by providing opportunities to be active, improving their health.
38. More and better homes – Bowes East and Edmonton Green QNs will help create improved connections with current and future active travel routes, enabling more transport choices for local neighbourhoods to travel in sustainable ways.
39. An economy that works for everyone – Bowes East and Edmonton Green QNs will contribute towards developing town and public spaces that are vibrant, healthy, and inclusive. This forms part of the Council's strategy to support our high streets and town centres by providing safe and convenient access to local shops and services.

Financial Implications

Summary

40. The proposal in this report is to add £1.6m to the capital programme for the implementation of the Bowes East and Edmonton Green quieter neighbourhood's scheme. The total cost of the scheme is £2m, with approx. £0.4m already included within the capital programme as approved by Full Council in Feb-23.
41. The addition of £1.6m will be funded by £0.2m of Transport for London (TfL) grant money. The Council has received confirmation that TfL will provide £0.2m as a contribution towards delivery.
42. The remaining £1.4m will be funded from Council borrowing, which will cost the Council £0.7m a year in financing costs (interest and loan repayment),

based on an interest rate of 5.3% over 2 years. The financing costs are expected to be repaid from PCN income.

43. The project has already secured £231k of S106 money, and £166k of TfL grant money for 2023/24. The team will continue to apply for funding through grant programmes that this proposal meets the criteria for, such as S106 and CIL. Additional allocations are anticipated and if secured would reduce the borrowing on the project.

Revenue Budget Impact

44. The proposal will include the installation of traffic cameras and issuing PCNs for those that do not follow any new restrictions. Any surplus revenue from penalty charge notices (PCNs) is anticipated to pay back the initial capital expenditure and the annual financing costs.

45. The maintenance of the projects will be managed from within the existing highways revenue budgets.

Capital Budget Impact

46. There will be an addition to the capital programme of up-to £1.6m, funded by £0.2m of TfL grant and £1.4m of borrowing.

	2024/25	2025/26	Total
To be approved CAPEX	£0.6m	£1.0m	£1.6m
<i>Funded by:</i>			
TfL Grant	£0.2m		£0.2m
Borrowing	£0.4m	£1.0m	£1.4m
Total Funding	£0.6m	£1.0m	£1.6m

47. There is already £0.4m in the capital programme for this project, fully funded by S106 (confirmed by strategic planning board on 25th Sep 2023) and secured TfL grant. This was approved by Full Council in Feb-23.

	2023/24	2024/25	2025/26	Total
Approved CAPEX	£0.2m	£0.2m		£0.4m
<i>Funded by:</i>				
S106	£0.2m			£0.2m
TfL Grant		£0.2m		£0.2m
Total Funding	£0.2m	£0.2m	£0.0m	£0.4m

48. Table below summarises the total budget within the capital programme once the project has approval:

	2023/24	2024/25	2025/26	Total
Capital Expenditure	£0.2m	£0.8m	£1.0m	£2.0m
Actual spend up to 30 Nov 2023	£0.0m			£0.0m
<i>Funding:</i>				
S106	£0.2m			£0.2m
TfL Grant		£0.4m		£0.4m
Borrowing		£0.4m	£1.0m	£1.4m
Total Funding	£0.2m	£0.8m	£1.0m	£2.0m

Borrowing Impact

49. Approval of the recommendations in the report will result in increased borrowing of £1.4m, which will cost the Council £0.7m a year in financing costs (interest and MRP), based on an interest rate of 5.3% over 2 years.

Accounting Treatment

50. The works required for the quieter neighbourhood's programme involve enhancing the road network and improving the public realm in the areas mentioned above.

51. Costs will be accounted for in compliance with the Councils capitalisation policy. Any costs that cannot be capitalised will be charged to the revenue budget.

52. All costs identified for this programme will contribute towards the enhancement of the road network and improving the public realm in the areas identified in the main report, and therefore meet the criteria for capitalisation.

53. The table below summarises the anticipated costs for the project:

Capital Expenditure	£m
Communications and Engagement	£0.1m
Construction	£0.7m
Contingency	£0.4m
Design	£0.3m
Legal	£0.0m

Project Management	£0.5m
Total	£2.0m

Tax Implications

54. The council will reclaim all VAT on expenditure through its regular submissions for input VAT. No other known tax implications.

Legal Implications

56. Section 122 of the Road Traffic Regulation Act (RTRA) 1984 places a duty on the Council to exercise its functions, so far as practicable having regard to certain specified matters, to secure, as far as reasonably practicable, the 'expeditious, convenient and safe movement of vehicular and other traffic (including pedestrians) and the provision of suitable and adequate parking facilities on and off the highway'. The specified matters that the Council must also have regard to are matters such as the desirability of securing and maintaining reasonable access to premises, the effect on the amenities of any locality affected, the national air quality strategy, the importance of facilitating the passage of public service vehicles and of securing the safety and convenience of persons using or desiring to use such vehicles, and other relevant matters. In taking a decision as to whether to implement the quieter neighbourhood schemes outlined in this report, regard needs to be had to this duty.
57. A decision as to whether to proceed with the schemes outlined in this report must also be consistent with the Council's network management duty under section 16 of the Traffic Management Act 2004 ("the 2004 Act"). That is, the duty "to manage their road network with a view to achieving, so far as may be reasonably practicable having regard to their other obligations, policies and objectives, the following objectives: (a) securing the expeditious movement of traffic on the authority's road network; and (b) facilitating the expeditious movement of traffic on road networks for which another authority is the traffic authority".
58. Sections 6 and 9 of the RTRA enables the Council to as the traffic authority to make both traffic management orders and experimental traffic management orders respectively in order to give effect to the quieter neighbourhood schemes outlined in this report. Procedures for making said orders are set out in the Local Authorities' Traffic Orders (Procedure) (England and Wales) Regulations 1996.
59. Section 149 of the Equality Act 2010 requires the Council to pay due regard to public sector equality considerations in the exercise of its functions. Such due regard should be had when considering whether to implement the quieter neighbourhood schemes outlined in this report and an initial Equalities Impact Assessment has been prepared and will be revisited as proposals progress.

60. The recommendations contained within the report are in accordance with the Council's powers and duties as both the Highway and Traffic Authority.

Equalities Implications

61. Local authorities have a responsibility to meet the Public Sector Duty of the Equality Act 2010. The Act gives people the right not to be treated less favourably because of any of the protected characteristics. The Council needs to consider the needs of these diverse groups when designing and changing services or budgets so that our decisions do not unduly or disproportionately affect access by some groups more than others. The Public Sector Duty Act 2010 requires Local Authorities, in the performance of their functions, to:

- Eliminate discrimination, harassment, victimisation, and other prohibited conduct.
- Advance equality of opportunity.
- Foster good relations.

62. This project will continue to consider the needs of all highway users including those from the protected characteristic groups. All members of the community have full access to the highways; however, it is recognised that some protected groups may have practical problems in using the service. The needs of those with protective characteristics will be considered throughout the development of the design of these projects.

63. The project has screened for equality implications, and this helped to inform the planning of the early engagement, such as providing engagement materials in multiple languages.

64. EqlAs have been provided in Appendix E & Appendix F, however it should be noted these are in the early stages of development. The EqlAs will continue to be developed as the project progresses.

65. Appendix E presents the EqlA undertaken for Bowes East and Appendix F for Edmonton Green. These indicate that there could be potential positive or negative impacts on several characteristics. Mitigation measures for negative impacts are proposed to address these, which will be considered throughout the progression of the design.

Environmental and Climate Change Implications

66. Table 1 provides an overview of environmental and climate change considerations.

Table 1: Environmental and climate change implications

Consideration	Impact of Proposals
Energy consumption	Neutral There are no changes proposed to the current service delivery arrangements.
Measures to reduce carbon emissions	Positive

	<p>Transport generates a significant amount of greenhouse gas emissions (34% of UK CO₂ Emissions in 2022). It is also making up 39% of borough-wide emissions as per the Climate Action Plan 2020. The primary contributor of these emissions is on-road transport from cars. The proposals will enable:</p> <ul style="list-style-type: none"> • Increased levels of active travel by making journeys safer and more appealing. • Reduced private vehicle trips by making alternatives equally attractive. <p>In the shorter term, there may be some increase in carbon emissions on the surrounding primary road network as drivers adjust to potential changes in road layout; however, the long-term outlook is positive.</p>
Environmental management	<p>Neutral</p> <p>The main impact will be in the implementation of the project and with the resultant embedded carbon. However, recycled materials will be used where applicable, along with environmentally friendly planting and additional greening.</p>
Climate change mitigation	<p>Positive</p> <p>In the longer term, as part of a wider programme to encourage active and sustainable modes of travel, the projects are expected to contribute towards reducing the negative environmental impacts of private motor vehicle use through reduced carbon emissions, lower rates of road traffic collisions, and improved public realm.</p> <p>Further mitigations will be in place with the introduction of SuDS and greening where possible.</p>

Public Health Implications

67. Transport is one of the fundamental determinants of health; it may be health-damaging or health-promoting. The proposals as outlined here will support measures to encourage active, rather than motorised, travel. This scheme aligns with the Enfield Transport Plan 2019-2041 and the Enfield Healthy Streets Framework.
68. Reducing obesity is a priority for Enfield, as outlined in the Borough's Health and Wellbeing Strategy. 61.4% of adults are classified as overweight or obese (ALS,12016). Data for academic years 2014/15 to 2016/17 shows that the average prevalence of excess weight in year 6 pupils is 41.5%. This is higher than London (37.9%) and England (33.87%) averages. If left unchanged, this will lead to serious health complications later in life, such as diabetes, heart disease and cancers.
69. Maps from the London Atmospheric Emissions Index (LAEI) show the areas of Bowes East and Edmonton Green to contain some of the highest mean concentrations of NO₂ in the borough, particularly due to their proximity to the A406 highway. These areas are subsequently home to some of the highest levels of air pollution in the borough.
70. The Enfield Air Quality Action Plan (AQAP) 2022-2027 says that despite emissions from transport reducing, it is still the main source of pollution in Enfield. The AQAP also estimates that the annual health costs to society in terms of the impacts of air pollution in the United Kingdom is roughly £15 billion. This is likely because air pollution is associated with a number of adverse health impacts. It is recognised as a contributing factor in the onset of heart disease and cancer and can also exacerbate existing health conditions such as triggering asthma attacks. Air pollution particularly affects children, older people and those with underlying heart and lung conditions. Equality issues are also present as areas with poor air quality are often located in less affluent areas. Not addressing this issue means that some of the most vulnerable people in our communities are put at disproportionate risk of ill health.
71. Creating an environment where people actively choose to walk and cycle as part of everyday life can have a significant impact on public health, and has the potential to reduce health inequalities. It is an essential component of a strategic approach to increasing physical activity and may be more cost-effective than other initiatives that promote exercise, sport, and active leisure pursuits.
72. Shifting trips to active and sustainable transport also has the potential to achieve related policy objectives:
- Supports local businesses and promotes vibrant town centres.
 - Provides a high quality, appealing public realm.
 - Reduces road danger and noise.
 - Increases the number of people of all ages out on the streets, making public spaces seem more welcoming and providing opportunities for social interaction and children's play.

- Provides an opportunity for everyone, including people with impairments, to exercise and enjoy the outdoor environment.

73. Overall, the proposals will encourage sustainable and active travel, helping the Council to manage environmental problems related to congestion and local air quality, while also reducing our impact on climate change and improving health, safety, and accessibility for all in our communities. This supports Public Health's efforts to embed health in all policies across the Council.

Property Implications

74. Any expenditure to actions proposals in this report will be subject to the council's contract Procedure rules.

75. Projects with a contract value over the Public Contract Regulations threshold will be subject to PCR process.

76. Procurement project over £100k for goods and services and £2.5m for works must engage with the Procurement Assurance Group gateway process.

77. As there is no mention of procurement in this report an authority to procurement report may be required and an authority to award report will be needed.

78. Contract Management is expected to ensure that Value for Money is delivered through the lifetime of the contract.

Crime and Disorder Implications

79. The overall objective of the scheme to create a more appealing public realm that encourages more people out on the streets will also help improve safety and the perception of safety.

80. Further engagement and consultation activities will be carried out as the scheme progresses and will seek to gather comments/concerns on the issue of crime and disorder. This will help to develop designs in line with this issue and mitigate it where appropriate.

Network Impact

81. The creation of a Quieter Neighbourhood has a potential to result in some traffic reassignment. The Journeys and Places team has commissioned a consultant to review potential traffic reassignment as the design progresses, and model the impact of potential traffic reassignment to determine network impacts.

82. The design will aim to mitigate potential impacts to the network as far as reasonably practical.

83. Impacts to the network will be discussed with Transport for London prior to confirmation of the final design.

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Appendices

Appendix A – Phase 1 Engagement Report Bowes East

Appendix B – Phase 1 Engagement Report Edmonton Green

Appendix C – Communications and Engagement Plan Bowes East

Appendix D – Communications and Engagement Plan Edmonton Green

Appendix E – Equalities Impact Assessment Bowes East

Appendix F – Equalities Impact Assessment Edmonton Green

Background Papers

None

Departmental reference number, if relevant:

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Bowes East Quieter Neighbourhood: Engagement Report

December 2023

Prepared for London Borough of Enfield by ECF



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Engagement Approach	08
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Engagement Findings	20
Conclusions	35
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INTRODUCTION

1. Introduction

ECF was commissioned by the Journeys and Places team at London Borough of Enfield to support the engagement programme that investigated the potential introduction of a Quieter Neighbourhood in Bowes East.

Quieter Neighbourhoods form part of a comprehensive approach the council is taking to reduce the speeds and volume of motor vehicles in the area and create attractive and safe environments. The long-term benefits we hope to see include improvements in people's health, less congestion and safer roads, and improved air quality.

This report focuses on the engagement activities that were targeted towards people that live in and around the Bowes East project area.

The Council wanted to collect evidence on the issues that people would like to be addressed to make the area quieter and safer, and what local people felt could be done to improve the area to make it a Quieter Neighbourhood.

The purpose of this report is to explain the different methods of community engagement that were undertaken, and to summarise the key findings of the feedback that was provided on how to make Bowes East a quieter and safer neighbourhood.



Photograph of the exhibition boards from one of the drop-in sessions

EXECUTIVE SUMMARY

2. Executive Summary

This report presents the findings from the engagement programme undertaken by Enfield Council with support from ECF from Monday 11 September until Sunday 8 October 2023.

Enfield Council is delivering Quieter Neighbourhoods (QNs) as part of a broader strategy to reduce traffic, improve air quality, improve people's health and create an attractive and safe environment for pedestrians, cyclists, and other active transport uses. Bowes East has been identified as an area for a future QN.

The aim of this engagement period was to hear **ideas** to improve the Bowes East area, and about the **issues** in the area that the community currently experience and could be addressed through the Quieter Neighbourhoods initiative.

Throughout the engagement period, there were a wide range of opportunities for people to have their say, including workshops, pop-up events, door knocking, drop-in sessions, an online webinar and an interactive map on the project website. The programme was designed to encourage input from residents, businesses, young people, and people with diverse cultural backgrounds. Materials were available in Turkish, Greek, Gujarati, Polish, Bulgarian, Romanian, Albanian, Somali and Bengali/Bangla.

Top issues included:

- Traffic congestion
- Safety around the A406
- Litter and pollution

Top ideas included:

- Additional off-road cycle paths, pedestrian crossings
- Traffic control to reduce speeds and prevent rat running
- Improved cleaning and maintenance of local streets

Detailed findings, categorised by activity, are presented in [Section 5](#) of this report.

15,300 residents contacted
 1900 website views
 66 business addresses visited
 400 active participants

ENGAGEMENT APPROACH

3. Engagement Approach

In this section of the report, the engagement approach will be explained and each of the methods of engagement will be elaborated on.

We communicated the opportunity to engage through:

- A Resident letter in English and 9 other languages
- An online webinar on Monday 2 October 2023
- Social media (Journeys and Places and Enfield Council channels)
- Council newsletters
- Postcards handed out at two school gates:
 - Tottenham Infant School on Thursday 14 September 2023
 - St Michael at Bowes on Friday 15 September 2023

Community feedback was gathered through the following methods.:

- An online interactive map on Let's Talk Enfield to collect ideas and issues
- Business surveying within the Bowes East area on Thursday 14 September 2023 and Friday 15 September 2023
- Two drop-in public exhibition events at Trinity-at-Bowes Centre Plus, Community Centre, Palmerston Road N22 8RA on:
 - Wednesday 20 September 2023
 - Saturday 30 October 2023
- A paper copy of the questions asked through the online interactive map was available online and at events if people wished to share their ideas and issues in that format. Residents were also able to email the project team at Journeysandplaces@enfield.gov.uk or post a letter to the Council with their comments.
- Two school workshops:
 - Tottenham Infant School on Tuesday 3 October 2023
 - St Michael at Bowes Primary School on Wednesday 4 October 2023
- A pop-up event on Green Lanes on Tuesday 3 October 2023 (between Upsdell Avenue and Princes Avenue) to hand out postcards and speak with passers-by

Disability groups were invited to attend a workshop, however due to limited responses this workshop did not go ahead. Groups were emailed information on the project and invited to participate in the ways mentioned above.

3. Engagement Approach

3.1 Project website and promotion

A letter outlining the project and engagement opportunity was distributed to 15,282 residences. The distribution area is shown in Figure 1.

A project page was launched on the Let’s Talk Enfield website (letstalk.enfield.gov.uk/BowesEastQN) to communicate information on the project and engagement opportunity. An interactive map on this page was also used to capture ideas and issues (Figure 2). Eighty-seven people engaged in the project website either by signing up for project updates or by sharing a pin on the project map.

An online webinar was delivered on Monday 2 October 2023 where the project team presented the project aims and shared how to get involved, and attendees were able to ask questions. The recording is available on the project page above.

The opportunity to engage was advertised in the Journeys and Places newsletter, the Enfield Council Have Your Say newsletter, and promoted on social media through the Journeys and Places and Enfield Council Facebook and X (formerly Twitter) pages (Figure 3).

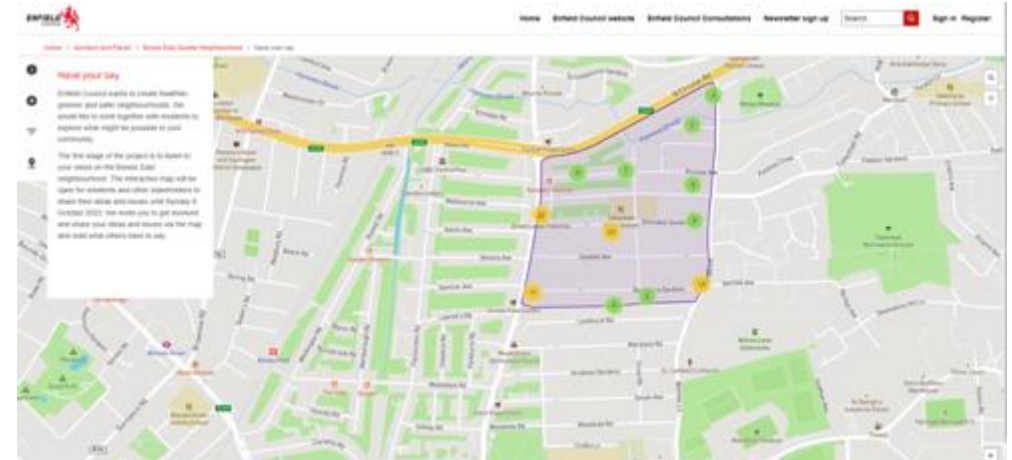


Figure 2. Screenshot of the project website map



Figure 1. Area map of resident letter drop



Figure 3. Social media promotion for a drop-in event

3. Engagement Approach

3.2 Door-knocking / business surveying / Postcards at school gates

ECF conducted door-to-door surveying with businesses in the Bowes East area. Members of the project team visited 66 addresses within the area with the aim of encouraging local businesses to engage with the project. Staff and business owners were asked to complete a survey with members of the project team which was recorded through MS Forms on tablets.

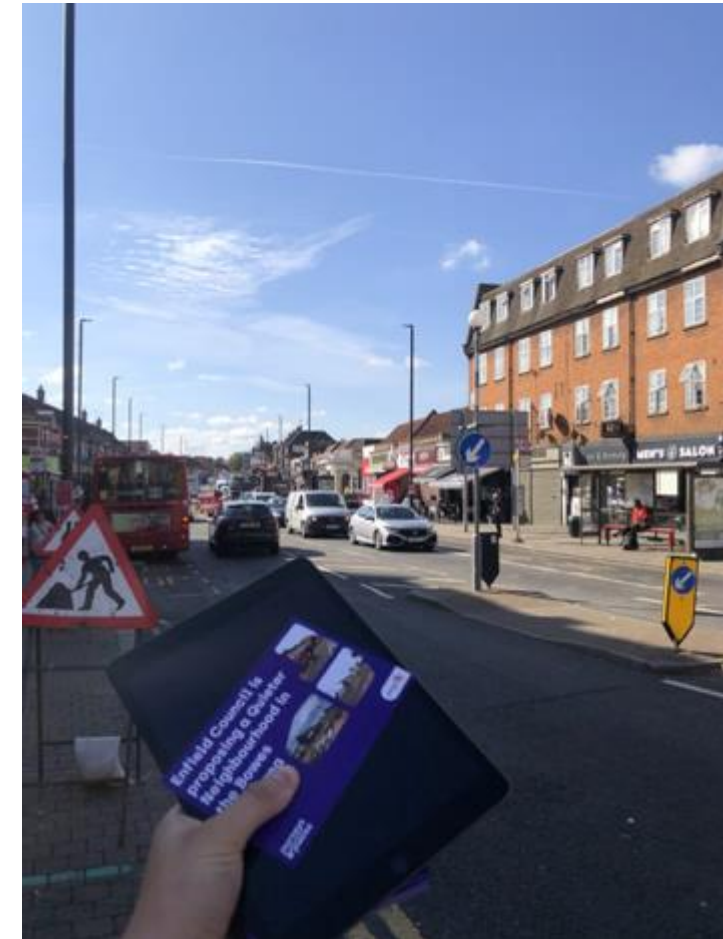
The survey asked one closed ended question and two open ended questions:

- How are you connected to the proposed Bowes East area?
- Please tell us about the main issues you'd like us to address in the area so that it could be quieter and safer.
- Please tell us about ideas you have that you feel could improve your area to make it a Quieter Neighbourhood.

Respondents were encouraged to specify road names for both open-ended questions.

Postcards containing information about the project and a QR code directing to the project website were provided to those who were unavailable or did not have time to complete the survey in person.

ECF also distributed information postcards at the school gates of St Michael-at-Bowes Primary School and Tottenham Infant School. 185 postcards were distributed in total.



Photograph from business surveying along Green Lanes

3. Engagement Approach

3.3 Drop-in events

The project team hosted two community drop-in events at Trinity-at-Bowes Centre Plus Community Centre on Wednesday 20 September from 4pm to 6pm, and Saturday 30 October 2023 from 10am to 12pm.

Seventy-five residents attended across the two drop-in events. Attendees were able to view information boards and speak with the project team to learn more about the project. We invited attendees to share their ideas and issues through completing a paper survey or adding comments to post-it notes and attaching to the relevant information board

The project team recorded notes from conversations with attendees which have been included in the analysis detailed later on in this report.

3.4 Pop-up events

The project team held one pop-up event on Green Lanes on Tuesday 3 October from 4pm to 6pm. The intention of this event was to capture views from members of the public who might not typically attend an engagement event. We spoke to shoppers and visitors to the area about the project, hearing their ideas and issues and handing out postcards that directed them to the project page to find out more.



Photograph of one of the Bowes East drop-in events

3. Engagement Approach

3.5 School Workshops

Two local schools, St Michael-at Bowes Primary School and Tottenhall Infant School, participated in workshops to ensure the views of younger residents were captured in the engagement process.

In each session a member of the ECF team introduced the topic to the students which was followed by an activity that was centred around the idea of a Quieter Neighbourhood. The activity involved the students being asked to draw four drawings of issues they observed in their neighbourhood and area surrounding the school, as well as ideas for how these can be improved.

School workshop attendance

St Michael-at Bowes Primary School: 21 students aged 9-11

Tottenhall Infant School: 11 students aged 6-7



Students engaging in a workshop activity

PARTICIPANTS

4. Participants

This section of the report covers participation rates in the engagement process.

Overall participation

61 contributors added to the interactive map featured on the project page at letstalk.enfield.gov.uk/BowesEast.

185+ postcards with project information were distributed to parents at St Michael-at-Bowes Primary School and Tottenhall Infant School.

35 businesses were engaged as part of the process

75 residents attended a drop-in session.

12 residents attended the online webinar.

32 primary school pupils engaged in dedicated workshops.

Overall engagement

The project page, hosted on the Let's Talk Enfield website, was visited by 1,900 individuals. Of this total, **769** interacted with the project website (either by downloading a document, visiting the FAQ, visiting the key dates page visiting multiple project pages or contributing to the interactive map).

Of the 769, 78 participants engaged with the project website either by asking questions or contributing to the interactive map. 111 pins were placed on the interactive map.

Project materials were available in Turkish, Greek, Gujarati, Polish, Bulgarian, Romanian, Albanian, Somali and Bengali/Bangla on the Engagement HQ site, as well as available at the drop-in events. Any additional material translation could be requested by contacting Enfield Council.

Nearly **400** individuals and businesses were engaged as part of the engagement process through the public exhibition, pop-up events, business surveying and online webinar.

In total, approximately **1200** people engaged in the project across the Let's Talk Enfield website and other engagement activities.

4. Participants

This section breaks down the participant demographic data for those that engaged online through the project page on the Let's Talk Enfield website. This is the only activity where demographic data was collected. However, the project team undertook dedicated activities with younger people to ensure their voice was captured within the engagement process.

Participants were asked to provide their connection to the area, year of birth, age, postcode, whether they identified as having a long-term physical or mental health condition or illness, gender, marital status, religion, sexual orientation, whether they are pregnant or on maternity leave and if they hold a blue badge. Participants had the option to choose which demographic questions they completed. A copy of the survey questions is provided in **Appendix J**.

This information was collected to understand who engaged with us on this project and to identify characteristics that may be underrepresented to inform future processes.

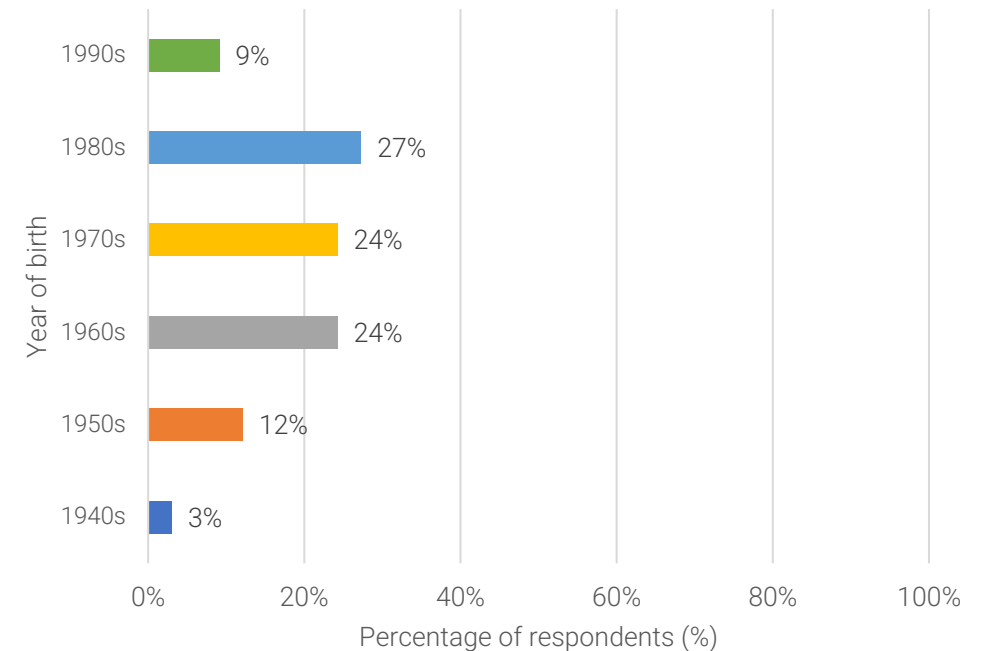
The majority of participants did not share their demographic data and therefore this information should not be considered representative of all participants in the engagement process.

Participant demographics - Age

The Bowes East ward has relatively higher numbers of young adults and proportionately few older adults.¹ The majority of respondents in this sample were born between 1950s – 1970s (Figure 1).

¹Enfield Council, *Ward Profile: Bowes East 2023*, page. 3 [Accessed 28 November 2023]

Figure 1: What is your year of birth? (n=33)



4. Participants

Participant demographics – connection to Enfield

- The majority of participants live in Enfield (Figure 2), specifically postcode N13 (Figure 3).

Figure 2: What is your connection to the London Borough of Enfield? (n=73)

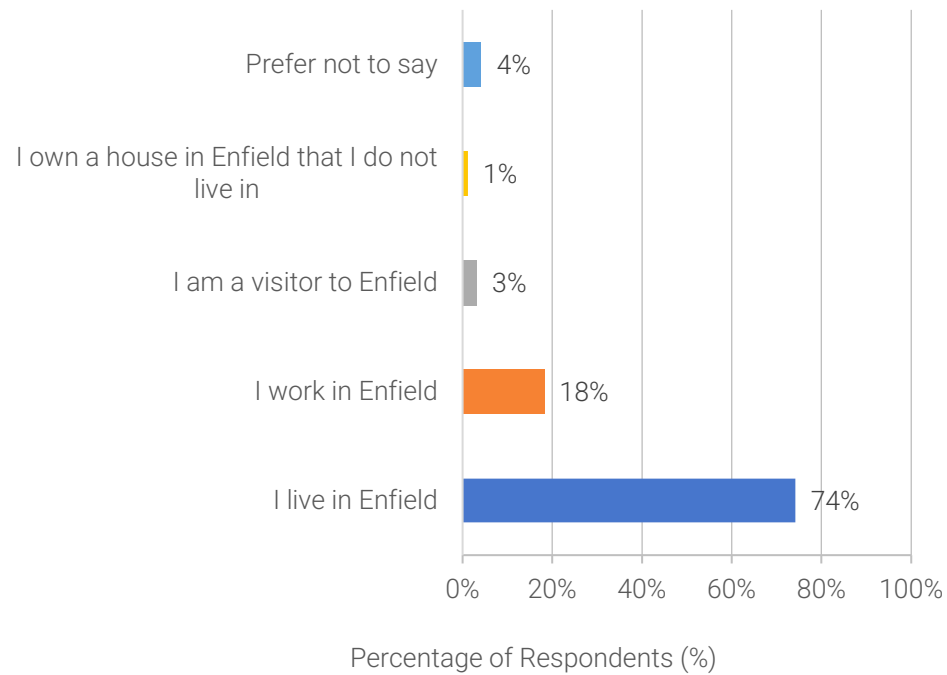
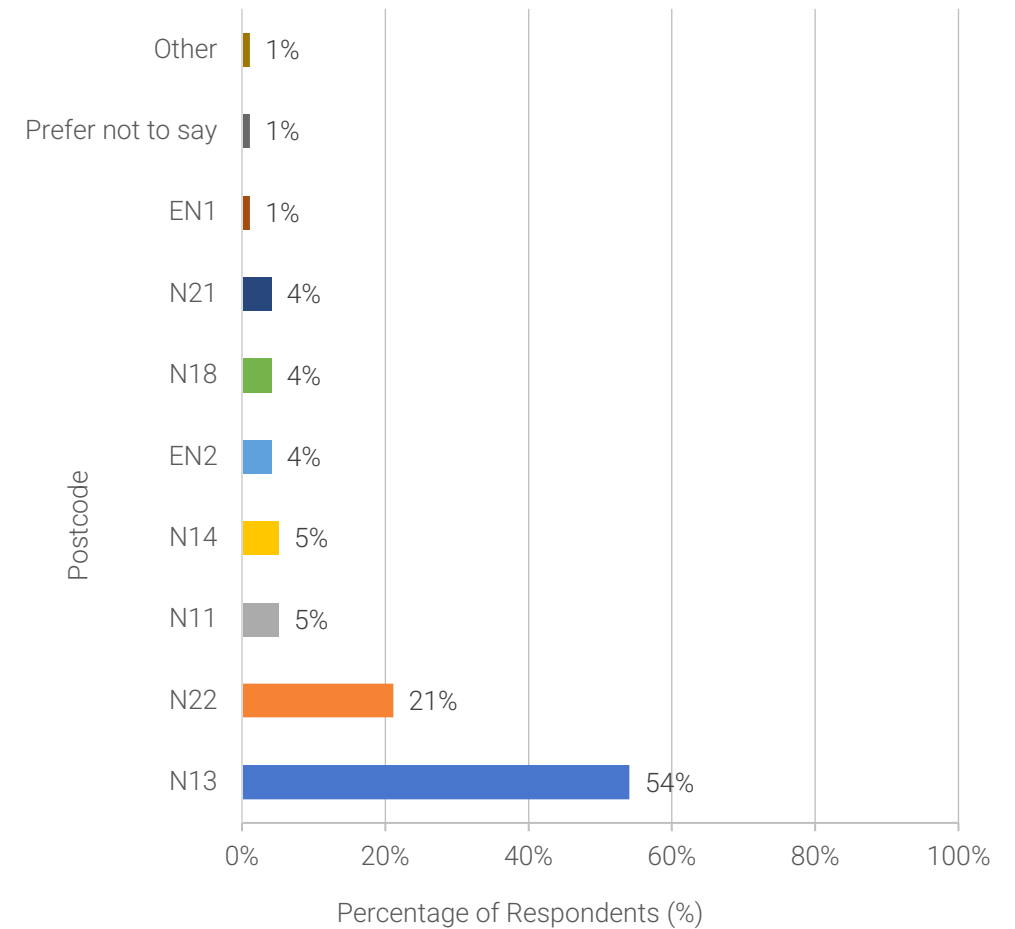


Figure 3: What is your postcode? (n=61)



4. Participants

Participant demographics – Religion and ethnicity

- 16 people provided information on their religion. Of these, 50% of people identified as being non-religious, 31% identified as Christian, 2% preferred not to say and 1% identified as Buddhist.
- From the 2021 Census data, around half of residents in Bowes East identify as Christian². In this sample, one third of residents identified as Christian.
- 32 people provided information on their ethnicity. Of these, 53% identified as 'White - English/Welsh/Scottish/Northern Irish and British' ethnicity and 13% identified as 'Any other White background' (13%). This aligns to data from the 2021 Census for the Bowes East Area which has 'White British' and 'White other' as the largest ethnic groups in the area².
- A smaller proportion of participants identified as 'White-Irish' (9%), 'Any other Mixed/Multiple ethnic background' (6%), 'I do not wish to state my ethnic group' (6%), 'White- Italian' (3%), 'Mixed/multiple ethnic groups – white and Asian' (3%), 'Asian or Asian British – Indian' (3%) and 'Asian or Asian British – Pakistani' (3%).
- The demographic questions and full list of options are provided in Appendix J.

² *Enfield Council, Ward Profile: Bowes East 2023, page. 4-5 [Accessed 28 November 2023]*

4. Participants

Participant demographics – Health and accessibility needs

- 36 people provided information on disability status. Of these, 81% of respondents identified as not having a physical or mental health condition or illness lasting or expected to be longer than 12 months or more.
- 15 people provided information on their Blue Badge status and all respondents reported to not hold a blue badge.
- 16 people provided information on pregnancy or maternity leave status and all respondents were not pregnant or on maternity leave.

Participant demographics – Gender, sexuality and marital status

- 36 people provided information on their gender. Of these, 42% identified as female, 55% identified as male and 3% preferred to no say.
- 16 people provided information on their marital status. Of these, 69% identified as being single, 25% married and 6% widowed.
- 16 people provided information on their sexual orientation. Of these, 75% identified as heterosexual/straight and 13% preferred not to say.

ENGAGEMENT FINDINGS

5. ENGAGEMENT FINDINGS

5.1 Interactive Map

The following feedback was collated from the interactive map.

Current Issues:

- 31 people said that traffic congestion is an issue in Bowes East
- 14 people mentioned that vehicles rat running across the area is an issue
- 9 people raised concerns over vehicles speeding within the Bowes East area
- 8 people said that traffic poses a risk for children at schools
- 7 people mentioned that the A406 causes air pollution in the Bowes East area

Future Issues:

- 46 raised concerns that QN will push traffic elsewhere into surrounding areas
- 16 people were concerned that a QN will create more pollution
- 12 people raised concerns that a QN will increase journey times in the area
- 10 people mentioned that they are concerned over the impact a QN will have on accessibility of the area for local residents and their visitors

Ideas:

- 7 people suggested that segregated cycle lanes be implemented
- 7 people suggested a cycling and pedestrian bridge be built
- 7 people said that vehicles travelling through Grenoble Gardens should not be allowed to turn right on to Green Lanes towards the A406
- 6 people suggested that provisions should be made for elderly or disabled residents to have access to roads and parking in the area
- 5 people said they would like modal filters to be installed

Traffic congestion and vehicles rat running and speeding were identified as the top *issues* for the Bowes East Area.

There were concerns that a Quieter Neighbourhood would lead to increased congestion and traffic in the surrounding areas outside of the QN. Additionally, a number of individuals were concerned a QN would create more pollution.

Segregated cycle lanes, cycle and pedestrian bridge and modal filters were ideas for the area.

5. ENGAGEMENT FINDINGS

5.2 Business surveying

Sixty-six businesses were visited in the Bowes East area.

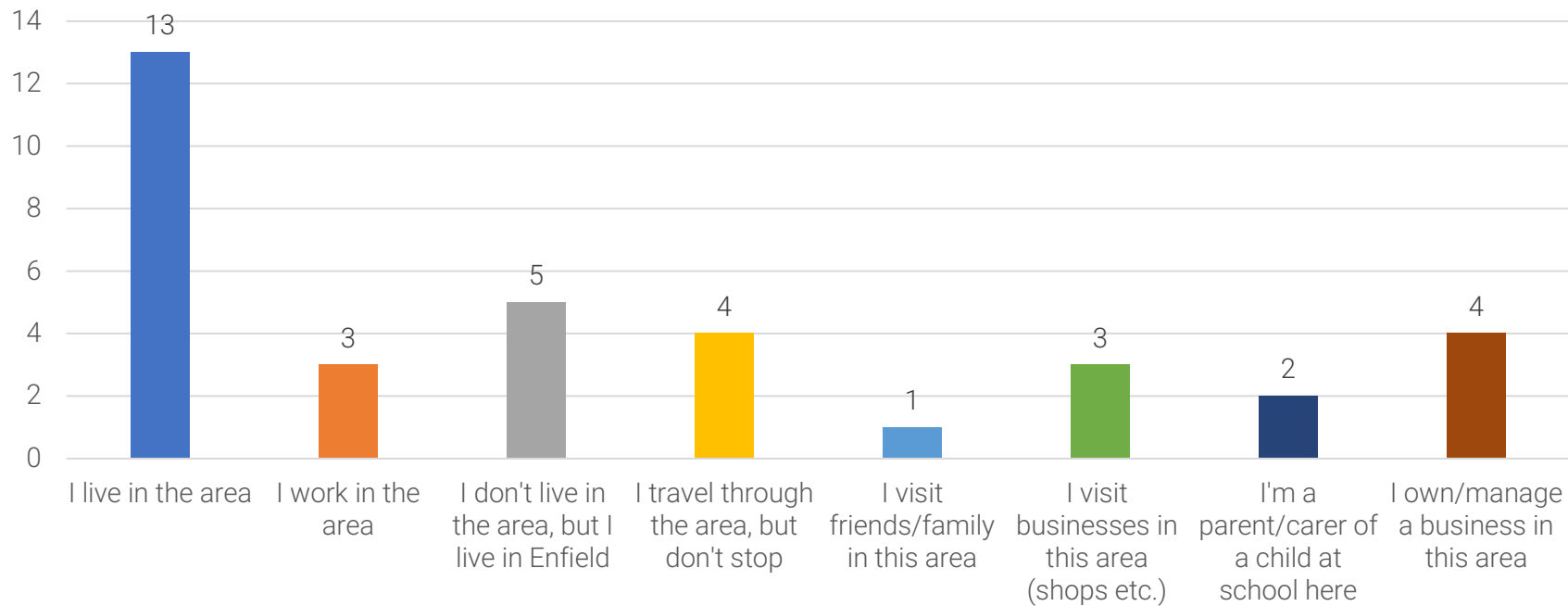
The table below sets out the statistics from the tracker of door-to-door activity. From the 66 businesses visited, 35 either completed surveys or accepted postcards.

Actions			
Site Area	Survey completed	Accepted project materials (ie. Postcard)	Total businesses engaged
Bowes East	13	22	35

5.2 Business surveying continued

Slides 22-24 provides the findings from the business surveying.

Q1) How are you connected to the proposed Bowes East area? (Respondents could select one or more options)



Most respondents who completed the survey live in the Bowes East area, or another part of Enfield.

A smaller proportion own a business, travel through the area or don't live in the area.

5.2 Business surveying continued

Q3) Please tell us about the main *issues* you'd like us to address in the area, stating any specific road names, so that it could be quieter and safer (n=13)

Comment	Number of times mentioned
Traffic congestion and rush-hour congestion, particularly on the following roads: <ul style="list-style-type: none"> Green Lanes (5 mentions) Victoria Road (1 mention) 	10 mentions
Disruptive road closures, particularly on the following roads: <ul style="list-style-type: none"> Green Lanes (3 mentions) Clockhouse Parade (1 mention) 	4 mentions
Lack of available parking, including on: <ul style="list-style-type: none"> Green Lanes (1 mention) Princes Avenue (1 mention) 	3 mentions
Dangerous roads: <ul style="list-style-type: none"> A406 North Circular (2 mentions) Green Lanes (1 mention) 	3 mentions

Green Lanes and Victoria Road were identified as key roads for traffic congestion.

Disruptive road closures were identified on Green Lanes and Clockhouse Parade.

Green Lanes and the A406 North Circular were identified as dangerous roads.

5.2 Business surveying continued

Q4) Please tell us about *ideas* you have, stating any specific road names, that you feel could improve your area to make it a Quieter Neighbourhood (n=13)

Comment	Number of times mentioned
Speed limits/bumps needed, particularly on: <ul style="list-style-type: none"> • Tottenham Road (1 mention) • Grenoble Gardens (1 mention) 	3 mentions
More cycle lanes needed.	3 mentions
Improvements needed to public transport.	3 mentions
Quiet streets pose a risk to businesses.	2 mentions

The introduction of speed limits/bumps on Tottenham Road and Grenoble Gardens were suggested.

Additionally, more cycle lanes and improvements in public transport were ideas captured through the business surveying.

5. ENGAGEMENT FINDINGS

5.3 Drop-in sessions

The following feedback was collated from **staff notes and post-it notes** at the drop-in sessions. Many people understood Quieter Neighbourhoods to be Low Traffic Neighbourhoods (LTNs). It should be noted that Quieter Neighbourhoods is Enfield Council's name for improvements to neighbourhoods to make them greener, healthier and with options for people to travel actively; these may take the form of an LTN, or may involve other interventions such as School Streets, greening, 20mph zones and one-way streets.

Current Issues:

- LTNs
 - Traffic congestion has been caused by previously implemented LTNs
 - LTNs affect marginalised communities negatively
 - LTNs have worsened pollution levels on roads such as Green Lanes and Grenoble Gardens
 - Haringey LTNs have a knock-on effect in adjacent areas
- Safety
 - Knife crime
 - Anti-social behaviour
 - Poor street lighting
- Road safety, traffic and facilities for walking and cycling
 - Limited zebra crossings and no pedestrian crossing near schools in the area
 - Mopeds on footway during congestion, particularly on Grenoble Gardens
 - Bus stop build outs cause traffic to be blocked
 - Rat running on Tottenham Road and Grenoble Gardens
 - One way traffic rules have pushed congestion to Tottenham Road
 - Narrow and poor quality pavements impedes access for pedestrians
 - Lack of space for a cycle lane along Town Road
 - Cyclists travel the wrong way up one-way roads
 - A406 lacks sufficient cycling lanes or pavement for pedestrians
 - Slip road from A406 is dangerous
 - A406 traffic congestion pushes people to cut through residential streets
- Parking
 - Lack of parking has resulted in reduced access to shops
 - Vehicles park in bus lanes and cycle lanes
- Environment and pollution
 - Noise pollution from cars and speeding vehicles
 - Overgrown vegetation on pavements, lack of trees and lots of weed
 - Litter and rubbish
 - Air pollution, particularly for those walking in the area
 - Cyclists are currently deterred by current high levels of pollution, less people cycle in the area than before
- Impact on residents and businesses
 - Myddleton Road businesses have suffered and closed
 - Difficulty for local residents to receive visitors and find access
 - Residents feel like the Council doesn't listen to their concerns
 - Want more consideration for the impact on residents east of Wolves Lane

Attendees raised concerns about the implementation of Low Traffic Neighbourhoods. Limited pedestrian crossings, parking and cycle lanes were identified as current issues.

5. ENGAGEMENT FINDINGS

5.3 Drop-in sessions

The following feedback was recorded from **staff notes and post-it notes** at the drop-in sessions:

Future Issues:

- Impact on journeys
 - Concern that there will be an impact on journey times in the area if a QN is implemented
 - Increased journey times will have an impact on students travelling to school and their ability to learn
 - Concern over access to areas to the east of Bowes East
- Traffic and pollution
 - Road closures will create congestion in Wolves Lane and Green Lanes
 - Increased traffic congestion on roads such as the A406
 - Concern that there would be an increase in air pollution from idling engines
- Impact on residents and businesses
 - QN scheme could impact mental wellbeing of local residents
 - Limited access for residents to businesses
 - Concern that crime will increase on roads which are closed to vehicles

Attendees raised concerns on the impact of journey times, especially students travelling to school with implementation of a Quieter Neighbourhood.

Additionally, the impact of road closures on traffic congestion was raised as a future concern.

5. ENGAGEMENT FINDINGS

5.3 Drop-in sessions

The following feedback was collated from **staff notes and post-it notes** at the drop-in sessions

Ideas

- Walking and cycling interventions
 - Create segregated cycle lanes from A106 to Green Lanes
 - Incorporate a cycle lane adjacent to footways
 - Implement a School Street on Grenoble Gardens
 - Any implementation of School Street should be during rush hours
 - Re-introduce school crossing patrols
 - Implement bike racks and cycle parking on Fairbrook Road and on the high street
 - Implement modal filters
 - Repair pavements
- Safety and environment
 - Implement CCTV cameras and stop rubbish littering
 - Install pollution monitors on the bottom of Grenoble Gardens, bottom of Berkshire Gardens, and bottom of Sidney Avenue
 - Add more greenery, trees and flowers along Green Lanes and on School Streets
 - Upgrade sports facilities
 - Improve Fairbrook Road with play areas
- Road layout and road safety
 - Implement speed cameras
 - No HGVs allowed in the area
 - More speed tables, chicanes and speed bumps along the full width of the road.
 - Introduce a right turn only dedicated signal
 - Extend the QN area
 - Retain one-way roads as they work well
- Accessibility to the area
 - Create provisions/blue badges for local residents to access roads
 - Implement permit parking
 - Improve bus services
 - Provisions should be made to any future QN project allow local residents to enter roads in Bowes East
- Community engagement and project delivery
 - Have more engagement with those who don't speak English.
 - Listen to feedback from local residents
 - Conduct a study on the impacts of local residents
 - More public meetings
 - Publish more information on why Bowes East is being considered for a Quieter Neighbourhoods project
 - Provide vehicle data
 - More statistical analysis of the area

Attendees suggested the introduction of a School Street on Grenoble Gardens, bike racks and cycle parking on Fairbrook Road and on the high street and improving greenery along Green Lanes and School Streets.

Residents were interested to continue to be informed and involved in the project.

5. ENGAGEMENT FINDINGS

5.3 Drop-in sessions

The following results are from the **paper survey** handed out at the drop-in sessions.

Sixteen paper surveys were completed, of these 13 people said they lived in the Bowes East area.

Current Issues:

- Three people said that speeding vehicles are a major issue
- Three people said that traffic congestion is a frequent issue in the area
- Two people said that rat running is a common issue within the area
- Two people said that the area has poor street lighting
- One person said that speeding is a major issue on Berkshire Gardens
- One person raised concerns over lack of maintenance of the streets of the area

Future Issues:

- Two people raised concerns over potential increased journey times
- Two people said they had concerns about the economic impact on local residents
- Two people raised concerns over pollution levels increasing

Ideas:

- Four people suggested that broken pavements need to be maintained better
- Two people suggested that speed humps should be installed
- Two people suggested that Enfield Council should hold regular meetings and consultations with residents
- Two people suggested that if a QN is implemented, residents should be given free access to Bowes East area
- One person suggested that there needs to be better police and traffic warden visibility
- One person suggested that the QN should reduce the amount of speeding cars in the area
- One person recommended cleaner streets to encourage people walking
- One person said that a School Street should be implemented

5. ENGAGEMENT FINDINGS

5.4 Pop-up event

The following feedback was collated from the pop-up event:

Current Issues:

- Noise pollution from cars
- Safety in the area is an issue particularly related to knife crime
- Limited zebra crossings
- Access to shops is blocked by parking
- Overgrown vegetation on pavements impedes access for pedestrians
- Lack of parking

Future Issues:

- Impact on journey times in the area

Ideas:

- Add more greenery and flowers to Green Lanes and on School Streets
- Reintroduce school crossing patrols
- Implement a School Street on Grenoble Gardens
- Incorporate a cycle lane on pavements
- Implement more CCTV to stop rubbish littering

5. ENGAGEMENT FINDINGS

5.6 School workshop

The following comments were collated from the school workshops (students aged 6 -11 years):

Tottenham Primary School comments:

- More trees and flowers should be planted
- Traffic should be reduced to increase walking
- More zebra crossing should be added
- Would like to see less rubbish on the street
- Would like to have more spaces to ride their two-wheeled scooter
- Buses and cars go too fast, their speed should be reduced
- Would like to see less pollution
- Add more grass near houses so that cars cannot come so close to homes

St Michael-at-Bowes Primary School feedback:

- Would like to see more rubbish collections and bins
- Would like to see less fast food and healthier restaurants
- Limit amount of car usage as it causes pollution
- Reduce pollution
- Would like to see more gardens that aren't expensive and are peaceful
- Would like to see more spaces to bike and to ride scooters
- Would like to see people use cars less and scooters and bikes more
- Would like to see people walk and bike more, use cars less and smoke less
- Reduce bumps on the road so it's easier to bike
- Would like no pollution and more greenery

5. ENGAGEMENT FINDINGS

5.6 School workshop



5. ENGAGEMENT FINDINGS

5.7 Email correspondences

The following comments were collated from email correspondence received:

Comment	Number of time mentioned
Concern that diverted traffic will cause congestion and pollution in other areas	11 mentions
There are existing issues with congestion	11 mentions
Concern that there will be an adverse impact on elderly and people with a disability	9 mentions
Concern that it will be more difficult to reach various destinations	7 mentions
That concern that the implementation of a QN will harm businesses	5 mentions
Concern that there is a lack of engagement and feedback is ignored	5 mentions

Existing congestion issues were raised through email correspondences.

Increased congestion and pollution in surrounding areas, adverse impacts of elderly and people with a disability and impacts to businesses were identified as key issues that may occur from the introduction of a Quieter Neighbourhood.

CONCLUSIONS

6. CONCLUSIONS

The following outlines the key themes regarding issues and ideas that were identified from the engagement.

Issues

- Traffic congestion is a major issue in Bowes East, particularly along Green Lanes. Excessive through traffic was frequently cited as a cause of congestion, and several participants expressed safety concerns about the volume and speed of traffic in the area, particularly for school children.
- The nearby A406 contributes to health and safety concerns in the area, including pedestrian safety and air pollution.
- Some participants noted a lack of maintenance in the area. This was particularly prevalent in feedback from school-aged participants, who commented on litter and pollution, and suggested more greenery in the area.
- A considerable proportion of participants have concerns about the implementation of the QN programme in Bowes East. Many were concerned that the programme would shift traffic elsewhere to surrounding areas, while others expressed concerns about a potential impact on journey times and accessibility for local residents.

Ideas

- Participants suggested the installation of segregated cycle lanes throughout the Bowes East Area to encourage cycling. Additionally, a cycling and pedestrian bridge was suggested over the A406.
- To address concerns about the volume and speed of cars in the area, several participants suggested the introduction of speed limits/ bumps on Tottenham Road and Grenoble Road, modal filters, and a no-right-turn onto Green Lanes from Grenoble Gardens.
- School students were particularly interested in more greenery and vegetation along school streets to encourage walking. They also suggested improved cleaning and maintenance of local streets to improve accessibility.
- The installation of additional pedestrian crossings, and reintroducing school crossing patrols were suggested by participants at the drop-in and pop-up events and school workshops.

NEXT STEPS

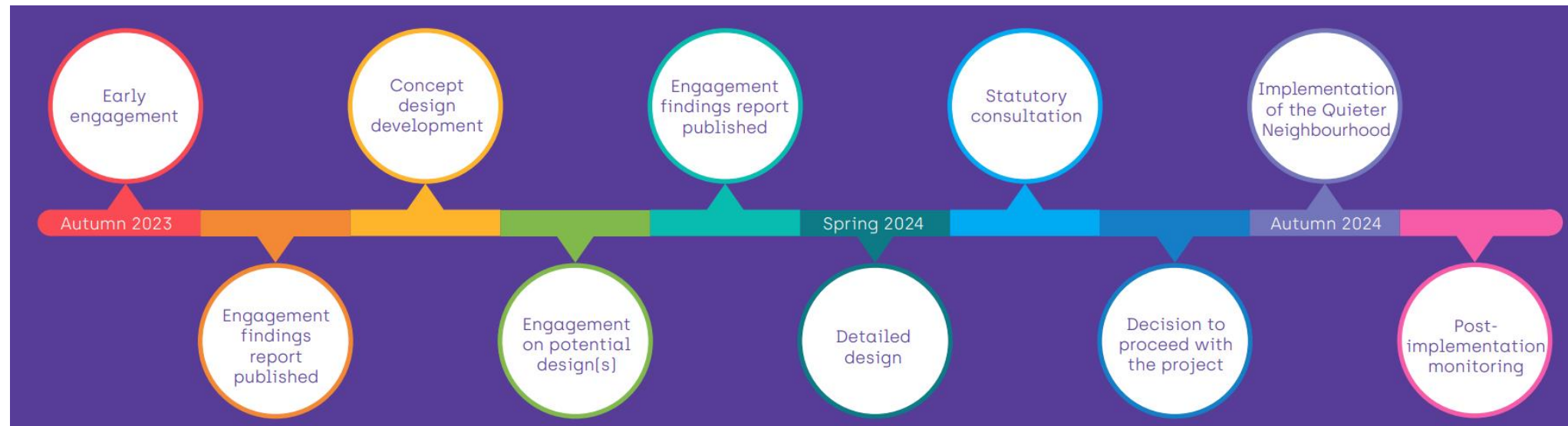
7. NEXT STEPS

Enfield Council have collated the ideas and issues from this phase of engagement. The ideas and issues will be considered to inform a concept design.

The concept design(s) will be shared with the community in early 2024 and the community will be given an opportunity to provide feedback on the proposed design.

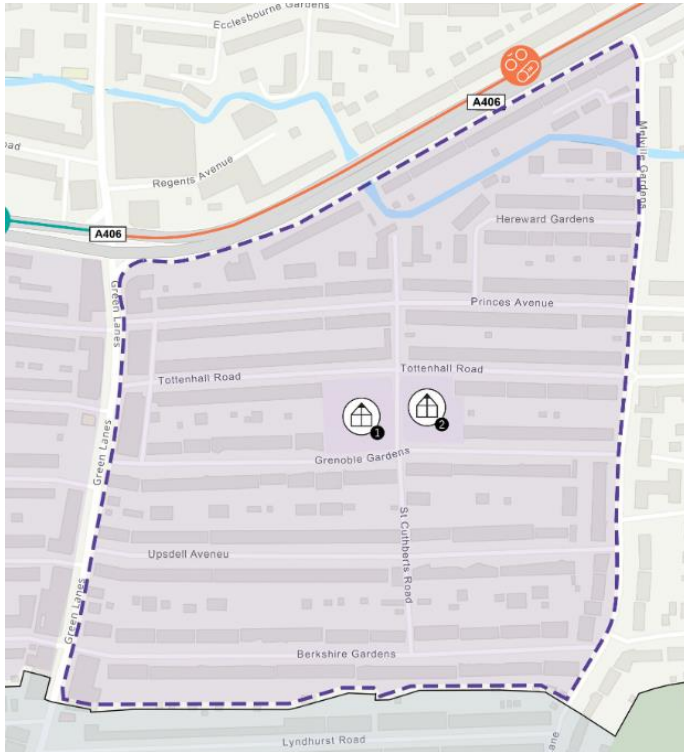
This feedback will be collated and used to refine the design, before issuing an updated design that may be subject to statutory consultation in Summer 2024.

Following the statutory consultation, there will be a decision as to whether the project will proceed to implementation. If the project progresses to implementation it is likely this will be in Autumn 2024.



APPENDICES

APPENDIX A. MAP OF STUDY AREA



Bowes East study area

APPENDIX B. THE TRACKER OF BUSINESSES VISITED

Business Name	Number/Name	Street
London Signs & Graphics	10	Clock House Parade (Green Lanes)
Certax Accounting	8	Clock House Parade (Green Lanes)
Clock House News & Wine	6	Clock House Parade (Green Lanes)
Grand Café UK	4	Clock House Parade (Green Lanes)
Hub IT	2	Clock House Parade (Green Lanes)
Castles housing agency	70	Green Lanes
Snippers	76	Green Lanes
AI Boys Lab	74	Green Lanes
Daniel's Grill House	66-68	Princes Avenue
Elif Food Centre	54	Green Lanes
David's Brassware Wholesalers	52	Green Lanes
Pepe's Piri Piri Palmers Green	50	Green Lanes
Elvan	50	Green Lanes
Greens Pharmacy - Alphega Pharmacy	48	Green Lanes
Alb Mobile Shop	46	Green Lanes
Habari Newsagents	44	Green Lanes
Just Chicken and Kebabs	42	Green Lanes
Kiwi sun Tanning Salon	40	Green Lanes
Shop 4 Less London	36	Green Lanes
Taste of Cyprus Bakery & Patisserie London	34	Green Lanes
The Truth Bar	32-30	Green Lanes
Hestia Estates	28	Green Lanes
Finesse DryCleaners	26	Green Lanes

Business Name	Number/Name	Street
Green Lanes Fisheries	24	Green Lanes
Bracia Polskie Delikatesy	20	Green Lanes
Phoenix Dental Practice	1	Upsdell Avenue
Evto Bricks Restoration Ltd	1A	Berkshire Gardens
Ooh Yes Fish Bar	16	Green Lanes
George London Estate Agents	18	Green Lanes
Zorba the Greek	14	Green Lanes
Scutari	12	Green Lanes
Ladbrokes	10	Green Lanes
Demos Continental London	8	Green Lanes
Kuq e Zi	6	Green Lanes
Melodia Bar and Restaurant	4	Green Lanes
Balkanski Cafe Bakery	2	Green Lanes
Eald Construction LTD	45	Upsdell Avenue
Odyssey Box London	109	Upsdell Avenue
Midami	360	Upswell Avenue
MoneyGram Post Office	358	High Road
Nemi Dry Cleaners	354	High Road
Reena Pharmacy	352	High Road
Bikes for Good causes	350	High road
Sultan International Food	348	High Road
Sparkeaze Electrical Services	11	Berkshire Gardens
AA Instructor Antonio Koureas	84	Berkshire Gardens

APPENDIX B. THE TRACKER OF BUSINESSES VISITED

Business Name	Number/Name	Street
SS Contractors Ltd	51	Grenoble Gardens
Zakłady Pogrzebowe Nowakowski	42	Grenoble Gardens
Medic Mind	16	Tottenham Road
clem browne	28	Tottenham Road
Mobile Car Wash London - Smart Car Wash	65	Tottenham Road
The Old Vicarage London	80	Tottenham Road
Joe Top Garden Services	120	Princes Avenue
Gino Gelato	127	Princes Avenue
Dn Construction Ltd	6	Fairbrook Close
Steven Murdoch Clinical Massage	71	Princes Avenue
J N Heating & Plumbing	22	Princes Avenue
Palmers Green Plumbing and Heating	15	Princes Avenue
BSB Construction	16	Princes Avenue
Data System Electrical		Hereward Gardens
J&M Mechanical Services	35	Millstream Close
Raha Education LTD	304	North Circular Road
ZCampbell Photography		North Circular Road
Miles Ahead Motor Services Ltd	342	North Circular Road
Hand CAR Wash	376-378	North Circular Road
LPG Autos	376-378	North Circular Road
Tottenham Infant School		Tottenham Road
St Michael at Bowes Church of England Junior School		Tottenham Road

APPENDIX C. EXHIBITION BOARDS

Bowes East Quieter Neighbourhood

As part of the Enfield Council Journeys and Places programme, our vision is to make the borough safer, healthier and more vibrant, and enable more people to walk, wheel, cycle and access public transport.

Over the last few years, we have taken bold action across the borough to do just this. We have:



Re-designed many of our streets to be safe and welcoming



Improved public spaces for communities



Created new and upgraded pedestrian crossings



Introduced new segregated cycle lanes



Introduced School Streets to make it safer for children to get to school



Added more cycle parking

Quieter Neighbourhoods form a key part of our approach. Through this initiative, the Council aims to reduce the speeds and volume of motor vehicles in the area and create an attractive and safe environment for people to travel by active and sustainable modes, such as walking and cycling, or using buses and trains. The long-term benefits we hope to see include improvements in people's health, less congestion and safer roads, and improved air quality.



Visit the project page



As part of the Journeys and Places programme, the Council is in the early stages of looking to deliver a Quieter Neighbourhood in the Bowes East area within the streets bounded by the A406 Bowes Road, Green Lanes, Berkshire Gardens at the boundary with Haringey Council, and Melville Gardens.

We have referred to this area as 'Bowes East' because it sits within the eastern part of the Bowes Ward.

What is a Quieter Neighbourhood?

Quieter Neighbourhoods form part of Enfield Council's comprehensive approach to re-design our streets to increase walking and cycling as part of our response to the climate emergency.

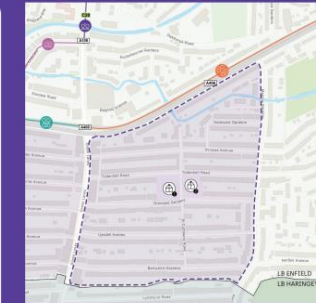
The Quieter Neighbourhood initiative considers the introduction of features such as modal filters, one-way streets, School Streets and cycle parking.



Modal filters allow people walking and cycling through, as well as emergency services. All streets are accessible by car but some routes may be subject to change.

Why is a Quieter Neighbourhood being proposed in Bowes East?

Bowes East has been chosen as one of the next QN areas because the area has poor air quality compared with other areas in Enfield, poor health and deprivation indicators that could be improved with active travel, two schools within the area and limited areas of open space.



Visit the project page



APPENDIX C. EXHIBITION BOARDS

We want to hear from residents about their ideas and current issues they face in the area to inform a design for the proposed Bowes East Quieter Neighbourhood.

We want to hear from residents about their ideas and current issues they face in the area to inform a design for the proposed Bowes East Quieter Neighbourhood.

We want to understand what you'd like to see incorporated in the Quieter Neighbourhood project.

We invite you to get involved in the Bowes East Quieter Neighbourhood project and share your views and experiences.

We will be hosting drop-in events in the area, a webinar on the project, as well as collecting your ideas and issues through an online interactive map.

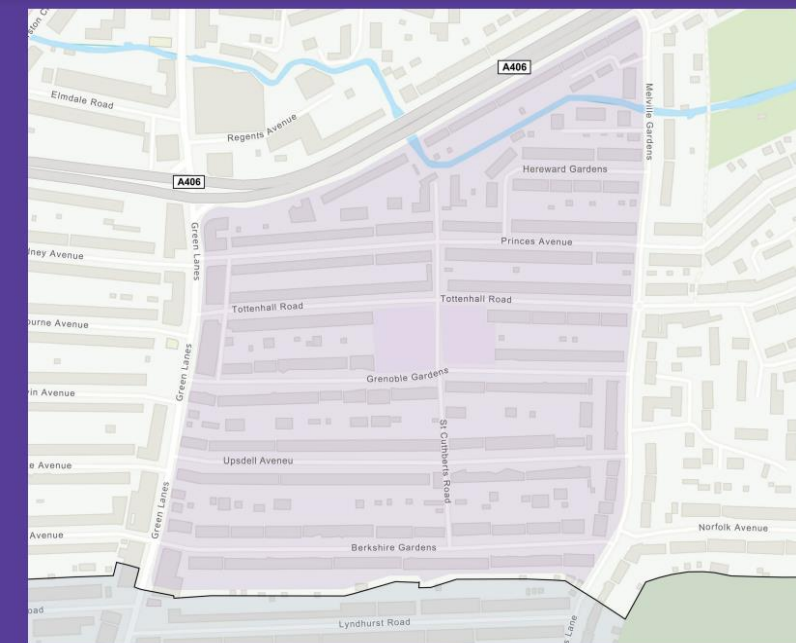
More information on how to get involved can be found on the following boards and on the project page at letstalk.enfield.gov.uk/BowesEastQN

Your ideas and issues will help us to shape the designs for the proposed Bowes East Quieter Neighbourhood.

Download the map of the Bowes East area on the project page.



Visit the project page



What ideas do you have that could be incorporated into the Bowes East Quieter Neighbourhood? Write your idea on a sticky note and place it on the map.


- Modal filters?
- Cycle parking?
- Additional greenery?
- Improved crossing points?
- New public spaces?



Visit the project page to share your ideas with us





APPENDIX C. EXHIBITION BOARDS



Are there any current issues in the area you think we should be considering as part of the Bowes East Quieter Neighbourhood? Write the issue on a sticky note and place it on the map.

- Unsafe to cross the road?
- Congestion?
- Narrow footpaths?
- Vehicle speeding?

journeys & places Visit the project page to share the current issues in the area with us

We invite you to share your ideas and issues with us to help inform the future stages of the Bowes East Quieter Neighbourhood.

Get Involved

This phase of community engagement ends on Sunday 8 October 2023



Add your feedback to the Ideas and Current Issues boards using the pins, post-its and pens provided.

Speak with us at one of the following community drop-in sessions at TaB Community Centre N22 8RA:

- 4.30pm - 6.30pm on Wednesday 20 September 2023
- 10am - 12pm on Saturday 30 September 2023



Join us at the webinar on Monday 2 October 2023 at 6pm to hear from the project team about the objectives of the project and have the opportunity to ask questions. The webinar will be held on Microsoft Teams.



You can also email or write to us: journeysandplaces@enfield.gov.uk - ATTN Journeys and Places, Enfield Council, Civic Centre, Silver St, Enfield EN1 3XA.



Share your ideas and issues via the map and read what others have to say using the QR code below.



journeys & places Visit the project page



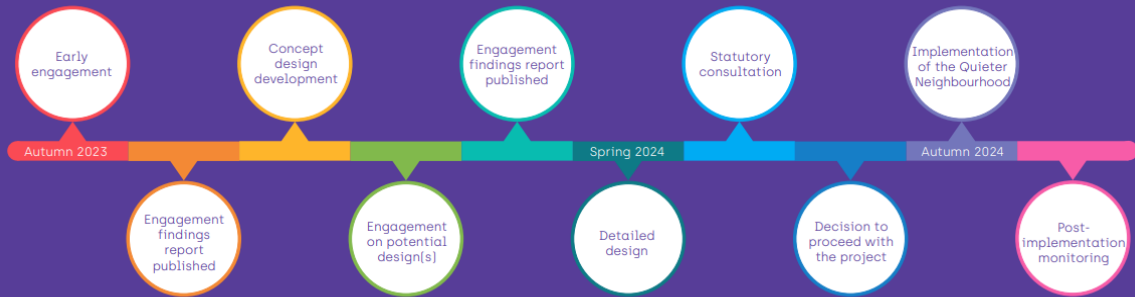

APPENDIX C. EXHIBITION BOARDS

Next Steps

Your ideas and issues will inform the design for the Bowes East Quieter Neighbourhood.

At the conclusion of this period of community engagement, Enfield Council will consider all ideas and issues raised through the activities detailed on the previous board.

We hope to see and hear from you at the activities being held over the coming weeks about your ideas and issues for the Bowes East Quieter Neighbourhood.



Visit the project page



Enfield Council's Journeys and Places programme enables and encourages people in Enfield to make sustainable daily journeys for themselves and for our planet.

We are connecting local people to local places for a greener, healthier future.



Journeys and Places delivers a range of projects across Enfield. Our work includes:

- Delivering a walking and cycling network including cycleways, improved footways, pedestrian crossings, cycle parking and trees and greenery along these routes
- Working with residents and businesses to enhance places including town centres and high streets to support commercial viability and vitality, strengthen local communities, and enhance the environment with greenery and art
- Making neighbourhoods safer for all road users to walk, wheel and cycle to and around including at our local schools, with lower levels of motor traffic, lower speeds of motor traffic, and cycle parking for residents
- Informing and inspiring about active travel through community events; opportunities to wheel and cycle for disabled people, young people and older people including cycle training; and promoting the benefits of active travel.



Visit the project page



APPENDIX D. POSTCARD

Enfield Council are proposing a Quieter Neighbourhood in the Bowes East area



Share your ideas and issues with us on the online interactive map or join us at a drop-in session or the webinar. Find out more information via the QR code below.



KEY	
	Proposed Quieter Neighbourhood Boundary
	Quieter Neighbourhood Area
	Segregated Cycle Lane
	On-Carriageway Cycle Route
	Segregated Cycle/Walking Path
	Shared Cycle/Walking Path
	Schools
	Tomerhill Infant School
	St Michael of Bowes C of E Junior School

The interactive map will be open for residents and other stakeholders to share their ideas and issues until Sunday 8 October 2023.

APPENDIX E. CERTIFICATE FOR SCHOOL WORKSHOP



APPENDIX F. PHYSICAL SURVEY FORM


journeys & places

ENFIELD Council

Share your ideas and issues: Bowes East Quieter Neighbourhood

Enfield Council wants to create healthier, greener and safer neighbourhoods. Through the Journeys and Places programme, the Council is proposing a Quieter Neighbourhood in the Bowes East area. We would like to work together with residents to explore what might be possible in your community.

The first stage of the project is to listen to your views on the Bowes East neighbourhood. You can share your ideas for the project as well as any current issues in the area that you think the project could address on the map on the project page at <https://letstalk.enfield.gov.uk/BowesEastQN> or complete this form. This form must be received by Sunday 8 October 2023. You can hand this paper copy into the Enfield Civic Centre, or post it to ATTN Journeys and Places, Enfield Council, Silver St, EN1 3XA.



Bowes East Quieter Neighbourhood

KEY

- Proposed Quieter Neighbourhood Boundary
- Quieter Neighbourhood Area
- Segregated Cycle Lane
- On-Street Segregated Cycle Route
- Segregated Cycle Walking Path
- Shared Cycle Walking Path
- Schools
- Woolhead Infant School
- Woolhead St Roman Catholic Junior School


journeys & places

ENFIELD Council

Continued overleaf

Alternative formats and languages

If you need this letter in an alternative format (including audio) and/or language, please email healthystreets@enfield.gov.uk, call 020 8132 1789, or write to us at ATTN Healthy Streets, Enfield Council, Silver St, Enfield, EN1 3XA. The project page can be translated into your preferred language: <https://letstalk.enfield.gov.uk/BowesEastQN>. Visit <https://letstalk.enfield.gov.uk/accessibility> (also available via the QR code on this page) for more information on obtaining information in other formats.



Εάν χρειάζεστε αυτό το γράμμα σε εναλλακτική μορφή (συμπεριλαμβανομένου ηχητικό) ή/και γλώσσα, στείλετε μήνυμα ηλεκτρονικού ταχυδρομίου (email) στο healthystreets@enfield.gov.uk, καλέστε στο 020 8132 1789, ή στείλετε γράμμα ταχυδρομικής στη διεύθυνση ATTN Healthy Streets, Enfield Council, Silver St, Enfield, EN1 3XA. Η ιστοσελίδα του έργου μπορεί επίσης να μεταφραστεί στην προτιμώμενη γλώσσα σας: <https://letstalk.enfield.gov.uk/BowesEastQN>. Επισκεφθείτε <https://letstalk.enfield.gov.uk/accessibility> (θεωρείται επίσης μέσω του κωδικού QR σε αυτήν τη σελίδα) για περισσότερες πληροφορίες σχετικά με τη λήψη πληροφοριών σε άλλες μορφές.

Bu mektuba alternatif bir formatta (ses dahil) ve/veya dilde ihtiyacınız varsa, lütfen healthystreets@enfield.gov.uk adresine e-posta gönderin, ya da 020 8132 1789 numaralı telefonu arayın veya ATTN Healthy Streets, Enfield Council, Silver St, Enfield EN1 3XA adresine yazın. Proje sayfası tercih ettiğiniz dile çevirebilir: <https://letstalk.enfield.gov.uk/BowesEastQN>. Diğer formatlarda bilgi edinme hakkınızda daha fazla bilgi için <https://letstalk.enfield.gov.uk/accessibility> (bu sayfadaki QR kodu aracılığıyla da mevcuttur) adresini ziyaret edin.

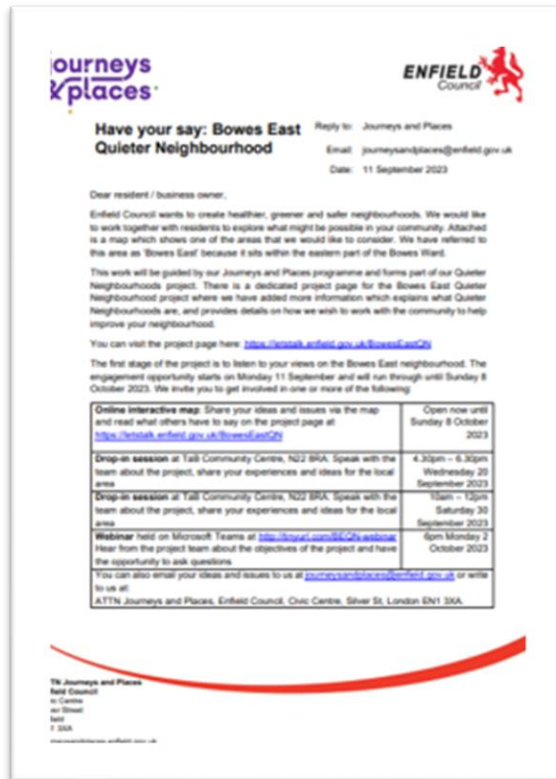
Jestli chciabys otrzymać ten list w innym języku, bądź też w innym formacie (także w formacie audio), napisz do nas na adres mailowy: healthystreets@enfield.gov.uk, zadzwoń pod numer 020 8132 1789, lub napisz na adres: ATTN Healthy Streets, Enfield Council, Silver St, Enfield, EN1 3XA. Strona internetowa projektu również może być przetłumaczona na język który preferujesz <https://letstalk.enfield.gov.uk/BowesEastQN>. Więcej informacji na temat uzyskania informacji w innym formacie, dostępna jest na stronie <https://letstalk.enfield.gov.uk/accessibility> która dostępna jest także poprzez kod QR widoczny powyżej.

જો તમારે આ પત્ર બીજા કોઈ માળખા અથવા ભાષામાં જોઈતી રીતે (શ્રાવ્ય સહિત), તો પછી સહીને healthystreets@enfield.gov.uk ને ઇમેઇલ કરી, 020 8132 1789 નંબર પર કોલ કરી અથવા વેબ Healthy Streets, Enfield Council, Silver St, Enfield, EN1 3XA પર લખી લેવા. પસંદગા વાળાની ભાષા પરિવર્તિની માગણી અથવા સહી સહાય છે: <https://letstalk.enfield.gov.uk/BowesEastQN> અથવા માગણીમાં વધુ માહિતી મેળવવા માટે <https://letstalk.enfield.gov.uk/accessibility> (જ્યાં વધુ વેબ QR કોડ દર્શાવે વધુ ઉપલબ્ધ) ની મુલાકાત લો.

journeys & places

ENFIELD Council

APPENDIX G. RESIDENT EARLY ENGAGEMENT LETTER



Letter in English



Letter in other languages

APPENDIX H. DROP-IN EVALUATION RESULTS

8.1 The following results are from the **drop-in evaluation survey** handed out at the drop-in sessions

8.2 Twenty-six (26) drop-in evaluation surveys were completed, of these 16 people said they lived in the Bowes East area.

8.3 Eight individuals identified as being White, six as British, and four as belonging to other ethnicities.

Q5a: How effective do you think the event was in informing community members about this project?

Responses to this question were very mixed:

- 8 people said that the drop-in event was somewhat effective.
- 7 people responded that the event was not at all effective.
- 3 people said that the drop-in event was very effective.
- 3 people said that the event was not very effective.
- 3 people responded that they were unsure.

Q5b: How effective do you think the event was in hearing the ideas and issues from community members?

- 11 people found the drop-in event somewhat useful in hearing the ideas of community members.
- 5 people said it was not at all effective
- 3 people said the events was very useful
- 3 people said they were unsure

Q6: How clear were the materials presented at this drop-in session in explaining the proposed Bowes East Quieter Neighbourhood?

- 7 people said the materials at the drop-in event were somewhat clear
- 6 people said they were not at all clear
- 5 people said it was very clear
- 3 people said they were unsure
- 3 people said the materials were somewhat not clear

Q7: How else have you engaged in this project?

- Out of the 26 responses received, 23 people said they received a letter from the council
- 7 people said they also emailed the council
- 4 people said they also shared an idea or issue on the online map on the project page
- 2 people said they also attended a webinar
- 2 people said they also asked a question on the project page

Q8: How else would you like to engage with us on this project or similar projects? Please write.

- Five people shared that they would like to attend future meetings with the project team.
- Two people said that they would like to be contacted and updated by email.
- One person said that polls should be implemented on future proposals.

APPENDIX I. ADDITIONAL PHOTOS FROM SCHOOLS WORKSHOP



APPENDIX J. LET'S TALK ENFIELD SIGN UP FORM QUESTIONS

1. What is your connection to the London Borough of Enfield?

- I live in Enfield
- I work in Enfield
- I study in Enfield
- I am a visitor to Enfield
- I own a business in Enfield
- I own a house in Enfield that I do not live in
- Prefer not to say

2. What postcode do you live in?

- EN1
- EN2
- EN3
- EN4
- EN8
- EN9
- N9
- N11
- N13
- N14
- N18
- N21
- N22
- Prefer not to say
- Other (please specify)

3. What is your ethnicity?

- White - English/Welsh/Scottish/Northern Irish/British
- White – Irish
- White - Gypsy/Irish Traveller
- White – Roma
- White - Greek
- White - Greek Cypriot
- White - Turkish
- White - Turkish Cypriot
- White - Kurdish
- White - Albanian
- White - Polish
- Any other White background
- Mixed/Multiple Ethnic Groups - White and Black Caribbean
- Mixed/Multiple Ethnic Groups - White and Black African
- Mixed/Multiple Ethnic Groups - White and Asian
- Any other Mixed/Multiple ethnic background
- Asian or Asian British - Indian
- Asian or Asian British - Pakistani
- Asian or Asian British - Bangladeshi
- Asian or Asian British - Sri Lankan
- Asian or Asian British – Chinese
- Any other Asian background
- Black/African/Caribbean/Black British – Caribbean
- Black/African/Caribbean/Black British – African
- Any other Black, Black British, African or Caribbean background
- Arab
- Any other Ethnic Group
- I do not wish to state my Ethnic Group

4. What is your year of birth? (write date in box)

5. Do you have a physical or mental health condition or illness lasting or expected to last for 12 months or more?

- Yes
- No
- Prefer not to say

6. What describes your gender?

- Female
- Male
- Transgender
- Non-binary
- Other
- Prefer not to say
- Prefer to self-describe (see below)

7. How would you describe your marital status?

- Single
- Married
- Civil Partnership
- Separated, but legally married
- Separated, but still legally in a same-sex partnership
- Formerly in a same-sex civil partnership which is now legally dissolved
- Surviving partner from a same-sex civil partnership
- Divorced
- Widowed
- Prefer not to say
- Prefer to self- described (see below)

APPENDIX J. LET'S TALK ENFIELD SIGN UP FORM QUESTIONS

8. What is your religion?

- Non-religious (Atheist, Humanist etc)
- Christian
- Buddhist
- Hindu
- Jewish
- Muslim
- Sikh
- Alevi
- Prefer not to say
- Prefer to use own definition

9. What is your Sexual Orientation?

- Heterosexual/Straight
- Gay or Lesbian
- Bisexual
- Prefer not to say
- Prefer to self-describe

10. Are you currently pregnant or on maternity leave?

- Yes
- No
- Prefer not to say

11. Do you hold a Blue Badge?

- Yes
- No
- Prefer not to say



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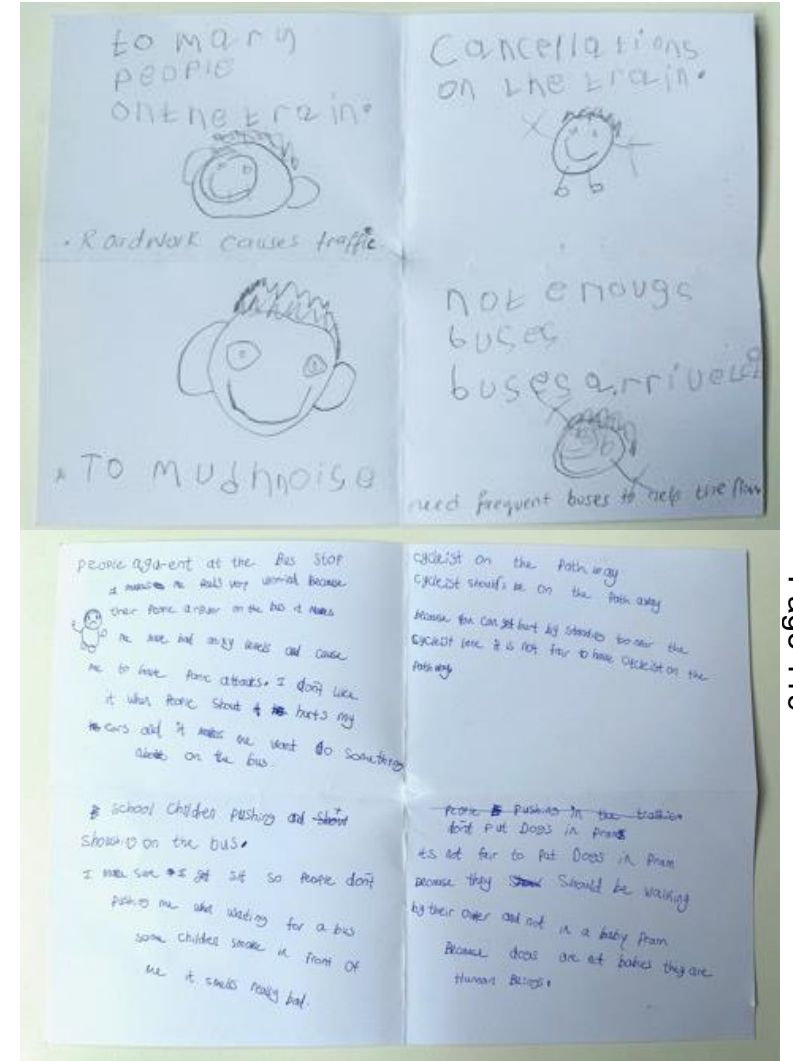
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Edmonton Green Quieter Neighbourhood: Engagement Report

December 2023

Prepared for London Borough of Enfield by ECF



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INTRODUCTION

1. Introduction

ECF was commissioned by the Journeys and Places team at London Borough of Enfield to support the engagement programme that investigated the potential introduction of a Quieter Neighbourhoods in Edmonton Green.

Quieter Neighbourhoods form part of a comprehensive approach the council is taking to reduce the speeds and volume of motor vehicles in the area and create attractive and safe environments. The long-term benefits we hope to see include improvements in people's health, less congestion and safer roads, and improved air quality.

This report focuses on the engagement activities that were targeted towards people that live in the Edmonton Green project area.

The Council wanted to collect evidence on the issues that people would like to be addressed to make the area quieter and safer, and what local people felt could be done to improve the area to make it a Quieter Neighbourhood.

The purpose of this report is to explain the different methods of community engagement that were undertaken, and to summarise the key findings of the feedback that was provided on how to make Edmonton Green a quieter and safer neighbourhood.



Photograph of the exhibition boards from the drop-in session in Westbourne Hall community centre.

EXECUTIVE SUMMARY

2. Executive Summary

This report presents the findings from an engagement programme undertaken by Enfield Council with support from ECF from 11 September to the 8 October 2023.

Enfield Council is delivering Quieter Neighbourhoods (QN) as part of a broader strategy to reduce traffic and create an attractive and safe environment for pedestrians, cyclists, and other active transport uses. Edmonton Green has been identified as an area for a future QN.

The aim of this engagement period was to hear **ideas** to improve the Edmonton Green area, and about the **issues** in the area that the community currently experience and could be addressed through a Quieter Neighbourhoods initiative.

Throughout the engagement period, there were a wide range of opportunities for people to have their say, including through workshops, pop-up events, door knocking, drop-in sessions, an online webinar and an interactive map on the project website. The programme was designed to encourage input from residents, businesses, young people, and people with diverse cultural backgrounds. Materials were available in Turkish, Greek, Gujarati, Polish, Bulgarian, Romanian, Albanian, Somali and Bengali/Bangla.

Top issues included:

- Rubbish and fly tipping
- Anti-social behaviour
- Noise pollution from roads
- Pedestrian safety
- Parking

Top ideas included:

- Improve active and public transport connections
- Increase surveillance enforcement to improve public safety and deter anti-social behaviour.
- Introduce modal filters, one-way streets, and resident parking to reduce traffic and parking issues, and improve road safety.
- Invest in public amenity and maintenance, including repaving footpaths, trimming vegetation, and providing bins and public seating.

33,300 residents contacted

2100 website views

240 business addresses visited

581 active participants

Detailed findings, categorised by activity, are presented in [Section 5](#) of this report.

ENGAGEMENT APPROACH

3. Engagement Approach

In this section of the report, the engagement approach will be explained and each of the methods of engagement will be elaborated on.

We communicated the opportunity to engage through:

- A Resident letter in English and 9 other languages
- An online webinar on Monday 25 September 2023
- Social media (Journeys and Places and Enfield Council channels)
- Council newsletters
- Postcards handed out at two school gates:
 - Fleecefield Primary School on Tuesday 26 September 2023
 - Brettenham Primary School on Wednesday 27 September 2023

Community feedback was gathered through the following methods.:

- An online interactive map on Let's Talk Enfield to collect ideas and issues
- Business surveying within the Edmonton Green area on Tuesday 26 September 2023 and Wednesday 27 September 2023
- Two drop-in public exhibition events on:
 - Tuesday 19 September 2023 at Westbourne Hall Community Centre, Edmonton Green
 - Saturday 30 October 2023 at Edmonton Green Library, Edmonton Green
- A paper copy of the questions asked through the online interactive map was available online and at events if people wished to share their ideas and issues in that format. Residents were also able to email the project team at Journeysandplaces@enfield.gov.uk or post a letter to the Council with their comments.
- A school workshop at Horizon Campus, West Lea School (school for students with special educational needs) on Tuesday 3 October 2023.
- A pop-up event at Edmonton Green Shopping Centre on Thursday 5 October 2023 to hand out postcards and speak with passers-by

Disability groups were invited to attend a workshop, however due to limited responses this workshop did not go ahead. Groups were emailed information on the project and invited to participate in the ways mentioned above.

3. Engagement Approach

3.1 Project website and promotion

A letter outlining the project and engagement opportunities was distributed to 33,300 residences. The distribution area is shown in Figure 1.

A project page was launched on the Let's Talk Enfield website (<https://letstalk.enfield.gov.uk/edmontongreenqn>) to communicate information on the project and engagement opportunity. An interactive map on this page was also used to capture ideas and issues (Figure 2). Seventy-three people engaged in the project website either by signing up for project updates or by sharing a pin on the project map.

An online webinar was delivered on Monday 25 September 2023 where the project team presented the project aims and shared how to get involved, and attendees were able to ask questions. The recording is available on the project page above.

The opportunity to engage was advertised in the Journeys and Places newsletter, the Enfield Council Have Your Say newsletter, and promoted on social media through the Journeys and Places and Enfield Council Facebook and X (formerly Twitter) pages (Figure 3).

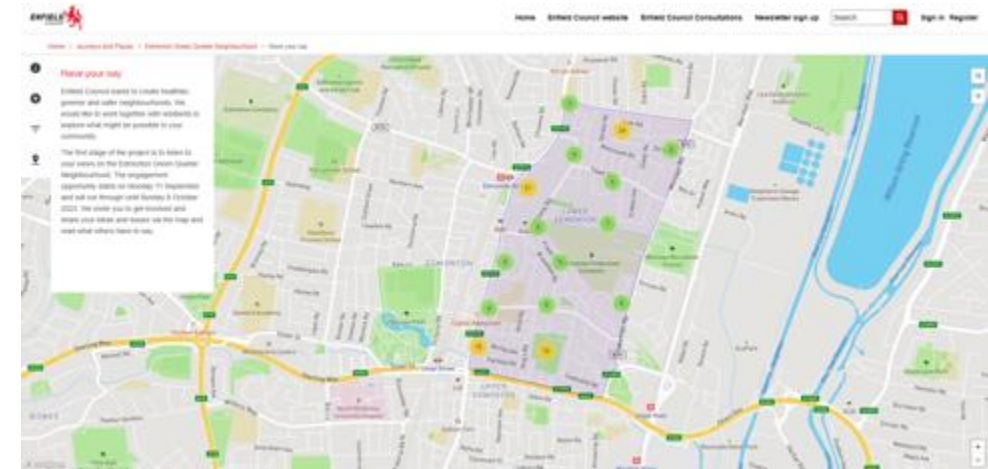


Figure 2. Screenshot of the project website map



Figure 1. Area map of resident letter drop



Figure 3. Social media promotion for a drop-in event

3. Engagement Approach

3.2 Door-knocking/ business surveying / Postcards at school gates

ECF conducted door-to-door surveying with businesses in the Edmonton Green area. Members of the project team visited 240 businesses within the study area, with the aim of encouraging local businesses to engage with the project. Staff and business owners were encouraged to complete a survey with members of the project team, which was recorded through MS Forms on tablets.

The survey asked one closed ended question and two open ended questions:

- How are you connected to the proposed Edmonton Green area?
- Please tell us about the main issues you'd like us to address in the area so that it could be quieter and safer.
- Please tell us about ideas you have that you feel could improve your area to make it a Quieter Neighbourhood.

Respondents were encouraged to specify road names for both open-ended questions.

Postcards containing information about the project and a QR code directing the project website were provided to those who were unavailable or did not have time to complete the survey.

ECF also distributed information postcards at the school gates of Fleecefield Primary School and Brettenham Primary School. 234 postcards were distributed in total.



Photograph from business surveying in Edmonton Green

3. Engagement Approach

3.3 Drop-in events

The project team hosted two community drop-in events at Westbourne Hall Community Centre, Edmonton Green on Tuesday 19 September 2023 from 4:30 – 6:30pm, and Edmonton Green Library, Edmonton Green on Saturday 30 October 2023 from 2:30 – 4:30pm.

Sixty-eight residents attended across the two drop-in events. Attendees were able to view information boards and speak with the project team to learn more about the project. We invited attendees to share their ideas and issues through completing a paper survey or adding comments to post-it notes and attaching to the relevant information board

The project team recorded notes from conversations with attendees which have been included in the analysis detailed later on in this report.

3.4 Pop-up events

The project team held one pop-up event at Edmonton Green Shopping Centre on Thursday 5 October 2023. The intention of this event was to capture views from members of the public who might not typically attend an engagement event. We spoke to shoppers and visitors to the area about the project, hearing their ideas and issues and handing out postcards that directed them to the project page to find out more.



3. Engagement Approach

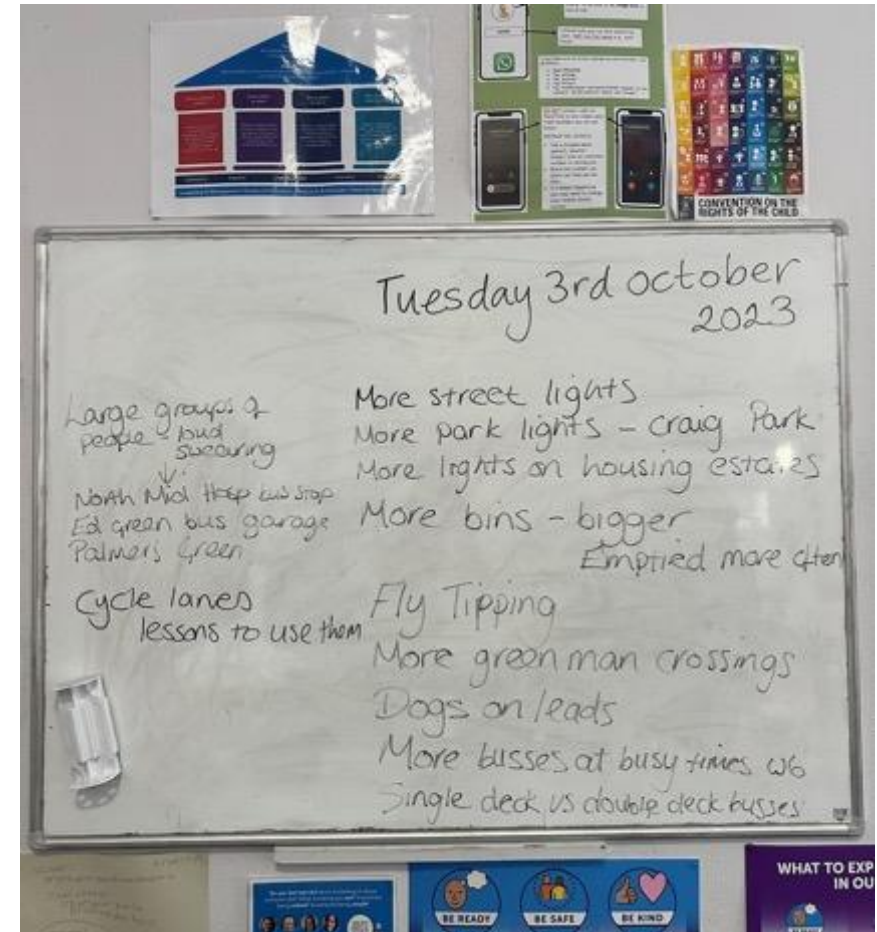
3.5 School workshop – West Lea School

ECF held a workshop with 20 students (10 students in 2 classes) aged 17-25 years old with special educational needs from the Horizon Campus, West Lea school, a local school in the Edmonton Green project area.

This stakeholder group was engaged with to ensure inclusive engagement and to gather feedback from all age groups and learning spectrums.

During the session, the ECF team introduced the topic to the students which was followed by an activity that was centred around the idea of a quiet neighbourhood. This session was divided into two classes, Braun Class and Piper Class.

The students were given A4 sheets and were asked to draw and write 4/6 issues they observed in their neighbourhood and area surrounding the school, as well as ideas about how these can be improved.



PARTICIPANTS

4. Participants

This section of the report covers participation rates in the engagement process.

Overall participation

50 contributors added to the interactive map featured on the project page at <https://letstalk.enfield.gov.uk/edmontongreenqn>.

234 postcards with project information were distributed to parents at Fleecefield Primary School and Brettenham Primary School.

212 businesses were engaged as part of the process

68 residents attended a drop-in session.

11 residents attended the online webinar.

20 high school pupils attended dedicated workshops.

Overall engagement

The project page, hosted on the Let's Talk Enfield website, was visited by 2,100 individuals. Of this total, **779** interacted with the project website (either by downloading a document, visiting the FAQ, visiting the key dates page visiting multiple project pages or contributing to the interactive map).

Of the 779, 68 participants engaged with the project website either by asking questions or contributing to the interactive map. 127 pins were placed on the interactive map.

Project materials were available in Turkish, Greek, Gujarati, Polish, Bulgarian, Romanian, Albanian, Somali and Bengali/Bangla on the Engagement HQ site, as well as available at the drop-in events. Any additional material translation could be requested by contacting Enfield Council.

Nearly **581** individuals and businesses were engaged as part of the engagement process through the public exhibition, pop-up events, business surveying and online webinar.

In total, approximately **1400** people engaged in the project across the Let's Talk Enfield website and other engagement activities.

4. Participants

This section breaks down the participant demographic data for those that engaged online through the project page on the Let's Talk Enfield website. This is the only activity where demographic data was collected. However, the project team undertook dedicated activities with younger people to ensure their voice was captured within the engagement process.

Participants were asked to provide their connection to the area, year of birth, age, postcode, whether they identified as having a long-term physical or mental health condition or illness, gender, marital status, religion, sexual orientation, whether they are pregnant or on maternity leave and if they hold a blue badges. Participants had the option to choose which demographic questions they completed. A copy of the survey questions is provided in **Appendix I**.

This information was collected to understand who engaged with us on this project and to identify characteristics that may be underrepresented to inform future processes.

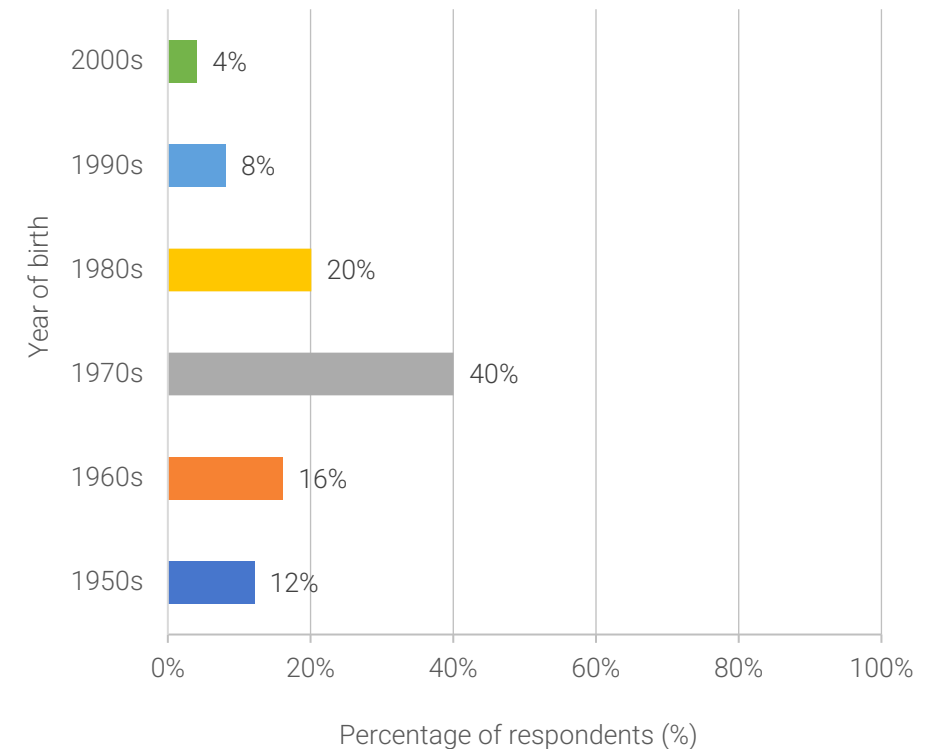
The majority of participants did not share their demographic data and therefore this information should not be considered representative of all participants in the engagement process.

Participant demographics - Age

The Edmonton Green ward has relatively higher numbers of young adults and proportionately few older adults¹. The majority of respondents in this sample were born between 1950s - 1970s (Figure 1).

¹ *Enfield Council, Ward Profile: Edmonton Green 2023, page. 3 [Accessed 28 November 2023]*

Figure 1: What is your year of birth? (n=25)



4. Participants

Participant demographics – connection to Enfield

- The majority of participants live in Enfield (Figure 2), specifically postcode N9 (Figure 3).

Figure 2: What is your connection to the London Borough of Enfield? (n=59)

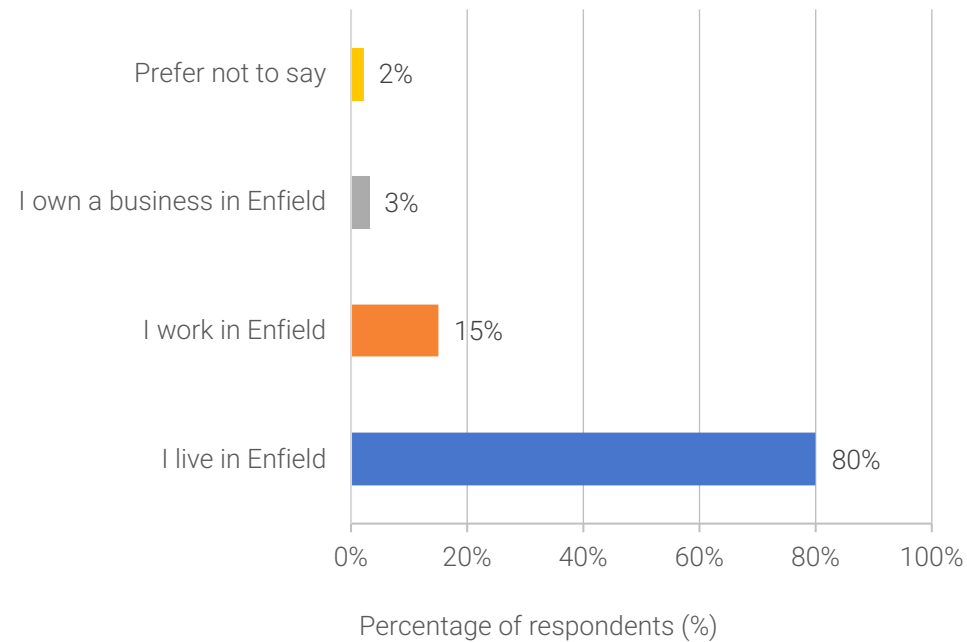
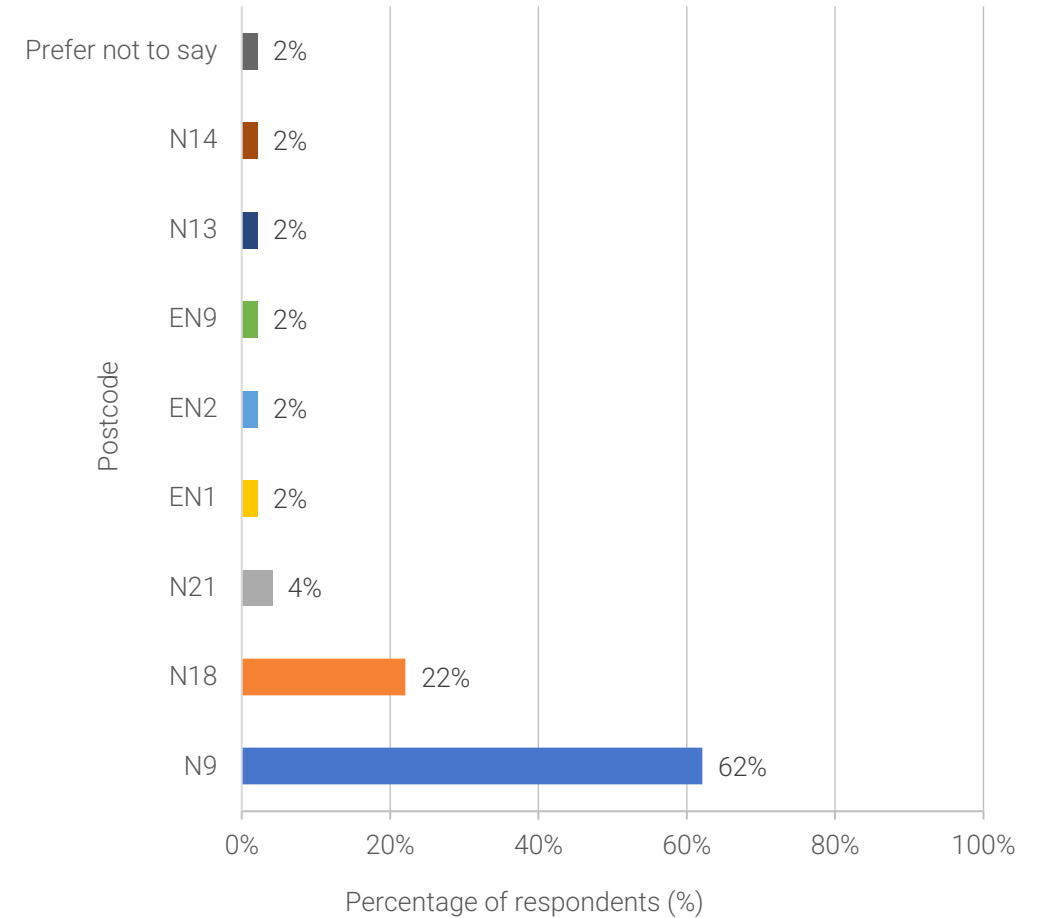


Figure 3: What postcode do you live in? (n=50)



4. Participants

Participant demographics – Religion and ethnicity

- 17 people provided information on their religion. Of these, 47% of people identified as being non-religious, 23% identified as Christian, 12% preferred not to say, 6% identified as Hindu, 6% identified as Muslim and 6% identified as Sikh.
- From the 2021 Census data, 41.7% of residents in the Edmonton Green area identify as Christian. Whereas in this sample, just under a quarter of respondents identified as Christian².
- 24 people provided information on their ethnicity. Of these, 44% identified as 'White - English/Welsh/Scottish/Northern Irish and British' ethnicity. A smaller proportion of participants identified as 'White-Irish' (8%), 'Asian or Asian British – Indian' (8%), 'Any other White background' (8%), 'Mixed/Multiple ethnic groups – Mixed European' (4%), 'Any other Mixed/Multiple ethnic background' (4%), 'Asian or Asian British – Sri Lankan' (4%), 'Any other Asian background' (4%), 'Black/African/Caribbean/Black British – Caribbean' (4%), 'Black/African/Caribbean/Black British – African' (4%) and 'Any other Black, Black British, African or Caribbean background' (4%) and 4% preferred not to state their ethnic group.
- This differs from data from the 2021 Census data for the Edmonton Green Area which has 'Other Black African' as the second largest ethnic group, after 'White-English/Welsh/Scottish/Northern Irish and British' ².
- The demographic questions and full list of options are provided in Appendix I.

² *Enfield Council, Ward Profile: Edmonton Green 2023, page. 4-5 [Accessed 28 November 2023]*

4. Participants

Participant demographics – Health and accessibility needs

- 29 people provided information on disability status. Of these, 79% of respondents identified as not having a physical or mental health condition or illness lasting or expected to be longer than 12 months or more.
- 17 people provided information on their Blue Badge status. Of these, 94% didn't have a Blue Badge.
- 17 people provided information on pregnancy or maternity leave status. Of these, 94% of respondents were not pregnant or on maternity leave.

Participant demographics – Gender, sexuality and marital status

- 29 people provided information on their gender. Of these, 56% identified as female, 41% identified as male and 3% preferred to no say.
- 17 people provided information on their marital status. Of these, 47% identified as being single, 24% married and 12% preferred not to say.
- 16 people provided information on their sexual orientation. Of these, 75% identified as heterosexual/straight and 13% preferred not to say.

ENGAGEMENT FINDINGS

5. ENGAGEMENT FEEDBACK

5.1 Interactive map

The following feedback was collated from the interactive map

Current Issues:

- 14 people mentioned that Edmonton Green has rubbish and litter on the streets
- 13 people mentioned that anti-social behaviour is an issue in the Edmonton Green area
- 13 people said that noise pollution affects the Edmonton Green area
- 12 people said that fly tipping is an issue in the area
- 7 people said that air pollution is already an issue in the area

Future Issues:

- 11 people mentioned that Quieter Neighbourhoods will lead to an increase in congestion
- 8 people mentioned that traffic will be displaced to non-QN areas
- 7 people raised concerns that a QN will have an economic impact on local residents
- 4 people were concerned that a QN would lead to increased journey times
- 3 people mentioned that a QN would limit the ability of local residents and their guests to navigate their area
- 3 people raised concerns that a QN would lead to worsening air pollution

Ideas:

- 8 people mentioned that CCTV cameras should be installed in residential areas
- 8 people mentioned that that more one-way streets should be implemented
- 8 people suggested that residential permit parking should be implemented to stop non-locals from parking in the area
- 7 people said that the area should be enhanced with more greenery
- 5 people mentioned secure bike hangers should be installed in the area

Rubbish, anti-social behaviour, noise pollution and fly tipping were identified as the top *issues* for the Edmonton Green area.

Residents were concerned that a Quieter Neighbourhood would lead to increased congestion and traffic in non-Quieter Neighbourhood areas.

CCTV cameras in residential areas, one-way streets and residential permit parking were suggested as ideas for the area.

5. ENGAGEMENT FEEDBACK

5.2 Business surveying

Two-hundred and forty (240) businesses were visited in the Edmonton Green area.

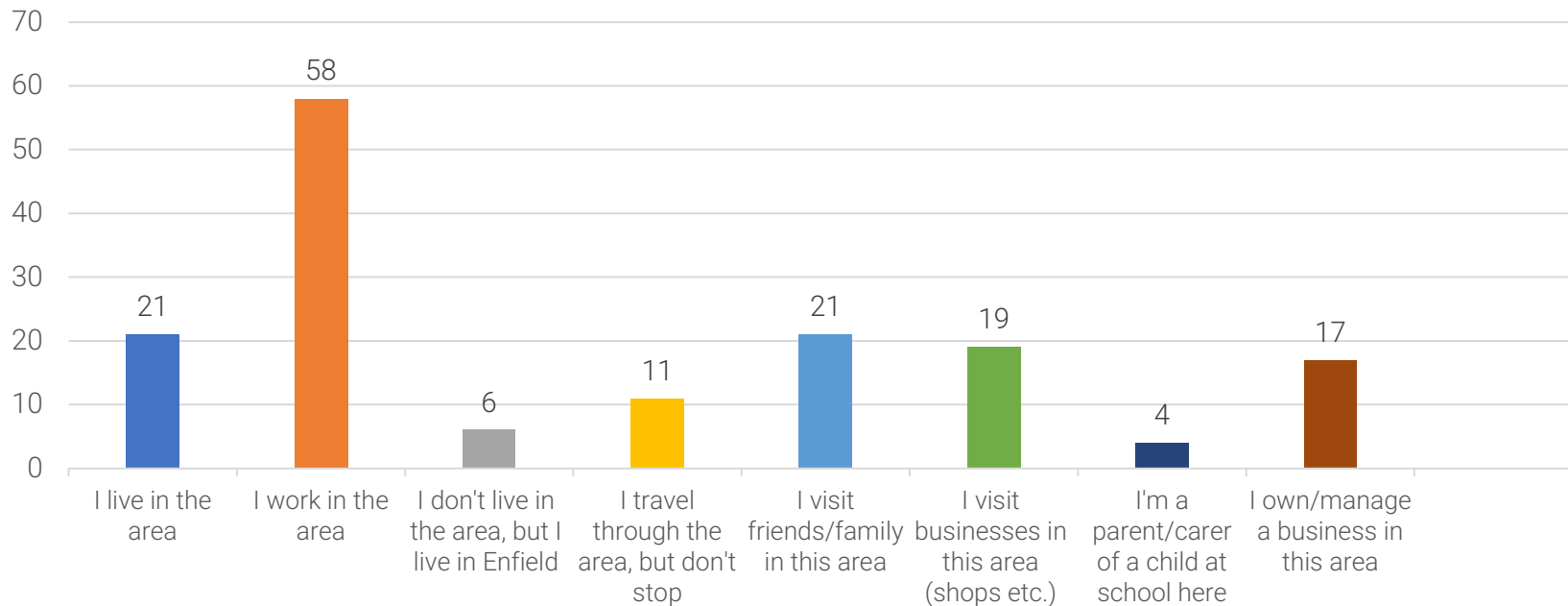
The table below sets out the statistics from the tracker of door-to-door activity. From the 240 businesses visited, 212 either completed surveys or accepted postcards.

Actions			
Site Area	Survey completed	Accepted project materials	Total businesses engaged
Edmonton Green	51	161	212

5.2 Business surveying continued

Slides 22-24 provides the results collected from the business surveying.

Q1) How are you connected to the Edmonton Green area? (Respondents could select one or more options)



The findings show most respondents who completed the door-knocking and business surveying worked in the Edmonton Green area.

A smaller proportion lived in the area, owned a business or visited friends, family and businesses.

5.2 Business surveying continued

Q3) Please tell us about the main *issues* you'd like us to address in the area, stating any specific road names, so that it could be quieter and safer (n=47)

Comment	Number of time mentioned
Traffic congestion and rush-hour congestion, particularly on the following roads: <ul style="list-style-type: none"> • Montagu Road (4 mentions) • Fore Street (3 mentions) • St Martin's Road (2 mentions) 	27 mentions
Roadworks are disruptive and take too long in the area. <ul style="list-style-type: none"> • The exit of the A406 (2 mentions) • St Martin's Road (2 mentions) • Plevna Road (2 mentions) 	9 mentions
High crime rate, anti-social behaviour, and the fear of crime. <ul style="list-style-type: none"> • Edmonton Green Shopping Centre (4 mentions) • Fore Street (3 mentions) • St Martin's Road (2 mentions) 	8 mentions
Lack of available car parking. <ul style="list-style-type: none"> • Town Road (2 mentions) • Montagu Road (1 mention) • Fore Street (1 mention) 	4 mentions

Montagu Road, Fore Street and St Martin's Road were identified as roads that experience traffic congestion.

Edmonton Green Shopping Centre, Fore Street and St Martin's Road were identified as key areas that experience crime and anti-social behaviour.

5.2 Business surveying continued

Q4) Please tell us about *ideas* you have, stating any specific road names, that you feel could improve your area to make it a Quieter Neighbourhood. n=42

Comment	Number of time mentioned
Better transport infrastructure and services needed.	5 mentions
More incentives to use public transport needed.	4 mentions
More traffic and parking enforcement with fines.	3 mentions
Cycling proficiency needs to be monitored and enforced.	2 mentions
Provide more opportunities to young people.	2 mentions
Encourage more people to start cycling.	2 mentions

Improved transport infrastructure and services, incentives to use public transport and increased traffic and parking enforcement were key *ideas* captured through the business surveying.

5. ENGAGEMENT FEEDBACK

5.3 Drop-in sessions

The following feedback was recorded from **staff notes and post-it notes** from the drop-in sessions.

Current issues

- Fly tipping, litter and lack of cleanliness
 - Rubbish/trash/dog foul litter impedes ability for people to walk on pavement
- Parking
 - Inconsiderate and illegal parking
 - Parked cars block emergency vehicle access
 - Too many parked cars
 - Parking is issue on Eastbournia Ave and surrounding roads ie. St Marlo Ave
- Crime and anti-social behaviour
 - Edmonton Green shopping centre and station does not always feel safe
 - Public fouling/urination
 - Concern over pedestrian and cyclist safety
 - Not many people currently use existing cycle lanes
 - Need a zebra crossing at Monmouth Road and Plevna Road
 - Bikes and e-scooters on footpaths and at Edmonton Green
 - Existing pavement is uneven and limits accessibility
 - No space for a cycle lane along Town Road
 - Poor street lighting
- Public transport
 - Unreliable public transport
 - Transport for London have not added any national rail trains
- Road safety
 - Bounces Road and Brettenham Road were both identified as dangerous streets
 - Rat running on residential roads
 - Traffic congestion
 - Large lorries going down residential roads
 - Noise pollution from roads and parks, in particular Montagu Road and Brettenham Road
 - Road construction leads to increased traffic
 - Speeding cars, current road humps aren't effective at stopping speeding cars and one way roads lead to increased speeds
 - Vans parked on Cornwallis Grove present a risk of blocking emergency vehicles accessing the area
- Environment
 - Tree roots make pavement uneven and pose risk for elderly people, overgrown hedges and bushes
 - High pollution levels outside the hospital on Church Street, bad air quality worsening asthma

5. ENGAGEMENT FEEDBACK

5.3 Drop-in sessions

The following feedback was recorded from **staff notes and post-it notes** from the drop-in sessions.

Current Issues continued

- Other
 - Reservations about the effectiveness of the Council
 - Lack of adequate rental housing
 - Lack of diversity of shops in the area

Future Issues

- Road closures may increase journey times
- Road closures may push congestion elsewhere in the area
- Meridian Water and Edmonton Green may experience an increase traffic in the area
- QN scheme may impact local garages
- The QN scheme may impact Edmonton Green redevelopment projects
- Concern about accessibility on closed roads, including for older people and for residents receiving deliveries

Fly tipping and litter were key issues identified by attendees.

Attendees also identified rat running, noise pollution and speeding cars as key issues in the area.

Attendees were concerned the introduction of a Quieter Neighbourhood would lead to congestion in other areas and increased journey times.

5. ENGAGEMENT FEEDBACK

5.3 Drop-in sessions

The following feedback was recorded from **staff notes and post-it notes** from the drop-in sessions:

Suggestions

- Road layout and walking and cycling facilities
 - Implement more one-way roads, including Oxford Road
 - Enhance public walking routes
 - Repave footpaths, or re-pave existing footpaths
 - Implement modal filters and planters at schools to stop pavement parking
 - Add/extend cycle lanes on Montagu Road and Bounces Rd
 - Do not block roads to motor vehicles
 - Add controlled parking zones and reduce free parking
 - Allow cycling on pavements
 - Implement a School Street
 - Reduce traffic on Eastbournia Avenue
 - Introduce 20 mph speed zones
 - Replace speed humps which currently don't stop speeding vehicles
- Safety
 - Strengthen law enforcement, particularly at night
 - Implement CCTV and speed cameras, particularly on school roads
 - Improve safety at pedestrian crossings
 - Improve street lighting
- Public transport
 - Improve public transport services (bus routes and trains) and frequency
 - Encourage people to walk, cycle and commute with public transport
- Environment and public realm
 - Improve aesthetics of the area
 - Add more public seating
 - Trim and maintain vegetation
 - Add more bins to reduce litter, including dog litter bins
 - Add more public toilets in the area
 - Incorporate grow spaces for children (to grow food etc.)
 - Implement measures to prevent fly tipping
 - More parks and things to do for kids, e.g. community gardens
 - More benches in the area and seating around park on Montague Road
 - Limit petrol generators on the green (portable businesses)
- Community engagement
 - Engage more with students

Attendees suggested the introduction of one-way roads and speed cameras to the Edmonton Green area.

Additionally, attendees suggested more seating, public walking routes and bins in the area.

5. ENGAGEMENT FEEDBACK

5.3 Drop-in sessions

The following results are from the **paper survey** handed out at the drop-in sessions. Two (2) paper surveys were completed. Both participants said they lived in the Edmonton Green area.

Current Issues:

- One person said that anti-social behaviour is a current issue in the Edmonton Green area with many places for people to congregate in concealed pathways and low walls to sit on.

Ideas:

- One person said that they would like to see access controls in alleyways in Morley Avenue as well as an installation of pedestrian lights on the A406. The respondent also wants to better civil enforcement of anti-social behaviour.

5. ENGAGEMENT FEEDBACK

5.4 Pop-up event

The following feedback was collated from the pop-up event:

Current Issues:

- Parking
 - Cars being parked on the corner of roads and reducing visibility on junctions
 - Cars being parked on the wrong side of the road
 - Cars being poorly parked have obstructed emergency services
 - Lack of enforcement of the Controlled Parking Zone
- Road layout and traffic
 - Poor signage with many signs being worn out and need replacing
 - Montagu Road has only one pedestrian crossing
 - Town Road suffers from high traffic congestion
 - Speed bumps fail to slow speeding drivers
 - Not many people use the cycle lanes
 - Speeding cars
 - Rat running
- Safety
 - Anti-social behaviour
 - Elderly people are afraid to walk on streets of the area
- Environment
 - Fly tipping
 - Rubbish and litter in the area
 - Vandalism is harming the aesthetics of the area
 - Noise pollution

- Other
 - Houses have issues with sound insulation
 - Lack of accommodation in the area

Future Issues:

- Concerned over the impact QN will have on parents that live outside of the area and pick up and drop off their children to school

Ideas:

- Safety and enforcement
 - Cameras should be implemented to deter fly tipping, antisocial behaviour, and property damage
 - Improve street lighting to enhance safety of pedestrians walking on the streets of Edmonton Green
- Environment
 - Enhance greenery in the area with more flowers
 - Remove the incinerator in the area to improve air quality
- Road layout and walking and cycling facilities
 - Implement a School Street
 - Install secure bike racks
 - Improve signage in the area

5. ENGAGEMENT FEEDBACK

5.5 School workshop

The following feedback was collated from the school workshop (students aged 17 – 25 years):

Issues

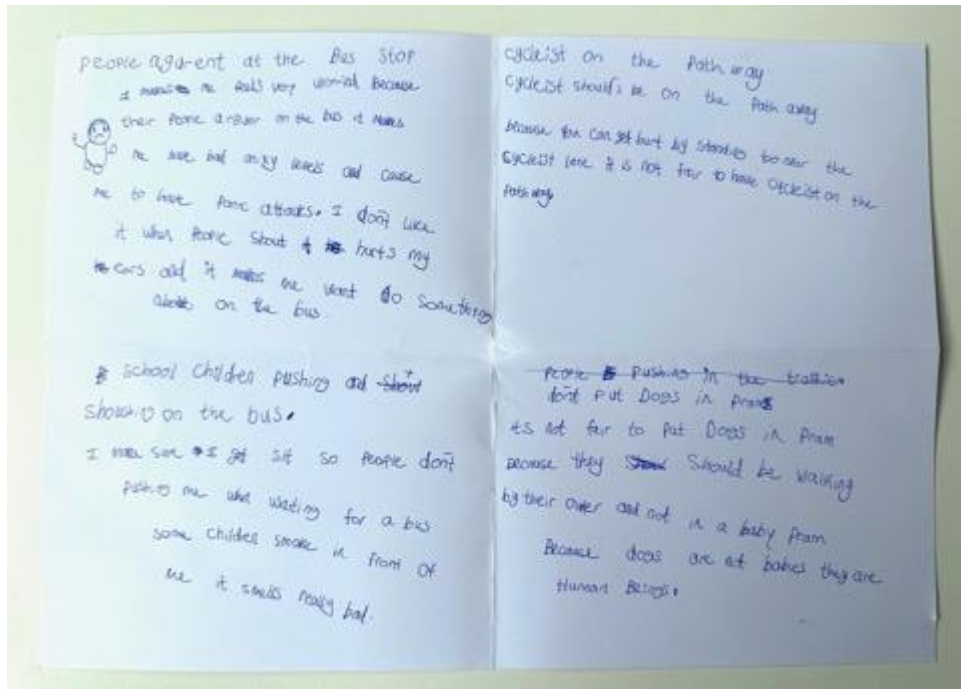
- Public transport
 - Too many people on the bus/train
 - Buses drive too fast and don't arrive on time
- Traffic, road safety and walking and cycling facilities
 - Roadworks and traffic impact on West Lea school
 - Cyclists and electric scooters on the pathway
 - Too much traffic on the road
 - Cars don't stop for pedestrians at pedestrian crossing.
 - Delays caused while travelling
 - Limited zebra crossings
 - Limited lollipop workers
 - Cycle lanes placed incorrectly are unnecessary and are an issue for us
 - Far too much signage
 - Cars go fast and cause traffic jam
- Noise pollution during night

Ideas

- Road layout, transport options
 - Clear and more zebra crossings
 - More bus stops, trains and cycle lanes
 - More lights to feel safe while walking
 - Quieter streets, with less noise from cars and buses
 - Add more signs and speed signs
 - Introduce cycle lanes
 - More car parking spaces
 - More green man crossings
 - More buses at busy times and on frequent bus routes, importantly the W6 (bus that transports students to West Lea School)
 - More double deck buses to allow for more space for people on the bus
 - If cycle lanes are introduced, require lessons on how to use them
 - More bus lanes
- Environment and places
 - Plant more trees and maintain pavements
 - Places with less traffic such as shops
 - More streetlights and park lights especially in Craig Park.

5. ENGAGEMENT FEEDBACK

5.6 School workshop – West Lea School



5. ENGAGEMENT FEEDBACK

5.7 Email correspondences

The following comments were collated from email correspondence received:

Comment	Number of times mentioned
Issues with cleanliness, particularly infrequent waste collection.	10 mentions
The streets will be difficult to access once restrictions are introduced.	9 mentions
Traffic will be diverted to non-Quieter Neighbourhoods, which will cause pollution and congestion in these areas.	8 mentions
Current concerns with high levels of traffic congestion.	7 mentions
Current concerns with speeding cars and mopeds.	6 mentions
Cycle lanes are barely used so it doesn't make sense to add more.	6 mentions

Infrequent waste collection, traffic congestion, and speeding cars and mopeds were current *issues* raised through email correspondences.

Impacts on street access and increased congestion in surrounding streets were identified as key issues that may occur from the introduction of a quieter neighbourhood.

CONCLUSIONS

6. CONCLUSIONS

The following outlines the key themes regarding issues and ideas that were identified from the engagement.

Issues

- Cleanliness of local streets is a major issue in Enfield, particularly illegal dumping, fly tipping and vandalism.
- Safety is a key issue in Edmonton Green. Several participants noted that they felt unsafe in the area, particularly at night, due to crime and anti-social behaviour. Edmonton Green shopping centre was noted as a hotspot.
- There is currently a lack of adequate transport connectivity to motivate residents and visitors to use active and public transport. Some participants also noted that the footpaths were in poor condition in some areas, making it harder for older people to navigate. Community concerns regarding the implementation of a QN (outlined on page 39) largely relate to this lack of alternate transport connectivity.
- There are currently too many cars parked in the area, including illegal and inconsiderate parking, leading to accessibility and safety issues, and creating difficulty for residents trying to park near their homes. Several participants noted that parked cars have created challenges for emergency vehicles.

Ideas

- Increase surveillance and enforcement, including CCTV and speed cameras, to improve public safety and deter anti-social behaviour.
- Improve transport connections, including providing more frequent bus and train services, maintaining pavements and expanding the cycling network.
- Introduce modal filters, including planters near schools, and one-way streets to reduce traffic and improve pedestrian safety.
- Address parking issues by introducing resident permits, removing free parking and increasing monitoring and enforcement.
- Invest in public amenity and maintenance, including providing public bins and seating, and maintaining public vegetation.

6. CONCLUSIONS

Concerns about QN

Throughout the engagement some participants expressed concern about the Quieter Neighbourhood programme and its impact on local traffic and the economy. While some participants encouraged QN measures, others requested that streets not be closed to private vehicle use. Recurring issues included:

- Concern that QN would increase, rather than reduce congestion, by concentrating traffic on alternate streets outside the QN boundary.
- Some participants were concerned about the economic impact of reduced traffic on local businesses, particularly services like garages that rely on vehicle access
- Concern over the QN's potential to reduce accessibility within the local area and increase journey times

These concerns broadly suggest that participants are highly reliant on private car usage and anticipate continued reliance into the future. The issues identified in this engagement programme suggest that there are significant concerns regarding the safety of public streets and accessibility of alternate transport modes, both of which contribute to an ongoing reliance on private vehicle use.



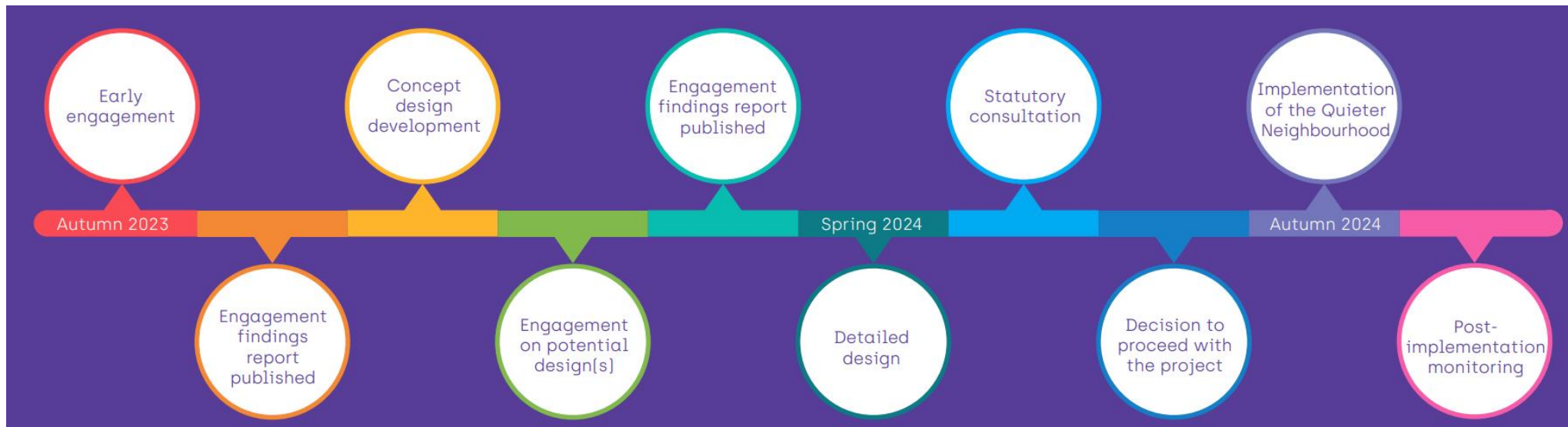
NEXT STEPS

7. NEXT STEPS

Enfield Council have collated the ideas and issues from this phase of engagement. The ideas and issues will be considered to inform a proposed concept design. The concept design(s) will be shared with the community in early 2024 and the community will be given an opportunity to provide feedback on the proposed design.

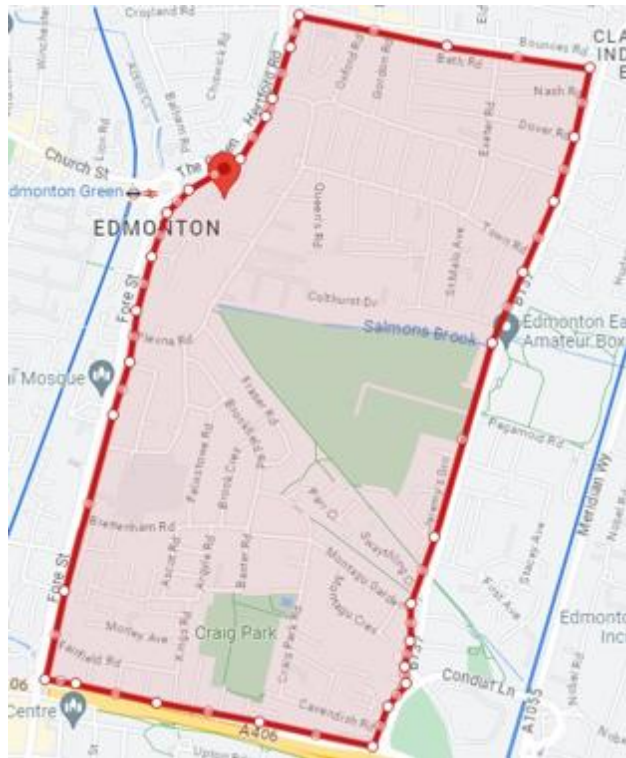
This feedback will be collated and used to refine the design, before issuing an updated design that may be subject to statutory consultation in Summer 2024.

Following the statutory consultation, there will be a decision as to whether the project will proceed to implementation. If the project progresses to implementation it is likely this will be in Autumn 2024.



APPENDICES

APPENDIX A. MAP OF STUDY AREA



Edmonton Green study area

APPENDIX B. THE TRACKER OF BUSINESSES VISITED

Business Name	Number/Name	Street
Mega International Estates	2 Bounces Road	
E & J Electrical	12 Bounces Road	
Ogui Kitchen	38 Bounces Road	
TAB Bikes	40 Bounces Road	
Pinar Ucar Beauty Salon	52 Bounces Road	
Unique Designs	56A Bounces Road	
Taste Di Spice Caribbean	58 Bounces Road	
Oak Tree Care Services	62 Bounces Road	
Mr A Patel	80 Bounces Road	
Soft Cloth Car Wash	132 Bounces Lane	
Alloy Wheel Welding Repair Refurbishment	3 Bounces Lane	
Samadhi Meditation Centre	1 Oxford Road	
Poundstretcher		Edmonton Green Shopping Centre
Boots		Edmonton Green Shopping Centre
Wilko		Edmonton Green Shopping Centre
21K Digital Media		Edmonton Green Shopping Centre
Edmonton Green Taxis & MiniCabs		Edmonton Green Shopping Centre
Iceland Supermarket		Edmonton Green Shopping Centre
Brews Coffee		Edmonton Green Shopping Centre
The Gym Group		Edmonton Green Shopping Centre
People's Café		Edmonton Green Shopping Centre
Scher & Marks		Edmonton Green Shopping Centre
Sara Kids		Edmonton Green Shopping Centre
Nue Millet Ltd		Edmonton Green Shopping Centre
Sense		Edmonton Green Shopping Centre
C&M Carpets		Edmonton Green Shopping Centre
Home Bargains		Edmonton Green Shopping Centre
Shoe Zone		Edmonton Green Shopping Centre
F&I Boutique		Edmonton Green Shopping Centre
Sports Direct		Edmonton Green Shopping Centre

Business Name	Number/Name	Street
Bubble T		Edmonton Green Shopping Centre
News Express		Edmonton Green Shopping Centre
Laserium beauty clinic		Edmonton Green Shopping Centre
Heena Beauty		Edmonton Green Shopping Centre
Illy Hair and Beauty		Edmonton Green Shopping Centre
Marine Kaneva		Edmonton Green Shopping Centre
Vape Shop		Edmonton Green Shopping Centre
Erbil Jewellery		Edmonton Green Shopping Centre
Western Union		Edmonton Green Shopping Centre
Sirena hair and beauty		Edmonton Green Shopping Centre
Nail world		Edmonton Green Shopping Centre
The West Lea in the Green		Edmonton Green Shopping Centre
Top Care Solutions		Edmonton Green Shopping Centre
Eva Tech		Edmonton Green Shopping Centre
Learning for Life Charity		Edmonton Green Shopping Centre
Explore Learning		Edmonton Green Shopping Centre
Akasya & Eylul Jewellers		Edmonton Green Shopping Centre
Stockroom		Edmonton Green Shopping Centre
Superdrug Pharmacy		Edmonton Green Shopping Centre
Fish Shop		Edmonton Green Shopping Centre
Shen Mauritian Fusion		Edmonton Green Shopping Centre
William Hill		Edmonton Green Shopping Centre
Rebecca's Kitchen		Edmonton Green Shopping Centre
Ameya World Fashions & Style		Edmonton Green Shopping Centre
15 Gusii World		Edmonton Green Shopping Centre
Kumasi Market Fruit and Vegetables		Edmonton Green Shopping Centre
Woict Technology		Edmonton Green Shopping Centre
34 Sel Shoes		Edmonton Green Shopping Centre
Koffee Box		Edmonton Green Shopping Centre
New Direction		Edmonton Green Shopping Centre

APPENDIX B. THE TRACKER OF BUSINESSES VISITED

Business Name	Number/Name	Street
Mauritian Foods Online		Edmonton Green Shopping Centre
Crystal Meats		Edmonton Green Shopping Centre
Community Link Edmonton		Edmonton Green Shopping Centre
Store 21		Edmonton Green Shopping Centre
London Pet & Garden Centre		Edmonton Green Shopping Centre
The Zingoo		Edmonton Green Shopping Centre
Debbie's Hair Salon		Edmonton Green Shopping Centre
Currency Exchange Corporation Edmonton		Edmonton Green Shopping Centre
Splash Out		Edmonton Green Shopping Centre
Beauty by Gizem		Edmonton Green Shopping Centre
Tutto Print		Edmonton Green Shopping Centre
Just 2 Travel		Edmonton Green Shopping Centre
Edmonton Green Supermarket		Edmonton Green Shopping Centre
Fat Boys Café		Edmonton Green Shopping Centre
Munchiez		Edmonton Green Shopping Centre
Edmonton Green Pharmacy and Travel		Edmonton Green Shopping Centre
Sue Ryder		Edmonton Green Shopping Centre
Cakes & Bakes - Edmonton		Edmonton Green Shopping Centre
Betfred		Edmonton Green Shopping Centre
Lidl		Edmonton Green Shopping Centre
BIM's Edmonton		Edmonton Green Shopping Centre
Weltew Furniture		Edmonton Green Shopping Centre
Subway		Edmonton Green Shopping Centre
Subway		Edmonton Green Shopping Centre
Mazhil Restaurant		Edmonton Green Shopping Centre
Edmonton Convenience Store		Edmonton Green Shopping Centre
Taxi Edmonton		Edmonton Green Shopping Centre
LA Golden Nails		Edmonton Green Shopping Centre
South Mall		Edmonton Green Shopping Centre
NAZ hair and beauty		Edmonton Green Shopping Centre

Business Name	Number/Name	Street
BIZIM Butchers		Edmonton Green Shopping Centre
Onur Jewellers Edmonton		Edmonton Green Shopping Centre
EE		Edmonton Green Shopping Centre
Lo Lo Nails		Edmonton Green Shopping Centre
African Rights Action		Edmonton Green Shopping Centre
Shaba Hair & Cosmetics		Edmonton Green Shopping Centre
Erbiller Jewellery		Edmonton Green Shopping Centre
Paddy Power		Edmonton Green Shopping Centre
Deli Twist		Edmonton Green Shopping Centre
Holland & Barrett - Edmonton Green		Edmonton Green Shopping Centre
Barclays Bank		Edmonton Green Shopping Centre
Greenfields Solicitors		Edmonton Green Shopping Centre
Londis		Edmonton Green Shopping Centre
CeX		Edmonton Green Shopping Centre
BB's Cofee & Muffins		Edmonton Green Shopping Centre
Baba Kofte 1938 - Edmonton Green		Edmonton Green Shopping Centre
Golden Donuts UK 2		Edmonton Green Shopping Centre
Bulgarian Grill Edmonton		Edmonton Green Shopping Centre
Lower Edmonton Main Post Office		Edmonton Green Shopping Centre
Sam 99p		Edmonton Green Shopping Centre
Dreams Edmonton		Edmonton Green Shopping Centre
ASDA Superstore		Edmonton Green Shopping Centre
ASDA Pharmacy		Edmonton Green Shopping Centre
Max Spielmann		Edmonton Green Shopping Centre
Hunter Locksmiths		Edmonton Green Shopping Centre
Naked Chips		Edmonton Green Shopping Centre
Chichi		Monmouth Road
The Dancing Iguana	103	Exeter Road
Town Supermarket	83	Town Road
Miss Blossom	136	Town Road

APPENDIX B. THE TRACKER OF BUSINESSES VISITED

Business Name	Number/Name	Street
Mr Gel's Barber Shop	138	Town Road
Big Panda	156	Town Road
Platinum Motors	160	Town Road
Town Food & Wine	162	Town Road
Curley Sue's	168	Town Road
Tasty Favourite	248	Town Road
Price Cutter		Town Road
Mayis	187	Town Road
Enfield Food Centre	187	Town Road
A1 The Food Legends & Kebab	349	Montagu Road
Casa Romaneasca		Sebastopol Road
Lobo Fisheries	262	Fore Street
Onur Kebab House	252	Fore Street
Shisha Town Market	248	Fore Street
Little Baba Boutique		Fore Street
Blueprints & Co Properties	246	Fore Street
Fenix Funeral	244	Fore Street
Planet Car Hire	242	Fore Street
Sarges Off Licence	240	Fore Street
The Crown & Anchor Edmonton	222	Fairfield Road
Nokta	210	Cuthbert Road
Amaar Coffee	125	Cuthbert Road
Bairstow Eves Estate Agent Edmonton		Cuthbert Road
Tawakal Mini Market		Cuthbert Road
Kilim Furniture		Cuthbert Road
Uyku		Cuthbert Road
Ladan		Cuthbert Road
Furqan Travel London		Cuthbert Road
Kalkaal		Cuthbert Road
Rebecca Cupcakes		Craig Park Road

Business Name	Number/Name	Street
Oz Tonbul Supermarket	51	Montagu Road
Mums Café	53	Montagu Road
Behar Check & Slovak Polish	6	Brettenham Road
JMC Performance	18	Felixstowe Road
Flip Dud	43	Brook Crescent
Bluez Convenience Store	82	Felixstowe Road
Acqua Heating Services	80	Jeremy's Green
Montague Supermarket	171	Montagu Road
Elena's Kebabs	175	Montagu Road
Lidl	23-25	Plevna Road
Travelodge London Edmonton	3	Smythe Close

APPENDIX C. EXHIBITION BOARDS

Edmonton Green Quieter Neighbourhood

As part of the Enfield Council Journeys and Places programme, our vision is to make the borough safer, healthier and more vibrant, and enable more people to walk, wheel, cycle and access public transport.

Over the last few years, we have taken bold action across the borough to do just this. We have:



Re-designed many of our streets to be safe and welcoming



Improved public spaces for communities



Created new and upgraded pedestrian crossings



Introduced new segregated cycle lanes



Introduced School Streets to make it safer for children to get to school



Added more cycle parking

Quieter Neighbourhoods form a key part of our approach. Through this initiative, the Council aims to reduce the speeds and volume of motor vehicles in the area and create an attractive and safe environment for people to travel by active and sustainable modes, such as walking and cycling, or using buses and trains. The long-term benefits we hope to see include improvements in people's health, less congestion and safer roads, and improved air quality.



Visit the project page




As part of the Journeys and Places programme, the Council is in the early stages of looking to deliver a Quieter Neighbourhood in the Edmonton Green area within the streets bounded by Bounces Road, the A1010, the A406 and Montagu Road.

Why is a Quieter Neighbourhood being proposed in Edmonton Green?

Edmonton Green has been chosen as one of the next QN areas because the area has poor air quality compared with other areas in Enfield, poor health and deprivation indicators that could be improved with active travel, two schools within the area, amenities in the area that could be accessed using active travel, high numbers of collisions for vehicles, pedestrians and people on bikes, and a high population density which would benefit from the improvements.

What is a Quieter Neighbourhood?

Quieter Neighbourhoods form part of Enfield Council's comprehensive approach to re-design our streets to increase walking and cycling as part of our response to the climate emergency.

The Quieter Neighbourhood initiative considers the introduction of features such as modal filters, one-way streets, School Streets and cycle parking.




Modal filters allow people walking and cycling through, as well as emergency services. All streets are accessible by car but some routes may be subject to change.







St Peter's Church, Bounces Road



Edmonton Green roundabout



Visit the project page




APPENDIX C. EXHIBITION BOARDS

We want to hear from residents about their ideas and current issues they face in the area to inform a design for the proposed Edmonton Green Quieter Neighbourhood.

We want to hear from residents about their ideas and current issues they face in the area to inform a design for the proposed Edmonton Green Quieter Neighbourhood.

We want to understand what you'd like to see incorporated in the Quieter Neighbourhood project.

We invite you to get involved in the Edmonton Green Quieter Neighbourhood project and share your views and experiences.

We will be hosting drop-in events in the area, a webinar on the project, as well as collecting your ideas and issues through an online interactive map.

More information on how to get involved can be found on the following boards and on the project page at letstalk.enfield.gov.uk/EdmontonGreenQN

Your ideas and issues will help us to shape the designs for the proposed Edmonton Green Quieter Neighbourhood.

Download the map of the Edmonton Green area on the project page



Visit the project page



What ideas do you have that could be incorporated into the Edmonton Green Quieter Neighbourhood? Write your idea on a sticky note and place it on the map.



Visit the project page to share your ideas with us



APPENDIX C. EXHIBITION BOARDS

Are there any current issues in the area you think we should be considering as part of the Edmonton Green Quieter Neighbourhood? Write the issue on a sticky note and place it on the map.

Unsafe to cross the road?

Congestion?

Narrow footpaths?

Vehicle speeding?

journeys & places

Visit the project page to share the current issues in the area with us

We invite you to share your ideas and issues with us to help inform the future stages of the Edmonton Green Quieter Neighbourhood.

Get Involved

This phase of community engagements ends on Sunday 8 October 2023

Add your feedback to the Ideas and Current Issues boards using the pins, post-its and pens provided.

Speak with us at one of the following community drop-in sessions:

- 4.30pm-6.30pm
Tues 19 Sept 2023
at Westbourne Hall Community Centre N9 0RU
- 2.30pm-4.30pm
Sat 30 Sept 2023
at Edmonton Green Library N9 0TN

Share your ideas and issues via the map and read what others have to say using the QR code below.

Join us at the webinar on Monday 25 September 2023 at 6pm to hear from the project team about the objectives of the project and have the opportunity to ask questions. The webinar will be held on Microsoft Teams.

You can also email or write to us: journeysandplaces@enfield.gov.uk - ATTN Journeys and Places, Enfield Council, Civic Centre, Silver St, Enfield EN1 3XA.

journeys & places

Visit the project page

APPENDIX C. EXHIBITION BOARDS

Next Steps

Your ideas and issues will inform the design for the Edmonton Green Quieter Neighbourhood.

At the conclusion of this period of community engagement, Enfield Council will consider all ideas and issues raised through the activities detailed on the previous board.

We hope to see and hear from you at the activities being held over the coming weeks about your ideas and issues for the Edmonton Green Quieter Neighbourhood.

Autumn 2023	Spring 2024	Autumn 2024
Early engagement	Engagement finding report published	Implementation of the Quieter Neighbourhood
Concept design development	Engagement on potential design(s)	Decision to proceed with the project
	Detailed design	Post-implementation monitoring

Visit the project page

Enfield Council's Journeys and Places programme enables and encourages people in Enfield to make sustainable daily journeys for themselves and for our planet.

We are connecting local people to local places for a greener, healthier future.


Journeys and Places delivers a range of projects across Enfield. Our work includes:

- Delivering a walking and cycling network including cycleways, improved footways, pedestrian crossings, cycle parking and trees and greenery along these routes
- Working with residents and businesses to enhance places including town centres and high streets to support commercial viability and vitality, strengthen local communities, and enhance the environment with greenery and art
- Making neighbourhoods safer for all road users to walk, wheel and cycle to and around including at our local schools, with lower levels of motor traffic, lower speeds of motor traffic, and cycle parking for residents
- Informing and inspiring about active travel through community events; opportunities to wheel and cycle for disabled people, young people and older people including cycle training; and promoting the benefits of active travel.


Visit the project page

APPENDIX D. POSTCARD

**Enfield Council
is proposing
a Quieter
Neighbourhood
in the
Edmonton
Green area**



**journeys
& places**



Share your ideas and issues with us on the online interactive map or join us at a drop-in session or the webinar. Find out more information via the QR code below.



The interactive map will be open for residents and other stakeholders to share their ideas and issues until Sunday 8 October 2023.

KEY

- Proposed Quieter Neighbourhood Boundary
- Segregated Cycle Lane
- On-Carriageway Cycle Route
- Segregated Cycle/Walking Path
- Shared Cycle/Walking Path
- Cycle Hub
- Reserved Bus Station
- Designated Bus Stop
- Schools
- Alternative Centre of Education
- Flaxsheaf Primary School
- Brighthelm Primary School
- Park
- Edmonton Green Library
- Edmonton Green Shopping Centre

APPENDIX E. CERTIFICATE FOR SCHOOL WORKSHOP



APPENDIX F. PHYSICAL SURVEY FORM


ourneys & places

ENFIELD Council

Share your ideas and issues: Edmonton Green Quieter Neighbourhood

Enfield Council wants to create healthier, greener and safer neighbourhoods. Through the Journeys and Places programme, the Council is proposing a Quieter Neighbourhood in the Edmonton Green area. We would like to work together with residents to explore what might be possible in your community.


The first stage of the project is to listen to your views on the Edmonton Green neighbourhood. You can share your ideas for the project as well as any current issues in the area that you think the project could address on the map on the project page or complete this form. This form must be received by Sunday 8 October 2023. You can hand this paper copy into the Enfield Civic Centre, or post it to ATTN Journeys and Places, Enfield Council, Silver St, EN1 3XA.



Continued overleaf

Alternative formats and languages

If you need this letter in an alternative format (including audio) and/or language, please email healthystreets@enfield.gov.uk, call 020 8132 1789, or write to us at ATTN Healthy Streets, Enfield Council, Silver St, Enfield, EN1 3XA. The project page can be translated into your preferred language: <https://enstak.enfield.gov.uk/BowesEastON>. Visit <https://enstak.enfield.gov.uk/accessibility> (also available via the QR code on this page) for more information on obtaining information in other formats.



Εάν χρειάζεστε αυτό το γράμμα σε εναλλακτική μορφή (συμπεριλαμβανομένου ηχητικό) ή/και γλώσσα, στείλετε μήνυμα ηλεκτρονικού ταχυδρομείου (email) στο healthystreets@enfield.gov.uk, καλέστε στο 020 8132 1789, ή στείλετε γράμμα ταχυδρομικής στη διεύθυνση ATTN Healthy Streets, Enfield Council, Silver St, Enfield, EN1 3XA. Η ιστοσελίδα του έργου μπορεί επίσης να μεταφραστεί στην προτιμώμενη γλώσσα σας: <https://enstak.enfield.gov.uk/BowesEastON>. Επισκεφθείτε <https://enstak.enfield.gov.uk/accessibility> (θεωρείται επίσης μέσω του κωδικού QR σε αυτήν τη σελίδα) για περισσότερες πληροφορίες σχετικά με τη λήψη πληροφοριών σε άλλες μορφές.

Bu mektuba alternatif bir formatta (ses dahil) ve/veya dilde ihtiyacınız varsa, lütfen healthystreets@enfield.gov.uk adresine e-posta gönderin, ya da 020 8132 1789 numaralı telefonu arayın veya ATTN Healthy Streets, Enfield Council, Silver St, Enfield EN1 3XA adresine yazın. Proje sayfası tercih ettiğiniz dile çevirebilir: <https://enstak.enfield.gov.uk/BowesEastON>. Diğer formatlarda bilgi edinme hakkında daha fazla bilgi için <https://enstak.enfield.gov.uk/accessibility> (bu sayfada QR kodu aracılığıyla da mevcuttur) adresini ziyaret edin.

Jestli chciabys otrzymac ten list w innym jezyku, bądź tez w innym formacie (także w formacie audio), napisz do nas na adres mailowy: healthystreets@enfield.gov.uk, zadzwoń pod numer 020 8132 1789, lub napisz na adres: ATTN Healthy Streets, Enfield Council, Silver St, Enfield, EN1 3XA. Strona internetowa projektu również może być przetłumaczona na język który preferujesz <https://enstak.enfield.gov.uk/BowesEastON>. Więcej informacji na temat uzyskania informacji w innym formacie, dostępna jest na stronie <https://enstak.enfield.gov.uk/accessibility> która dostępna jest także poprzez kod QR widoczny powyżej.

જો તમારે આ પત્ર બીજા કોઈ માધ્યમ અથવા ભાષામાં જોઈતી હોય (શ્રાવ્ય સહિત), તો કૃપા કરીને healthystreets@enfield.gov.uk ને ઇમેઇલ કરો, 020 8132 1789 નંબર પર કોલ કરો અથવા વેબ Healthy Streets, Enfield Council, Silver St, Enfield, EN1 3XA પર લખો તમારું પત્ર. પસંદગતી ભાષાની માહિતી પસંદગતી ભાષામાં અથવા કોઈ ભાષામાં <https://enstak.enfield.gov.uk/BowesEastON> અથવા અન્ય માધ્યમમાં વધુ માહિતી મેળવવા માટે <https://enstak.enfield.gov.uk/accessibility> (જ્યાં વધુ વેબ QR કોડ દર્શાવે વધુ વિગતો) ની મુલાકાત લો.

ourneys & places

ENFIELD Council

APPENDIX G. RESIDENT EARLY ENGAGEMENT LETTER

journeys & places

ENFIELD Council

Have your say: Edmonton Green Quieter Neighbourhood

Reply to: Journeys and Places
Email: journeysandplaces@enfield.gov.uk
Date: 11 September 2023

Dear resident / business owner,

Enfield Council wants to create healthier, greener and safer neighbourhoods. We would like to work together with residents to explore what might be possible in your community. Attached is a map which shows one of the areas that we would like to consider.

This work will be guided by our Journeys and Places programme and forms part of our Quieter Neighbourhoods project. There is a dedicated project page for the Edmonton Green Quieter Neighbourhood project where we have added more information which explains what Quieter Neighbourhoods are, and provides details on how we wish to work with the community to help improve your neighbourhood.

You can visit the project page here: <https://letstalk.enfield.gov.uk/EdmontonGreenQN>

The first stage of the project is to listen to your views on the Edmonton Green neighbourhood. The engagement opportunity starts on Monday 11 September and will run through until Sunday 8 October 2023. We invite you to get involved in one or more of the following:

Online interactive map: Share your ideas and issues via the map and read what others have to say on the project page at https://letstalk.enfield.gov.uk/EdmontonGreenQN	Open now until Sunday 8 October 2023
Drop-in session at Westbourne Hall Community Centre, N9 (RU): Speak with the team about the project, share your experiences and ideas for the local area	4.30pm – 6.30pm Tuesday 19 September 2023
Webinar held on Microsoft Teams at http://tinyurl.com/EGQNwebinar : Hear from the project team about the objectives of the project and have the opportunity to ask questions	6pm Monday 25 September 2023
Drop-in session at Edmonton Green Library N9 DTN: Speak with the team about the project, share your experiences and ideas for the local area	2.30pm – 4.30pm Saturday 30 September 2023

You can also email your ideas and issues to us at journeysandplaces@enfield.gov.uk or write to us at:
ATTN Journeys and Places, Enfield Council, Civic Centre, Silver St, London EN1 3XA.

TN Journeys and Places
Enfield Council
Civic Centre
Silver Street
Enfield
EN1 3XA
journeysandplaces@enfield.gov.uk

Letter in English

journeys & places

ENFIELD Council

Söz sizde Edmonton Green Quieter Neighbourhood

Yanıt adresi: Journeys and Places
E-posta: journeysandplaces@enfield.gov.uk
Tarih: 11 Eylül 2023

Sayın sakin / işletme sahibi,

Enfield Belediyesi daha sağlıklı, daha yeşil ve daha güvenli mahalleler yaratmak istiyor. Toplumumuzda neyin mümkün olabileceğini keşfetmek için bölge sakinleriyle birlikte çalışmak istiyoruz. Değerlendirmek istediğimiz alanlardan birini gösteren bir harita ekledik.

Bu çalışma Journeys and Places programımız tarafından yönlendirilecek ve Quieter Neighbourhoods (Daha Sesiz Mahalleler) programının bir parçasını oluşturacaktır. Edmonton Green Quieter Neighbourhood projesi için, Quieter Neighbourhood'un ne olduğunu açıkladığımız ve mahalleleri iyileştirmeye yardımcı olmak için toplumla birlikte nasıl çalışmak istediğimize dair ayrıntıları yer aldığımız daha fazla bilgi eklediğimiz özel bir proje sayfası bulunmaktadır.

Proje sayfasına buradan ulaşabilirsiniz: <https://letstalk.enfield.gov.uk/EdmontonGreenQN>

Projenin ilk aşaması Edmonton Green mahallesi hakkındaki görüşlerinizi almaktır. Katılımınız 11 Eylül Pazartesi günü başlayacak ve 8 Ekim 2023 Pazar gününe kadar devam edecektir. Siz aşağıdakilerden birine veya daha fazlasına katılmaya davet ediyoruz:

Çevrimiçi interaktif harita: Fikirlerinizi ve yaşadığınız sorunları harita üzerinden paylaşın ve https://letstalk.enfield.gov.uk/EdmontonGreenQN adresindeki proje sayfasında başkalarının neyi söylediklerini okuyun.	8 Ekim 2023 Pazar gününe kadar açık
Westbourne Hall Community Centre, N9 DRU'da düzenlenen oturum: Proje hakkında ekiple konuşun, deneyimlerinizi ve yerel bölge için fikirlerinizi paylaşın	4.30pm - 6.30pm 19 Eylül 2023 Salı
Microsoft Teams'de http://tinyurl.com/EGQNwebinar adresinde düzenlenen web semineri: Proje ekibinden projenin hedeflerini dinleyin ve merak ettiklerinizi sorun	25 Eylül 2023 Pazartesi günü 6pm'de
Edmonton Green Library N9 DTN'de düzenlenen oturum: Proje hakkında ekiple konuşun, deneyimlerinizi ve yerel bölge için fikirlerinizi paylaşın	2.30pm - 4.30pm 30 Eylül 2023 Cumartesi

Ayrıca fikirlerinizi ve sorunlarınızı journeysandplaces@enfield.gov.uk adresine e-posta ile gönderebilir veya bize yazabilirsiniz.
ATTN Journeys and Places, Enfield Council, Civic Centre, Silver St, London EN1 3XA.

ATTN Journeys and Places Enfield Council
Civic Centre
Silver Street
Enfield
EN1 3XA
journeysandplaces@enfield.gov.uk

Letter in other languages

APPENDIX H. DROP-IN EVALUATION RESULTS

8.1 The following results are from the **drop-in evaluation survey** handed out at the drop-in sessions

8.2 Sixteen (16) drop-in evaluation surveys were completed. 75% (12 people) said they lived in the Edmonton Green area.

8.3 Five people identified as White, three as Greek-Cypriot, two as British Asian, two as British, and one as Asian.

Q5a: How effective do you think the event was in informing community members about this project?

- 9 people said that the drop-in event was very effective.
- 5 people said that the drop-in event was somewhat effective.
- 2 people responded that they were unsure.

Q5b: How effective do you think the event was in hearing the ideas and issues from community members?

- 7 people said the event was very useful in hearing the ideas of community members
- 5 people said they were unsure
- 2 people said the event was somewhat useful
- 1 person said the event was somewhat not useful.

Q6: How clear were the materials presented at this drop-in session in explaining the proposed Edmonton Green Quieter Neighbourhood?

- 15 people said they received a letter from the council
- 4 people also said they shared an idea or issue on the online map on the project page.
- 3 people said that they also attended a webinar
- 1 person said the project team visited their business

**Q8: How else would you like to engage with us on this project or similar projects?
Please write.**

- Four people said that they would like to engage with the project going forward.
- Four people said they would like to be updated with any updates regarding the project or other projects in the area.
- One person said more information needs to be released on the potential impacts on residents

APPENDIX I. LET'S TALK ENFIELD SIGN UP FORM QUESTIONS

1. What is your connection to the London Borough of Enfield?

- I live in Enfield
- I work in Enfield
- I study in Enfield
- I am a visitor to Enfield
- I own a business in Enfield
- I own a house in Enfield that I do not live in
- Prefer not to say

2. What postcode do you live in?

- EN1
- EN2
- EN3
- EN4
- EN8
- EN9
- N9
- N11
- N13
- N14
- N18
- N21
- N22
- Prefer not to say
- Other (please specify)

3. What is your ethnicity?

- White - English/Welsh/Scottish/Northern Irish/British
- White – Irish
- White - Gypsy/Irish Traveller
- White – Roma
- White - Greek
- White - Greek Cypriot
- White - Turkish
- White - Turkish Cypriot
- White - Kurdish
- White - Albanian
- White - Polish
- Any other White background
- Mixed/Multiple Ethnic Groups - White and Black Caribbean
- Mixed/Multiple Ethnic Groups - White and Black African
- Mixed/Multiple Ethnic Groups - White and Asian
- Any other Mixed/Multiple ethnic background
- Asian or Asian British - Indian
- Asian or Asian British - Pakistani
- Asian or Asian British - Bangladeshi
- Asian or Asian British - Sri Lankan
- Asian or Asian British – Chinese
- Any other Asian background
- Black/African/Caribbean/Black British – Caribbean
- Black/African/Caribbean/Black British – African
- Any other Black, Black British, African or Caribbean background
- Arab
- Any other Ethnic Group
- I do not wish to state my Ethnic Group

4. What is your year of birth? (write date in box)

5. Do you have a physical or mental health condition or illness lasting or expected to last for 12 months or more?

- Yes
- No
- Prefer not to say

6. What describes your gender?

- Female
- Male
- Transgender
- Non-binary
- Other
- Prefer not to say
- Prefer to self-describe (see below)

7. How would you describe your marital status?

- Single
- Married
- Civil Partnership
- Separated, but legally married
- Separated, but still legally in a same-sex partnership
- Formerly in a same-sex civil partnership which is now legally dissolved
- Surviving partner from a same-sex civil partnership
- Divorced
- Widowed
- Prefer not to say
- Prefer to self- described (see below)

APPENDIX I. LET'S TALK ENFIELD SIGN UP FORM QUESTIONS

8. What is your religion?

- Non-religious (Atheist, Humanist etc)
- Christian
- Buddhist
- Hindu
- Jewish
- Muslim
- Sikh
- Alevi
- Prefer not to say
- Prefer to use own definition

9. What is your Sexual Orientation?

- Heterosexual/Straight
- Gay or Lesbian
- Bisexual
- Prefer not to say
- Prefer to self-describe

10. Are you currently pregnant or on maternity leave?

- Yes
- No
- Prefer not to say

11. Do you hold a Blue Badge?

- Yes
- No
- Prefer not to say



ECF Office

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T: 0204 541 2375
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W: www.engagecf.co.uk



Communication and Engagement Plan

Bowes East Quieter Neighbourhood

Produced by Ryan Hicks & Ehsan Askarany

January 2024

About this document

This document outlines the communication and engagement approach for the Bowes East Quieter Neighbourhood project. It details the activities that will be undertaken to inform the community and stakeholders about the Bowes East Quieter Neighbourhood, and gather their ideas and issues to inform the design for the Quieter Neighbourhood.

Should the project progress, this document will be updated for future engagement and consultation phases.

What we hope to achieve

The objectives of the communications and engagement for this project are to:

- Share proposed concept stage interventions with the community and gather information that could help refine designs further
- increase the awareness of the purpose and benefits of Quieter Neighbourhoods with residents and the broader community
- establish relationships to enable ongoing communication and engagement with the community.

Ward profile

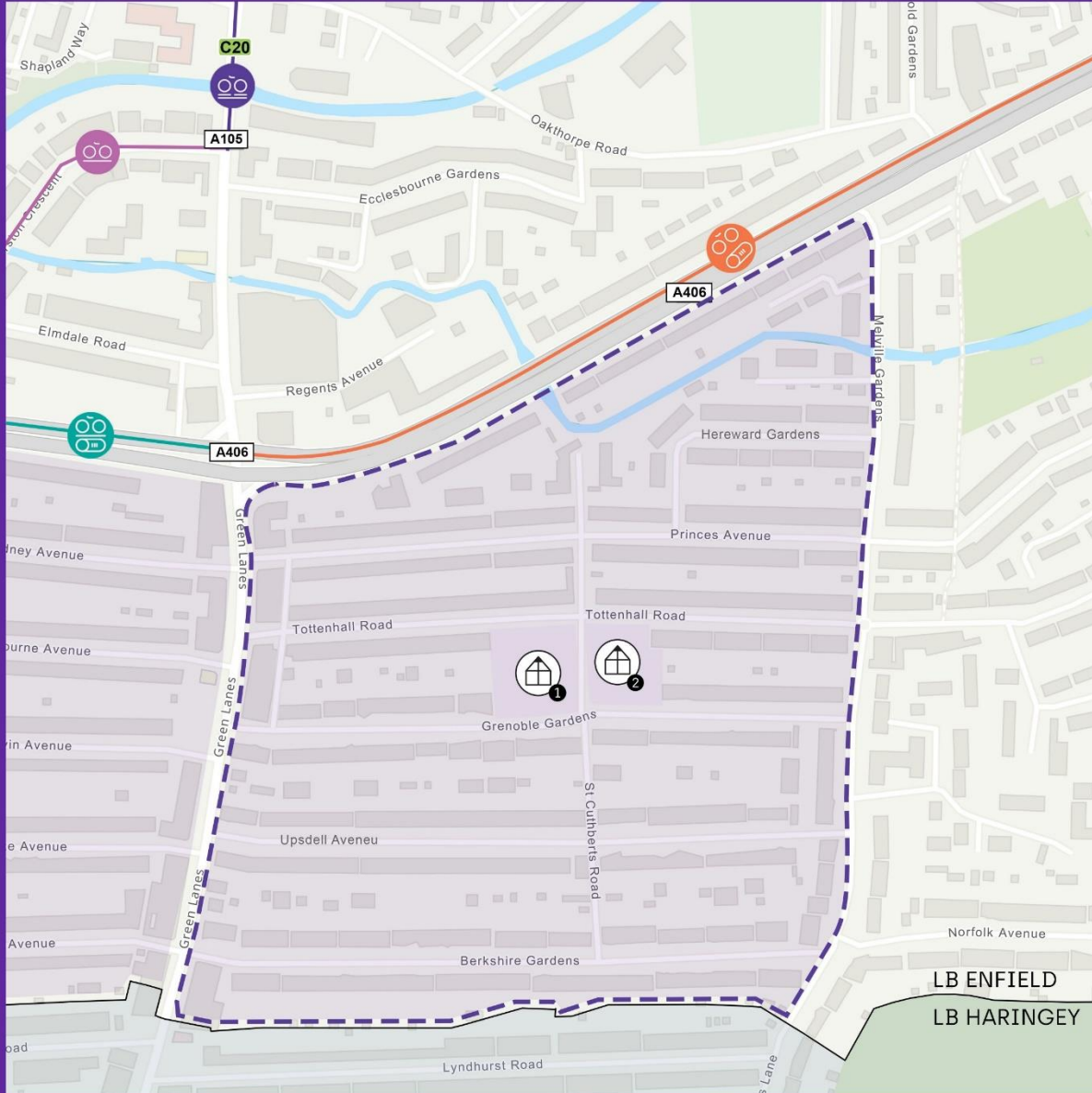
The proposed Bowes East Quieter Neighbourhood sits within the Bowes ward. According to the Census 2021, Bowes has an estimated population of 10,788 people with a population density of 8,298 people per sq. km.

In 2021, 17% of the population was under the age of 15, 69.9% were ages 16 to 64, and 13.1% were 65 or older.

55.9% of people who live in Bowes were not born in the UK and 22.6% of households have no-one who speaks English as their first language. The most common language spoken in the ward is English with 59.4% of residents stating this is their main language. Other common languages include other EU languages (including Romanian, Bulgarian, Czech) at 16.8%, Turkish at 6%, Polish at 3.3%, other non-EU language (including Albanian) at 2.8%, and Spanish at 1.6%

Further information regarding the Bowes ward can be found [here](#).

Proposed area



Boves East Quieter Neighbourhood

KEY

- Proposed Quieter Neighbourhood Boundary
- Quieter Neighbourhood Area
- Segregated Cycle Lane
- On-Carriageway Cycle Route
- Segregated Cycle/Walking Path
- Shared Cycle/Walking Path
- Schools
 - 1 Tottenham Infant School
 - 2 St Michael at Boves CoE Junior School

Stakeholders

In addition to residents and businesses in the area, the following stakeholder groups have been identified at this stage of this project:

- Ward Councillors
- Transport for London (TfL)
- Emergency services
- Waste services
- Royal Mail
- Tottenham Infant School
- St Michael at Bowes CoE Junior School
- Haringey Council
- Places of worship
- Disabled people and organisations who represent disabled people
- Community groups

We welcome community suggestions of further stakeholder groups that we can connect with. Contact us with your suggestions at

journeysandplaces@enfield.gov.uk

Our methods of communication

Enfield Council is committed to two-way communication with residents, businesses and other stakeholders when delivering projects. There are a range of ways in which we communicate with residents, and in which residents can contact us about Journeys and Places projects. These include:

- By email to journeysandplaces@enfield.gov.uk
- By post to ATTN Journeys and Places team, Enfield Council, Silver St, EN1 3XA
- Via the Q&A tool on the Let's Talk Enfield project page at letstalk.enfield.gov.uk/BowesEastQN
- By letter drop to residents and businesses within the project area and surrounding streets
- Webinar
- In person at events such as drop-in sessions
- Online survey

Project page, the hub for information

The project page for this project is hosted on the Let's Talk Enfield website and can be found at <http://letstalk.enfield.gov.uk/BowesEastQN>

The project page will host information and opportunities to engage with the project, including:

- key dates for the project
- frequently asked questions (FAQs)
- information on the webinar and drop-in sessions
- Q&A tool to ask the project team questions
- project updates
- online survey

Engagement and consultation approach

There will be a phased approach to engagement and consultation, as detailed below:

- September – October 2023: Early engagement where we heard from residents, businesses, community groups and other interested stakeholders on their ideas for the area and current issues they face in the area.
- January - February 2024: Enfield Council will share the proposed plan with the community and invite their comments and feedback to inform the detailed design.
- Mid-2024: Should the project progress, a draft Traffic Order will be published. Anyone will be able to provide objections or representations on the draft Traffic Order during the period of statutory consultation. The statutory consultation will run for 3.5 weeks and residents will be informed by letter about the opportunity to take part.

Engagement and consultation approach

From September to October 2023 we held an early engagement period where we welcomed the ideas suggestions and feedback from the community on this project. The information we gathered has been compiled in an Early Engagement Report. The general themes that were revealed throughout the early engagement period will help inform the designs for the Bowes East Quieter Neighbourhood.

During the second phase of engagement, proposed interventions will be presented to the community. A survey will be available for the public to comment on these proposals. An engagement summary document will be produced following the conclusion of this phase.

This project will be delivered using Permanent Traffic Orders (PTO). We have a statutory obligation to consult residents and businesses within the project area on the design of the scheme prior to the implementation of the PTO.

We have and will continue to have engagement opportunities with the community to ensure the input from residents are considered for local projects, ahead of statutory consultation that the Council is required to undertake.

Activities

The following communications and engagement activities are planned for this stage of the project:

What	When
Letter to residents and businesses	17 January 2024
Online survey	17 January – 11 February 2024
Drop-in sessions	25 January and 3 February 2024
School engagement	January – February 2024
Webinar on the designs for the proposed Bowes East Quieter Neighbourhood	7 February 2024

Activities

The following communications and engagement activities are planned for this stage of the project:

What	When
Business walkaround	January – February 2024
Engagement with disability groups	January – February 2024
Social media / newsletter activity to communicate the information leaflet to wider geographic area	Ongoing

Future activities

The following communications and engagement activities are planned for future engagement on the Bowes East Quieter Neighbourhood:

What	When
Produce engagement summary document	Early 2024
Statutory consultation on the draft permanent Traffic Order	Mid 2024

Activities by stakeholder

The following table illustrates the ways in which we will communicate, engage and consult with stakeholders for this project:

Stakeholder	Residents	Businesses	Councillors/ MP	LB Haringey	Emergency services	Waste services	Royal Mail	Schools	Places of Worship	Disabled people/orgs	Community groups
Engagement workshop			X					X		X	
Online webinars	X	X	X					X	X	X	X
In person drop-in sessions	X	X	X					X	X	X	X
Online Survey	X	X	X					X	X	X	X
Online map tool	X	X	X					X	X	X	X
Stakeholder meetings				X	X	X	X	X	X	X	X
Business walkaround		X									
Notification letters / emails	X	X	X	X	X	X	X	X	X	X	X

How to participate

Residents, businesses, community groups and other stakeholders can engage with us through the following mechanisms:

- Via the Q&A tool on the project page at letstalk.enfield.gov.uk/BowesEastQN
- Via letter addressed to ATTN Journeys and Places team, Enfield Council, Silver St, Enfield, EN1 3XA
- Via email to journeysandplaces@enfield.gov.uk
- By attending the webinar or drop-in sessions

As the project progresses and subject to funding, there will be statutory consultation held on the proposed traffic order. During a statutory consultation, anyone can formally object or make a representation to the scheme being made permanent. An objection must be made in writing, state the grounds on which it is made. Responses to individual objections are not provided, but any objection or representation raised will be addressed in a formal report that will inform the decision-making process.

How we will be reporting

At the conclusion of each engagement period Enfield Council will consider all comments received. A summary document will be produced that responds to issues that have been raised. The comments received will inform the design of the Bowes East Quieter Neighbourhood that will be presented to the community ahead of any statutory consultation that goes ahead.

The report will be uploaded to the project page at letstalk.enfield.gov.uk/BowesEastQN

More information

For more information on this project, please visit
<http://letstalk.enfield.gov.uk/BowesEastQN>

journeys & places

journeysandplaces.enfield.gov.uk



Communication and Engagement Plan

Edmonton Green Quieter Neighbourhood

Produced by Ryan Hicks & Ehsan Askarany

January 2024

About this document

This document outlines the communication and engagement approach for the Edmonton Green Quieter Neighbourhood project. It details the activities that will be undertaken to inform the community and stakeholders about the Edmonton Green Quieter Neighbourhood, and gather their ideas and issues to inform the design for the Quieter Neighbourhood.

Should the project progress, this document will be updated for future engagement and consultation phases.

What we hope to achieve

The objectives of the communications and engagement for this project are to:

- Share proposed concept stage interventions with the community and gather information that could help refine designs further
- increase the awareness of the purpose and benefits of Quieter Neighbourhoods with residents and the broader community
- establish relationships to enable ongoing communication and engagement with the community.

Ward profile

The proposed Edmonton Green Quieter Neighbourhood sits within both Edmonton Green and Lower Edmonton wards.

Edmonton Green ward

According to the Census 2021, Edmonton Green has an estimated population of 17,126 people with a population density of 5,906 people per sq. km.

49.9% of people who live in Edmonton Green were not born in the UK and 20.7% of households have no-one who speaks English as their first language. The most common language spoken in the ward is English with 62.8% of residents stating this is their main language. Other common languages include Turkish at 11.5%, other EU languages (including Romanian, Bulgarian, Czech) at 6.8%, African languages at 5.6%, West or Central Asian languages at 2%, and Polish at 1.9%.

Further information regarding the Edmonton Green ward can be found [here](#).

Ward profile

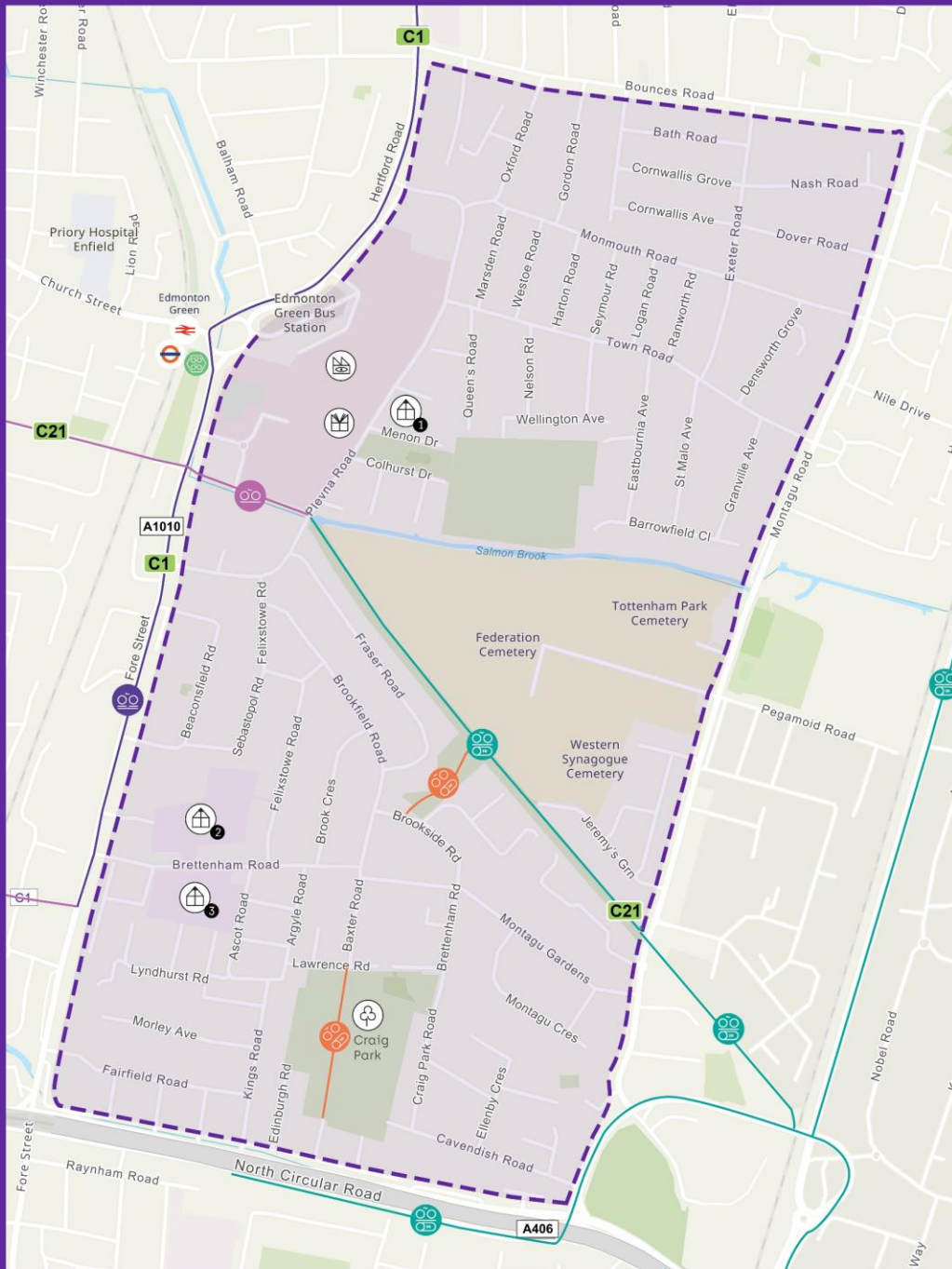
Lower Edmonton ward

According to the Census 2021, Lower Edmonton has an estimated population of 16,553 people with a population density of 7,524 people per sq. km.

50% of people who live in Lower Edmonton were not born in the UK and 18.8% of households have no-one who speaks English as their first language. The most common language spoken in the ward is English with 65.7% of residents stating this is their main language. Other common languages are Turkish at 9.5%, other EU language (including Romanian, Bulgarian, Czech) at 7.7%, African languages at 4.1%, West or Central Asian languages at 2.1%, and Polish at 1.9%

Further information regarding the Lower Edmonton ward can be found [here](#).

Proposed area



Edmonton Green Quieter Neighbourhood

KEY

- Proposed Quieter Neighbourhood Boundary
- Segregated Cycle Lane
- On-Carriageway Cycle Route
- Segregated Cycle/Walking Path
- Shared Cycle/Walking Path
- Cycle Hub
- National Rail Station
- Overground Station
- Schools
 - 1 Alternative Centre of Education
 - 2 Fleecefield Primary School
 - 3 Brettenham Primary School
- Park
- Edmonton Green Library
- Edmonton Green Shopping Centre

Stakeholders

In addition to residents and businesses in the area, the following stakeholder groups have been identified at this stage of this project:

- Ward Councillors
- Transport for London (TfL)
- Emergency services
- Waste services
- Royal Mail
- St. Edmund's Catholic Primary School
- Phoenix Academy Secondary School
- Fleecefield Primary School
- Brettenham Primary School
- Edmonton Green Shopping Centre
- Places of worship
- Disabled people and organisations who represent disabled people
- Community groups

We welcome community suggestions of further stakeholder groups that we can connect with. Contact us with your suggestions at

journeysandplaces@enfield.gov.uk

Our methods of communication

Enfield Council is committed to two-way communication with residents, businesses and other stakeholders when delivering projects. There are a range of ways in which we communicate with residents, and in which residents can contact us about Journeys and Places projects. These include:

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- By post to ATTN Journeys and Places team, Enfield Council, Silver St, EN1 3XA
- Via the Q&A tool on the Let's Talk Enfield project page at <https://letstalk.enfield.gov.uk/EdmontonGreenQN>
- By letter drop to residents and businesses within the project area and surrounding streets
- Webinar
- In person at events such as drop-in sessions
- Online survey

Project page, the hub for information

The project page for this project is hosted on the Let's Talk Enfield website and can be found at <https://letstalk.enfield.gov.uk/EdmontonGreenQN>

The project page will host information and opportunities to engage with the project, including:

- key dates for the project
- frequently asked questions (FAQs)
- information on the webinar and drop-in sessions
- Q&A tool to ask the project team questions
- project updates
- online survey

Engagement and consultation approach

There will be a phased approach to engagement and consultation, as detailed below:

- September – October 2023: Early engagement to hear from residents, businesses, community groups and other interested stakeholders on their ideas for the area and current issues they face in the area.
- January - February 2024: Enfield Council will share the proposed plan with the community and invite their comments and feedback to inform the detailed design.
- Mid-2024: Should the project progress, a draft Traffic Order will be published. Anyone will be able to provide objections or representations on the draft Traffic Order during the period of statutory consultation. The statutory consultation will run for 3.5 weeks and residents will be informed by letter about the opportunity to take part.

Engagement and consultation approach

We welcome the ideas, suggestions and feedback from the community on this project, and are committed to enabling designs to be shaped by residents.

During the second phase of engagement, proposed interventions will be presented to the community. A survey will be available for the public to comment on these proposals. An engagement summary document will be produced following the conclusion of this phase.

This project will be delivered using Permanent Traffic Orders (PTO). We have a statutory obligation to consult residents and businesses within the project area on the design of the scheme prior to the implementation of the PTO.

We have and will continue to have engagement opportunities with the community to ensure the input from residents are considered for local projects, ahead of statutory consultation that the Council is required to undertake.

Activities

The following communications and engagement activities are planned for this stage of the project:

What	When
Letter to residents and businesses	17 January 2024
Online survey	January – February 2024
Drop-in sessions	24 January and 03 February 2024
School engagement	January – February 2024
Webinar on the proposed Edmonton Green Quieter Neighbourhood	6 February 2024

Activities

The following communications and engagement activities are planned for this stage of the project:

What	When
Business walkaround	January – February 2024
Engagement with disability groups	January – February 2024
Social media / newsletter activity to communicate the information leaflet to wider geographic area	Ongoing

Future activities

The following communications and engagement activities are planned for future engagement on the Edmonton Green Quieter Neighbourhood:

What	When
Produce engagement summary document	Early 2024
Statutory consultation on the draft permanent Traffic Order	Mid 2024

Activities by stakeholder

The following table illustrates the ways in which we will communicate, engage and consult with stakeholders for this project:

Stakeholder	Residents	Businesses	Councillors/ MP	Emergency services	Waste services	Royal Mail	Schools	Places of Worship	Disabled people/orgs	Community groups
Engagement workshop			X				X		X	
Online webinars	X	X	X				X	X	X	X
In person drop-in sessions	X	X	X				X	X	X	X
Online survey	X	X	X				X	X	X	X
Stakeholder meetings				X	X	X	X	X	X	X
Business walkaround		X								
Notification letters / emails	X	X	X	X	X	X	X	X	X	X

How to participate

Residents, businesses, community groups and other stakeholders can engage with us through the following mechanisms:

- Via the online survey at <https://letstalk.enfield.gov.uk/EdmontonGreenQN>
- Via the Q&A tool on the project page at <https://letstalk.enfield.gov.uk/EdmontonGreenQN>
- Via letter addressed to ATTN Journeys and Places team, Enfield Council, Silver St, Enfield, EN1 3XA
- Via email to journeysandplaces@enfield.gov.uk
- By attending the webinar or drop-in sessions

As the project progresses and subject to funding, there will be statutory consultation held on the proposed traffic order. During a statutory consultation, anyone can formally object or make a representation to the scheme being made permanent. An objection must be made in writing, state the grounds on which it is made. Responses to individual objections are not provided, but any objection or representation raised will be addressed in a formal report that will inform the decision-making process.

How we will be reporting

At the conclusion of the engagement period Enfield Council will consider all comments received. A summary document will be produced that responds to issues that have been raised. The comments received will inform the design of the Edmonton Green Quieter Neighbourhood that will be presented to the community ahead of any statutory consultation that goes ahead.

The report will be uploaded to the project page at <https://letstalk.enfield.gov.uk/EdmontonGreenQN>

More information

For more information on this project, please visit
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journeys & places

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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 e.g. equality data on service users and/or equality data on the Enfield population;
- refer to the engagement and/ or consultation you have carried out with stakeholders, including the community and/or voluntary and community sector groups you consulted and their views. Consider what this engagement showed us about the likely impact of the activity/ policy/ strategy/ budget change or decision on different groups.

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

Section 1 – Equality analysis details

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

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

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

Section 2 – Summary of proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

Please summarise briefly:

- What is the proposed decision or change?
- What are the reasons for the decision or change?
- What outcomes are you hoping to achieve from this change?
- Who will be impacted by the project or change - staff, service users, or the wider community?

Project Area

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

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

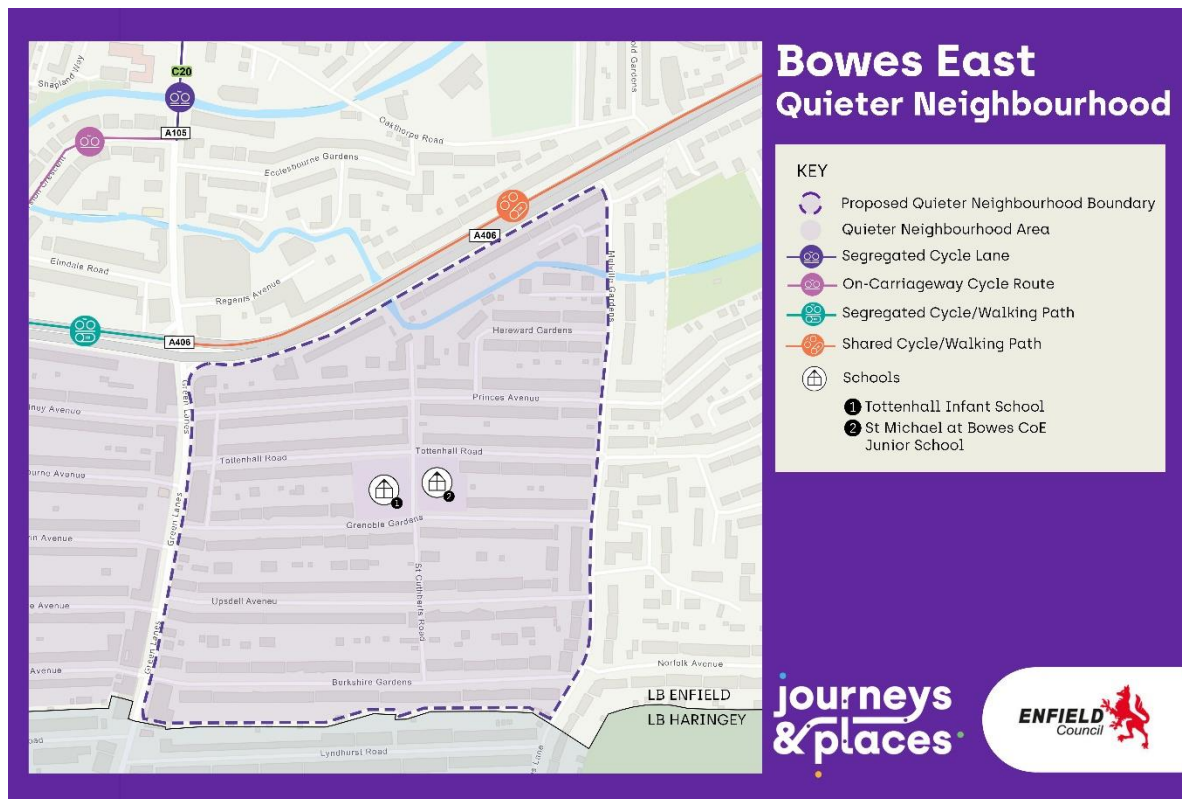


Figure 1: Bowes East Quieter Neighbourhood area

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

Background and Project Objectives

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

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

Evidence Base

The authority does not currently have data for people passing through the scheme area and any protected characteristics they may have. This scheme falls into one ward area: Bowes. Therefore, the profile for this ward has been used as the basis for demographic data using Census 2021 data.

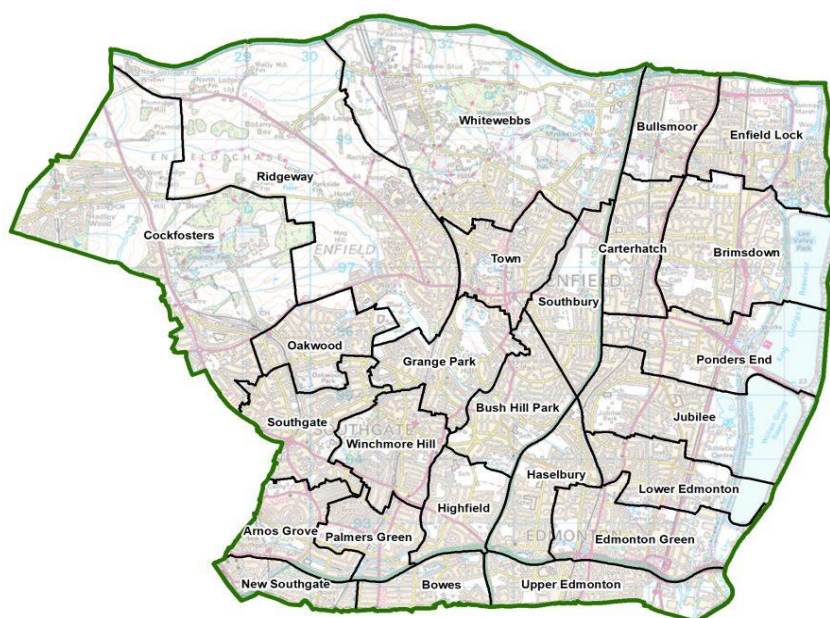


Figure 2: Enfield ward boundaries from May 2022

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

Section 3 – Equality analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (eg people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts, and provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

Detailed information and guidance on how to carry out an Equality Impact Assessment is available [here](#). (link to guidance document once approved)

Age

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

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

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

Evidence Base

The ONS states that ‘The age composition of the UK population is determined by the patterns of births, deaths and migration that have taken place in previous years.’ The Census 2021 revealed that 20.6% of people in Enfield are aged 15 years and under, 65.7% are 16 to 64 years old and 13.6% are aged 65 years and over.

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

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

Table 1: Age distribution for study area (Bowes ward) and Borough average (Census 2021¹)

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

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

Empowering Young Enfield 2021-25², published by LB Enfield, illustrates several high-level statistics regarding young people within the borough:

- 57,870 children are of school age.
- More residents under 20 than London / national averages
- One in three children are in poverty.
- 42.3% of Year 6 children in 2018/19 are overweight or obese.
- 60 primary schools

¹ <https://www.ons.gov.uk/census>

² https://www.enfield.gov.uk/_data/assets/pdf_file/0013/6034/empowering-young-enfield-2021-25-children-and-young-peoples-plan-your-council.pdf

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

Travel habits by age

Error! Reference source not found.3 illustrates London Travel Demand Survey (LTDS) data on how people travel around Enfield within each age category.

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

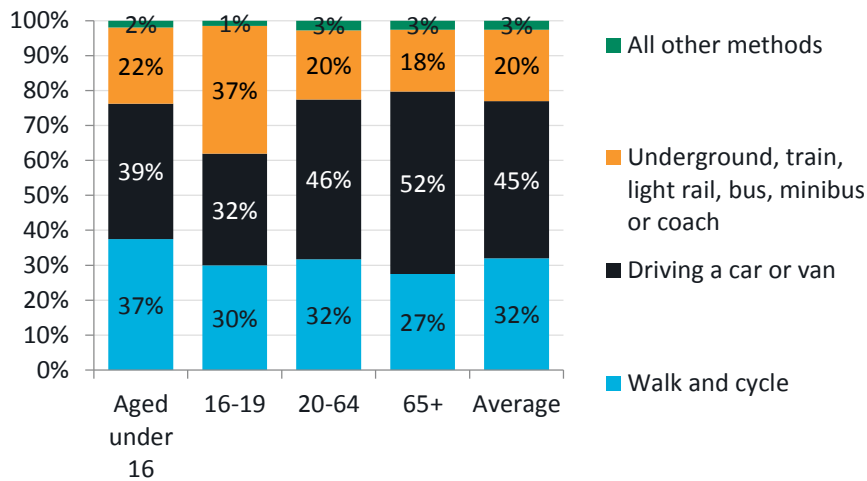


Figure 3: Mode share by Age in Enfield (Source: LTDS (2018/19)³

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

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

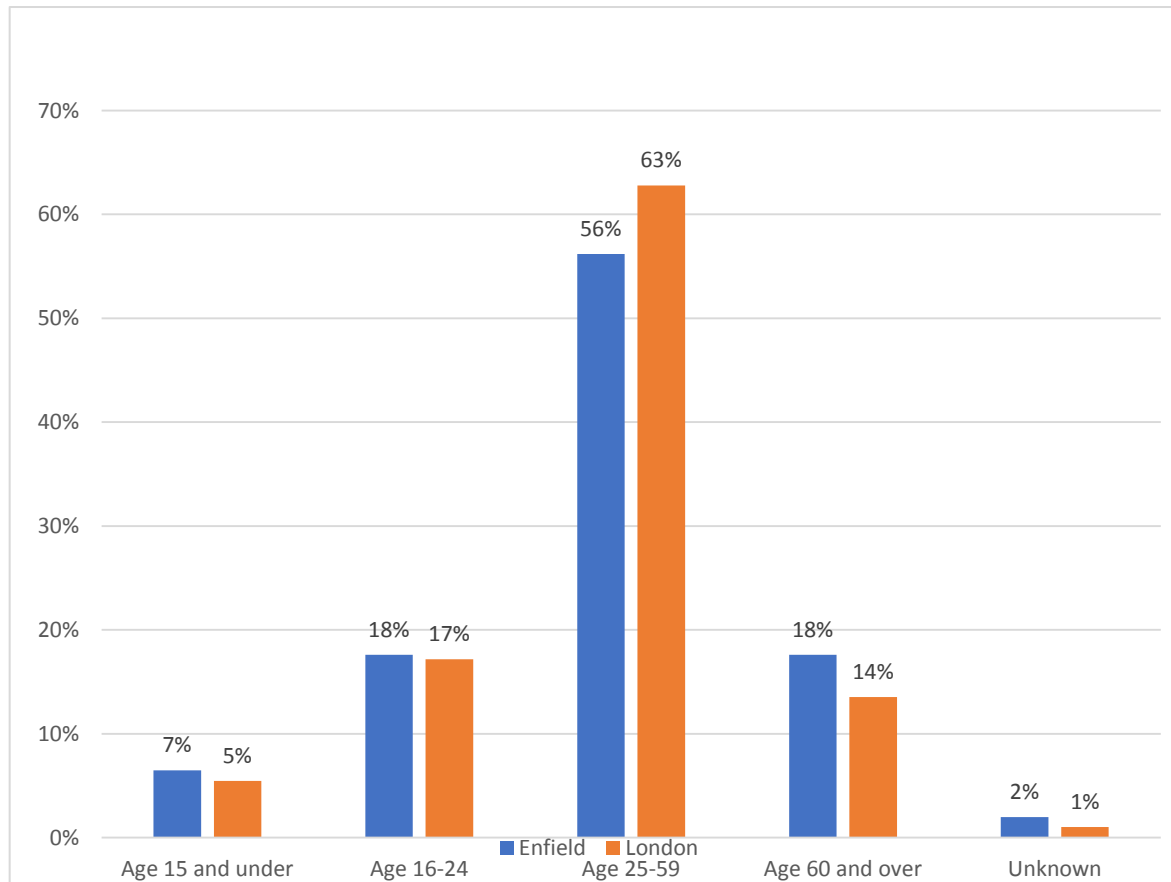


Figure 4: Enfield and London percentage killed or seriously injured by age band

Source: TfL, April 2021 to March 2022⁴

Error! Reference source not found.4 shows that the percentage of those killed or seriously injured in Enfield are higher than the London average for those age 60 and over (18%) and those aged Under 15 (7%). As such, this indicates that these age groups are disproportionately more likely to suffer more severe consequences if they are a casualty in a serious collision. Lower speeds and volumes of traffic reduce the chance of children being killed or seriously injured.

Health

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

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

⁴ [TfL.gov.uk](https://tfl.gov.uk)

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

The Centre for London found a relatively strong correlation between weight problems, inactivity and low levels of walking and cycling. They also found a clear link between obesity and socioeconomic factors⁶

Air Quality Data

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

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

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

Positive Impacts

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

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

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

⁶ 'Fair Access: Towards a transport system for everyone' Barrett et al., 2019 [Fair access: Towards a transport system for everyone - Centre for London](#)).

⁷ (Public Health England, [Health matters: air pollution](#), 2018)

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

There are two schools within the Bowes East QN area; Tottenham Infant School and St Michael at Bowes CofE Junior School, and so there is the potential for a great number of children to benefit from a reduction in traffic. This will help to promote safer, active travel to and from these schools.

Negative Impacts

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

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

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

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

Mitigating actions to be taken

- Investigate the impact on local private hire vehicles and taxis with respect to journey times, cost and accessibility.
- Target engagement at those aged under 40 (and especially under 30) who are often under-represented in engagement, as was observed in recent the consultation for the Bowes East Quieter Neighbourhood early engagement. This could be achieved through measures such as targeted advertising on social media, or at locations frequented by the younger generation such as town centres, leisure centres or gyms.
- Traffic modelling to investigate potential impact on surrounding road network, this is of particular relevance to those older people who rely on private vehicles, taxis or Dial-a-Ride to get around
- Consider times for restrictions and location of potential restrictions to minimise impact on deliveries.

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include: physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

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

Evidence Base

In Enfield, Census 2021 data shows that 13.6 % the borough's population stated that they were disabled under the Equality Act. This compares with a marginally lower figure, 12.7%, within Bowes ward. They are generally consistent with one another and lower than that for England as a whole. This is shown in figure 6.

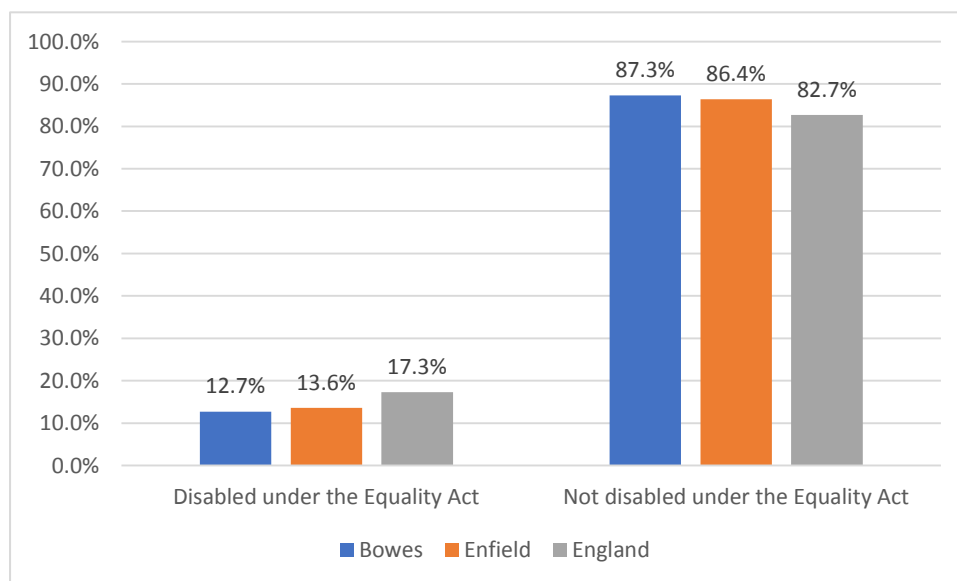


Figure 5: Percentage disabled under the Equality Act: Bowes ward compared with Enfield and England as a whole (Source: Census 2021)

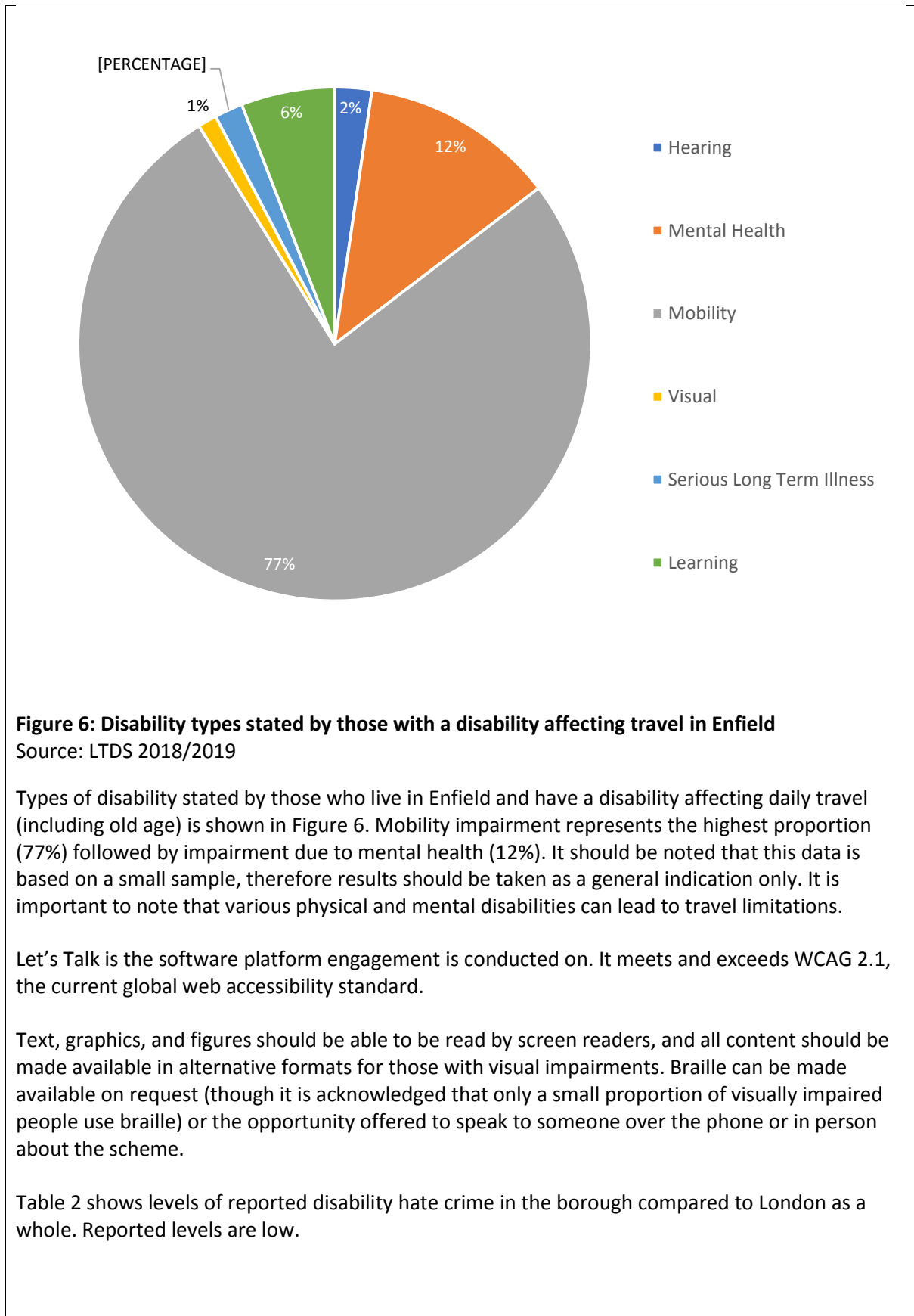


Table 2: Disability hate crime rates in London and Enfield¹¹

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

Positive Impacts

Roads with high traffic volumes are not considered accessible by charities such as Wheels for Wellbeing as they do not allow the majority of the community to benefit from the physical and mental health benefits of active travel⁹. They argue that QNs have the potential to help disabled residents through: bringing about cleaner air which will help those with respiratory problems; less congestion for those disabled people who rely on door to door transport (such as taxis and dial-a-ride); safer streets to wheel, walk or cycle along and more opportunities to be active and independent improving mental and physical health.

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

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

Negative Impacts

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

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

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

Disabled and older people, particularly those who also have mobility impairments or difficulty walking may also be more reliant on time-dependant professional support services such as

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

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

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

Mitigating actions to be taken

- Ensure that any changes made within the scheme must be designed to ensure that the mobility of people with disabilities are not disproportionately affected by the changes that are put in place. Rest stops in the form of seating and shelters could be provided to encourage use of the route particular by those who are more likely to need to rest such as older people and those with a disability. i.e. closing off a road which is used frequently.
- Ensure consultation and engagement material is available in accessible formats and that local disability groups are consulted with.
- Traffic modelling to investigate potential impact on surrounding road network, this is of particular relevance to those older people who rely on private vehicles, taxis or Dial-a-Ride to get around.
- Consider times for restrictions and location of potential restrictions to minimise impact on access and deliveries relied on by people with disabilities.
- If modal filters are installed, exemptions to emergency services could be provided to ensure those with disabilities are accessed quickly by emergency services.
- Minimise parking removal where possible.
- Avoid reducing the number of blue badge spaces where possible.
- Consider providing exemption systems for blue badge holding residents for time restrictions within a school street area and those requiring special access to the school to mitigate negative impact, if a school street is proposed.

Gender Reassignment

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

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

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

Reduced volumes of motor vehicle traffic may create a significantly quieter environment which can heighten the apprehension of threat. Therefore, it is possible that transgender people may feel this more if making trips by foot or bicycle, particularly after dark. However, a report¹⁰ carried out in Waltham Forest after the implementation of low traffic neighbourhoods suggested a positive improvement in the measured crime rate within these areas.

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

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

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

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

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

Mitigating actions to be taken

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

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

¹¹ Performance report for scrutiny, Enfield council August 2023.

Marriage and Civil Partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

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

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

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

Mitigating actions to be taken

N/A

Pregnancy and maternity

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

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

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

Evidence Base

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

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

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

Source: ONS¹³

Positive Impacts

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

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

Negative Impacts

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

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

Mitigating actions to be taken

- Monitor and review any feedback received from pregnant women and mothers of young children during the consultation and evaluation processes.
- The scheme's design should look to avoid reducing comfort levels on footways, whilst maintaining full access to existing dropped kerbs, to enable full access to those pushing prams/ pushchairs.

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

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

- Consider times for restrictions and location of potential restrictions to minimise impact on deliveries.

Race

This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

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

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

Evidence Base

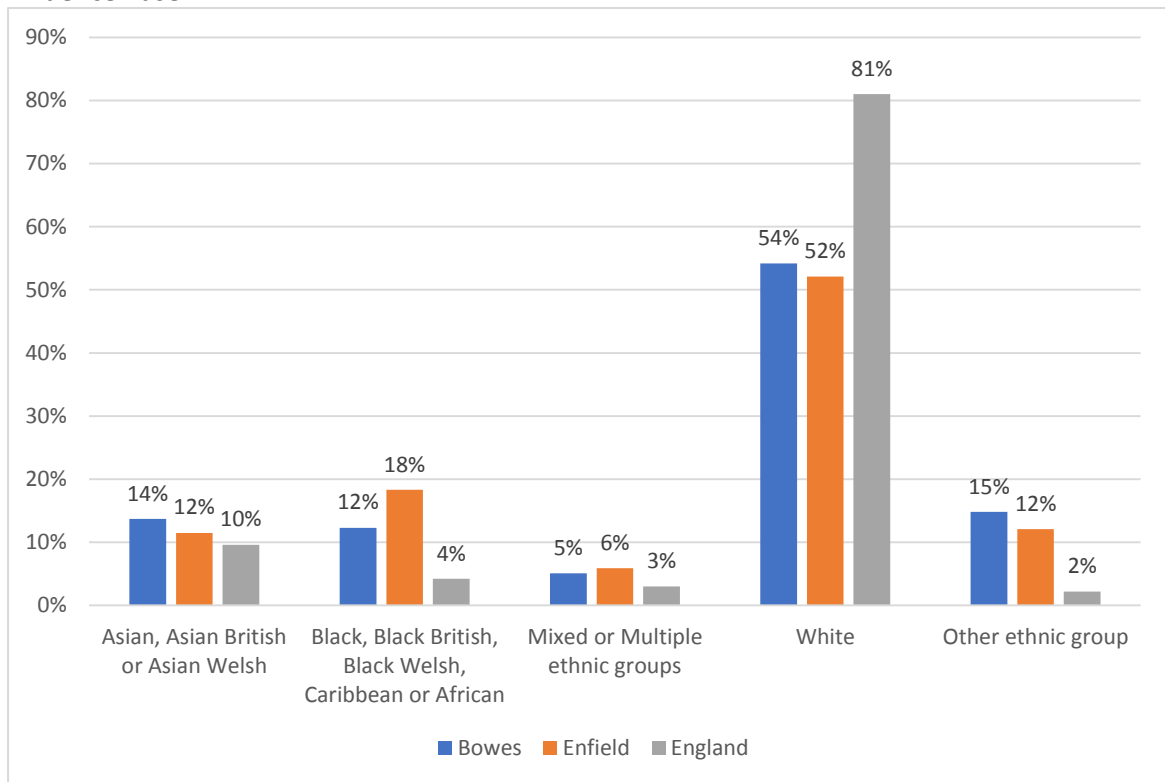


Figure 7: Population of Bowes by ethnicity compared to Enfield and England

Source Census 2021

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

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

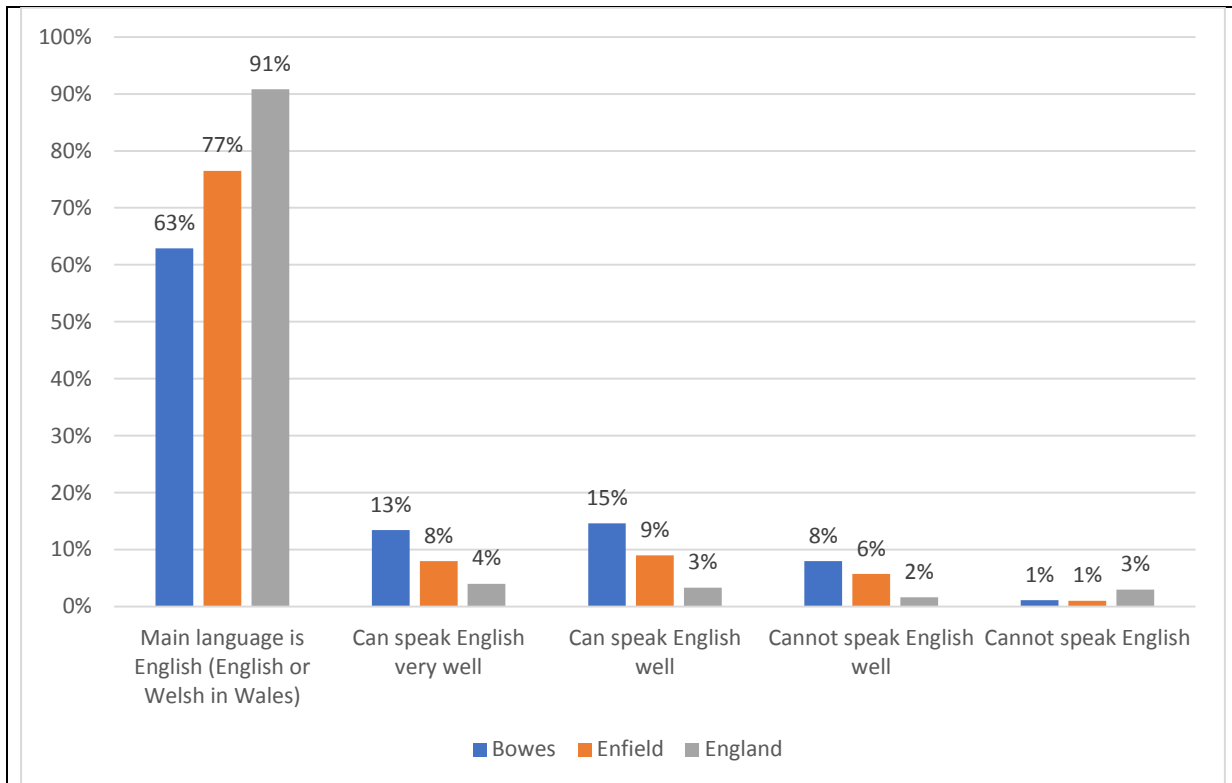


Figure 8: Proficiency in English

Source: Census 2021

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

The Spring 2021 School Census¹⁴ records 189 languages or dialects being spoken by pupils who live in Enfield. As of Spring 2021, the top five non-English languages spoken by Enfield school pupils were:

Table 5: Top non-English languages spoken by Enfield school pupils 2021

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

¹⁴ [Enfield Borough profile 2022](#)

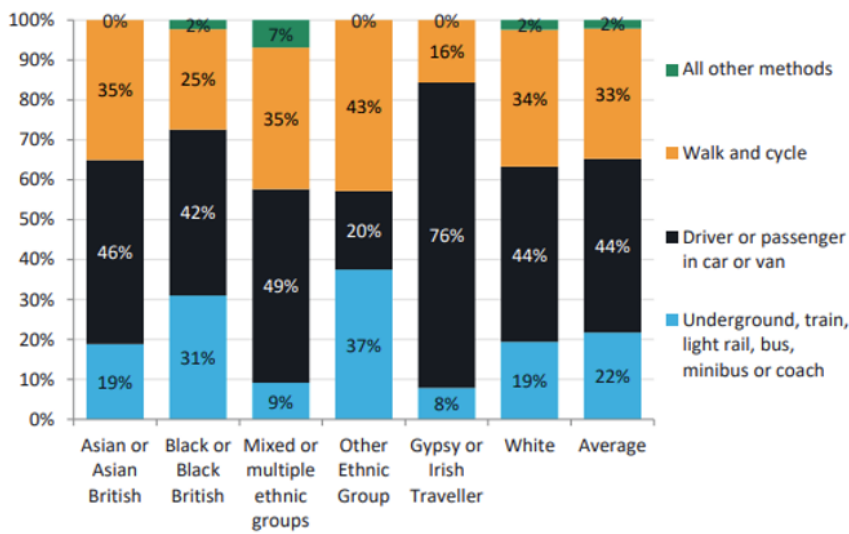


Figure 9: Mode share by ethnicity in Enfield

Source: LTDS (2018/19)

Based on average travel modes from the LTDS data presented in Figure 9, driver or passenger in car or van is the most common mode in Enfield for all ethnic groups except for ‘Other Ethnic Group’. ‘Other Ethnic Group’ are most likely to walk and cycle, with a mode share of 43%. It is important to note that the sample size of LTDS data is small, therefore these percentages may not precisely reflect the travel behaviours of each ethnic group.

Table 6: Racist and Religious Hate Crime Enfield and London¹¹

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

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

Positive Impacts

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

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

disproportionately more likely to use public transport.

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

Negative Impacts

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

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

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

Mitigating actions to be taken

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

Religion and belief

Religion refers to a person’s faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.

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

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

Evidence Base

Figure 10 shows Census 2021 data on religion and belief in Enfield. The predominant religion in Enfield is Christianity, with 46% of the population identifying as Christian. 19.8% of people do not follow a religion or did not state a religion. 18.6% of residents are Muslim, making it the second most common religion or belief. Enfield is also home to smaller proportions of residents from other faiths including Buddhist (0.5%), Hindu (3.1%), Jewish (1.1%) and Sikh (0.4%). The graph shows that the breakdown of religions within Bowes ward are similar to the rest of the borough.

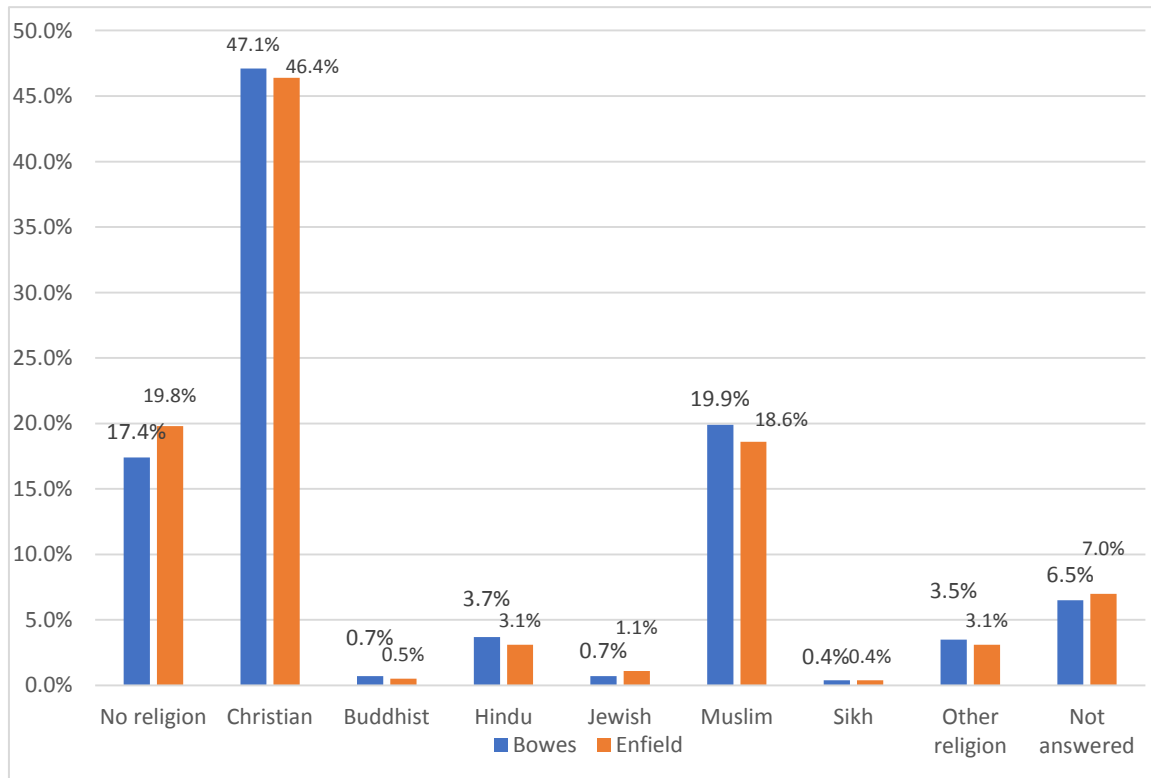


Figure 10: Breakdown of religion/belief within Bowes compared to the borough average
Source: Census 2021

On certain dates and at certain times of the day, religious services and observances can have an impact on travel patterns. Places of worship and faith-based schools are major destinations for large populations from different groups. There are several places of worship close to the Bowes East QN area which have been identified and outlined below. Access to these places of worship will be fully maintained, but the route by motor vehicle may change due to the restrictions in

place.

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

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

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

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

Table 7: Racist and Religious Hate Crime Enfield and London¹¹

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

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

Positive Impacts

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

Negative Impacts

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

Mitigating actions to be taken

- Continue to monitor demographic responses to the consultation for adequate representation of different religious groups. Target engagement at places of worship that were under-represented, particularly those within the area, or close to it.
- Direct engagement with places of worship to review the specific needs of their religious

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

Sex

Sex refers to whether you are a female or male.

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

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

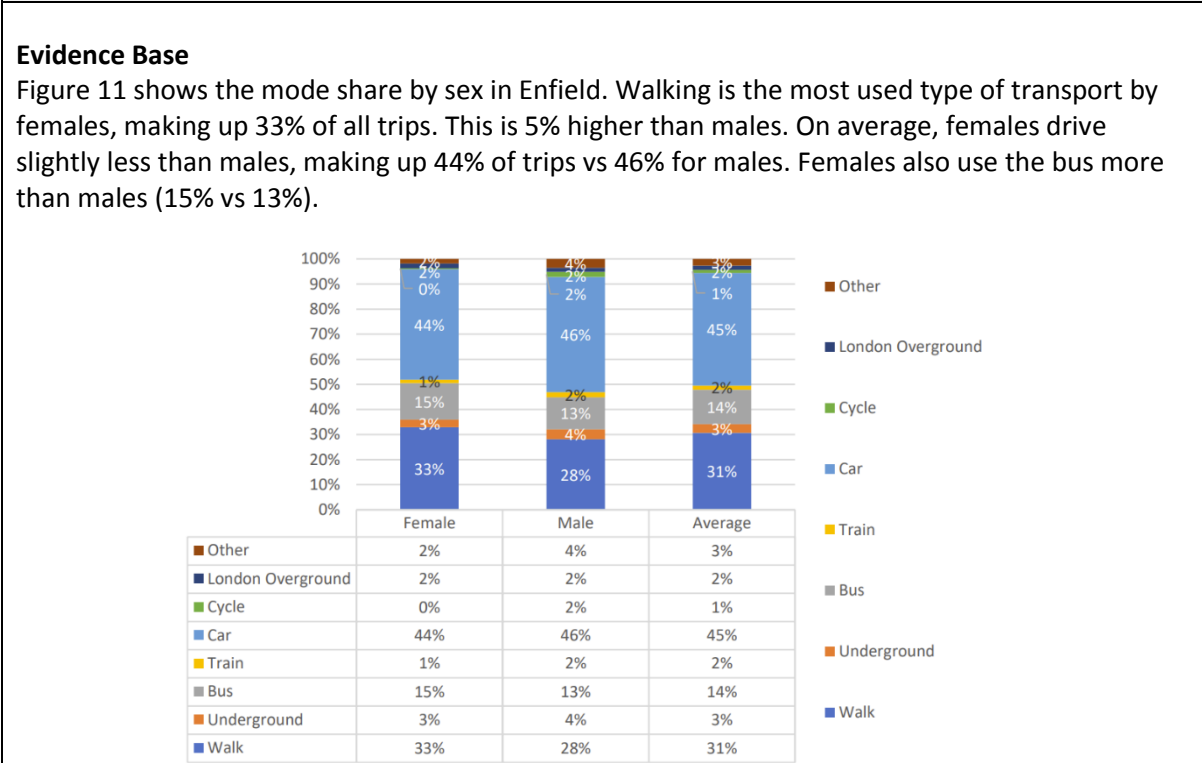


Figure 11: Mode share by sex in Enfield
 Source: LTDS (2016/17, 2017/18 and 2018/19)

Across Greater London, research undertaken by TfL¹⁵ shows walking is the most used type of transport by females (95% walk at least once a week). Females are also more likely to use buses than males (62% compared with 56%) but are less likely to use other types of transport including the Tube (38% women compared with 43% males). It is important to recognise that females are more likely than males to be travelling with buggies and/or shopping, and this can affect transport choices. Females aged 17 or over who are living in London are less likely than males to have a full driving licence (58% compared with 72%) or have access to a car (63% of all females compared

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

with 66% of all males). These factors are likely to be related to the frequency of car use as a driver. 79% of females in London report being able to ride a bike, compared with 91% of males.

Positive Impacts

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

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

Negative Impacts

Females are more likely to use the bus than males. As many public transport journeys start or end on foot, wheel or cycle, improvements in safety and convenience to these networks will improve their access to public transport services. This scheme may cause increased congestion in the short to medium term on boundary roads to the QN if traffic is reassigned from minor roads within Bowes. As such, these impacts may disproportionately impact females who use buses more often than males.

Reduced volumes of motor vehicle traffic create a significantly quieter environment which can heighten the apprehension of threat. This perception particularly impacts women making trips by foot or bicycle, as part of a public transport journey or a trip on its own. There is some concern that this perceived risk impacts women's willingness to make trips by active travel modes after dark. In contrast, an academic report¹⁶ however suggested a positive improvement in the measured crime rate after introducing low traffic neighbourhoods. The report examined the impact on street crime of introducing low traffic neighbourhoods in Waltham Forest which was associated with a 10% decrease in total street crime, with significant decreases in violence and sexual offences specifically, and this effect increased with a longer duration since implementation.

Mitigating actions to be taken

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

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

Sexual Orientation

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

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

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

Evidence Base

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

Reduced volumes of motor vehicle traffic may create a significantly quieter environment which can heighten the apprehension of threat. Therefore, it is possible that people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual people may feel this more if making trips by foot or bicycle particularly after dark. However, a report¹⁷ carried out in Waltham Forest after the implementation of low traffic neighbourhoods suggested a positive improvement in the measured crime rate within these areas.

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

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

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

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

Mitigating actions to be taken

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

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

¹⁸ Performance report for scrutiny, Enfield council August 2023.

evaluation processes

Socio-economic deprivation

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

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

Evidence Base

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

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

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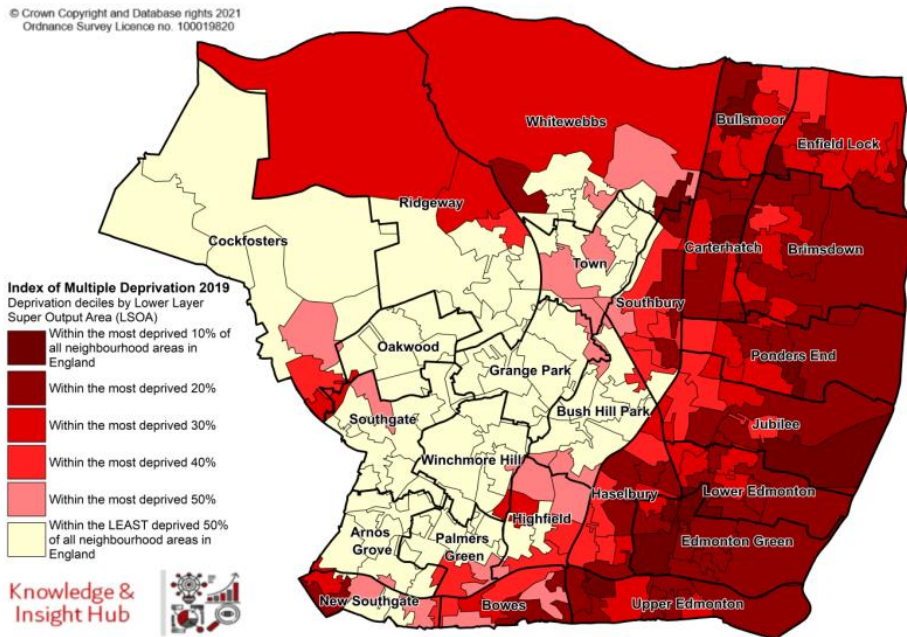


Figure 12: Map of Enfield showing deprivation levels by neighbourhood area and ward¹⁹

According to research undertaken by Transport for London in 2019, the most used form of transport for Londoners with lower household incomes (below £20,000) is walking. The bus is the next most commonly used form of transport with 69% of people with lower household incomes taking the bus at least once a week compared to 59% of all Londoners²⁰. This suggests a correlation between low income and lower car ownership leading to an increased use of alternative modes of transport.

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

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

Positive Impacts

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

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

Walking and the walking environment will be improved as part of the scheme, therefore those on lower incomes are likely to benefit from the scheme as walking is the lowest cost form of transport.

Negative Impacts

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

Mitigating actions to be taken.

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

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

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

review the impact on adjacent properties when reviewing traffic data. This includes consideration of impact on buses which people from more disadvantaged areas are more likely to use more frequently.

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

Section 4 – Monitoring and review.

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

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

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

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

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

Section 5 – Action plan for mitigating actions

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

Protected Characteristic	Identified Issue	Action Required/ Comments	Lead officer	Timescale/ By When	Costs	Review Date/ Comments
Age	Potential longer journey times for older people who rely on private cars, taxis or Dial-a-Ride if modal filters are provided.	Investigate the impact on local private hire vehicles and taxis with respect to journey times, cost and accessibility.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	
Age	Under-representation of younger people in consultation responses	Target engagement at those aged under 40 (and especially under 30) who are often under-represented in engagement, as was observed in similar consultation for the Bowes East Quieter Neighbourhood early engagement. This could be achieved through measures such as targeted advertising on social media, or at locations frequented by the younger generation such as town centres, leisure centres or gyms.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	
Age Disability	Traffic reassignment onto main roads may delay bus services, affecting younger people in particular	Traffic modelling to investigate potential impact on surrounding road network. Monitor bus journey times using TfL data, and consider mitigation measures if there is an impact.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	

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

		<p>those pushing prams/strollers.</p> <p>Monitor and review any feedback received from pregnant women and mothers of young children during the consultation and evaluation processes.</p>				
Race	<p>Consultation analysis during early engagement highlighted that white ethnicity was over-represented</p>	<p>Continue to monitor demographic responses to the consultation for adequate representation of different race groups. Further consultation and engagement to be guided by community organisations.</p> <p>Ensure that all consultation and engagement communications aim to include people whose first language is not English, for example by offering materials in appropriate languages and or engaging through relevant community organisations.</p> <p>Consider providing an interpreter to events.</p>	<p>Sarah Whitehouse / Ryan Hicks</p>	<p>During development of design</p>	<p>Will be included within scheme budget</p>	
Race	<p>If one ethnic group uses private cars more than others then they may be disproportionately affected if journey</p>	<p>Consideration should be given as to how schemes could assist with reducing car usage and encouraging mode shift.</p>	<p>Sarah Whitehouse / Ryan Hicks</p>	<p>During development of design</p>	<p>Will be included within scheme budget</p>	

	times increase.					
Race	If one ethnic group uses buses more than others then they may be disproportionately affected if bus journey times increase.	Traffic modelling to investigate potential impact on surrounding road network. Monitor bus journey times using TfL data, and consider mitigation measures if there is an impact.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	
Religion and belief	Potential for some religious groups to be under-represented in consultation.	Continue to monitor demographic responses to the consultation for adequate representation of different religious groups. Target engagement at places of worship that were under-represented.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	
Religion and belief	The scheme may increase journey times for some worshippers when accessing their place of worship by motor vehicle.	Direct engagement with places of worship to review the specific needs of their religious community, such as St Michael at Bowes Church/ Londra Diriliş Kilisesi, St Cuthberts Church, New Testament Church and National Spiritualist Christian Church, Palmers Green & Southgate United Synagogue, Riverside Community Church.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	
Sex	Traffic reassignment onto main roads may delay bus services, affecting	Traffic modelling to investigate potential impact on surrounding road network.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme	

	females in particular	Monitor bus journey times using TfL data, and consider mitigation measures if there is an impact.			budget	
Sex	Public perception of personal security due to the reduced 'passive surveillance' of passing motor traffic	Continue to engage with the Metropolitan Police and monitor crime and antisocial behaviour within the QN area post implementation.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	
Socio-economic deprivation	Reassignment of motor traffic may disproportionately impact those on lower incomes who are more likely to live on busier roads.	Specific consideration should be given to where traffic is likely to be reassigned to, to review the impact on adjacent properties when reviewing traffic data. This includes consideration for impact on buses which people from more disadvantaged areas are more likely to use more frequently. Traffic modelling to investigate potential impact on surrounding road network. Monitor bus journey times using TfL data, and consider mitigation measures if there is an impact.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	
Socio-economic deprivation	People on lower incomes might be able to afford to adapt to the	Encourage lower income households to make use of free bike repair services, such as Dr Bike, and opportunities to access	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme	

	measures (e.g. buying a bike).	affordable cycles, such as second hand bike markets.			budget	
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Enfield Equality Impact Assessment (EqIA)

Introduction

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

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

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

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

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

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

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

Section 1 – Equality analysis details

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

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

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

Section 2 – Summary of proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

Please summarise briefly:

What is the proposed decision or change?

What are the reasons for the decision or change?

What outcomes are you hoping to achieve from this change?

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

Project Area

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

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

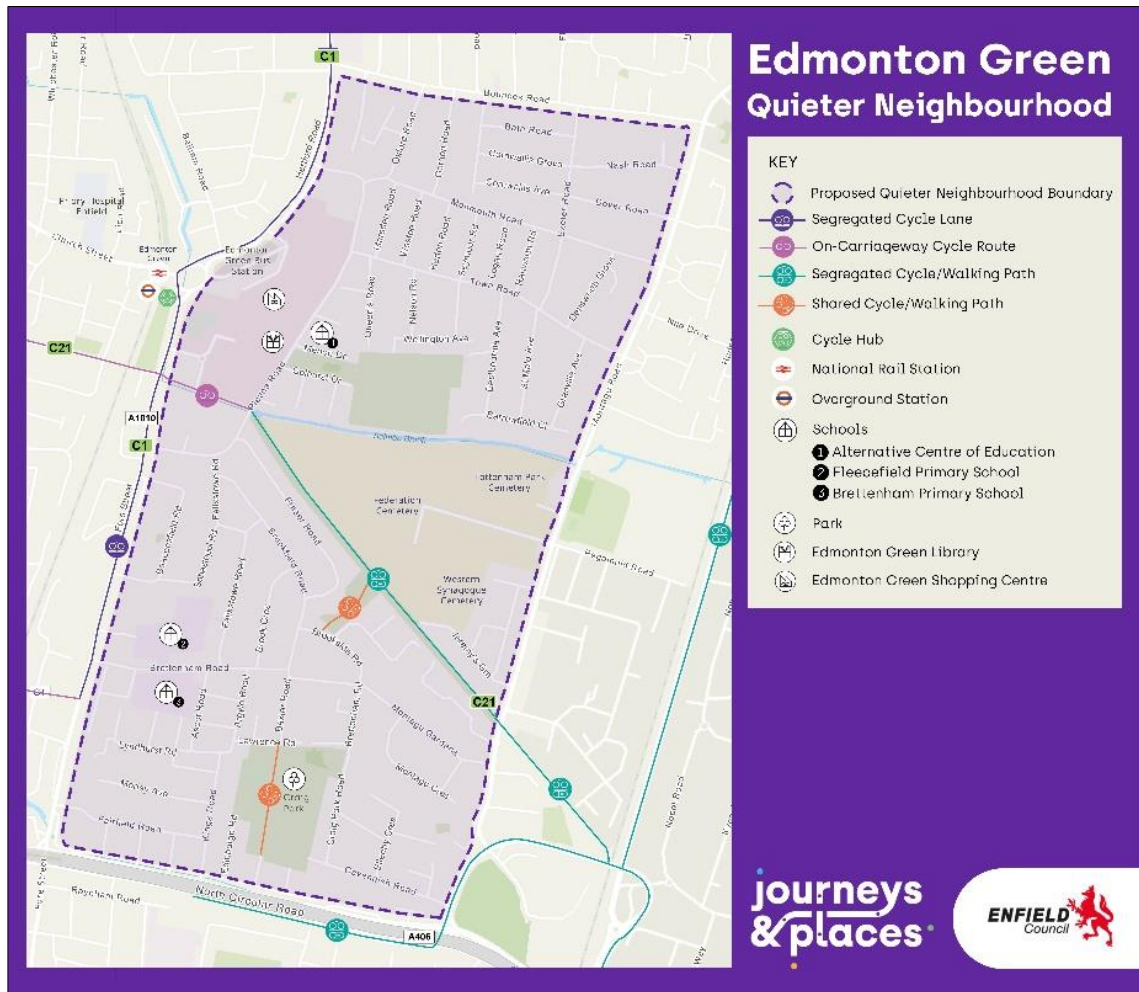


Figure 1: Quieter Neighbourhood project area within Edmonton Green

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

Background and Project Objectives

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

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

- Improve the physical health of people living within the QN

Evidence Base

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

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

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

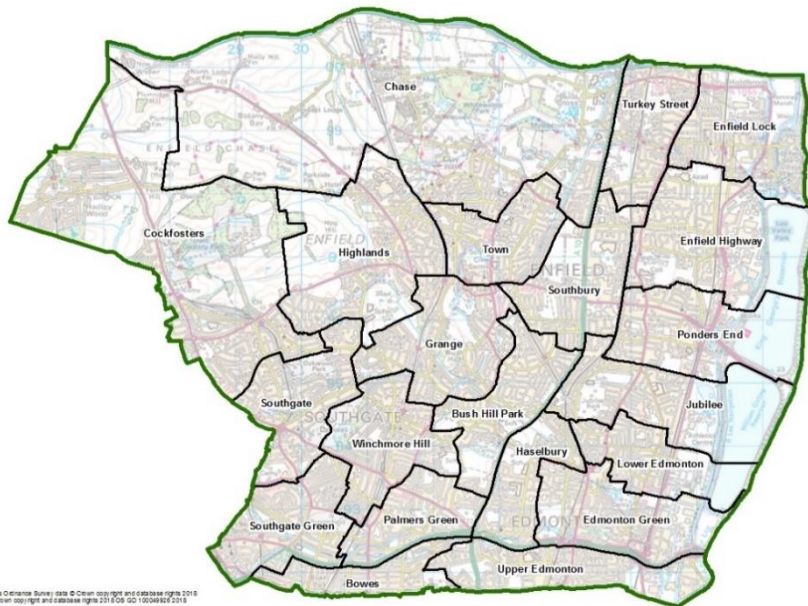


Figure 2: Ward boundaries prior to May 2022

Source: Local Government Boundary Commission

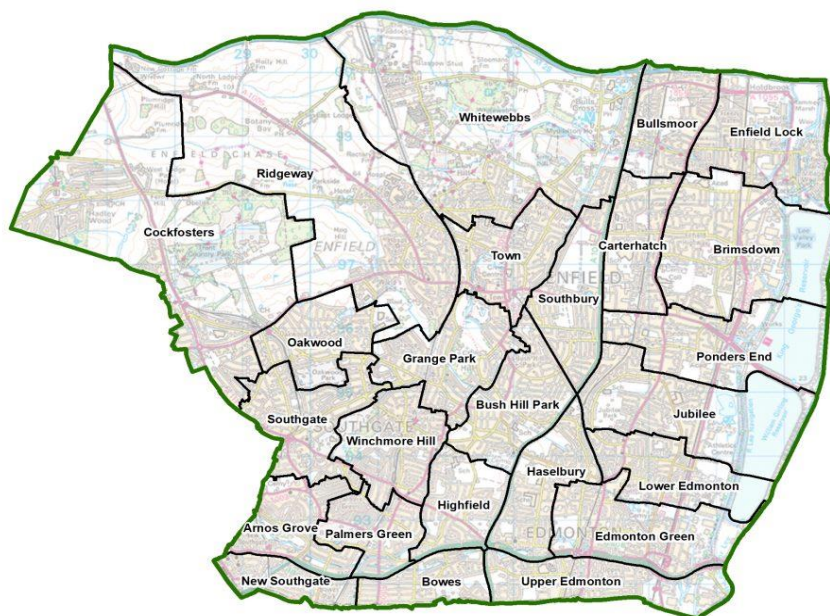


Figure 3: New ward boundaries introduced in May 2022

Source: Enfield Borough Profile 2022

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

Section 3 – Equality analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (e.g. people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts and provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

Detailed information and guidance on how to carry out an Equality Impact Assessment is available [here](#). (link to guidance document once approved)

Age

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

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

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

Evidence Base

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

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

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

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

Table 1: Age distribution for study area (Edmonton Green and Lower Edmonton) and Borough average (Census 2021¹)

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

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

Empowering Young Enfield 2021-25², published by LB Enfield, illustrates several high-level statistics regarding young people within the borough:

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

¹ <https://www.ons.gov.uk/census>

² https://www.enfield.gov.uk/_data/assets/pdf_file/0013/6034/empowering-young-enfield-2021-25-children-and-young-peoples-plan-your-council.pdf

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

Travel habits by age

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

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

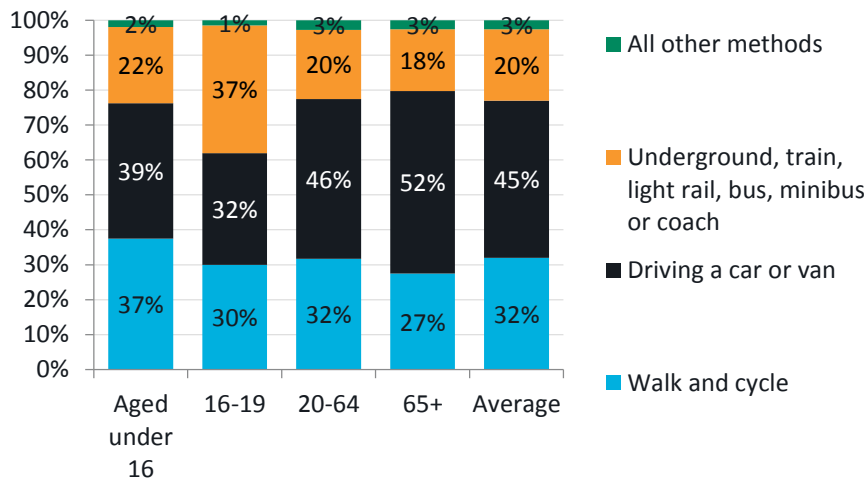


Figure 4: Mode share by Age in Enfield

Source: LTDS (2018/19)³

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

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

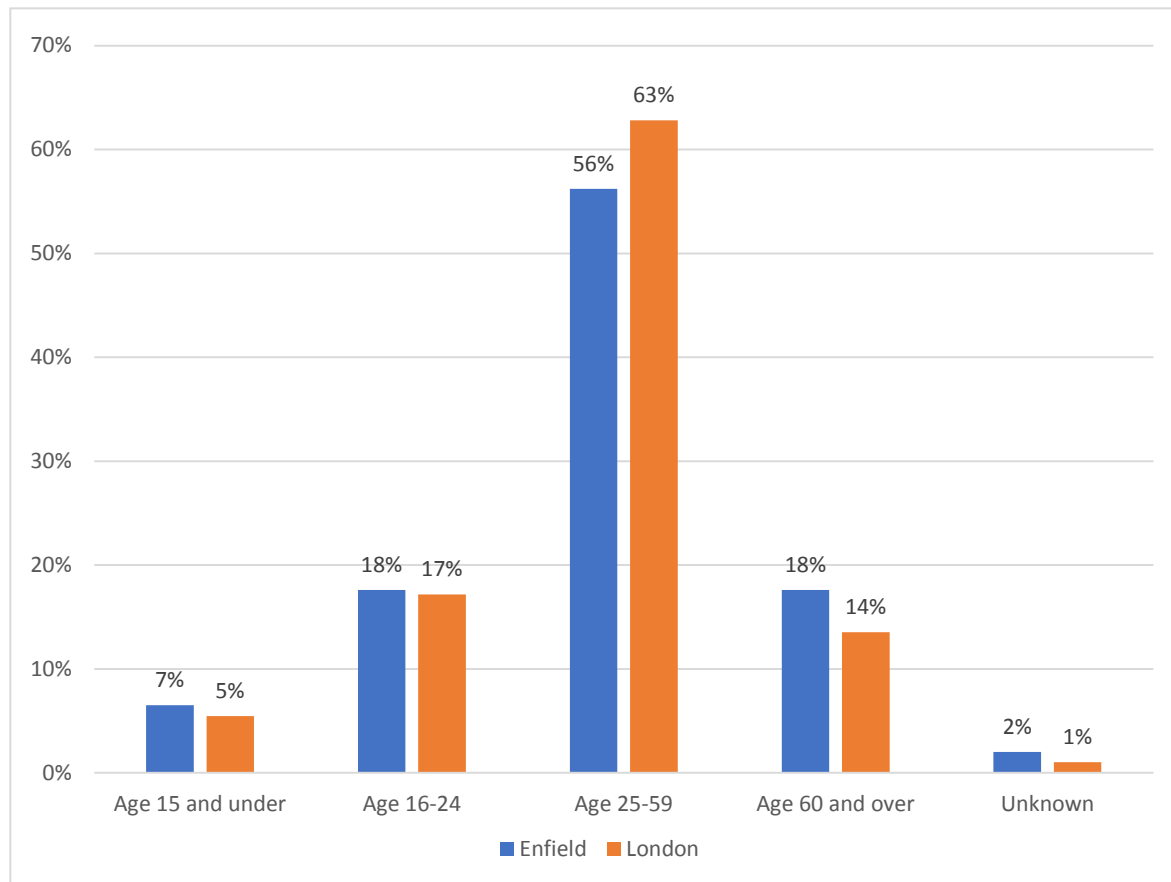


Figure 5: Enfield and London percentage killed or seriously injured by age band.

Source: TfL, April 2021 to March 2022⁴

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

Health

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

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

⁴ [Tfl.gov.uk](https://tfl.gov.uk)

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

The Centre for London found a relatively strong correlation between weight problems, inactivity and low levels of walking and cycling. They also found a clear link between obesity and socioeconomic factors⁶

Air Quality Data

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

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

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

Positive Impacts

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

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

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

⁶ 'Fair Access: Towards a transport system for everyone' Barrett et al., 2019 [Fair access: Towards a transport system for everyone - Centre for London](#)).

⁷ (Public Health England, [Health matters: air pollution](#), 2018)

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

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

Negative Impacts

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

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

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

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

Mitigating actions to be taken

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

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other

impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

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

Evidence Base

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

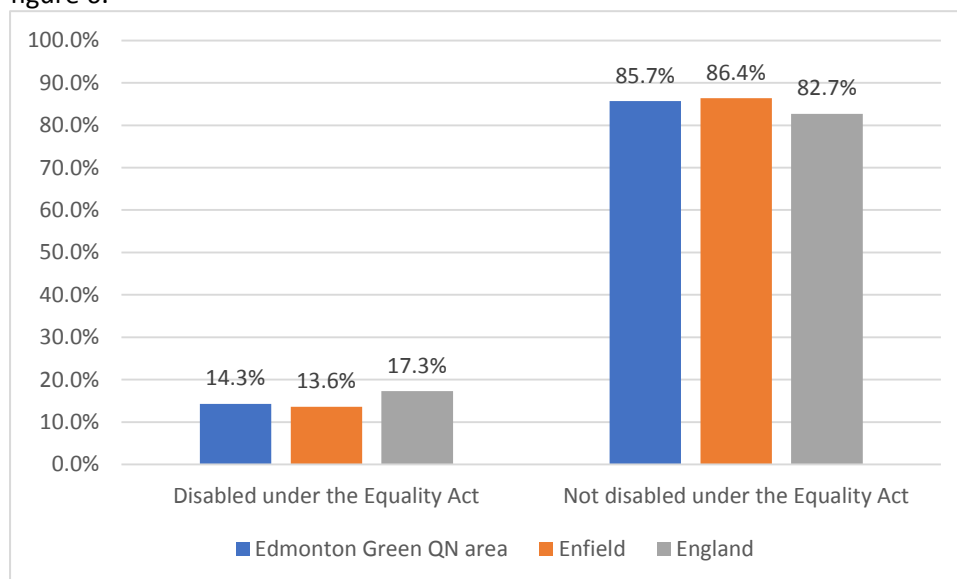


Figure 6: Disability rate in the project area as compared to Enfield and England as a whole (Source: Census 2021)

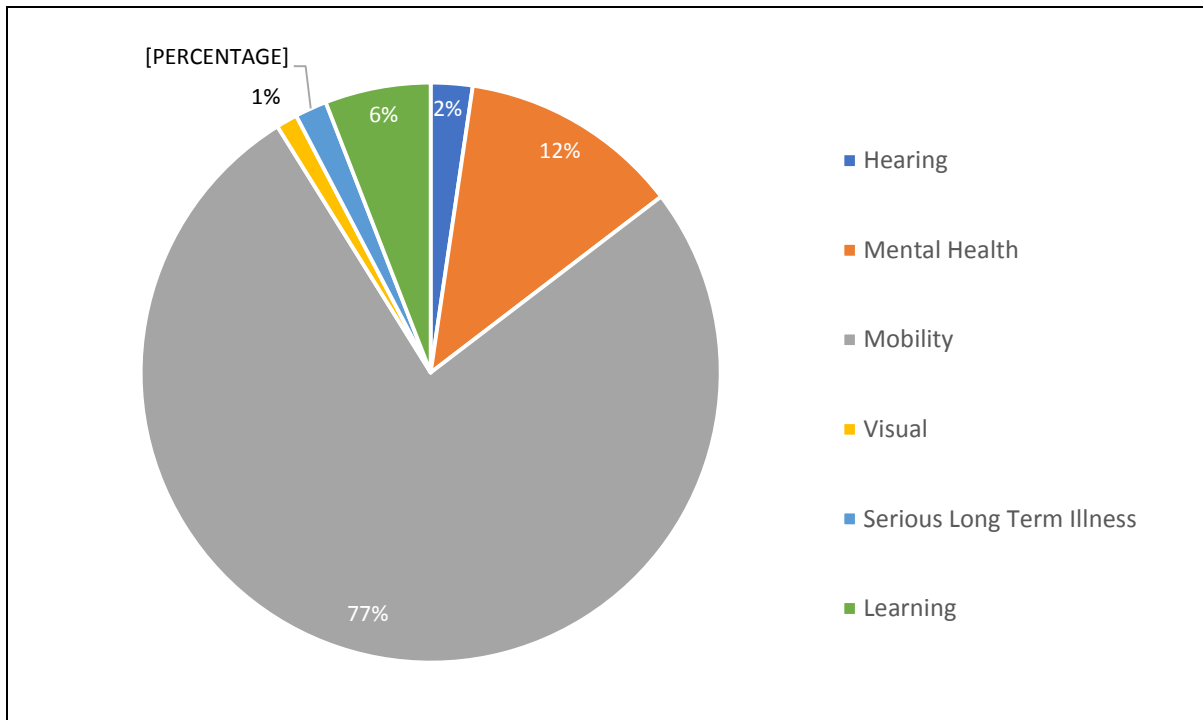


Figure 7: Disability types stated by those with a disability affecting travel in Enfield

Source: LTDS 2018/2019

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

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

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

Positive Impacts

Roads with high traffic volumes are not considered accessible by charities such as Wheels for Wellbeing as they do not allow most of the community to benefit from the physical and mental health benefits of active travel⁹. They argue that QNs have the potential to help disabled residents through bringing about cleaner air which will help those with respiratory problems; less congestion for those disabled people who rely on door-to-door transport (such as taxis and dial-a-

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

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

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

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

Negative Impacts

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

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

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

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

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

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

Mitigating actions to be taken

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

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

Gender Reassignment

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

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

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

Table 2: Transgender hate crime Enfield and London, 2021 – 2023¹⁰

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

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

Reduced volumes of motor vehicle traffic may create a significantly quieter environment which can heighten the apprehension of threat. Therefore it is possible that transgender people may feel this more if making trips by foot or bicycle, particularly after dark. However, a report¹¹ carried out

¹⁰ Performance report for scrutiny, Enfield council August 2023.

¹¹ <https://findingspress.org/article/19414-the-impact-of-introducing-a-low-traffic-neighbourhood-on-street-crime-in-waltham-forest-london>

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

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

Mitigating actions to be taken

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

Marriage and Civil Partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

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

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

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

Mitigating actions to be taken

N/A

Pregnancy and maternity

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

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

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

Evidence Base

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

Positive Impacts

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

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

Negative Impacts

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

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

Mitigating actions to be taken

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

Race

This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

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

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

Evidence Base

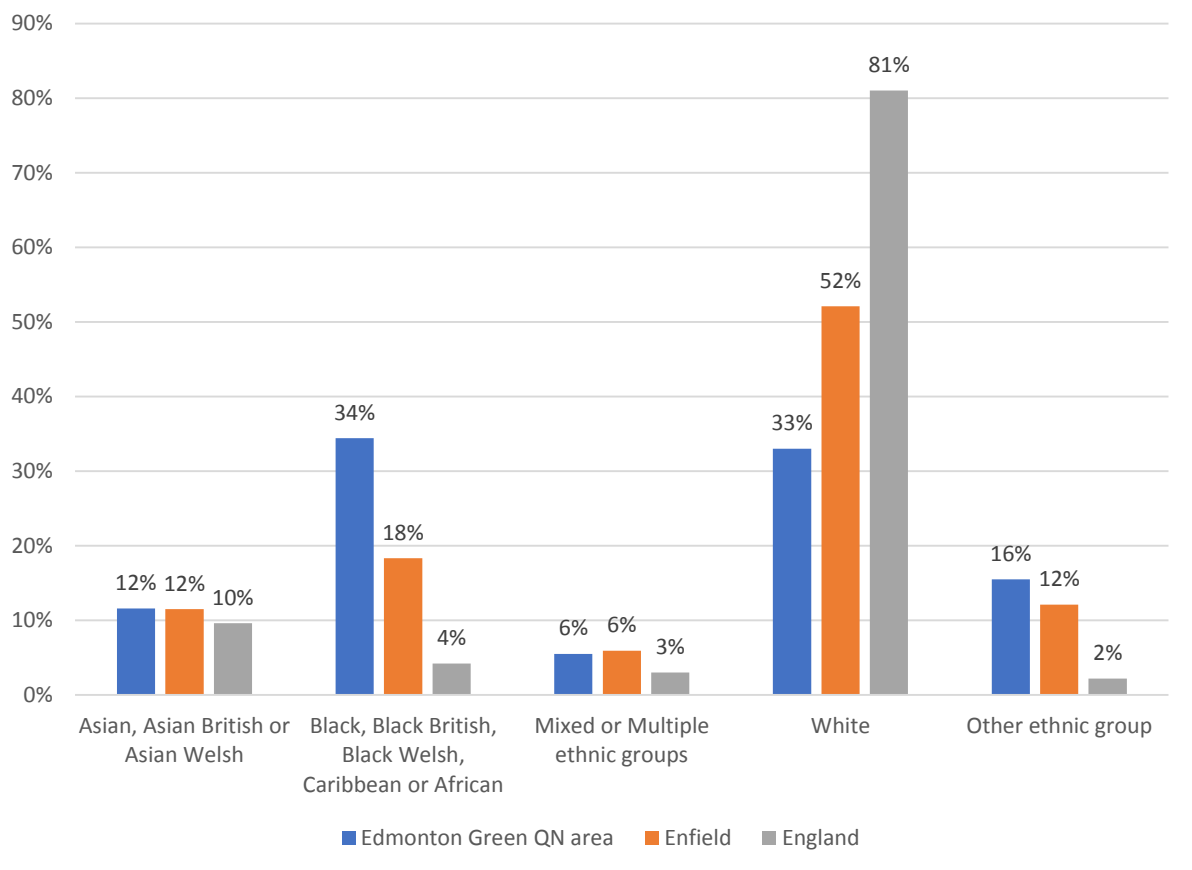


Figure 8: Population by ethnicity for Edmonton Green QN area compared to Enfield and England
Source: UK Census 2021

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

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

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

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

The Spring 2021 School Census¹² records 189 languages or dialects being spoken by pupils who live in Enfield. As of Spring 2021, the top five non-English languages spoken by Enfield school pupils were:

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

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

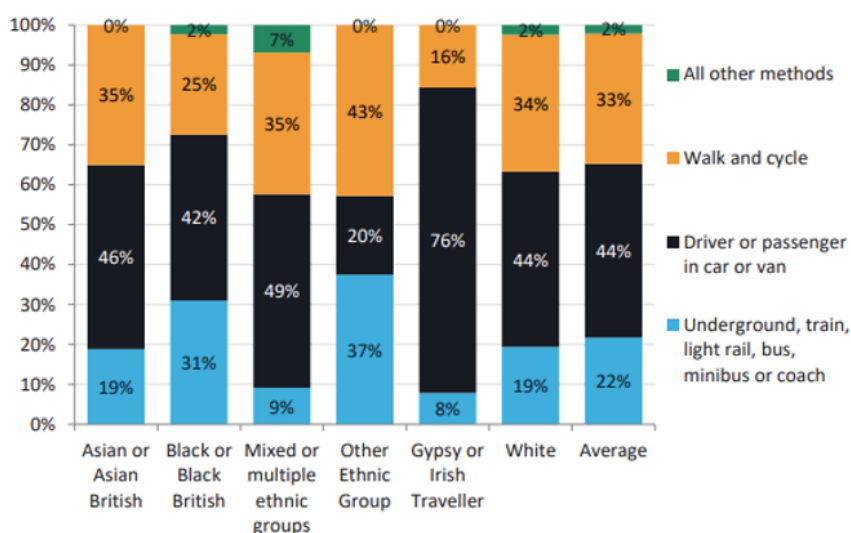


Figure 9: Mode share by ethnicity in Enfield (Source: LTDS (2018/19))

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

¹² [Enfield Borough profile 2022](#)

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

Positive Impacts

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

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

Negative Impacts

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

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

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

Mitigating actions to be taken

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

encouraging mode shift.

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

Religion and belief

Religion refers to a person's faith (e.g., Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.

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

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

Evidence base

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

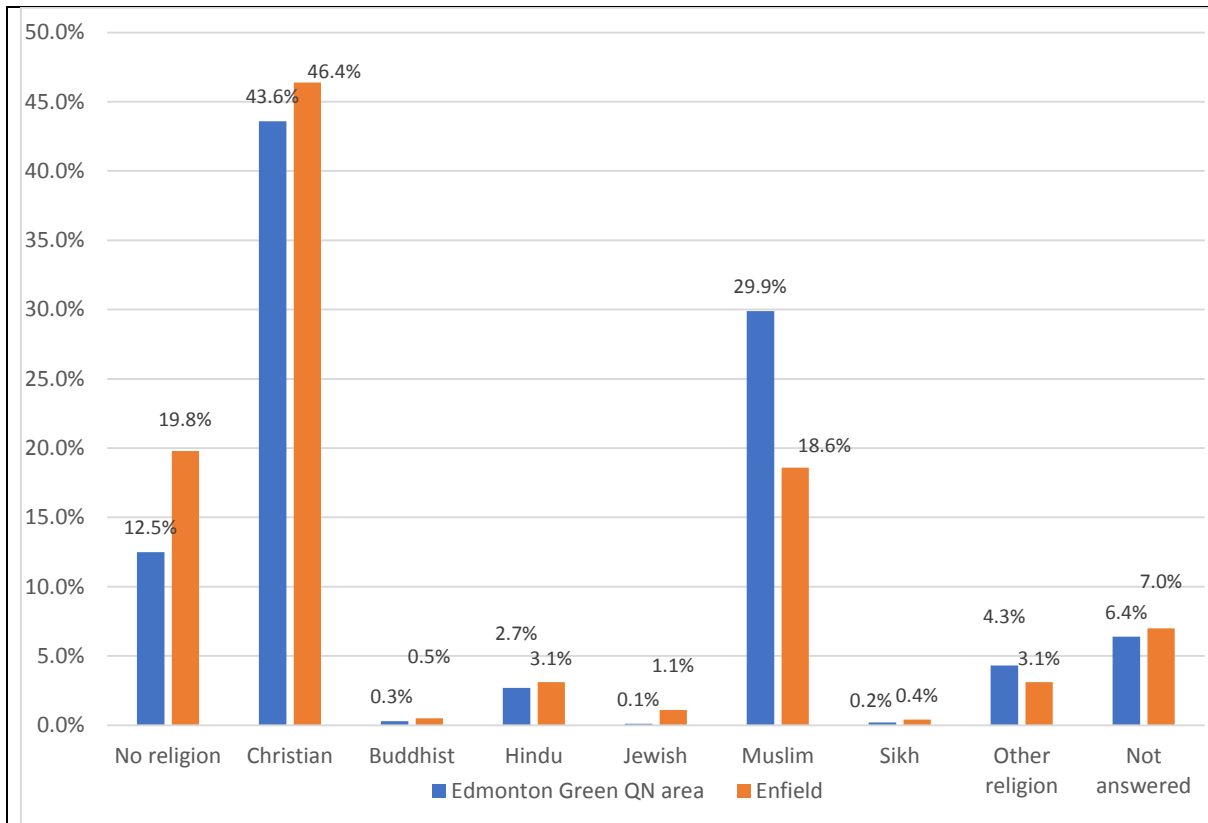


Figure 10: Breakdown of religion/belief within the Project Area and England

Source: Census 2021

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

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

The following locations have been identified:

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

Positive Impacts

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

Negative Impacts

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

Mitigating actions to be taken

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

Sex

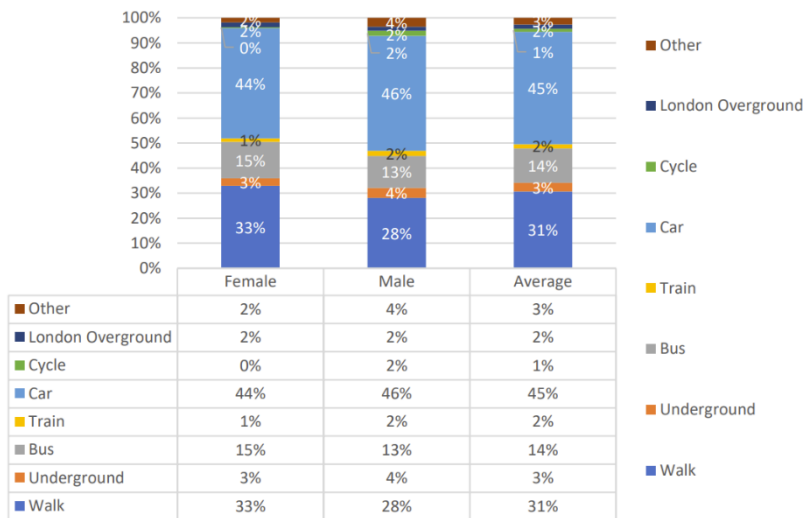
Sex refers to whether you are a female or male.

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

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

Evidence Base

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

Figure 11: Mode share by sex in Enfield

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

Across Greater London, research undertaken by TfL¹³ shows walking is the most used type of transport by females (95% walk at least once a week). Females are also more likely to use buses than males (62% compared with 56%) but are less likely to use other types of transport including the Tube (38% women compared with 43% males). It is important to recognise that females are more likely than males to be travelling with buggies and/or shopping, and this can affect transport choices. Females aged 17 or over who are living in London are less likely than males to have a full driving licence (58% compared with 72%) or have access to a car (63% of all females compared with 66% of all males). These factors are likely to be related to the frequency of car use as a driver. 79% of females in London report being able to ride a bike, compared with 91% of males.

Positive Impacts

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

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

Negative Impacts

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

¹³ [Travel in London: Understanding our diverse communities 2019 \(tfl.gov.uk\)](https://tfl.gov.uk)

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

Following the murder of Sarah Everard, a national movement highlighted the concerns of women and how safe they feel at particular times of the day, notably at night. Reduced volumes of motor vehicle traffic create a significantly quieter environment which can heighten the apprehension of threat. This perception particularly impacts women making trips by foot or bicycle, as part of a public transport journey or a trip on its own. There is some concern that this perceived risk impacts women's willingness to make trips by active travel modes after dark. In contrast, an academic report¹⁴ however suggested a positive improvement in the measured crime rate after introducing low traffic neighbourhoods. The report examined the impact on street crime of introducing low traffic neighbourhoods in Waltham Forest which was associated with a 10% decrease in total street crime, with significant decreases in violence and sexual offences specifically, and this effect increased with a longer duration since implementation.

Mitigating actions to be taken

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

Sexual Orientation

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

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

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

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

Table 4: Homophobic hate crime Enfield and London, 2021 – 2023¹⁵

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

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

Reduced volumes of motor vehicle traffic may create a significantly quieter environment which can heighten the apprehension of threat. Therefore it is possible that people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual transgender people may feel this more if making trips by foot or bicycle particularly after dark. However, a report¹⁶ carried out in Waltham Forest after the implementation of low traffic neighbourhoods suggested a positive improvement in the measured crime rate within these areas.

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

Mitigating actions to be taken

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

Socio-economic deprivation

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

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

¹⁵ Performance report for scrutiny, Enfield council August 2023.

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

Evidence Base

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

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

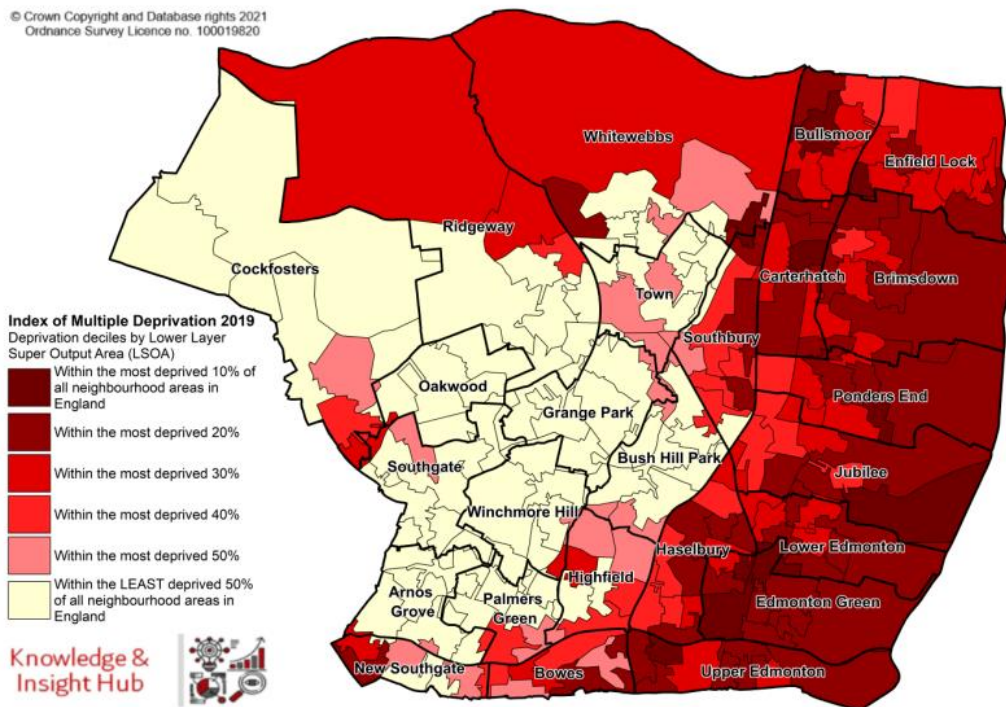


Figure 12: Map of Enfield showing deprivation levels by neighbourhood area and ward¹⁷.

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

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

¹⁰ <http://content.tfl.gov.uk/barriers-to-cycling-for-ethnic-minorities-and-deprived-groups-summary.pdf>

¹⁷ Source: Ward profile: Edmonton Green 2023, Knowledge & Insight Hub, Enfield Council

next most used form of transport with 69% of people with lower household incomes taking the bus at least once a week compared to 59% of all Londoners¹⁸. This suggests a correlation between low income and lower car ownership leading to an increased use of alternative modes of transport.

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

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

Positive Impacts

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

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

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

Negative Impacts

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

Mitigating actions to be taken.

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

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

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

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

Section 4 – Monitoring and review

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

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

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

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

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

Section 5 – Action plan for mitigating actions

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

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

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

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

Religion and belief	Potential for some religious groups to be under-represented in consultation.	Continue to monitor demographic responses to the consultation for adequate representation of different religious groups. Target engagement at places of worship that were under-represented, particularly those within the area or close to it.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	
Religion and belief	The scheme may increase journey times for some worshippers when accessing their place of worship by motor vehicle.	Direct engagement with places of worship to review the specific needs of their religious community, such as Tottenham park cemetery / Edmonton Federation Cemetery Chapel (Jewish)/Western Synagogue Cemetery, Green Towers Community Centre/ Christ Embassy Edmonton, Edmonton Methodist Church, St Demetrios Greek Orthodox Church, Rumi Mosque, Edmonton Spiritualist Church.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	
Sex	Traffic reassignment onto main roads may delay bus services, affecting females in particular	Traffic modelling to investigate potential impact on surrounding road network. Monitor bus journey times using TfL data, and consider mitigation measures if there is an impact.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	
Sex	Public perception of personal security due to the reduced 'passive surveillance' of passing motor traffic	Continue to engage with the Metropolitan Police and monitor crime and antisocial behaviour within the QN area post implementation.	Sarah Whitehouse / Ryan Hicks	During development of design	Will be included within scheme budget	
Socio-economic deprivation	Reassignment of motor traffic may	Specific consideration should be given to where traffic is likely to be reassigned to, to review the	Sarah Whitehouse	During development	Will be included	

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



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By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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London Borough of Enfield

Report Title	Award of lease for Millfield Complex
Report to:	Cabinet
Date of Meeting:	13 March 2024
Cabinet Member:	Cllr Anyanwu - Cabinet Member for Public Spaces, Culture and Local Economy
Director:	Cheryl Headon – Interim Director of Parks, Leisure & Culture
Report Author:	Wesley Pemberton wesley.pemberton@enfield.gov.uk
Ward(s) affected:	Haselbury
Key Decision Number	KD 5699
Implementation date, if not called in:	
Classification:	Part 1 & 2 (Para 3)

Purpose of Report

1. This report sets out proposals to let Millfield House & Theatre site (but not including the adjoining park land known as St. David's Park) (the property/site) for use as a theatre, performing arts school and performing

arts college (including the hiring out of space at the property to community groups and community users). This report outlines the Councils options and reasons for recommending the preferred recommended bidder.

Recommendations

- I. Agree to grant a lease of the Millfield House & Theatre site to Platinum Performing Arts, for up to 30 years to include:
 - A peppercorn rent for years 1-5.
 - On the 5th and 10th anniversary of the term a rent review based on Platinum Performing Art accounts.
 - See Part 2
 - Further rent reviews on the 20th and 25th anniversary of the term
 - On the 5th anniversary of the term of the commencement date, a break option will be exercisable by the Council in it's absolute discretion or by the lessee.
 - From the 10th anniversary of the term, a 6 months' notice rolling break option will be exercisable by the Council in it's absolute discretion or by the lessee.
 - The lease to prohibit assignment, subletting and charging of the lease and premises.
 - The lease will restrict use of the premises for cultural (as a theatre) and community use only
- II. Delegate Authority to the Director of Leisure, Parks and Culture and the Director of Property, in consultation with the Cabinet Member for Public Spaces, Culture and Local Economy to finalise lease terms and any associated documentation in consultation with the Director of Law and Governance.
- III. To note that as no change of use of the site is proposed, public consultation is not required as suggested in KD5637.
- IV. To note that the terms of the lease are to include full repair and maintenance of the site.
- V. To note that the library at Millfield will remain on the site and will continue to be provided by Platinum Performing Arts.
- VI. To agree a separate service level agreement in relation to the library

Background and Options

2. Millfield Arts Centre was opened as an arts centre in 1979, with the Theatre opening in 1988. Both underwent refurbishment in 2010. The site is beside the A10 on Silver Street, Edmonton and consists of Millfield House and theatre complex and its outbuildings.
3. Millfield House (Grade II* listed) is currently used by Platinum Arts Academy as a dance and theatre college, the Over 50s Forum and a variety of local arts groups. The house contains dance studios, arts rooms, a sound recording space, a pottery workshop and kiln, and a public library with c15,000pa attendance (many of these are students at the college).

4. Millfield Theatre has a 368-seat auditorium, bar, kitchen and backstage spaces. The Theatre is also available for hire for private events.

Current Operations

5. In late 2020 Platinum Performing Arts (PPA) moved into Millfield House, and as a trial in 2021 they took on the management of the site, which includes theatre programming and operating the community library on behalf of the council. The purpose of the trial was to explore the potential for revenue savings while maintaining the cultural venue for public and community use.
6. The current theatre programme includes original performances, pantomime, comedy, wrestling, children's shows, popular and arts theatre, music nights, cabaret, karaoke and more, including both professional and community productions and a popular school's dance festival each June.
7. The theatre also includes programming for local communities including, Greek Arts Festival, Bulgarian Folk and Traditions Event and London Turkish Speakers Theatre Festival. Postcode data indicates that attendance is highly local, with some customers from Haringey and Waltham Forest.
8. Currently, the council pay for the majority of the operational costs, as well as repair and maintenance costs, for Millfield House and Theatre. PPA manage the theatre staff, theatre programming and day to day management of the premises – including continuing access to the public for the community library. The 22/23 net cost of the site was approx. £597k.
9. As a result of the commencement of the trial, in 2021 Culture Services undertook a service restructure - reducing Millfield LBE staff to a Millfield Manager and Operations Supervisor for a 1-year period and the retained cleaning team of 4 staff.
10. Since 2022, there have been no allocated permanent council staff for the Millfield site beyond the cleaning team. There is a significant team of agency staff that are currently employed to operate the theatre provision, at the cost of the council. It was expected that the restructure would realise a total budget saving but as this was not achieved, there is currently no allocated council budget for the 2023/24 period.
11. There was an expectancy that the long-term future of Millfield House & Theatre would be confirmed within a year of the Culture Services restructure. Since 2022, the site has operated without any dedicated management resource, relying heavily on agency staff and support from Dugdale Arts Centre team, to deliver its theatre programming, with no dedicated budget.
12. Councillors felt strongly that the freehold interest of the site, along with a cultural and community use and community library, should be retained. In October 2023, KD5637 authorised the marketing of a full repair and insurance lease of the site excluding the caretakers lodge and excluding

the adjoining park land known as St. David's Park. The report confirmed that bidders were to be required to submit a rental offer, along with detailed proposals for the intended use of the site, specifying how the cultural/community use would be delivered.

13. This decision provided delegated authority for the following recommendations:

- I. Agree to place on the open market the Millfield House & Theatre site and to invite offers for a long lease of the same for cultural and/ or community use.
- II. Agree that the community library currently located at Millfield House will be retained on the site, in a manner and at a location to be agreed by the Council.
- III. Delegate to the Director of Leisure, Parks and Culture authority to agree, in consultation with the Cabinet Member for Public Spaces, Culture and Local Economy, the criteria and weightings to be adopted for the purpose of evaluation of bids.
- IV. Delegate Authority to the Director of Leisure, Parks and Culture in consultation with the Director of Property to agree the marketing material and approach.
- V. To note that this matter will be reported back to members once bids have been evaluated.
- VI. To note that consultation will take place during the marketing exercise on the potential impact of any change of existing use.
- VII. To note that any proposed change of use will be subject to any necessary planning permissions and other consents.

Marketing of Millfield House & Theatre

14. Following the approval of the KD5637, Property Services (PS) appointed specialist agents Montagu Evans (ME) to manage the marketing process of the site.

15. Marketing particulars were prepared by ME, detailing the full extent of the site, a scoring matrix to inform bidders how bids would be assessed and confirming the following requirements for any future lease of the site:

- A lease term of up to 30 years
- Any future use of the site to retain a cultural and community use.
- Submissions should include a proposal to retain and improve accessibility to the community library currently located at Millfield.
- That consultation would take place if a change of existing use was proposed.

16. The site was marketed for a four-week period, commencing on 2nd November 2023 and finishing 1st December 2023. The opportunity was advertised on both the council's and ME's websites, as well as via Agents Society and LoopNet - portals for commercial property opportunities that captures a wide spread of interest. A property viewing day was held on 24th November, allowing interested parties to tour the site.

17. Four (4) bids were received for the site, although three (3) of the bids did not fully meet the prerequisite future site uses. The three bids that did not meet the bidding requirements, only provided a lease offer and brief high-level summaries of proposed site uses. The three bids also did not address the continuation or improvements to the community library.

18. The following is an anonymised summary of the submitted bids received:

Bidder	Proposed Use	Financial Offer
Platinum Performing Arts	Continuation and development of current use - Theatre, Performing Arts College/school, Library, community culture programme	Peppercorn Rent
Bidder B	Wedding/Celebration Events Venue	£150k pa
Bidder C	Event Venue	£335k pa
Bidder D	Church – with community use	£250k pa

Platinum Performing Arts Proposal

19. PPA's proposal, attached at Appendix 1, is to build on the current operations at Millfield House and Theatre, where the house, theatre, library, and park work together to deliver a dynamic mix of performances, events, workshops, classes and community activity.

20. PPA's proposal is to extend its remit to cover all aspects of Millfield including the existing school, college and community activities. This will enable a strong single vision to drive delivery, attract funders and supporters, economies of scale in staffing and resourcing, and inbuilt flexibility to support adaptability to change and opportunity.

21. In order to support the growth of Millfield audience numbers, PPA propose to invest in:

- A standalone box office and CRM system
- A dedicated and up-to-date website
- A full-time marketing manager post
- A growing programme of library events and family workshops

22. As a privately run organisation PPA has access to grants and support that the council does not. PPA currently obtains funding from a range of community funders and are in conversation with Arts Council England and the National Lottery Heritage Fund about supporting projects and ongoing activity. PPA have identified grant funding programmes, of a total value of £985k, for non-revenue funded activity, over the next five years which they hope to tap into which includes:

- Arts Council England programme to grow the community centred programming
- Arts Council England for dance programme bringing together young talent and community groups

- Arts Council England Library Improvement Fund to develop new library space
- National Lottery Heritage Fund bid for an intergenerational community project exploring the different 'lost theatres' of Edmonton and the types of creative activity that went on in each
- City Bridge Trust for positive activities programme lead by local community groups using arts to inspire positive change in their neighbourhoods

23. PPA have confirmed that a new and improved library for the site is a key ambition and have agreed the need to improve library accessibility. PPA are committed to working closely with the council to agree the best route and identified three potential improvement options, including:

- A new entry route into the current space,
- A purpose-built container-based space within the smaller carpark or,
- By transforming an underused space at the front of the theatre (preferred option).

24. PPA propose to collaborate with LBE on a more thorough options appraisal considering requirements for physical and perceptual access, shelf space, activity space, computing facilities, security and apply for funding to deliver via the Arts Council's next Library Improvement Fund. Any change to the library will need to be carefully considered and will be approved by the Executive Director for Environment and Communities.

25. In the interim, PPA propose to continue to improve access to and use of the current space via a programme of exhibitions, curated book displays and ad hoc events and capital investment in some improved signage and pavement trail across the site that makes the library offer more visible to users from the street.

26. PPA propose to programme and manage Millfield as a single site, encompassing theatre, library, and house. PPA propose that the existing company will extend its remit to run all aspects of Millfield as well as the existing school, college, and community activities. They believe that this will enable a strong single vision to drive delivery and attract funders and supporters, economies of scale in staffing and resourcing, and inbuilt flexibility that enables us to respond quickly to change and to opportunity. To deliver their proposal, PPA have detailed the following additional staffing structure:

Resourcing	FTE
Facilities Manager	1
Marketing Manager	1
Technical Manager	0.5
Duty Manager	2
Box Officer Supervisor	2
Administrator	1
Bar Staff	3
Cleaning Team	4
Programming & Management*	2
*No Salary Cost	

27. PPA have successfully bid to take a lease of up to 30 years, for a peppercorn rent. It is proposed that on the 5th and 10th anniversary of the term commencement date, that there will be a rent review. Any proposed changes will be based on PPA accounts, where PPA shall pay to the Council annually, a market rate to be agreed. PPA will provide details of all income generated from the premises to enable the council as landlord to verify the income received at the premises.

28. On the 5th anniversary of the term of the commencement date, a break option will be exercisable by either party. From year 10, a 6 months' notice rolling break option will be exercisable by either party. If a market rate cannot be agreed either parties can exercise the break, thus returning the premises back to the council. There will be additional rent reviews on the 20th and 25th anniversary of the term.

29. The lease will also contain wording to the effect that there is to be an absolute prohibition of assignment, subletting and charging of the lease and premises. The full offer includes:

- Maintenance of library service with stock and software provided by LBE library services,
- PPA will take over the current site maintenance team under the TUPE Regulations 2006.
- Collaboration with council on of the library provision within the site to improve accessibility, including raising the necessary funds for delivery within 4 years of contract signature,
- Maintenance of accessibly priced community spaces, including art room, office and workshop areas, with rental rates rising no higher than 2% above inflation annually,
- Delivery of an inspiring, accessible, and mixed theatre programme that includes community programming alongside a varied professional programme, with a minimum of 140 performances per year, with ticket prices rising no more than 2% above inflation annually,
- Maintenance of the Grade II listed Millfield House and listed buildings within its curtilage with respect to agreed procedures for maintenance of historic buildings, following guidance from suitable qualified heritage officers.

- Maintenance of the theatre buildings, furnishings, fittings and technical equipment to good standards, meeting all public safety requirements as a minimum, to ensure it can continue to serve as a professional theatre venue.
- 1 free use of the theatre building during one week of each year of the term for 3.5 hours per day Mon-Thurs annually for Enfield Council (including box office and ushering, exclusive of tech team and publicity fees).
- A license agreement at the site with the Over 50's Forum in similar format to the existing licence agreement.

30. See Part 2

31. See Part 2

32. See Part 2

33. See Part 2

34. See Part 2

35. See Part 2

36. In addition to the above, PPA have also suggested a six-monthly review for the first three years of the lease commencement, stating:

We suggest a six-monthly review process is instituted with LBE for first three years, falling to annual review thereafter in which health of the business and achievement on key social impact milestones is reviewed, and strategies are aligned. We anticipate presentation of our management accounts on an annual basis and public reporting of key metrics agreed with LBE to demonstrate the value delivered by the council-owned asset.

Montagu Evans (ME) Bid Recommendation

37. ME has recommended that the PPA bid as the preferred bidder. The other three bids received by ME were dismissed for the following reasons:

- Lack of supporting evidence over how they would fulfil the community benefit criteria as set out by the Council.
- Lack of clarity over how they were going to make use of all buildings on site.
- Questionable community intentions, leading Montagu Evans to believe that some parties were enquiring solely on the basis for their own commercial gain, with little regard for the local community.

38. The following was noted as part of ME's recommendations:

On balance the offer that best accords with the Council's objectives is that from Platinum Performing Arts. Although it is the lowest financial offer, in our opinion, it also represents the lowest risk and best value for the

community. This is particularly important in the context of the buildings being aged and the Council seeking to defray its liabilities. In addition, it retains the community uses as required and PPA is a known quantity insofar as they know the demands of the community and of the building. In addition, the potential for them to access external funding is positive and may help with future capital plans at the property.

Whereas the other offers received were financially higher, the lack of due diligence from the parties and the associated risk from the sources of finance raises some concerns, particularly in the context of both the lack of community offering and the proposals from some to close the theatre, which illustrates a potential over-optimism in relation to the change of use.

Overall, we are satisfied that, in the circumstances and in the context of the clear objectives set by the Council, that the proposal from PPA represents best consideration.

39. The report, prepared by ME, detailing the marketing and best considerations are attached at Appendix 2.

Options

40. There is currently no budget in place for the management or maintenance of the site. The annual net cost for 2022/23 was £597k, as set out in report KD5637. This arrangement is unsustainable.
41. The future of the site needs to be determined as soon as possible, with the available options having been considered being:

Option A - Do Nothing

42. The current arrangement has no formal lease or contract in place and cannot continue in this way. This option would likely see cost pressures continuing to rise. Doing nothing is not a sensible option and cannot be recommended.

Option B – Agree a repair and insurance lease with PPA

43. Granting a full repair and insurance lease of the site to PPA will ensure that the cultural/community use of the site, along with the community library will continue, whilst the annual budget pressure would be removed from the LBE. It is considered that this option would limit objections from stakeholders and the local community.

Option C – Close all operations and activity on the site.

44. Although closing operations and all activity on site would reduce operational costs, maintenance would still be required to ensure the public safety of park users was not at risk through unmaintained buildings on site.
45. If the site was to be closed, there could also be increased security risks due to buildings within the site becoming unoccupied. This option

therefore would not completely remove cost pressures from the council's budget.

Preferred Option and Reasons For Preferred Option

46. The Council feel strongly that it is important the local authority retains the freehold interest. The preferred option is Option B above – to award a full repair and insurance lease of up to 30 years to PPA.

47. Enfield has a population of 330,000 including c56,000 children and young people in full time education. The borough suffers the fourth highest levels of deprivation in London and has markedly low cultural infrastructure, both physical and organisational.

48. The Council goals of marketing the Millfield complex was to relive the ongoing annual cost pressure, whilst retaining the culture/community and use a library at the site. ME ensured the property was well exposed to the property market and to those best placed to deliver the use requirements. As detailed further in para 32, ME concluded:

Overall, we are satisfied that, in the circumstances and in the context of the clear objectives set by the Council, that the proposal from PPA represents best consideration.

49. By awarding a lease to PPA, the ongoing unbudgeted annual cost pressure of circa £500k+, will be alleviated for the Council, whilst ensuring an experienced culture provider operates the site, which will continue to support the delivery of both LBE Culture which are:

Creating Opportunities for Young People - We will give priority to developing varied creative ways for young people to develop creative skills and interests, and so improve their life chances.

Culture Everyday - We value the role of culture in community wellbeing and want to ensure that the benefits of cultural participation and enjoyment are shared by everybody.

Sustainable Culture - We will establish a smarter approach to inward investment to support the sustainability of the borough's cultural provision.

50. The LBE is also an Arts Council England Priority Place, which aims increase investment and engagement in culture through the following priorities:

Culture Everyday - To enable communities across the borough to take part in culture activities by facilitating more cultural and creative activities, inside and outside venues.

Opportunities for Young People - Increase opportunity for young people to engage in culture. Gaining a better understanding of current provision and developing a future Schools art programme and increasing visibility and access to creative careers.

Cultural Communities, Creative People - Increase cultural capacity and provision in the borough, through increased access to funding for cultural activities including Arts Council funding, new partnerships with regional

and national peers and the development of new funding mechanisms – S106 / procurement / grants.

51. PPA are a highly experienced performing arts organisation, that have operated from Millfield complex since 2008. They have been providing performing and creative arts to children and young people in the borough ever since. PPA's students reflect the diverse Enfield community – including looked after young people, children affected by gang violence, children whose families have experienced generations of worklessness. All of PPA's first cohort of college graduates have gone on to work or have agents, with a high number of students currently appearing in the West End. By granting a lease to PPA, they will be able to access funding streams that are unavailable to local authorities, which will allow further investment into young people of the borough.

52. PPA deliver for Enfield's children and young people significant non arts focused community projects on life lessons, resilience, and positive decision-making. The current project programme includes:

Power to Make a Change A five year project funded by the National Lottery Community Fund, working with secondary schools and local community groups in the borough to offer young people workshops tailored specifically to their needs. They cover a range of topics including gang, gun and knife crimes, making the right choices, building self-esteem, mental health, social media and peer pressures.

Dream, Believe, Succeed A collaborative project in partnership with Edmonton Community Partnership and funded by the Mayor of London's Young Londoner's Fund, created to provide a safe and judgement-free environment for children to open up about their experiences as a young person in the community. PPA have been teaching various creative arts workshops in primary schools and community outreach settings with the ambition to inspire and encourage the children to feel a sense of worth and purpose regardless of their abilities, cultures, sexualities or genders.

Making History Funded by the Covid Community Fund to work with children and young people in the borough of Enfield who were negatively impacted by the Covid pandemic. Children and young people engaged in virtual and face-to-face workshops and individual sessions who required support through the pandemic to empower them, give them a sense of purpose and routine / structure.

53. By granting a lease to PPA, it would also confirm the continuation of Millfield community library, with PPA providing the staffing resource. In addition, PPA are committed to delivering access improvements and have identified a potential ACE grant funding for 25/26.

54. It is recommended that as part of the lease between the council and PPA, that a mechanism is in place to ensure the full community programme continues to be delivered.

55. It is noted that this option would see a continuation of a popular cultural, community and library hub for Edmonton and the surrounding areas. As there would be no change of use of the site, planning permission would not be required, and neither would public consultation ahead of lease award.

Risks

56. See part 2.

Relevance to Council Plans and Strategies

Priority 2 - Strong, healthy and safe communities

57. By retaining a cultural/community use at the site it will continue to provide opportunities to socially connect residents which will play a vital role in influencing people's physical and mental health and wellbeing.

58. By retaining a community library on site, a library service will continue to be provided locally, providing further opportunities to connect in a safe place and providing access to resources to support people's mental health and wellbeing.

Principle 3 - Financial resilience

59. By removing the budget pressure by letting the property, whilst retaining use of the property for cultural services, this will help support investment in other council services over the long-term.

Financial Implications

60. The report seeks to award the award of lease for Millfield Complex, PPA have successfully bid to take a lease of 30 years, with reviews in years 5,10,20,25. The preferred option is Option B above – to award a 30-year repair and insurance lease to PPA (the local authority retains the freehold interest).

61. The preferred option proposes in year 1-10, a peppercorn rent, with a review after the 5th and 10th anniversary after which a rent review will undertaken, which could generate a potential revenue for the site. The full offer includes: - (see paragraph 28).

62. All repairs and maintenance or operational costs (including the library) will be met and managed by PPA, which will save the Council operational costs (Circa £500k+).

63. By awarding a lease to PPA, the ongoing unbudgeted annual cost pressure of circa £500k+ will be alleviated for the Council, whilst ensuring an experienced culture provider operates the site, which will continue to support the delivery of Council's priorities. PPA's proposal, attached at Appendix 1, is to build on the current operations at Millfield House and Theatre, where the house, theatre, library, and park work together to

deliver a dynamic mix of performances, events, workshops, classes and community activity.

64. The annual Millfield revenue net cost to the Council over the last 5 years was as shown in the table below (£1.926m cumulative). Within this, the annual revenue net cost for 2022/23 was £597k. As there was no budget to cover this, the overspend had to be covered from the council's reserves.

		2018/19	2019/20	2020/21	2021/22	2022/23
		£000s	£000s	£000s	£000s	£000s
Expenditure	Employee Costs	£479	£445	£556	£327	£338
	Supplies and services	£775	£731	£263	£464	£577
	Other Operating Costs	£190	£127	£57	£40	£236
Expenditure Total		£1,443	£1,303	£876	£831	£1,151
Income	Ticket Sales, Venue Hire, Bar Sales and Other	-£1,050	-£929	-£67	-£388	-£553
	Grants & Contributions	-£43	£0	-£535	-£114	£0
Income Total		-£1,093	-£929	-£602	-£502	-£553
Net (Expenditure v Income)		£351	£374	£275	£329	£597

Legal Implications

Property Legal Implications

65. Section 123(1) of the Local Government Act 1972 enables a Council to dispose of land held by them in any manner they wish. This includes disposal by way of grant of lease. Section 123(2) provides that a Council shall not dispose of land for a consideration less than the best that can reasonably be obtained. Montague Evans, a firm of surveyors, was instructed by Strategic Property Services to market the letting of the property for a term of up to 30 years for use by the tenant for a cultural/ community use and theatre. As mentioned at paragraphs 30 and 31 of the report, Montague Evans in its report to Strategic Property Services, recommended Platinum Performing Arts (PPA) as the preferred bidder (despite it putting forward the lowest financial offer) as it best accords with the Council's objectives. It also stated (as quoted at paragraph 31 of the report) that "Overall, we are satisfied that, in the circumstances and in the context of the clear objectives set by the Council, that the proposal from PPA represents best consideration".
66. Any disposal of property envisaged by the subject matter of this report must also comply with the Council's Constitution, including the Property Procedure Rules. As set out in the report Strategic Property Services instructed Montague Evans, a firm of surveyors, to market the letting of the property.

67. The Council must demonstrate that it has exercised its powers in a manner that is reasonable and proportionate and, in a manner, consistent with its fiduciary duties to ensure sound management of the public finances. There is also the Council's general duty at public law to exercise its powers reasonably, properly and in accordance with best value, and to have regard to its fiduciary duty and to general administrative law principles with regard to mitigation of risk and due diligence. The report author has sought to do this in the report.

Contract Legal Implications

68. Provided that the deliverables under the arrangement with PPA (including the provision of services, such as the library offering) are legitimately incorporated into the lease via a landlord/tenant relationship, then the Property Procedure Rules apply (rather than triggering the need for a procurement under the Contract Procedure Rules and the Concession Contract Regulations 2016). Officers leading on the implementation of the arrangements are confident this is the case on the grounds that the culture/community (theatre and performing arts school) provision by PPA will not be done on behalf of the Council, or controlled by the Council, and the library provision is ancillary to the lease.

TUPE Legal Implication

69. The maintenance team made of 4 cleaners is currently employed by the Council. Under the proposed lease, the maintenance team will transfer to PPA. As this constitute a business transfer, the members of staff would be subject to the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE)

70. TUPE currently protect the entitlement of UK employees to the same terms and conditions, with continuity of employment, as they had before the transfer. The Council must ensure that adequate time is allowed for consultations and to take any measures in connection with it in order to fulfil its obligations under TUPE. The Council must also have regards to the Best Value Authorities Staff Transfers (Pension Direction 2007) in the transfer of any affected employees under TUPE.

Property Implications

71. Officers in the council instructed Montagu Evans to negotiate & agree heads of terms with the preferred bidder PPA.

72. It is noted that PPA were the only bidder willing to run the council's library on their behalf. The deliverables of this arrangement will be incorporated into the lease via a landlord/tenant relationship.

73. Key points to note are that there is a covenant test and review of the rent in year ten of the lease. This is in light of the fact that PPA will take a lease over the buildings in their current condition subject to a condition survey being undertaken and attached to the lease when executed. A schedule of condition will be prepared as part of this lease in which it will record the

current condition of the premises and PPA will be required to maintain & repair the premises in the condition that they received them.

74. The proposed lease will contain a rolling 6 monthly break option provision which is exercisable by both parties after year 10 which would allow the council in a harmonious way to take back the premises if PPA are not in a financial position to continue to operate their proposed use, including managing the Library on behalf of the council, rather than having an ability to allow PPA assign their lease.
75. The recommendation is to accept the agreed heads of terms submitted by PPA and generate a new lease which mirrors these heads of terms and to delegate this task to the Property Director to implement and sign off as part of this process.

Equalities Implications

76. In making this decision the Council must consider the Public Sector Equality Duty (PSED) under Section 149 of the Equality Act 2010. This Act creates a public sector equality duty which requires that when the Council makes decisions it must have regard to the need to: (a) Eliminate unlawful discrimination, harassment and victimisation and other behaviour prohibited by the Act (b) Advance equality of opportunity between people who share a protected characteristic and those who do not (c) Foster good relations between people who share a protected characteristic and those who do not including tackling prejudice and promoting understanding. The protected characteristics are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation marriage and civil partnership.
77. The equality impact assessment confirmed that by awarding a lease of the site to PPA it will have a positive impact on all protected characteristics and is detailed in the assessment attached at Appendix 3,

HR and Workforce Implications

78. There are currently 4 maintenance/cleaning staff providing these services, who are directly employed by the Council.
79. The proposal to award the lease of Millfield Theatre to PPA is likely to constitute a business transfer under the TUPE legislation. Therefore, staff currently employed by the Council would transfer over to PPA under their current terms and conditions.
80. The TUPE regulations require consultation to take place with staff (and trade union representatives) directly or indirectly impacted by the transfer, at the earliest opportunity. Initial consultation will be led by the Council as the 'transferors' in the transfer arrangements. PPA management will need to notify the Council of any intended 'measures' they propose as a result of the transfer, to support the Council in the consultation process with staff and unions. Under TUPE regulations, staff who transfer have their terms

and conditions of employment protected and it should be notes that these can only be changed in limited circumstances.

Environmental and Climate Change Implications

81. The proposal in this report is for the management of a Council asset to a not-for-profit operator. It is expected that the required repair and maintenance would reduce energy demand.

82. PPA has access to grant funding, not available to local authorities. PPA will target grant funding for the installation of green energy technologies (such as solar panels) at Millfield. It is expected that a prerequisite of funding would be demonstrable action taken, to reduce the sites energy demand. This will have a positive environmental impact.

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Appendices

Appendix 1 – PPA written submission.

Appendix 2 – ME marketing and best consideration report

Appendix 3 - EQIA

Appendix 4 – See Part 2

PLATINUM PERFORMING ARTS



**Enriching Enfield:
A Cultural Renaissance for Millfield
Tender Submission from Platinum Performing Arts
27.11.2023**

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Enriching Enfield: A Cultural Renaissance for Millfield

Executive summary

Millfield is an essential resource for Enfield. Our vision is for a cultural hub that sustains itself through a flexible and vibrant approach to programming that makes use of the whole site and stands as a beacon of pride and hope for the local community – a sanctuary for dreams.

We are excited to present this tender to Enfield Council and would be honoured to be entrusted with management of Millfield to further amplify its positive impact across the borough.



1. About us



Platinum Performing Arts (PPA) is more than just a performing arts school: it's an institution that weaves dreams into realities, tapping into the cultural richness of Enfield's community and moulding young talents for the world stage. Our work has won numerous awards both for artistic creativity and for the social impact of our work making a difference to the lives of young people in Edmonton. Since 2008 we have been based at Millfield House where we have grown from provider of dance

classes supporting local children facing challenges to a fully accredited college whose students regularly win spots in West End productions. We are a not-for-profit registered company dedicated to supporting the creativity of Edmonton that has been self-sustaining through commercial and grant-funded activity since our foundation in 2006, and currently employ 43 local people.

Since 2021, we have been programming and managing Millfield Theatre alongside our tenancy at Millfield House. In that time, we have seen performance numbers / attendance figures grow and have delivered dramatic improvements in site safety.

2. Why Platinum Performing Arts?

Millfield House and Theatre, the Millfield Library and St David's Park have rightly been identified as important spaces for cultural and community use within Enfield for the benefit of its rich and diverse communities. We believe we PPA is the right organisation to entrust with stewardship of this precious resource for five main reasons:



1. **Our track record as a business**
2. **Knowledge of Enfield and embedded within the community**
3. **Recognised quality of artistic delivery**
4. **Demonstrable commitment to social impact and community delivery**
5. **Our vision and commitment**

We believe that these five qualities are critical both to who we are as an organisation and to ensuring the success of Millfield's next chapter.

2.1 Our track record as a business

Our most recent annual accounts are included here as an appendix.

We have grown our activity and turnover steadily over twenty years; we have no debts and a lean approach to overheads.

We have been regularly in receipt of grant funding to support our community work, including from the GLA and National Lottery funders.



We are held in good standing by all funders and partners, as is demonstrated by their on-going support for our work. We have received personal endorsements from Mayor Sadiq Khan, who has twice selected PPA at Millfield for visits in recognition of the quality of our creative youth support programmes. This March, Nina was officially recognised for her work with a Certificate of Appreciation at the Council's International Women's Day event; Nina has recently been nominated for a Female Entrepreneurial Award for 2023.

2.2 Knowledge of Enfield and embedded within the community

Platinum Performing Arts was established in 2006 by Edmontonian Nina Lewis-Hart. Nina's



own experiences of childhood bullying and being marginalised at school due to low academic attainment due to her profound dyslexia inspired her to set up the performing arts school to offer alternative provision for young people in the creative and performing arts industry. Nina's passion is to build children and young people's self-esteem, confidence and to provide them with career opportunities within the performing and creative arts.

PPA was initially based in a church hall in Enfield; in 2008, PPA moved to Millfield House, where they have been providing performing and creative arts to children and young people in the borough ever since. Platinum's students reflect the diverse community that we live in – including looked after young people, kids affected by gang violence, kids working 'on road', kids whose families have experienced generations of worklessness. A large number of our students are on full or part scholarships and we deliver fundraising events across the year to bring in more support to fund more scholarships. We know that our provision prevents many young people from engaging in risky behaviours or becoming NEET.

Platinum is a not-for-profit organisation that is dedicated to improving the lives of young people and the community in and around the Enfield borough. We are passionate about making a difference to their lives, to help improve positive outcomes and help to strengthen and build relationships within the community. We provide regular community events, festivals, theatre productions and outreach workshops. The Christmas grotto supported by local businesses and PPA staff dressed as Santa's helpers for children most in need is an annual highlight but it's just one part of their year-round work to make a difference to the lives of young people in the borough.

A list of all the community productions programmed successfully at Millfield under our management is included in the Appendix.

Recent work to support our community includes:

A Month of Sundays For two years, PPA have hosted the Platinum Zone at the Month of Sundays festivals every Sunday in August. This offered children and families a variety of activities including fitness, dance, belly dancing, singing, TikTok party, Live DJ, free inflatables, free face painting, meet and greet with princesses and superheroes and a number of free giveaways. It was wonderful to see families and the community come together to celebrate the varied culture of the borough.

Mentoring PPA offer mentoring sessions for young people, including 1:1 sessions at Millfield House as well as DJ workshops in the music studio, graffiti, dance and drama

workshops. Young people have the opportunity to come to a safe space to be with other peers to engage them in positive activities, express themselves and help build and strengthen their relationships.

The PPA pantomime In 2021, the Millfield Christmas Pantomime was for the first time created by PPA. Local talent Erina Lewis wrote and directed with dancers and performances delivered by PPA staff and students as well as select external professionals. The mix of high quality and multi-culturalism attracts a broad audience, many of whom have no other cultural engagement. Despite the on-going impact of the pandemic on theatre attendance, the show achieved an average of £3,783 sales per show (as opposed to £2,859 in 2019), but important to us was the quality and diversity of the show:

“Aniyah saw Cinderella in pantomime with a modern twist today @millfieldtheatre with her bestie [...] which by the way the performance was amazing! It was a very multicultural performance which was so beautiful to see!” @aniyahazariandus

Key community partnerships

We are proud of how embedded we are within Enfield’s community networks and will continue working with our partners to develop activity at Millfield to support Enfield’s communities. Our current partnerships:

Age UK
 Edmonton Community Partnership
 LBE African Caribbean Association
 Eastern European Hub
 Wellbeing Connect Services
 YOT
 LBE Youth and Families Support Services
 NHS North Central London Integrated Board
 Family Based Solutions
 LBE Outreach and Customer Services
 West Lea
 NEXUS
 Metropolitan Police
 Edmonton Green Shopping Centre
 London Ambulance Service
 Chicken Shed
 Face Front Community Arts
 Streetz Ahead
 London Turkish Talent Theatre
 EPRA
 Déjà vu Entertainment UK
 Macmillan
 British Red Cross
 Great Ormond Street Hospital
 Exodus YouthWorx Uk

2.3 Recognised quality of artistic delivery

Our commitment to working with our community in no way lowers our artistic standards. We are highly ambitious for the work we produce and for our young people. All of our first cohort of college graduates have gone on to work or have agents, and we have a high number of students currently appearing in the West End. As creative industries grow in importance to Enfield's future – as noted by Cllr Calliskan in her introduction to the council's new strategy – we will make these career opportunities visible to local young people and their families, and inspire new generations of talented young people to dream and succeed. It is an important part of our school curriculum for our young people to be able to appear on a professional stage, making Millfield an important part of how we train our young people in aspiration and self-belief.

Our own commitment to excellence extends to our programming ethos for Millfield: we believe audiences deserve fantastic high quality experiences. We are proud of the programme we have delivered to date and will continue to work with local partners and a growing network of art centre peers to ensure that we bring the best and most relevant shows to Enfield.

In 2021, PPA won Dance School of the Year and the Project B Award for Innovation in Male Dance in the national dance awards supported by the Royal Academy of Dance.

In 2022 PPA won 'Community Business of the Year' award.

In 2023, Vice Principal, Erina Lewis, was awarded Winner of Best Teacher at the Black British Theatre Awards.



"I came yesterday with my friends and our children and I have to say it was the BEST production we've ever watched!" Skevi " Cannot wait to watch next years Sleeping Beauty Pantomime"



2.4 Demonstrable commitment to social impact and community delivery

We believe our work shares the values of Enfield Council and can support the priorities laid out in 'Investing in Enfield', in particular strong, healthy and safe communities, thriving children and young people and an economy that works for everyone.

Our projects resonate with the needs of the Enfield community. They aren't just about arts; they're about life lesson, resilience and positive decision-making.

Our current funded projects include:

Power to Make a Change A five years project funded by the National Lottery Community Fund, working with secondary schools and local community groups in the borough to offer young people workshops tailored specifically to their needs. They cover a range of topics including gang, gun and knife crimes, making the right choices, building self-esteem, mental health, social media and peer pressures. Our workshops aim to motivate, inspire and enable young people to have the confidence and self-esteem to make the right choices in life. During the workshops, we gather all the issues raised by young people, which then form a script for a film or theatre production, which portray the experiences of the young people we worked with. These films then form the basis of new workshops and create the base for discussion. We are currently in the third year of the project and will continue to work with the young people to inspire, motivate and listen to their voices.

Dream, Believe, Succeed A collaborative project in partnership with Edmonton Community Partnership and funded by the Mayor of London's Young Londoner's Fund, created to provide a safe and judgement-free environment for children to open up about their experiences as a young person in the community. PPA have been teaching various creative arts workshops in primary schools and community outreach settings with the ambition to inspire and encourage the children to feel a sense of worth and purpose regardless of their abilities, cultures, sexualities or genders. It is becoming more and more clear to us that projects like this are essential for the well being of our young people. And the support we've had from London's Mayor has demonstrated his agreement – on his visit on 3/10/2023 in the wake of a horrific incident of violence in the neighbourhood that our work on providing

positive experiences was the most important thing anyone could be doing to make a change in the area.

Making History Funded by the Covid Community Fund to work with children and young people in the borough of Enfield who were negatively impacted by the Covid pandemic. Children and young people engaged in virtual and face-to-face workshops and individual sessions who required support through the pandemic to empower them, give them a sense of purpose and routine / structure. The workshops engaged children and young people in a variety of creative forms including spoken works, poetry, song writing, dance, drama, art and fitness. The workshops enabled children to tell their stories of the pandemic and share their thoughts and feeling, which were all then included in the Making History Book. This book was given to each child / young person who engaged in the project as well as distributed to members of the Enfield community, including Nexus and the NHS. With Christmas approaching, the project steering group expressed sadness that younger children would not experience the festive season due to the effects of Covid and its financial impact on parents. We called out to all local children's charities, carers and community groups to come along and see Santa socially distanced by appointments, receive a family photo and a gift for each child and parent / carer. We managed to offer this experience to 54 families and 130 children out of 200 + applications; further sessions were sadly cancelled due to enhanced Covid restrictions. In total, 876 children and 240 families were reached through this project.

Holiday camps for children We work with Enfield council and Enfield Community Partnership to deliver HAF activities for children and young people in the borough during school holidays. All holiday camps are based at Millfield House and Theatre offering fun sessions including sports, dance, drama, crafts and a variety of activities with outside organisations. We offer healthy food including breakfast, lunch and snacks for children all provided by @peonyrosecatering.



2.5 Our vision and commitment

PPA is more than just a performing arts school; it's an institution that weaves dreams into realities, tapping into the cultural richness of Enfield's community and moulding young talents for the world stage. We are of Enfield and for Enfield. We see the work of Millfield as an inspiration cultural resource for the borough as a natural extension of our work with young people and see this proposal as an amazing opportunity to further amplify the positive impact of the site across Enfield.

With long-term stewardship of the site, PPA will be able to host more events, more workshops, more productions, generating funds to support more underprivileged talents and culture for Enfield's community. PPA will be able to optimise the space to reach out even more broadly and diversely, catering to the ever-evolving needs of the Enfield community with support from that community, be it a volunteer or a business sponsor.

Enfield deserves more than just a theatre; it deserves a beacon of hope, a cultural hub and a sanctuary for dreams. PPA, with its track record of impact and transformative initiatives, is dedicated to health the community through creativity. Leasing Millfield to PPA is not just a transaction; it's an investment in Enfield's future, enriching its cultural, social and artistic tapestry.

We've been here at Millfield since 2008 and have built our organisation around its historic resonance, green spaces and professional stage. We are prepared to commit the time, expertise and dynamism of PPA to ensuring that Millfield grows and thrives for everyone.

3. Key Context

The Reality of Edmonton: A Snapshot

- Enfield stands as the borough with the highest private eviction rate across all of London
- Alarmingly, it records the second-highest incidence of serious youth violence in the region
- Almost half (49%) of children entering reception classes utilise English as a secondary language
- Tragically, Enfield ranks 11th in the UK for child poverty rates
- Edmonton is home to a disconcerting 27,000 children living in poverty. This area is characterised by its intense deprivation, with child poverty rates skyrocketing at 53% - a figure that far surpasses the national average of 21%. In families with three or more children, this rate escalates to an almost incomprehensible 90%.

Source: The Enfield Poverty and Inequality Report, January 2020

The Council's proposal to tender the Millfield site to an external operator as part of its on-going work in managing its financial position in challenging and uncertain times is clearly sound and one, as a local business, we wholeheartedly support.

We also see this as an opportunity for the Council to deliver on its strategic plans by enabling PPA to grow the social impact of this property asset as well as reducing the financial outlay. Our focus on young people in our core business will spread through our wider work at Millfield, addressing some of the key challenges facing Enfield's people today.

Enfield Council's 'Investing In Enfield' lays out clearly the challenges and opportunities for the borough: the importance of the creative industries, the inequality, the shocking 30%+ level of child poverty. Arts Council England have similarly identified these challenges in their selection of Enfield as a Priority Place, in which current low levels of cultural engagement (cf DCMS 'Activity Lives' survey) and high levels of socio-economic deprivation are matched with exceptional conditions for cultural and creative growth. National Lottery Heritage Fund have likewise been working with Enfield as a priority given the challenges it face and the opportunities it presents.

The COVID pandemic must also be taken into account as a key contextual factor. Theatres across the country are still struggling to regain pre-pandemic audiences, as new leisure habits and a fear of communal activity have delayed audience's return.¹ The energy price rise and cost of living crisis are also impacting heavily on theatre audiences and operations.² But in dark times, people need the light that culture and community provide and the importance of what Millfield can offer to the community's well being and resilience cannot be overestimated.

These challenges and opportunities have shaped our response to this tender proposal:

¹ [Theatre audiences slower to return to pre-pandemic levels than film \(thestage.co.uk\); Summer 2023 | The Audience Agency.](#)

¹¹ ['It's really desperate': cost of living crisis spells bleak times for British arts venues | Arts funding | The Guardian](#)

- A realistic approach to commercial income generation from a borough with high levels of poverty and traditionally low levels of cultural engagement in a time of economic crisis
- A determination to keep cultural and creative activity accessible to the borough's communities, particularly those here in Edmonton
- A commitment to high quality activity that excites and inspires
- Prioritising opportunities for children and young people
- Creating opportunities for the community to connect
- Making employment within the creative industries visible to local residents
- Increasing the social impact of the site to support the regeneration of a fairer Enfield.

4. Our proposal

4.1 Overview

For a decade and a half, we have been deeply embedded in Enfield, understanding the profound social and economic challenges that mark its landscape. Our insights, drawn from our longstanding presence, have empowered us to shape our work to address the issues but also to ensure that community members stand as the driving force in everything we do.

Our proposal is to build on our current operation at Millfield House and Theatre to create a single 'Millfield' in which house, theatre, library and park work together delivering a dynamic mix of performances, events, workshops, classes and community activity. Millfield will be financially sustainable and leverage the property asset to deliver social impact in line with need in the borough and LBE's aims. Our business model has three pillars:

- The **single-management approach** naturally delivers economies of scale whilst creating opportunity for additional activity through flexible and responsive programming.
- **Commercial activity** such as popular music events, spin classes, corporate and venue hires will **subsidise and enable** us to continue to build the extraordinary programme of **community activity** for which Millfield is becoming known, including a mentoring scheme, author event programme and talent development workshop.
- **Grant funding** (for which PPA is eligible in a way that LBE is not), **sponsorships, partnerships, student work placements and a volunteering scheme** will also enable delivery whilst remaining economically viable.

Our approach to successful delivery in each of these three areas is laid out below.

4.2 Single-management approach

PPA propose to programme and manage Millfield as a single site, encompassing theatre, library, park and house. We propose that our existing company, Platinum Performing Arts – an educational, not-for-profit company – will extend its remit to run all aspects of Millfield as well as the existing school, college and community activities. This enables a strong single vision to drive delivery and attract funders and supporters, economies of scale in staffing and resourcing, and inbuilt flexibility that enables us to respond quickly to change and to opportunity.

- PPA already employ staff dedicated to community engagement (1.5FTE), mentorship (3), administration (2) and a fundraising consultant
- Directors Nina Lewis-Hart and Roy Hart have acquired skills and expertise in theatre programming and operations through the past two-year pilot phase at Millfield and the support of peers such as Harlow Playhouse (Essex) and The Woodville (Gravesend). They have capacity, with the established team at PPA behind them, to lead the full Millfield operation
- The site staffing model has already been streamlined since PPA took over site operations, with significant reduction in overheads that will be further reduced by shift to an independent operation with overheads lower than those of a local authority
- Millfield staff are currently employed via Matrix in line with Council requirements; the new structure will remove the surcharges associated with this employment model
- When a show cancels, PPA can fill in the timetable with alternative activity like karaoke in the bar: this has grown in 18 months from c45 attendees to over 150, an easy to deliver event that boosts both bar takings and community well-being
- PPA shows – including the professional Christmas pantomime – deliver sell-out audiences and high returns; these revenues will now be solely delivered to PPA rather than split between Platinum and LBE
- PPA college students are keen to gain real experience in the arts business; work experience front of house, on bar and in stage management is highly valued by them and they provide a high quality, flexible back up team to ensure PPA can staff up or down according to the needs of the events

- This flexible staffing approach common in cultural businesses, whilst meeting best employment practices including London Living Wage, has enabled us to change the rota system for bar staff to respond to customer demand – doubling the average bar take in two years
- Our council-supported ‘Winter Wonderland’ event (December 2022) used the combined spaces of the house, theatre and park to enable an audience of thousands to enjoy a Hyde-Park quality festive experience
- We will be able to extend this one-site ethos to include the library, in which we plan to host regular author events and children’s workshops

In addition to the existing PPA team, our anticipated staffing model is laid out below:

Years 1 - 3	Years 4 – 6	Years 7 +
1 x facilities manager 1 x marketing manager 0.5 x technical manager 2 x duty manager 2 x box office supervisors 1 x administrator 3 x bar staff 4 x cleaners (TUPE’d from LBE) Volunteer ushers Programming and management: Nina Lewis-Hart and Roy Hart, in kind Fundraising consultant, ad hoc Freelance techs as required Annual staffing cost £475k	1 x facilities manager 1 x marketing manager 0.5 x technical manager 2 x duty manager 2 x box office supervisors 1 x administrator 3 x bar staff 4 x cleaners Volunteer ushers Management – Nina Lewis-Hart and Roy Hart, in kind Freelance techs as required 0.5 x development manager 1 x programme manager 0.5 x library and programme manager 0.5 x tech assistant Annual staffing cost £550k	1 x facilities manager 1 x marketing manager 1 x technical manager 2 x duty manager 2 x box office supervisors 1 x administrator 4 x bar staff 4 x cleaners Volunteer ushers Management – Nina Lewis-Hart and Roy Hart, in kind Freelance techs as required 1 x development manager 1 x programme manager 1 x library and programme manager 1 x tech assistant Annual staffing cost £625k

4.3 Commercial activity subsidises and enables community programming

At the point at which PPA became involved in running Millfield, the operation was in trouble. Irregular and inconsistent programming delivered without sufficient community input had led to falling audiences; hires from private producers were falling; even pantomime sales were down. Expensive paper-based marketing was failing to reach customers. The four year budget position prior to PPA's involvement in Millfield site delivery was as follows:

	2016-17	2017-18	2018-19	2019-20
Ticket sales	£756,363	£757,804	£626,946	£528,949
Hire of premises	£158,779	£197,134	£164,687	£211,569
F&B sales	£106,213	£137,918	£121,871	£109,331
Income total	£1,253,480	£1,293,119	£1,092,621	£929,069
Council subsidy	£355,960	£302,035	£350,852	£373,695

Since taking over programming and managing the site on behalf of LBE, PPA have created a regular programme that builds on successes and better reflects our audiences. We've introduced a successful strand of family programming, introduced new crowd-pleasers to bring the community together like 'Strictly Come Millfield' and both Greek and Turkish Arts Festivals, and quietly dropped expensive and unpopular bookings that attracted neither audiences nor income. We dropped the out-dated paper brochure and focused instead on posters in local shops and digital marketing, with a regular weekly e-newsletter going out to over 20,000 subscribers and a social media base that grew organically by 154% in the first six months. Better programming, marketing and regular shows have delivered incontrovertible success:

2020	2021	2022	2023 (year to date - 9 months only)
LBE management	LBE management to August; PPA management Sept onwards	PPA management	PPA management
260 shows	235 shows	340 shows	119 shows
Gross ticket sales £200,539.59	Gross ticket sales £227,378.26	Gross ticket sales £535,547.18	Gross ticket sales ytd (NOT INCLUDING PANTOMIME) £264,019.18

The graph for delivery and revenue is clearly upwards, in excess of what can be expected post-pandemic.

In addition, our support for community programming has grown. A full list of activity is included in Appendix 1 but since July 2021, we have hired spaces within the site to 27 different regular community users, have directly delivered 21 different community-centred performances from a Black History Month Brunch to Platinum Tales to Dream, Believe, Succeed film screenings and have programmed 66 externally-produced community-centred shows. Critically, Millfield has also hosted a number of important LBE-lead and other civic events including Black History Month celebration, the coming together in the wake of knife violence with LBE, GLA and local charities, International Women's Day and Enfield's Afro Caribbean's Society's Windrush Celebration that are an important part of the site's identity.

We know that for Millfield to be a success it needs this rich mix of culture and community to thrive, offering something to the widest possible range of community members and attracting audiences from across North and East London and the surrounding counties to our commercial shows (as per current postcode analysis of spectrix sales). To maintain and grow these audiences, we will invest in:

- A standalone box office and CRM system, separating from the LBE Spectrix account
- A dedicated and up-to-date website
- A full-time marketing manager post to ensure we are reaching out and sharing the excitement of everything happening at Millfield
- A growing programme of author events and family workshops that raise the profile of the library and help bring more of the community to this precious resource

With the growth in ticket sales and doubling of bar revenues, we are confident that we can continue to make this mix work and generate the revenues required to support Millfield as a cultural and community hub despite the challenge of maintaining accessible pricing.

"Dear Millfield Theatre,

I wanted to send a note to share how impressive I've found the customer experience. From booking tickets and getting really good guidance on which seats to book (the group I booked for have some access needs) through the box office team printing tickets tonight, the stellar bar team who have been genuinely lovely and the excellent management – you have something very special here. Thank you.

Please feel free to quote this customer feedback or to get in contact if I can add more detail.

Wishing you well,

Christine

*Christine Major
CEO – GLUU"*

4.4 Grant funding, sponsorships, partnerships, internships and a volunteering scheme

As a not-for-profit, privately run organisation PPA has the potential to support its business activities in a wider range of ways than a council. We have a great track record already of bringing in grant funding, sponsorships and partnerships with local businesses and organisations, and with getting people to join in with our activities in order to learn and connect, whilst helping us deliver more for the community.

We are already supported by 16 volunteers who act as ushers for shows in exchange for tickets and as a busy college and arts centre have a fabulous mix of training and opportunities that we aspire to turn into a range of internship opportunities as we grow.

We have received funding from a range of community funders and are in talks with Arts Council England and the National Lottery Heritage Fund about supporting projects and on-going activity here at Millfield. Grant-funded cultural activity is vital to keep the programme vibrant with the ability to try new things on a non-commercial basis and reach out to new audiences with relevant opportunities to enjoy and take part. It is also the only way in which arts organisations can fund essential infrastructure development such as building upgrades and greening technologies. At present we have an ad hoc arrangement with a regular fundraising consultant; we anticipate making this a full-time role in year 4 of operation to seek out and manage grants and sponsorships.

Delivering a new and improved library for the site is a key ambition for this strand of our business plan. We agreed with your highlighting of the need to improve library accessibility by positioning this within the site and will work closely with LBE to agree the best route. We have identified three possible options – a new entry route into the current space, a purpose-built container-based space within the smaller carpark or (preferred) transforming an underused space at the front of the theatre. We propose to collaborate with LBE on a more thorough options appraisal taking into account requirements for physical and perceptual access, shelf space, activity space, computing facilities and security and apply for funding to deliver via the Arts Council's next Library Improvement Fund³, expected spring 2025. In the interim, we will continue to improve access to the current space via a programme of exhibitions, curated book displays and ad hoc events that highlight the space and encourage more users and capital investment in some improved signage and pavement trail across the site that makes the library offer more visible from the street onwards across the site.

The following is an indicative programme of non-revenue funded activity that we envisage will be required to support Millfield in the first five years:

2023-24	<ul style="list-style-type: none"> £80k National Lottery Heritage Fund bid for young people to lead exploration of the history of the Millfield site
2024-25	<ul style="list-style-type: none"> £350k bid to Paul Hamlyn for three year programme to grow the community-centred programming model at Millfield £25k bid to Arts Council England for dance programme bringing together young talent and community groups at Millfield Theatre £10k bid to LBE neighbourhood fund for a tea dance programme for

³ Information on the most recent funding round is here: [Libraries Improvement Fund \(LIF\) Round 3 | Arts Council England](#). Please note that only local authorities are eligible; we anticipate PPA would prepare a bid on behalf of LBE to benefit Millfield Library.

	Caribbean audiences in association with Afro-Caribbean Society
2025-26	<ul style="list-style-type: none"> • £200k bid to ACE Library Improvement Fund to develop new library space for Millfield Library • £120k bid to Esme Fairbairn for weekly children and families programme in the library, theatre and park spaces • £10k from Film London to develop a programme of independent film screenings for the local elder population from different communities
2026-27	<ul style="list-style-type: none"> • Seat sponsorship campaign asking local businesses to deliver £150k funding for new seating bank • £80k bid to Wolfson Foundation to support installation of solar panels and switch to LED lighting • £80k National Lottery Heritage Fund bid for an intergenerational community project exploring the different 'lost theatres' of Edmonton and the types of creative activity that went on in each • £35k bid to Arts Council England for a dance programme bringing together young talent, community groups and local primary schools at Millfield Theatre
2027-28	<ul style="list-style-type: none"> • £80k bid to Garfield Weston Foundation to support switch to air source heat pump from current boiler • £300k bid to Community Lottery to support creative well-being activities on site from parent and baby rhyme times to chair yoga to community painting classes • £75k bid to City Bridge Trust for positive activities programme lead by local community groups using arts to inspire positive change in their neighbourhoods

4.5 Governance

PPA is a not-for-profit registered company:

- Nina Lewis-Hart, Founder Director
- Marion Davidson, Director
- Roy Hart, Business & Operations Director
- Ayse Adil, Family Based Solutions
- Joe Lettieri, Family Based Solutions

To successfully deliver Millfield in a way that is financially responsible and accountable to the local community, we propose to create a wider advisory group to meet quarterly that reviews and monitors our activity and supports our connectivity across the borough. We would welcome discussion with LBE about suitable make-up of this committee but propose a group of 8 -10 including representation from local school, NHS, community groups, young people and creative sector.

We suggest a six monthly review process is instituted with LBE for first three years, falling to annual review thereafter in which health of the business and achievement on key social impact milestones is reviewed, and strategies are aligned. We anticipate presentation of our management accounts on an annual basis and public reporting of key metrics agreed with LBE to demonstrate the value delivered by the council-owned asset.

4.6 Financial assumptions

In preparing this proposal we have made the following assumptions:

- That the council is offering a full repair and insurance lease of the property requiring a cultural/community use for the site and maintenance of the library service
- That a building survey will be carried out prior to lease signature that demonstrates the buildings to be currently sound and safe for public use and identifying any major infrastructure works required within the next ten years
- That no significant repair work to infrastructure of the site (roof or walls) is required within the next ten years and that if any such is identified, LBE will enter into good faith negotiations with PPA regarding a joint approach to funding of repairs
- That all technical equipment currently at Millfield is retained by the site- with any items on loan to eg Forty Hall or DAC returned, with any existing maintenance contracts or warranties transferred to PPA as new site operator
- That Millfield House and its outbuildings are Grade II listed and require particular care in on-going maintenance that may exclude 'quick fix' options
- That the LBE parks team will continue to mow lawns, collect rubbish and manage the large trees in the public park, whilst PPA will manage the planted areas surrounding the House and Theatre
- The Millfield will no longer be part of the LBE cultural venues booking line or online ticketing but that LBE will work with PPA in good faith and in line with GDPR regulations to provide PPA with Millfield's historic customer data to enable it to continue to market the theatre to existing customers
- Excluding the above, that there will be no further LBE subsidy of the site
- That PPA will be free to manage Millfield as it sees fit in accordance with best industry practice and its extensive experience of working with the Enfield community but with a commitment to deliver cultural and community value to an agreed set of KPIs, including pricing restraint on tickets and provision of space for community users
- That a non-commercial offer including provision of cultural, community and library amenity will need to be supported by a focus on income generation through maximising use of space and ticket sales, with further support from grants providing audience development and community programming, including in the library
- That income generating activities will be required to generate sufficient surplus in order to fund necessary site maintenance to a good standard suitable for public use and PPA are free to exploit the site in whatever way they see fit, subject to standard licensing and approvals and alongside the social impact KPIs as above, to achieve the required income. This to include up to 6 park-wide events annually (eg Winter Wonderland, summer festival, community picnic concert) with no further charges for park usage (event licences to be obtained by PPA); ad hoc smaller events (eg student picnic lunches) to be free and unregulated as for any other park users. No further hires of the park space will be given by LBE but any potential collaborations for park usage may be discussed in good faith by both parties, with PPA receiving appropriate financial recompense with regard to their on-going stewardship of the site.
- That PPA will be responsible for all site staffing including sufficient staffing to maintain current opening hours in Millfield Library and taking on the 4 cleaners currently employed by LBE for Millfield cleaning, and that a welcoming and inclusive atmosphere will continue to be maintained with high standards of customer service

- That book stock and computer hardware and software will continue to be provided by LBE to enable the library to operate as part of the borough's library portfolio and provide appropriate service to library users, with free training provided by LBE sufficient to maintain PPA's ability to use and manage these systems on behalf of library users
- That community hires of Millfield spaces – including the current licence for the Over 50s forum for year-round use of a serviced office space within Millfield House – will be transferred to PPA direct, legal costs for this transfer if required to be borne by the Council
- That LBE will be responsible for its own legal costs with respect to this agreement, and that PPA will likewise bear its own costs

4.7 Our offer

PPA is prepared to offer Enfield Council that it will take on full management and maintenance of the Millfield site – house, theatre, library and park – as a cultural and community asset for the borough, in accordance with the assumptions outlined above.

We propose a 30 year term with annual service reviews and formal contract review points at 10 years, 20 years and 25 years.

For **years 1 – 10** we propose a peppercorn rent, equivalent in savings to the council of £597k pa plus inflation, to include:

- Maintenance of library service to current timetable with stock and software provisioned by LBE library services, estimated value £40k pa
- Collaboration with council on provisioning of the library within the site to improve accessibility, including raising the necessary funds for delivery within 4 years of contract signature, estimated value £180k
- Maintenance of accessibly-priced community spaces, including art room, office and workshop areas, with rental rates rising no higher than 2% above inflation annually, estimated value 40% of current annual income, i.e. £4k pa
- Delivery of inspiring, accessible and community-relevant mixed theatre programme that includes community programming alongside a broad mix professional performances, with a minimum of 200 performances per year, with ticket prices rising no more than 2% above inflation annually
- Maintenance of the Grade II listed Millfield House and listed buildings within its curtilage with respect to agreed procedures for maintenance of historic buildings, following guidance from suitable qualified heritage officers, estimated costs average £35k pa
- Maintenance of the grounds with exception of lawn mowing and large tree maintenance in the park area, and continuing existing public access arrangements including continuing to work with local police to ensure that the area is as safe as possible for all, estimated cost £95k pa
- Maintenance of the theatre buildings, furnishings, fittings and technical equipment to good standards, meeting all public safety requirements as a minimum, to ensure it can continue to serve as a professional theatre venue, estimated cost average £55k pa
- 1 free use of the theatre space 3.5 hours Mon-Thurs annually for Enfield Council (including box office and ushering, exclusive of tech team and publicity fees), value £1490 pa.

We suggest that PPA and LBE agree a simple KPI framework for annual reporting covering e.g. number of community performances, number and range of community space hires, average ticket price, number of library users and events and site improvements.

At **year 10**, we propose an open book review in which potential for the site to generate revenue that can be shared with LBE is jointly examined in the light of commercial and community performance, current cultural and economic context and requirements for major infrastructure repairs within next 10 year period.

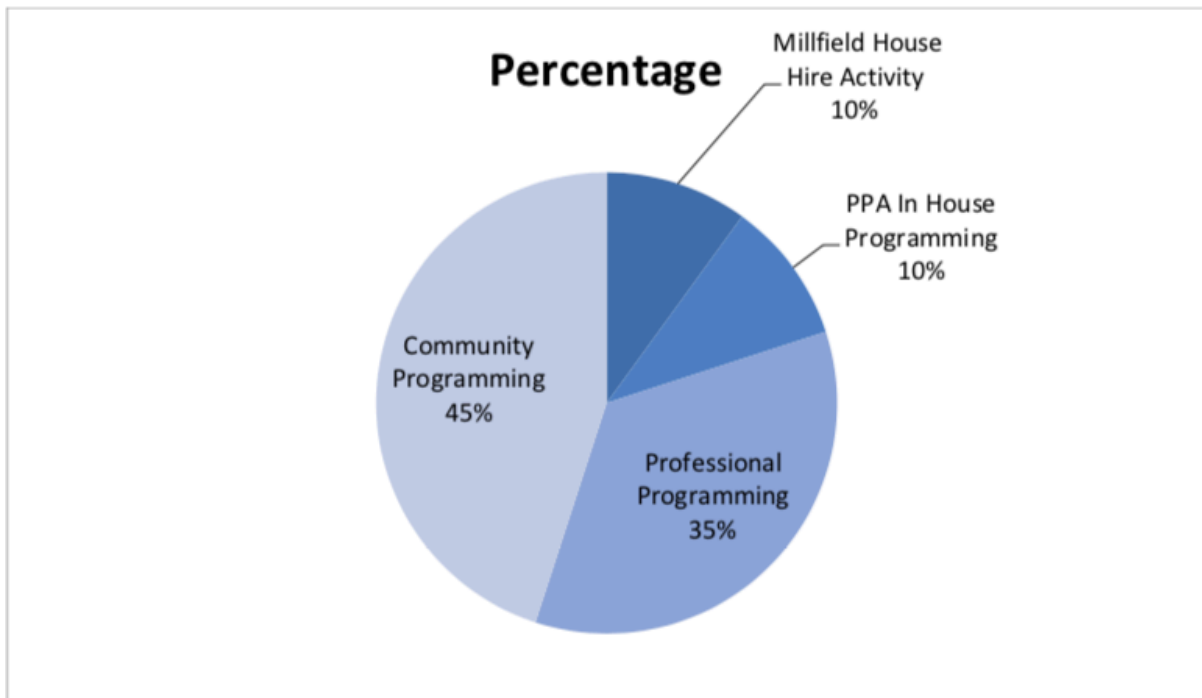
We propose this same review is carried out again in **year 20** and again in **year 25**, when an in good faith discussion regarding the future of the site at the end of the 30 year term is held and agreements reached on an appropriate maintenance, repair and replacement plan at this point. This offer is valid for 2 months from date of delivery to Enfield Council and subject to no significant information coming to light that would alter the financial assumptions on which this offer is made.

We very much look forward to discussing this with LBE further, and to carrying on the bright tradition of Millfield as a centre for arts and inspiration for all of Enfield.



Nina Lewis-Hart

Founder Director, Platinum Performing Arts



Appendix 1: 96 Professional & 82 Community Programming Activity at Millfield Theatre, July 2021 - October 2023

Production Title	Date(s)	Tickets Sold
An Audience With Stuart Lawrence – In partnership with PPA	Sep-21	156
Bohemians	Sep-21	75
Joe McElderry	Sep-21	110
Kemi from the block	Sep-21	230
Stars of Irish	Sep-21	347
The Only Way is Drag	Sep-21	104
Voodoo room	Sep-21	49
Coda	Oct-21	108
Enfield Caribbean Association	Oct-21	72
Noah's ark	Oct-21	347
Resistance comedy	Oct-21	45
Sleeping Beauty Orit Sutton	Oct-21	368
Some guys have all the luck	Oct-21	170
Stars from commitments	Oct-21	347
Talon	Oct-21	190
The Elvis years	Oct-21	253
Tina live	Oct-21	128
Unstoppable Fyah	Oct-21	57
Voices of Black folk	Oct-21	196
Jukebox & Bobbysox	Jan-22	147
Sleeping Beauty	Jan-22	1323
Alice In Wonderland	Feb-22	300
Beis Malka	Feb-22	360
Evolution of Dance	Feb-22	600
Legends of American Country	Feb-22	142
Refugee Workers	Feb-22	661
Shiras Devorah	Feb-22	362
Soul Train	Feb-22	270
Take The Stage	Feb-22	360
YMCA	Feb-22	437
Celine Dion	Mar-22	92
Dublin Legends	Mar-22	93
Enfield Dance Fest	Mar-22	1100
Ireland The Show	Mar-22	157
Janet Kay	Mar-22	325
Marx Dondu	Mar-22	26
Naturally 7	Mar-22	203
Stagecoach	Mar-22	790
Stem Sisters	Mar-22	275
Stepz Dance Academy	Mar-22	347
The Dirty Bastard	Mar-22	312
The Furys	Mar-22	183
Youth on The Move	Mar-22	360
All Floyd	Apr-22	119
ECA Windrush	Apr-22	354
My My Abba	Apr-22	266

Particle of Love	Apr-22	347
Storm The Stage	Apr-22	1074
The ELO Encounter	Apr-22	105
The Kilkenny's	Apr-22	70
White Yardie	Apr-22	360
Zaman SAVrururken	Apr-22	102
Day-Mer	May-22	349
Ghost Room	May-22	339
Jack Petchy	May-22	360
Legally Blonde	May-22	250
Mulberry School of Dance	May-22	694
Oluwa Toni	May-22	347
Spirit of Elvis	May-22	201
The London Dance Project	May-22	338
The Silence of Snow	May-22	321
Vestry School of Dance	May-22	1626
10 Years of Razz	Jun-22	269
ChickenShed	Jun-22	356
Dash	Jun-22	401
Mikal Aslan	Jun-22	347
Calling Planet Earth	Jul-22	354
Dwight School	Jul-22	362
Ghost of Chesterton	Jul-22	345
Jean Blake	Jul-22	146
London Dance Factory	Jul-22	362
Ministry of Science	Jul-22	399
Neil Sands	Jul-22	355
One Night only	Jul-22	314
Movie Night	Jul-22	549
Stagecoach	Jul-22	433
Streetz Ahead	Jul-22	346
Thrive	Jul-22	155
Woodside	Jul-22	321
Abba	Sep-22	187
All Floyd	Sep-22	305
Best of Fleetwood Mac	Sep-22	321
Mikail Aslan	Sep-22	360
Milkshake Live	Sep-22	568
Opera Boys	Sep-22	331
Rave On	Sep-22	138
Stars of Irish Country	Sep-22	132
The Groove	Sep-22	78
The History of Soul	Sep-22	310
The Lesson Icarus Theatre	Sep-22	347
Voodoo Room	Sep-22	64
Balikioglu Cabaret Theatre	Oct-22	360
Best of Queen	Oct-22	149
Candy Dance Stars	Oct-22	447
Chas & Dave	Oct-22	62
Coda – Tribute to Led Zeppelin	Oct-22	78
Come Mek We Larf	Oct-22	281
Diary of The ADHD Child	Oct-22	115

ECA	Oct-22	174
Fireman Sam	Oct-22	498
Fleetwood Mac	Oct-22	293
Foster & Allen	Oct-22	202
Londrali	Oct-22	219
Merrill	Oct-22	248
Michael English	Oct-22	321
The Elvis Years	Oct-22	295
The Greatest Love of All	Oct-22	139
Think Floyd	Oct-22	131
Dash	Nov-22	423
Bring Back The 60s	Nov-22	79
Hits of Motown	Nov-22	182
The Girl & The Flying Swan	Nov-22	321
Rapunzel	Jan-23	1469
Beis Malka Girls' School	Feb-23	347
Enfield Youth's Got Talent	Feb-23	360
Nexus Enfield / In Partnership with PPA	Feb-23	347
Set4Set In Partnership with PPA	Feb-23	340
Shiras Devorah High school	Feb-23	347
Some Guys Have all the Luck	Feb-23	231
Take The Stage	Feb-23	360
The Legends of American Country Show	Feb-23	150
Basile UK Tour	Mar-23	347
Bulgarian Traditional Concert	Mar-23	360
Chickenshed/ECP	Mar-23	360
Enfield Dance Festival	Mar-23	1041
Enfield Music Services	Mar-23	347
I Dance UK	Mar-23	360
Ireland The Show 3	Mar-23	297
International Women's Day / In Partnership with PPA	Mar-23	150
Itiraz formally known as LAFINI ESIRGEMEYENLER	Mar-23	347
Jack Petchy	Mar-23	360
Niki Urumov's show	Mar-23	360
Streetz Ahead	Mar-23	347
All Floyd	Apr-23	151
Cinderella The Ballet	Apr-23	265
High Jinx	Apr-23	98
Lipstick on Your Collar	Apr-23	161
The Bohemians	Apr-23	148
Zuhal Yidrim Gok Konseri	Apr-23	347
An evening of magic with Richard Jones	May-23	131
London Turkish Speakers Theatre – Supported by PPA	May-23	878
Endless Love	Jun-23	202
Make Believe Climb	Jun-23	347
Mr Cee	Jun-23	215
Pinocchio	Jun-23	109
The Greek Festival – In Partnership with PPA	Jun-23	357

/ LGR		
The Opera Boys	Jun-23	215
The Sound of Razz	Jun-23	301
Turkish SEND Talent Show	Jun-23	137
Vestry School of Dance	Jun-23	345
Gravity's Summer Showcase	Jul-23	636
London Dance Factory	Jul-23	612
Stagecoach	Jul-23	935
Star Rocker	Jul-23	299
Bye Bye Baby	Sep-23	140
Guess who'z Coming Fi Dinner	Sep-23	300
Philomena Begley In Concert	Sep-23	308
Rave On	Sep-23	146
The Ultimate Prince	Sep-23	139
King of Pop	Sept-23	341
Baga Chipz	Oct-23	102
Black Wall street	Oct-23	546
History of Soul	Oct-23	306
LDN Wrestling	Oct-23	195
The Diary of a Black Police Woman	Oct-23	172
The Elvis Years	Oct-23	274
The George Michael Legacy	Oct-23	159
The Song of Marvin Gaye	Oct-23	306
Totally Tina	Oct-23	227
Alikkonun Oglu Durmus Ve Gocamis Caher	Nov-23	360
Hits of Motown	Nov-23	268
Jukebox & Bobbysox	Nov-23	104
Londrali	Nov-23	362
Showstoppers	Nov-23	341
The Dirty Bastard	Nov-23	359

**Appendix 2: Community Programming Activity produced by PPA at Millfield Theatre,
July 2021 - October 2023**

Production Title	Date(s)	Tickets Sold
Platinum Trending	Jul-21	87 (Covid restrictions)
Platinum Reunited	Jul-21	692 (Covid restrictions)
Karaoke & Cocktails	Nov-21	20
Cinderella & Her Lost Prince Pantomime	Dec-21	8951
Winter Wonderland	Dec-21	2334
Dream Believe Succeed Screening	Jan-22	1212
Murder Mystery	Feb-22	83
Strictly Come Millfield	Mar-22	187
Alice & The Chocolate Factory	Apr-22	2151
Karaoke & Cocktails	May-22	60
Lights, Camera, Platinum	Jul-22	1148
Past, Present, Platinum	Jul-22	285
Karaoke & Cocktails	Jul-22	61
Millfield Celebration	Aug-22	60
Millfield Presents	Aug-22	188
Brunch	Sep-22	77
Brunch BHM Special	Oct-22	83
Karaoke & Cocktails	Nov-22	62
Snow White & The Seven Superheroes Pantomime	Dec-22	13,714
Karaoke	Feb-23	97
Strictly Come Millfield 2023	Mar-23	249
Icon	Jul-23	362
Karaoke	Jul-23	97
Platinum Tales	Jul-23	1185
Memory Lane	Sep-23	185
Karaoke	Sep-23	110
Past, Present, Future	Oct-23	145
Dance Awards	Nov-23	236

Appendix 4: Postcode district of theatre audience:

Postcode District	% Percentage
No Postcode	0.2
EN1	11.2%
EN2	9.2%
EN3	11.6%
EN4	2.3%
EN5	4%
EN8	3.7%
N9	12.4%
N13	5.5%
N14	6.7%
N17	3.6%
N18	17.8%
N21	5.4%
N22	4.1%
E4	2.9%
E17	1.4%

Postcode District	% Percentage
No Postcode	0.2
EN1	11.2%
EN2	9.2%
EN3	11.6%
EN4	2.3%
EN5	4%
EN8	3.7%
N9	12.4%
N13	5.5%
N14	6.7%
N17	3.6%
N18	17.8%
N21	5.4%
N22	4.1%
E4	2.9%
E17	1.4%

Appendix 2: Community Hires Activity within Millfield House, July 2021 - October 2023

Activity	Date(s)	Attendees
Camera Club	Jul 21-Sep 23	1236 Adults
NHS Meetings	Jul 21-Sep 23	3548 Adults
Belly Dancing	Jul 21-Sep 23	1826 Adults
Everyone Health	Oct 21-Oct 23	94 Adults
LBE Virtual School for LAC	Jun 22-July 22	36 Adults
Weir Hall Ratepayer	Jun 22-Jun 22	53 Adults
Mo Gilligan Interview	Aug 22-Aug 22	25 Adults
Nigeria Labour Party UK	Oct 22-Oct 22	66 Adults
Fit Jam (Dance Fitness Class)	Jul 21-Sep 23	728 Adults
Dream Believe Succeed Workshops	Jul 21-Sept 23	2860 CYP
Votel Venues	Jul 21-Sep 23	13 Adults
CYP Mentoring Group	Jul 21-Sep 23	1512 CYP
Community Funded Choir Project	Nov 22- Mar 23	828 CYP
Platinum School	Jul 21-Sep 23	25,500 CYP
Platinum Academy	Jul 21-Sep 23	2,184 YP
Platinum Academy Careers Fair	Jul 21-Sep 23	408 YP
KeeFit	Jan 21-Sep 23	764 Adults
Enfield Council HAF Camps	Jul 21-Sep 23	CYP
G&G Salsa	Apr 21-Sep 23	115 Adults
Move It Project	Jul 21-Sep 23	720 CYP
London Ambulance	Apr 23-May 23	258 Adults
Caribbean Association	Jun 23-Jun 23	110 Adults
P2MAC Screening Workshops	Jul 21-Sep 23	3,160 CYP
Dream Believe Succeed Camps	Jul 21-Nov 23	1500 CYP & 60 Adults
Doodle Design Workshops	Jul 21-Nov 23	260 CYP
Razamataz Dance School	Jul 21-Nov 23	35 CYP
Edmonton Conservative Association	Jul 21-Nov 23	252 Adults

Appendix 5: Platinum Performing Arts Management Accounts May 2022 – May 2023

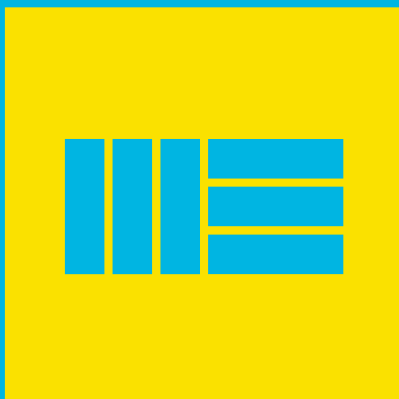
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MILLFIELD THEATRE

MARKETING & BEST CONSIDERATION REPORT

15 JANUARY 2024



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1. INTRODUCTION AND DESCRIPTION

INTRODUCTION

The Millfield Theatre site and its associated buildings provide a valuable community use. It is currently occupied by Platinum Performing Arts which runs a performing arts school but also supports the operation of the theatre for both production but also meetings and various other uses.

Montagu Evans has prior knowledge of the site having carried out an exercise during 2022 to review the site and its occupation in the context of the Council's financial constraints, assessing the costs and the opportunities for value extraction.

In September 2023, we were instructed to carry out a marketing exercise to test options for the site and understand what represented an appropriate market rent. As our previous work indicated, the challenge with theatres is the cost of operation meaning that few are able to carry a rent obligation. Those that have been marketed tend to be disposed of for redevelopment (which is challenging in this location) or to well-funded church organisations. Both outcomes tend to lead to a materially reduced or entirely removed theatre provision locally.

This report outlines the marketing exercise that was conducted, the responses received, and an assessment of the bids in the context of the Council's objective for the site to remain in community use and for any disposal to be via a leasehold arrangement.

DESCRIPTION

The Millfield Arts Centre ("Millfield" or the "Millfield Complex") comprises both the Millfield Theatre and Millfield House, as well as an ancillary workshop and storage building. The Millfield House is Grade II listed and includes the following uses:

- A community Library
- Office leased to Platinum Performing Arts
- Over 50s forum and space hire used mainly by Platinum and local arts groups

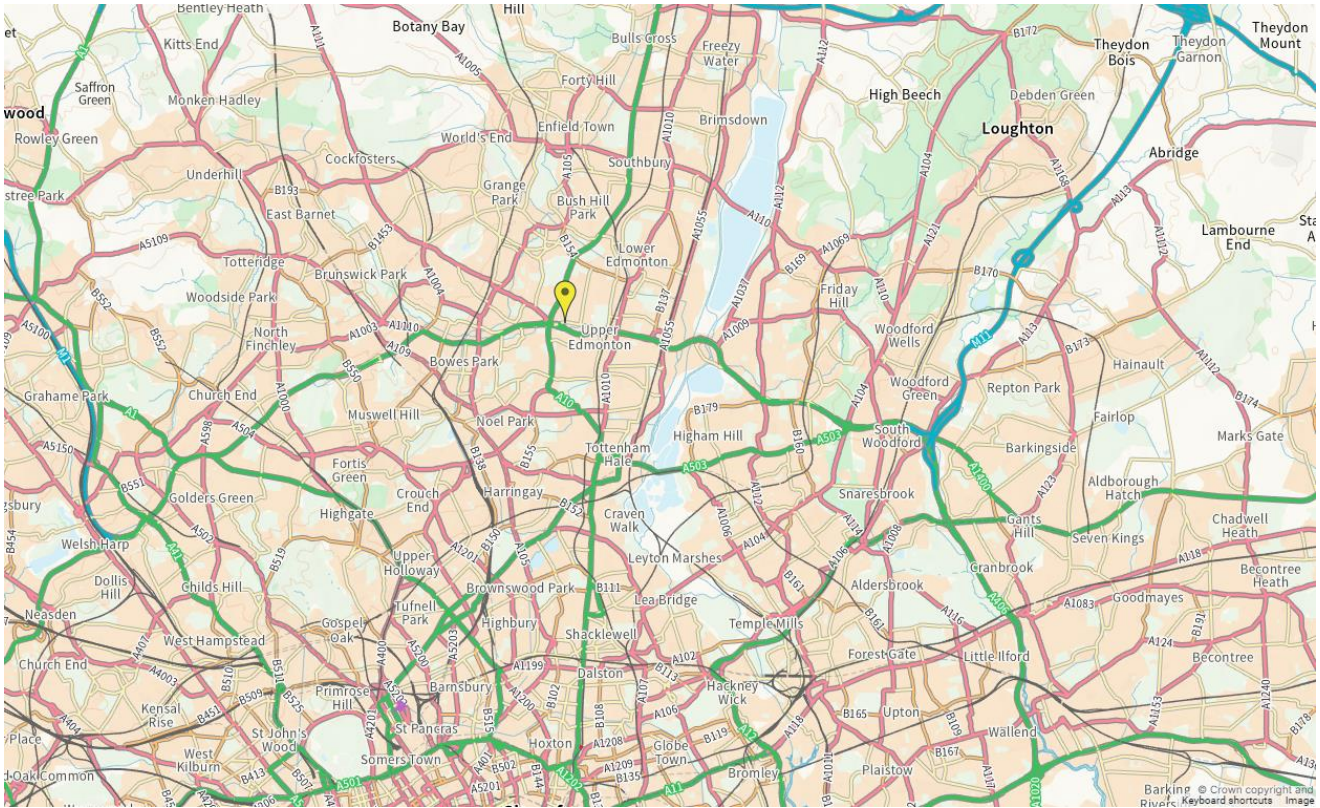
Millfield Theatre contains a 368-seat auditorium, bar, and backstage spaces. This premises was built in 1988. The Property hosts several music tribute acts, pantomimes, comedy clubs, and children's shows.

The Millfield Complex is to be leased for a 'community use' meaning that it is not available to parties wishing to redevelop the site or purchase the freehold. The total demised area includes Block A, B, C, and D.

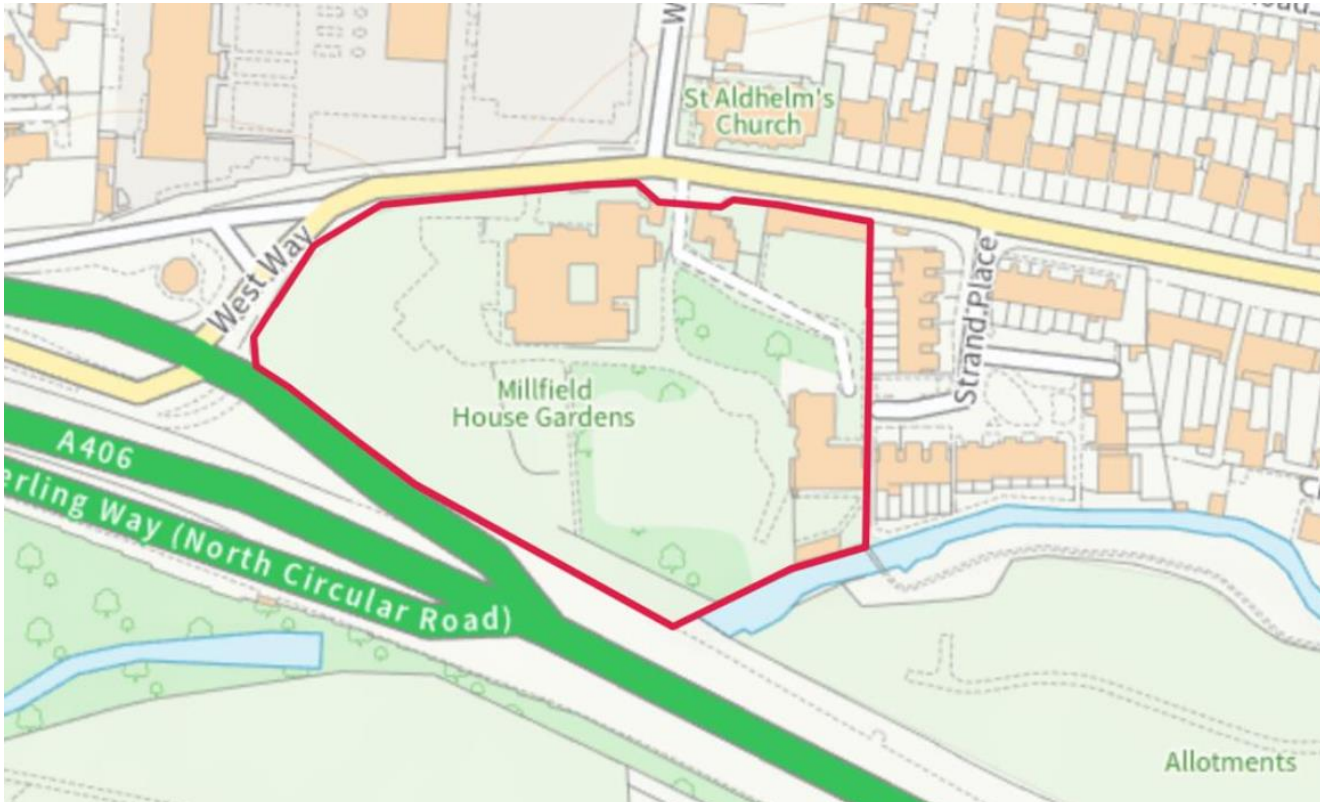
LOCATION

The Property is located on Silver Street in Edmonton, North London, within the Borough of Enfield. The complex is situated within close proximity to the Great Cambridge Junction, where the A406 intersects the A10. To the north of the site lies Aylward Academy, a mixed secondary school and sixth form. To the south lies Pymmes Brook and the A406. Silver Street Overground station lies c. 1km to the east, providing efficient services into London Liverpool Street. The surrounding area is otherwise residential in nature. Appendix 1 includes images of the site.

Location of the Millfield Complex, OS Map:



Site Plan:



2. MARKETING APPROACH

MARKETING

A brochure was created to showcase the best imagery and features that the Millfield Complex has to offer, notably the unique nature of the whole complex. In terms of marketing the site, in order to capture the widest and most diverse base of potential tenants, we uploaded the property onto the Montagu Evans website as well as the LB Enfield website. In addition, the particulars were uploaded onto Agents Society and LoopNet, both of which are portals for commercial property opportunities that captures a wide spread of interest.

Following the marketing campaign, we were able to shortlist the interest by requesting that parties provide us with their plan for their intended usage of the site should they occupy it. Those that did not meet the specific community usage values that were agreed objectives of the Council were disregarded, leaving the most viable parties left to commence with viewings.

The brochure included a scoring matrix in relation to the suitability of community use that would be achieved through any respective party's future occupation. In summary this comprised:

- 40% weight to rental offer
- 20% weight to business plan and financial standing
- 20% weight to experience and provision of cultural uses in Enfield
- 20% weight to plans for the library provision and cultural/community provision

Brochure details, including the scoring matrix can be found in Appendix 2.

INTEREST

Following marketing the property, we received a significant level of interest from varied parties. Those that engaged with the viewing process on the 24th November 2023 are listed as follows:

Name	Contact Details	Entity Name
Hasan Kartal	kartalhasan76@hotmail.com 07437707864	Saray Events Wedding venue operator
Paul Obaweki (Surveyor at Glanix Properties who is representing client)	Glanix Properties: hello@glanix.co.uk 07886254928	Winners Chapel International (Middlesex)
Jay Sharma (Surveyor)	jay.sharma@holintl.com 07956554449	The House of Levi (registered charity)

Cemal Sazdili	cemo67@hotmail.co.uk 07447948950	Gala Enterprise Ltd – Hazal Catering
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Platinum Performing Arts did not formally view given that they have been in occupation since 2008, but did engage with and support the process to enable other parties to view.

Name	Contact	Entity Name
Nina Lewis & Roy Hart	nina@platinumperformingarts.co.uk roy@platinumperformingarts.co.uk	Platinum Performing Arts

The parties were invited to submit their formal offers by no later than 4pm on Friday 1st December 2023.

3. ASSESSMENT OF OFFERS RECEIVED

Following marketing the property and conducting viewings with interested parties, we received four formal offers in writing. All offers received showed interest in occupying the entire property. From engagement with the shortlisted parties and the viewings, it was expected that five offers would be received. In the event, Jay Sharma, representing registered charity, The House of Levi, declined to bid.

Please see below a summary of submissions:

PLATINUM PERFORMING ARTS: ROY HART AND NINA LEWIS-HART

Platinum Performing Arts (PPA) presented the following offer:

- 30-year lease period
- Full repairing and insuring lease
- For years 1-10, a peppercorn rent
- Reviews at 10 years, 20 years, and 25 years.

PPA are offering to take a lease of 30 years, with reviews in years 10, 20 and 25. The first years 1-10, PPA propose a peppercorn rent, which they believe will total c. £600,000 worth of savings to the Council. Whereas we have not been provided with the Council's own accounts that might support this figure, our previous commission was provided with a figure of £345,000 per annum as an average subsidy that the Council is currently putting into the running of the theatre.

PPA is proposing that the lease be an effective full repairing and insuring lease of the whole site. This has the potential to significantly reduce the Council's liabilities and obligations at the site and, we understand, also has the benefit of enabling PPA to seek funding from donors and charitable partners that it is less able to under the current arrangements.

PPA proposes an open book approach to running of the site which will enable the Council to review progress as a going concern. The intent is for there to be a formal review of the operation at the tenth anniversary of the term which will serve to establish whether there is potential to generate and income surplus that could be put to rent. The precise mechanism for this needs to be resolved, but further reviews on the twentieth and twenty-fifth anniversaries provide the Council with both oversight of the operational performance and further opportunities to generate a rental income.

The site will be maintained as cultural and community asset in accordance with the Council's objective.

An extensive proposal was received which was well-considered, researched and produced, including provision of the latest income and expenditure accounts and balance sheet. The proposal illustrated how the Council's objectives in its scoring mechanism would be met, notwithstanding the rental offer was low. It is noted that the last two years of filed accounts show current assets between £200,000 and £358,000.

SARAY EVENT LTD: HASAN KARTAL

Hasan Kartal of Saray Events submitted the following offer:

- 30-year lease period
- £150,000 per annum
- 6 months' rent-free period

During the 6 months' rent free timeframe, Hasan indicates his intention to update/renovate the property to a high standard so that he can accommodate future wedding guests at the Millfield Centre. Hasan has 3-4 years of experience operating Saray Events and is wishing to expand his geographical spread of events spaces. He intends to use the Millfield Complex for meetings, dancing/music events, weddings alongside birthday celebrations, and charity events.

The bidder has a reasonably well established venue in Waltham Cross, called Palace Banqueting (<https://palacebanqueting.co.uk>). However, the proposal was for a company of which Mr Kartal is director, Saray Event Ltd which, according to Companies House, appears dormant and with very little share capital. In addition, the proposal did not address any of the objectives required for scoring save for the rental offer. This raises concerns about the proposing entity.

GALA ENTERPRISE/HAZAL CATERING: CEMAL SAZDILI

Cemal Sazdili of Gala Enterprise Ltd – Hazal Catering – presented the following:

- 20 year lease period
- £10 per square foot, equating to c. £335,360 per annum
- No mention of any rent-free period

Gala Enterprise Limited - Hazel Catering, has been in the events industry for 25 years and has established itself within the Enfield community, working with ethnic minorities including Turkish, Kurdish, African, Somalian, Afghan, Iranian, Greek, and other minority ethnic backgrounds. They are confident in their ability to transform The Millfield Complex into a thriving community hub and events space, with the addition of a toy library to complement the existing library. The company are responsible for c. 250 weddings/venues per annum.

In terms of renovation, Cemal's intention is to turn the theatre space into a hall and carry out internal works on the space and workshop. They wish to work closely with Enfield Council during this process.

Gala Enterprise appears to be a micro company with company assets of between £52,000 and £61,000 over the most recent years of filed accounts. It is the only company that Mr Sazdili is a director of.

STREAMS OF JOY LONDON: PAUL OBAWEKI

On behalf of his client Streams of Joy London Limited, Paul submitted the following offer:

- 30 year lease period
- £250,000 per annum
- 1 month rent in advance.
- 3 months deposit.
- 3 months rent free.

Paul states that Streams of Joy London Limited will use "the facility for several community services". However they did not provide any details as to how they will fulfil this. Furthermore, the potential tenant proposes no changes will be made to the library, so that it will continue to be used for community use.

From our initial due diligence we note that Streams of Joy London Limited is a newly incorporated company and as such has no filing history. In addition, the sole director of that company also has two further directorships of newly

created companies, again with no filing history and very limited published data. This risks presenting compliance problems to both Montagu Evans and the Council.

The offer was very brief and very informal, providing very limited useful data and making it very difficult to score in the context of the objectives set by the Council.

4. RECOMMENDATION

OVERVIEW

Overall, market interest in the site was positive. The bids received suggested that there is appetite for taking on large spaces from various enterprises. The majority of offers accorded with the 30 year lease term that the Council was prepared to offer. There was a clear bifurcation in offers between those which leaned heavily on the rental offer and one which responded to the Council's wider objectives of seeking a suitably experienced and qualified community user. Similarly, there was a material difference in the quality of responses, with only one offer responding with a clear plan and

Working with the Council to assess the responses, the offers from Streams of Joy, Gala Enterprise, and Hasan Kartal were felt to fall short of the required outcomes due to:

- Lack of supporting evidence over how they would fulfil the community benefit criteria as set out by the Council.
- Lack of clarity over how they were going to make use of all buildings on site.
- Questionable community intentions, leading Montagu Evans to believe that some parties were enquiring solely on the basis for their own commercial gain, with little regard for the local community.
- Limited transparency on capacity to meet the stated financial commitments proposed.

The Platinum Performing Arts (PPA) offer was the weakest in financial terms, albeit the rationale for the position was clear. The offer was very well researched and constructed and offered the opportunity for rent to be paid in the future subject to an established trading period. The offer was also very strong on delivering the community-led objectives of the Council.

RECOMMENDATION

On balance the offer that best accords with the Council's objectives is that from Platinum Performing Arts. Although it is the lowest financial offer, in our opinion, it also represents the lowest risk. This is particularly important in the context of the buildings being aged and the Council seeking to defray its liabilities. In addition, it retains the community uses as required and PPA is a known quantity insofar as they know the demands of the community and of the building. In addition, the potential for them to access external funding is positive and may help with future capital plans at the property. The provision for reviews at the tenth, twentieth and twenty fifth may provide scope for the Council to derive an income in the future, whilst also providing transparency over the operations on the site.

Whereas the other offers received were financially higher, the lack of due diligence from the parties and the associated risk from the sources of finance raises some concerns, particularly in the context of both the lack of community offering and the proposals from some to close the theatre, which illustrates a potential over-optimism in relation to the change of use.

Overall, we are satisfied that, in the circumstances and in the context of the clear objectives set by the Council, that the proposal from Platinum Performing Arts represents best consideration.

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 Email: kevin.white@montagu-evans.co.uk

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SENIOR SURVEYOR
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 Mobile: 07818 538 230
 Email: will.fennell@montagu-evans.co.uk

APPENDICES

APPENDIX 1: GALLERY



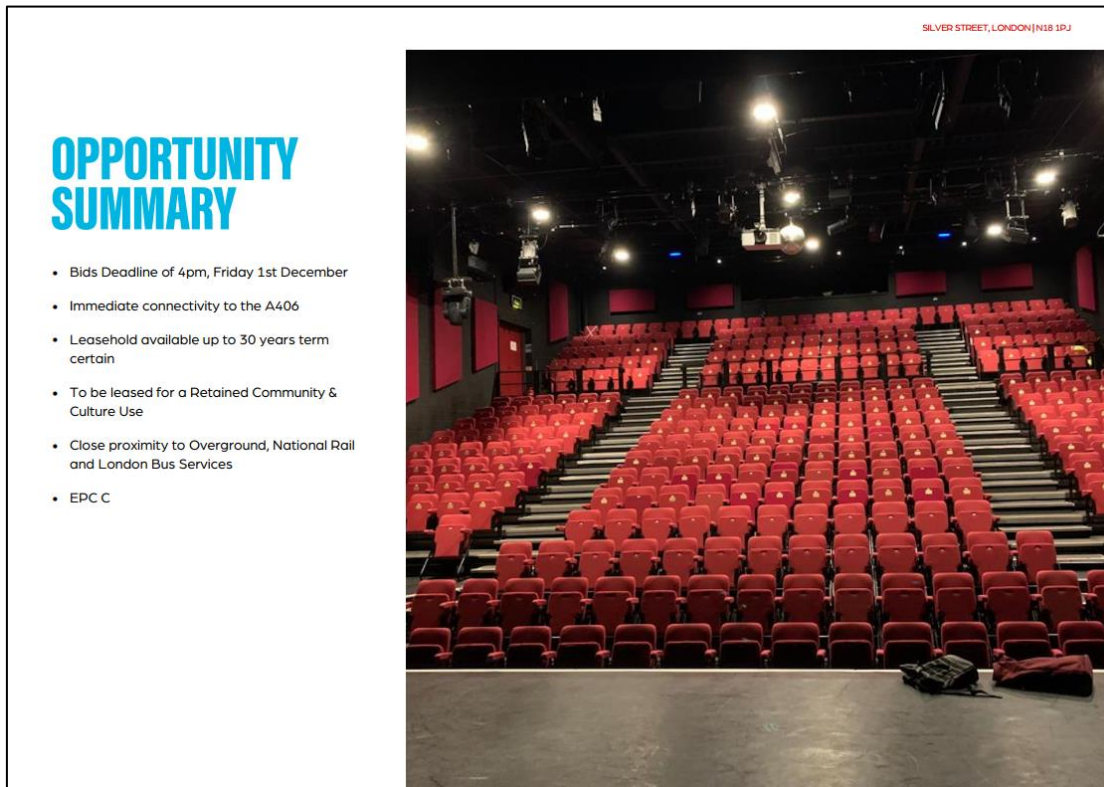
APPENDIX 2: BROCHURE



TO LET
33,536 SQ FT

33,536 SQ FT THEATRE AND
GRADE II* LISTED HOUSE
COMPLEX, ON A SELF
CONTAINED PLOT IN ENFIELD

**SILVER STREET,
LONDON, N18 1PJ**



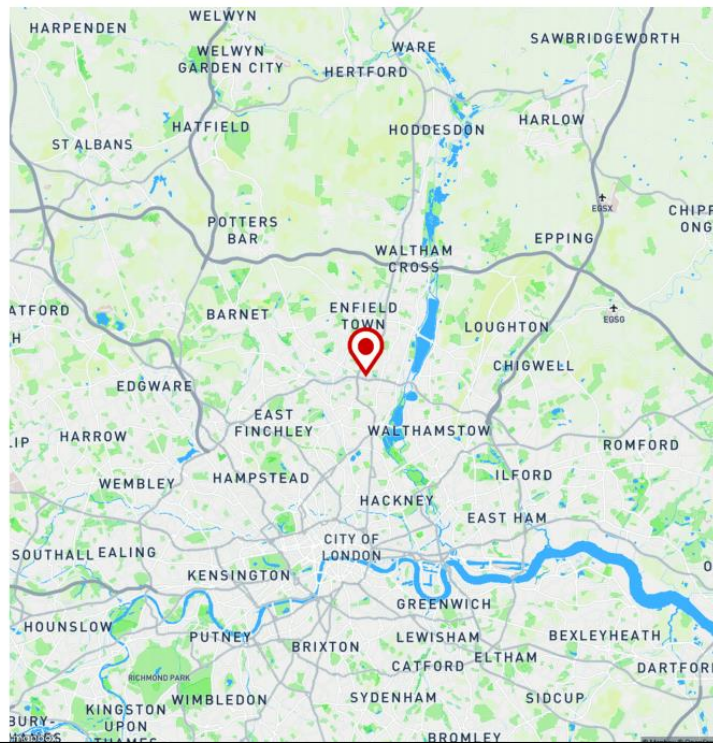
SILVER STREET, LONDON | N18 1PJ

OPPORTUNITY SUMMARY

- Bids Deadline of 4pm, Friday 1st December
- Immediate connectivity to the A406
- Leasehold available up to 30 years term certain
- To be leased for a Retained Community & Culture Use
- Close proximity to Overground, National Rail and London Bus Services
- EPCC

LOCATION

The Property is located within the town of Edmonton in North London. More specifically, the Property is situated on Silver Street and close to the junction of West Way. To the north of the site lies Aylward Academy, a mixed secondary school and sixth form. To the south lies Pymmes Brook and the A406. To the west of the site lies a public highway and east, private residential accommodation. The property is served by a multitude of local busses (34, 102, 144, 456 and W6). Silver Street Overground station is 1.10km to the east of the Site, which provides regular services to London Liverpool Street and Cheshunt.



DESCRIPTION

The Millfield Arts Centre ("Millfield" or the "Millfield Complex") comprises both the Millfield Theatre and Millfield House, as well as ancillary workshops. The Grade II* listed Millfield House, includes the following uses;

- A community library*
- Office leased to Platinum Arts Academy
- Performance arts school
- Over 50s Forum and space hire (including art room with working kiln) used chiefly by Platinum and local community arts groups.

Millfield Theatre, built in 1988 houses a 368 seat auditorium, bar and backstage spaces.

The property hosts a number of music tribute acts and original performers, pantomime, comedy, wrestling, children's shows, popular and arts theatre. The property is to be leased for a 'community & cultural use' and is not available for redevelopment or freehold disposal. There is a small, on site library which must be retained throughout the leasehold term.

The demised area includes Block A, Block B, Block C and Block D, plans for which can be found appended to this brochure.

The demised area shall include Blocks A-D, but not the connecting parkland.

*the perspective bidder is to indicate how they will look to improve and promote access to the community library, including its location within the complex.



SILVER STREET, LONDON | N16 1PJ

FURTHER INFORMATION

TERMS

Access to park land to be maintained, albeit shall not be included in the demised area.

Bidders will need to know that their names and a high level bid summary will be published as part of consultation if a change of use is proposed.

Bids should detail how the evaluation criteria will be met – making reference to the scoring guidance, which is summarised below (full matrix available upon request);

- Rental offer (40%)
- Proposal, Business Plan & Financial Standing (20%)
- Experience in proposed use and providing cultural/community services within Enfield (20%)
- Cultural/community proposal and improved library accessibility proposal (20%)
- If consultation is required, it won't directly feed into the scoring but the consultation feedback will be considered whilst bids are scored.

If a change of use is not proposed, then the following evaluation weighting will be applied: (ie consultation not required)

- Rental offer (40%)
- Proposal, Business Plan & Financial Standing (20%)
- Experience in proposed use including providing cultural/community focused services within Enfield (20%)
- Cultural/community proposal and improved library accessibility proposal (20%)

OFFERS INVITED ON THE FOLLOWING BASIS:

Full repairing and insuring lease for a term of up to 30 years term certain, with 5 year development breaks there after.

Lease to include the entire estate (not including Caretaker's House).

Obligation for Leaseholder to operate a small community library in situ.

Bidders to note that there are 4 maintenance staff on the site that may be subject to TUPE.



ACCOMMODATION

The accommodation comprises the following areas:

NAME	SQ FT	SQ M	AVAILABILITY
Building - Millfield Theatre and House	33,365	3,099.71	Available
TOTAL	33,365	3,099.71	

TENURE

New Lease

VIEWINGS

Please contact Montagu Evans to arrange access.

DATA ROOM

All relevant documentation is available upon request

SILVER STREET, LONDON | N16 1PJ

ENQUIRIES

For further information please contact:



WILL FENNELL

M: 07818 538230

E: will.fennell@montagu-evans.co.uk

JUSTIN PARKER

M: 07721 822 003

E: justin.parker@montagu-evans.co.uk

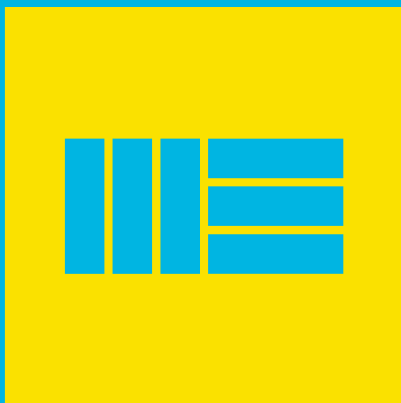
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D) Unless otherwise stated, all prices and rents are quoted exclusive of VAT and intending purchasers or lessees must satisfy themselves independently as to the applicable VAT position.
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MONTAGU EVANS

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LONDON

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WE CONSIDER OUR CREDENTIALS, HOW WE HAVE STRUCTURED OUR BID AND OUR PROPOSED CHARGING RATES TO BE COMMERCIALY SENSITIVE INFORMATION.
WE REQUEST THAT THESE BE TREATED AS CONFIDENTIAL.

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

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

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



SECTION 1 – Equality Analysis Details

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

SECTION 2 – Summary of Proposal

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

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

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

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

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

SECTION 3 – Equality Analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (eg people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts, and, where possible, provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

Age

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

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

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

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

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

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

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

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

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

Mitigating actions to be taken

None

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include:

Physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

<p>Will the proposed change to service/policy/budget have a differential impact [positive or negative] on people with disabilities?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p> <p>The proposal will ensure the cultural venue, which provides facilities include:</p> <ul style="list-style-type: none"> • Wheelchair access • Blue Badge Parking • Guide Dog Entry • Essential Companion Access • Assisted Hearing Facilities <p>Will remain accessible and focused on all members of the community – including all protected groups, will be retained within Haselbury ward.</p> <p>Mitigating actions to be taken</p> <p>None</p>

<p>Gender Reassignment</p> <p>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.</p> <p>Will this change to service/policy/budget have a differential impact [positive or negative] on transgender people?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p> <p>The proposal will ensure the cultural venue, which is accessible and focused on all members of the community – including all protected groups, will be retained within Haselbury ward.</p> <p>Mitigating actions to be taken</p> <p>None</p>
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<p>Marriage and Civil Partnership</p> <p>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.</p> <p>Will this change to service/policy/budget have a differential impact [positive or negative] on people in a marriage or civil partnership?</p> <p>Please provide evidence to explain why this group may be particularly affected</p> <p>The proposal will ensure the cultural venue, which is accessible and focused on all</p>
--

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

Mitigating actions to be taken

None

Pregnancy and maternity

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

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

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

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

Mitigating actions to be taken

None

Race

This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

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

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

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

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

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

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

Mitigating actions to be taken

None

Religion and belief

Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.

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

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

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

Mitigating actions to be taken

Sex

Sex refers to whether you are a man or woman.

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

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

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

within Haselbury ward.

Mitigating actions to be taken

No action to be taken

Sexual Orientation

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

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

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

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

Mitigating actions to be taken

Socio-economic deprivation

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

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

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

The proposal will provide important accessible vocational training for residents,

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

Mitigating actions to be taken.

None

SECTION 4 – Monitoring and Review

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

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

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

SECTION 5 – Action Plan for Mitigating Actions.

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

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London Borough of Enfield

Title of Report:	Key Decision to deliver a Mental Health Hub at Park Avenue
Report to:	Cllr Alev Cazimoglu, Cabinet Member for Health & Social Care
Date of Meeting:	Cabinet meeting 13 March 2024
Directors:	Tony Theodoulou – Executive Director People Department Doug Wilson – Director of Health and Adult Social Care
Report Author:	Stephanie van den Broek stephanie.vandenbroek@enfield.gov.uk
Ward(s) affected:	All Wards
Key Decision Number	KD 5590
Classification:	Part 1 & 2
Reason for exemption	Para 3

Purpose of Report

1. Report to approve the delivery of a Mental Health Hub at Park Avenue, the Hub will be bringing together teams currently working across two sites and improve the offer for service users and residents.

Recommendations

1. Agree to create a Mental Health Hub at Park Avenue bringing together teams currently working across two sites and improve the offer to service users and residents.
2. Approve the overall budget of £3.387m to deliver a new Mental Health Hub, (funded by £3.25m Better Care Fund, £60k CCP contribution, £77k Section 106 Grant). The total budget consists of £2.86m Capital and £0.53m Revenue.
3. Approve the addition of £2.86m to the approved Capital programme.
4. Note that £0.2m of this will be used for the relocation of the Resource Centre from Park Avenue to another appropriate site. This project will be managed via Accommodation Board.
5. Note that co-location of these services will also give the Council vacant possession of 58-60 Silver Street, enabling its disposal, letting, redevelopment or re-purposing.
6. Delegated authority to the Director of Property to procure, award and enter into contract with the relevant suppliers to support delivery of the project.

Background and Options

2. This report succeeds KD 5280 'Build the Change Programme (PL 20/114 C)' from 21st April 2021, which tabled a proposal for the principle of the development of a Mental Health Hub, enabling staff from the Integrated Mental Health Service (currently delivering frontline services from 2 separate locations at 58-60 Silver Street and Park Avenue Resource Centre) to be brought together in a single location to deliver a re-provisioned community hub service.
3. In gaining approval to provide a new Mental Health Hub, the Council will ensure an easy point of access for any person who has care and support needs for their mental health, and any person who cares for someone with mental health needs.
4. It is proposed that the Mental Health Hub will provide community-based specialist mental health services, a community café for out of hours crisis support, along with a service helping individuals maintain and improve their long-term health conditions.

5. These additional services will provide low-level step-down support, assist in preventing social isolation and aim to reduce escalation of an individual's mental and physical health conditions. The need to provide support for long term physical health conditions and in-particular for those mental health needs, is a well referenced approach.
6. The importance of supporting independence is embedded within the overarching vision for Adult Social Care: This aims to deliver good quality, safe, joined up and personalised health and social care services, that support independence, choice, and control, and meet the needs of individuals and their carers at the right time and in the best place. The focus is on prevention, but when care and support is needed; strive to provide this in a community setting wherever possible.

Improve opportunities for early intervention through the delivery of Mental Health and Wellbeing Hub.

- Improve access to high quality counselling support services including services for seldom heard populations living in Enfield.
 - Increase community rehabilitation options for people with complex mental health needs.
 - Support people with mental health support needs into training, development, and employment.
 - Work with service users and their families to identify the causes for higher levels of BAME community in MH (Mental Health) and collaboratively identify solutions for mental wellbeing and safety.
7. In line with the Council Plan the proposal is aimed at reducing social isolation and improve mental health by making every contact count, increasing the use of social prescribing and developing inclusive community spaces and services.
 8. The proposal will facilitate the closing of 58-60 Silver Street, which offers poor accommodation for staff and is not large enough to co-locate all services in scope of the hub. The closure of this site will also enable other options for the property such as sale, redevelopment, letting or repurposing.
 9. Three options were considered:
 - Do minimum – backlog maintenance of 58-60 Silver Street and Park Avenue Resource Centre. Now that 58-60 Silver Street will be redeveloped, repurposed, let or disposed of, and Park Avenue completely remodelled these proposals have fallen away.
 - Refurbish Park Avenue – complete refurbishment of Park Avenue location. This is the preferred option; we have scaled down the refurbishments to the minimum requirements to accommodate the Budget.
 - Redevelop new site (Enfield Police Station). It was not possible to acquire this site for development, and so this option has fallen away

10. The consolidated Mental Health Hub at Park Avenue is the option which has been developed.

Preferred Option and Reasons for Preferred Option

11. This option is mainly funded from the better care funds with additional funds from Section 106 and Corporate Condition Programme (CCP) contribution.
12. This option allows the Council to further modernise and streamline its property estate, enabling it to operate from fewer but better equipped buildings which are designed to meet the needs of residents, services, and staff.
13. The consolidation of the Mental Health services at the Park Avenue Hub will facilitate the redevelopment, repurposing, letting or disposal of 58-60 Silver Street.
14. A dependency of this option is that the Resource Centre, that currently occupies Park Avenue ground floor needs to move out before construction can start. Within the budget we set aside £0.2M for this relocation.

Procurement Process

15. The procurement of the Mental Health Hub will be delivered via two Frameworks, one for the design team and one for the works contractor.

For the design team the West Northants Council Framework will be used, and appointments include, Building Surveyor, Mechanical & Electrical, Quantity Surveyor, Contract Administrator, Principal Designer (CDM) and Clerk of Works. LBE has direct access to the Framework which has been approved by Procurement for use and there are no user fees associated with the Framework. It provides fixed percentage fees that are directly connected to the construction cost and are highly competitive in the current market.

The procurement of the contractor will be by competitive process on a Procurement approved Framework. There are several available to use and given the nature of the project, which is a refurbishment, an evaluation of the Framework Lot's scope, suppliers and rates will be undertaken to assure the project of best value.

Relevance to Council Plans and Strategies

16. The re-provision of an improved Mental Health Hub will support Enfield's Joint Health and Wellbeing Strategy, in particular the priority to:
 - Being socially connected – providing opportunities for social interaction and linking people to positive social networks

And links to the Supporting Independence Strategy which sets out to:

- Enabling people to maximise their potential and independence
- Supporting people to make informed choices
- Exploring new ways of working with people in a strength-based way
- Continuing to deliver joined up services which focus on the whole person and family/social networks
- Working with vulnerable people to help them get to where they want to be
- Working with people to develop and deliver the right services in the right place at the right time, when people do need them
- Working with people to help them stay healthier for longer
- Delivering value for money
- Acting on feedback we receive to develop and improve the services available

17. In terms of the Council's aspiration for its corporate estate, the project supports; asset consolidation and transformation and contributes delivery of the Council's aims set out in the Council Plan by:

- Creating a modern Council with fewer but better equipped buildings designed to meet the needs of services and the residents that we serve
- maintaining access to high quality services and an accessible, fit for purpose building within easy reach by public transport in the west of the borough
- Improving security for our employees, customers, and data

18. Therefore, the provision of this hub also supports the aims of the Enfield Council Strategic Asset Management Plan.

Financial Implications

19. It is recommended to approve an overall budget of £3.387m for the delivery of an improved, consolidated Mental Health Hub based at the Park Avenue Resource Centre, funded from the Better Care Fund, section 106 and CCP (Corporate Condition Programme) contribution.

Summary of the budget required and funding sources

	Total
Overall budget required	3,387,000
Capital	2,859,708

Revenue	527,292
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Funding in place

Better Care Fund	3,250,000
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CCP contribution FY 24/25	60,000
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Section 106 FY 23/24	77,000
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Total funding	3,387,000
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Feasibility Costs Approved	161,000
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A breakdown of the Overall Budget required has been included in Confidential Appendix 1.

Revenue budget impact

There is currently income being received by Integrated Learning Disability Service at Park Avenue for Activities, café and Room Hire, this is estimated to be c.£60k per annum. The move is likely to have a direct impact on this income, however it is difficult to quantify at this point, it is assumed at least half of this income will no longer be received on this budget.

It is assumed that the running costs of the Mental Health Hub at Park Avenue will be non-incremental to the current costs (therefore no increase). The Property department have taken external advice on the current Rates exemption and extending the mental health hub into the ground floor should not impact the current exemption.

A Revenue budget of £370k will be required for 2024/25.

The proposal aims to close 58-60 Silver Street, thereby alleviating pressure on the Revenue budget by eliminating running costs.

Capital budget impact

There is no impact on borrowing as the refurbishment is being funded primarily from the Better Care Fund.

CCP (Corporate Condition Programme) are contributing £60k from their 2024/25 Capital Budget towards drainage works.

A capital budget of £489k will be required for the 2024/25 Capital programme from the Pipeline to the main programme.

Risks

As the refurbishment is underway, it may be discovered that additional work is required. This includes, but is not limited to, condition issues identified, unforeseen lift works, asbestos containing materials etc.

A contingency has been included in the budget requirement to minimise this risk – the breakdown of this can be seen in Confidential Appendix 2.

Legal Implications

20. It is the general duty of a local authority, in exercising a function under the Care Act 2014 to promote an individual's well-being. Well-being includes their mental health and emotional well-being.

A local authority must provide or arrange for the provision of services, facilities or resources, or take other steps, which it considers will contribute towards preventing or delaying the development by adults & carers in its area of needs for care and support including the reduction thereof.

Section 123 of the Local Government Act 1972 provides the Council with power to dispose of its land provided that best consideration is obtained and, further, disposals need to be made in accordance with the Council's Property Procedure Rules.

The contracts flowing from the recommendations in this report must be procured in accordance with the Council's Contract Procedure Rules, and, where relevant, the Public Contracts Regulations 2015. The use of a framework is a compliant route to award, provided that the Council can legitimately use the framework and the award process complies with the terms of the framework. The terms of the call-off contract must be consistent with the framework, and in a form approved by Legal Services on behalf of the Director of Law and Governance.

The recommendations set out in this report are within the Council's powers and will contribute towards the fulfilment of the Council's duties.

Equalities Implications

21. The EQIA shows that no mitigation measures are needed. The project does not discriminate against service users, residents, and staff, and in some regards will have a positive impact. For example, by adding an additional accessible toilet. The full EQAI will be added to this paper.

Property Implications

22. Corporate property implications are included throughout this report. This project may facilitate the redevelopment, repurposing, letting or disposal and capital receipt of other locations which aligns to corporate goals. The MHH will allow the joint services to deliver improved and resilient services from one central location. The Operational property team will be leading on the relocation of the Resource Centre.

Procurement Implications

23. Any tenders required in relation to this project, must be undertaken in accordance with the Councils Contract Procedure Rules (CPR's) and the Public Contracts Regulations (2015), this includes the use of the London Tenders Portal, as necessary. Procurements of a value more than the Public Contract Regulations thresholds must be processed through the

Procurement Services Assurance Process. Any call-offs from frameworks to undertake the services or works must be subject to Due Diligence as to their availability and viability for use by Enfield and for this project.

24. 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.
25. All awarded projects must be promoted to Contracts Finder to comply with the Government's transparency requirements. Contact Procurement.support@enfield.gov.uk for any support.
26. For any subsequent contract over £100,000 in value the CPR's state that the contract must have a nominated contract owner in the Council's e-Tendering portal.
27. For any subsequent contract over £500,000 in value, 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.

Report Author: Stephanie van den Broek
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Appendices

1. Overall MHH project budget
2. Capital Budget Approval Detail
3. EQIA -24th January 2024

Background Papers

Council Plan
Joint Health and Wellbeing Strategy
Strategic Asset Management Plan 2019-2024
Joint Health and Wellbeing Strategy 2023-2027

#Departmental reference number: PL2223_014

Appendix 1: Overall MHH project budget

Part 2 Confidential Appendix

Appendix 2: Capital Budget Approval Detail

Part 2 Confidential Appendix

Appendix 3: EQIA

Enfield Equality Impact Assessment (EqIA) Introduction

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

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

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

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

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

- use local or national research which relates to how the activity/ policy/ strategy/ budget change or decision being made may impact on different people in different ways based on their protected characteristic or socio-economic status;
- where possible, analyse any equality data we have on the people in Enfield who will be affected e.g. equality data on service users and/or equality data on the Enfield population;
- refer to the engagement and/ or consultation you have carried out with stakeholders, including the community and/or voluntary and community sector groups you consulted and their views. Consider what this engagement showed us about the 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 because 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	Mental Health Hub 65C Park Ave, Enfield EN1 2HL
Team/ Department	Housing, Regeneration & Development
Executive Director	Tony Theodoulou
Cabinet Member	Cllr Tim Leaver/Cllr Alev Cazimoglu
Author(s) name(s) and contact details	Stephanie van den Broek
Date of EqIA completion	13/09/2023

Date the EqIA was reviewed by the Corporate Strategy Service	July 2023
Name of Head of Service responsible for implementing the EqIA actions (if any)	James Wheeler, Head of CMFM - Construction, Maintenance & Facilities Management, Housing, Regeneration and Development.
Name of Director who has approved the EqIA	Doug Wilson, Director of Health, and Adult Social Care

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

<p>Please give a summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision</p> <p>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?</p>
<p>Background & reasons for decision / change</p> <p>The need to consolidate existing London Borough of Enfield mental health and wellbeing services into a Mental Health Hub (MHH) was discussed and agreed in KD 5280, on 21st April 2021. The Integrated Mental Health Service is currently located at 58-60 Silver Street (Enfield Town) and 1st Floor Park Avenue.</p> <p>It is proposed to bring the service comprising a multi-disciplinary team of staff (91 FTEs) in a single location to deliver a new re-provisioned community hub. It</p>

is proposed that the Mental Health Hub service will provide community-based specialist mental health services, a Voluntary and Community Sector (VCS) led community café for out of hours crisis support, along with a service helping individuals maintain and improve their long-term health conditions, and other commissioned services such as assisting mental health clients into employment.

These additional services will offer low-level step-down support, help prevent social isolation, and work toward reducing the escalation of individual's mental and physical health conditions. The necessity of offering support for long term physical health conditions, particularly for individual with mental health needs, is a well referenced approach.

In line with the Council Plan the proposal is aimed at reducing social isolation and improving mental health by making every contact count, increasing the use of social prescribing, and developing inclusive community spaces and services. The proposal will facilitate the closing of 58-60 Silver Street, which offers poor accommodation for staff, and is not fit for purpose for service users.

The current locations of Silver Street and Park Avenue, where Clinical Professionals teams are based and do not meet the high standard expected for accommodation. They do not provide a quality user experience for the communities they serve.

This EqlA has been undertaken to review the impacts of the above proposal and identify the possible impacts for staff, service users, partners, and VCS.

Overall, this EqlA identifies that the refurbishment will have an overall positive impact for those with a disability, by ensuring that the service is fully accessible and the provision of facilities for staff, service users, partners, and VCS.

Section 3 – Equality analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (e.g. people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts and provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

Detailed information and guidance on how to carry out an Equality Impact Assessment is available [here](#). (Link to guidance document once approved)

Age

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

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

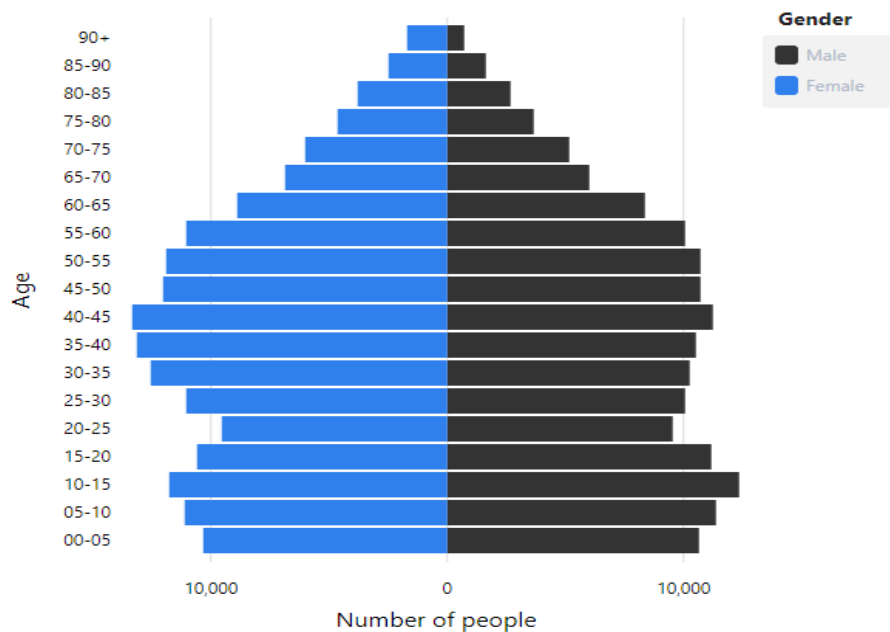
Please provide evidence to explain why this group may be particularly affected.

In England, in the year 2020, the percentage of people aged 18-64 with a common mental health condition disorder was 11.38% of the total population (PANSI 2020).

In Enfield, that figure was slightly higher, at 11.68% (PANSI, 2020), with the total population being '333,587 as of mid-2020' (Enfield Borough Profile, 2021). This means that an estimated 38,978 residents of the Borough will experience a mental health (MH) condition in any given year. It is expected to increase year on year by 2.2% to 2.4%, in line with the population within the Borough. (Source: www.pansi.org.uk)

Statistics indicate that 1 in 4 people will face some form of mental health problem at some point in their life.

Enfield's age pyramid shows how the population is distributed by age and gender. The median average age of someone in Enfield was 37.6 years in 2019.



This table shows service users, known to secondary MH services, who would be using the MH Wellbeing Hub.

Age	Sum of No
18 to 21	4

22 to 49	167
50 to 64	130
65+	60
No Age Recorded	3
Grand Total	364

There will also be MH service users from Voluntary and Community Sector (VCS) and low-level Enablement services utilising this new building.

The reprovion and improvement works across other areas of the site, as part of the BtC works, will have an overall positive impact across all ages of staff, service users, partners, and VCS.

Mitigating actions to be taken

N/A

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

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

The [Enfield Borough Profile 2022](#) shows that just under 48,000 Enfield residents (all ages) had a disability in 2011. Part of the service of the new hub will focus on 'Mental Health into Employment,' assisting mental health service users in finding or retaining employment.

The Enfield Borough Profile 2022 data does not break down the figures by disability categories. However, concerning accessibility for individuals with mobility-related issues, the redevelopment of facilities at Park Avenue, along with plans for the BtC works, will enhance access to both public-facing areas and staff areas. Personal evacuation plans will be included in the design. There will be more accessible toilets, this will meet the needs of those with more limited mobility and those who need equipment or assistance for toileting.

Plans for the works will include the provision on the ground floor of a new area for staff to meet with the public. This includes:

- casual seating,
- a café area
- confidential meeting spaces.

Outside of normal office hours Park Avenue is currently utilised by a variety of different charity organisations these include clubs such as the Enfield Deaf Club and Enfield Vision. Along with several Learning Disability groups including CAPE. These groups will move with the Resource centre to their new location.

By providing better access the works will increase the opportunities for members of the public and staff with a range of physical, visual, hearing, and other impairments.

The proposal will have a positive impact for those with a disability.

Mitigating actions to be taken

N/A

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.

In Enfield, statistics show that 1.08% of people's gender identity differs from their sex registered at birth. This figure exceeds both London (0.9 %) and national averages (0.5%) averages. Nationally, individuals who identify as transgender are more likely to face mental health challenges, including depression and thoughts of suicide, leading to higher utilization of mental health services.

A Stonewall Report in February 2021 revealed that half of LGBTIQ (people who have identified themselves as lesbian, gay, bisexual, transgender, intersex, or questioning) had experienced depression, with three in five experiencing anxieties.

Currently, only 0.003% of service users identify as transgender, although gender reassignment is not formally recorded.

It is important to note that this service is designed to support Mental Health service users regardless of their sexual orientation.

There will be a no impact from the work at the new Mental Health Hub.

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, whereas 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.

Mental Health service users are supported regardless of their marital or civil partnership status.

In recent data has shown us the most individuals will often be single or living alone due to having a severe mental health as it can be difficult in also maintaining a relationship.

Data shows from existing service users, that of those who declared their relationship status 81% were single.

Row Labels	Count of Referral date
Cohabiting with a partner	3
Divorced	10
Married	25
Prefer not to say	82
Separated, but in registered civil partnership	3
Separated, but legally married	3
Single	200
Grand Total	326

Improved facilities and access at the Park Avenue would make the building more welcoming, accessible, and inclusive places where residents can access all the support they need in one place, and our staff feel happy to work.

There is no impact under this protected characteristic from the proposals.

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.

Mental Health Foundation UK states:

- Approximately 68% of women and 57% of men with mental health problems are parents.¹
- The most common mental health problems experienced during pregnancy and after birth are anxiety, depression, and post-traumatic stress disorder (PTSD).²
- Women experiencing maternal mental health problems:³
 - Postpartum psychosis: 2 per 1,000
 - Serious mental ill health: 2 per 1,000
 - Severe depressive illness: 30 per 1,000
 - Mild-moderate depressive illness and anxiety states: 100-150 per 1,000
 - PTSD: 30 per 1,000
 - Adjustment disorders and distress: 150-300 per 1,000

Overall improvements to the building access and facilities will have no impact for this protected characteristic.

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.

Below is the demographic census data for both 2011 and 2021 for Enfield:

Classification	Percentage in Enfield 2011	Percentage in Enfield 2021
-----------------------	-----------------------------------	-----------------------------------

Asian, Asian British or Asian Welsh	11.20%	11.50%
Black, Black British, Black Welsh, Caribbean or African	17.20%	18.30%
Mixed or Multiple ethnic groups	5.50%	5.90%
White	61.00%	52.10%
Other ethnic groups	5.10%	12.10%

Source: Office for National Statistics – 2011 Census and Census 2021

Row Labels	Sum of No	%
African	34	9%
Any other Asian background	21	6%
Any other Black background	1	0%
Any other ethnic group	10	3%
Any other mixed background	51	14%
Bangladeshi	2	1%
Black - Caribbean	1	0%
Caribbean	20	5%
Chinese	3	1%
Indian	6	2%
Not Known	10	3%
Other African	1	0%
Other white origin	46	13%
Pakistani	3	1%
Refused	12	3%
White - British	129	35%
White - Irish	9	2%
White - Polish	2	1%
White - Scottish	1	0%
White and Black African	1	0%
White and Black Caribbean	1	0%
(blank)		
Grand Total	364	100%

From the above data, we know that people from Black or White backgrounds are disproportionality represented within those requiring secondary Mental Health services.

The overall improvements to the building access and facilities will have no impact for this protected characteristic.

Mitigating actions to be taken

N/A

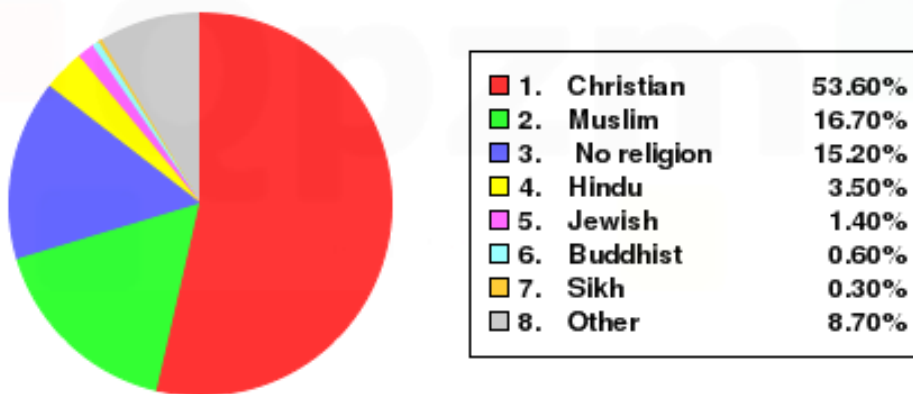
Religion and belief

Religion refers to a person's faith (e.g., Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g., Atheism). Generally, a belief should affect your life choices or the way you live.

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

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

The religious make up of Enfield is 53.6% Christian, 16.7% Muslim, 15.2% No religion, 3.5% Hindu, 1.4% Jewish, 0.6% Buddhist, 0.3% Sikh.



24,195 people did not state a religion. 552 people identified as a Jedi Knight and 15 people said they believe in Heavy Metal.

(Source <http://localstats.co.uk/census-demographics/england/london/enfield>)

From above data, we know that Christian and Muslim are the predominant religion or belief in Enfield area.

Overall, the Mental Health Hub improvements to the building access and facilities will have no impact for this protected characteristic.

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.

The 2021 census shows that of 329,500 population 172,500 are female and 157,000 are male. The service data show us that more males are known to use the service.

2021 Census	No	%
Male	157,000	48%
Female	172,500	52%
	329,500	100%

Service split by gender.

	Sum of No	%
Female	132	36%
Male	232	64%
Grand Total	364	

It is important to note that this service is designed to support Mental Health service users regardless of their gender.

Overall improvements to the building access and facilities will have no impact for this protected characteristic.

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.

In February 2021, a Stonewall Report stated half of LGBTIQ+ people had experienced depression, and three in five had experienced anxiety.

From the 2021 census Enfield's profile on this characteristic is summarised as follows

- a lower proportion of people identifying as Gay or Lesbian than London and England
- a lower proportion of people identifying as Bisexual, Asexual or Queer than London and England
- a higher proportion of pansexual than England
- a higher % of 'all other sexual orientations' and 'did not answer' than London and England

Further data in terms of comparison with London and England are set out below.

	Enfield No	Enfield %	London %	England %
Straight or Heterosexual	226,705	88.15	86.19	89.37
Gay or Lesbian	2,342	0.91	2.23	1.54
Bisexual	2,073	0.81	1.52	1.29
Pansexual	944	0.37	0.37	0.23
Asexual	74	0.03	0.05	0.06
Queer	35	0.01	0.06	0.03
All other sexual orientations	151	0.06	0.04	0.02
Not answered		9.67	9.54	7.46

¹ <https://www.kingsfund.org.uk/blog/2022/09/acting-evidence-ensuring-nhs-meets-needs-trans-people>

It is important to note that this service is designed to support Mental Health service users regardless of their sexual orientation.

From the above data, Overall improvements to the building access and facilities will have no impact for this protected characteristic.

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?

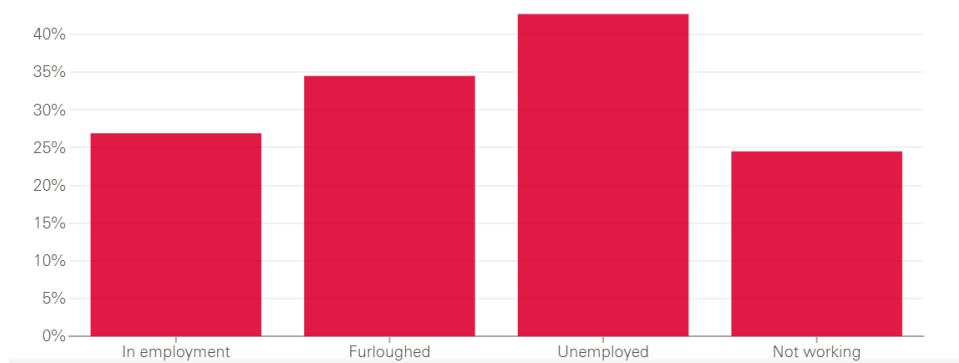
Please provide evidence to explain why this group may be particularly affected.

The Health Foundation in a report in April 2021 state.

'The relationship between mental health and unemployment is bi-directional. Good mental health is a key influence on employability, finding a job and remaining in that job. Unemployment causes stress, which ultimately has long-term physiological health effects and can have negative consequences for people's mental health, including depression, anxiety, and lower self-esteem.'

In the same report is shared the bar chart below showing higher increases in poor MH for those individuals unemployed.

Unemployed people were more likely to report poor mental health than those on furlough or in employment
Proportion of working age adults (age 18-65) with poor mental health by economic status: UK, January 2021



The new hub will bring together a range of services that will make a positive impact upon those most vulnerable and most likely to be affected by socio-economic deprivation. Services such as Individual Placement Support (IPS) for mental health will be delivered from the new hub. This service helps support people maintain long-term employment.

This service will be key in supporting those individuals who will be impacted by the Government's new Working Well project that is being rolled out over the next few years

An article written on research by the Welsh Parliament states:

'It is a two-way street. Poverty can be both a cause and a consequence of mental ill health, e.g. where debilitating symptoms and stigma around mental illness have an impact on a person's income and ability to work'.

- In Wales, [20% of adults in the most deprived areas](#) report being treated for a mental health condition, compared to 8% in the least deprived.
- Children from the poorest 20% of households are [four times as likely](#) to have serious mental health difficulties by the age of 11 as those from the wealthiest 20%.
- [Suicide rates are two to three times higher](#) in the most deprived neighbourhoods compared to the most affluent.
- The more [debt](#) people have, the more likely they are to have a mental health problem. One in four people experiencing a mental health problem is in problem debt. People with mental health problems are three times more likely to be in financial difficulty.
- Good quality [employment](#) is one of the most strongly evidenced determinants of mental health. In January 2021, [43% of unemployed people](#) reported poor mental health (compared to 27% of people in employment).

<https://research.senedd.wales/research-articles/poverty-and-mental-health-it-s-a-two-way-street/>

Services operating from the hub will also be able to support or link individuals in with benefits and welfare advice, along with debt management.

From the above data, Overall improvements to the building access and facilities will have a positive impact for this protected characteristic.

Mitigating actions to be taken.

N/A

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?

N/A

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.

N/A

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

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

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London Borough of Enfield

Report Title	Disposal of Land and Property Assets
Report to	Cabinet
Date of Meeting	13/03/2024
Cabinet Member	Cllr Tim Leaver – Portfolio Holder for Resources and Procurement
Executive Director / Director	Fay Hammond – Executive Director of Resources Nick Denny – Director of Property
Report Author	Doug Ashworth doug.ashworth@enfield.gov.uk
Ward(s) affected	Various
Key Decision Number	5701
Classification	Part 1 Public and Part 2 Appendix
Reason for exemption	Commercial confidentiality (para 3) (Confidential Appendix only) By virtue of paragraph(s) marked below with * of Part 1 of Schedule 12A of the Local Government Act 1972:

Purpose of Report

1. The Council takes a commercial approach to its land and property assets and reviews performance on a continuous basis. This helps to ensure that the

portfolio is “right sized”, that the Council retains high performing investment and occupational assets, whilst simultaneously identifying outlying poor performers. The list of assets identified in the appendix are “candidates” for sale at this stage and have either been declared surplus to operational requirements by former occupying service departments, are otherwise not considered “fit for purpose” by other service departments requiring accommodation, underperforming when judged against the principles set out in the core principles of the Council’s Strategic Asset Management Plan (SAMP) 2019-2024 s.1.3 or exceptional circumstances exist. Further due diligence if formal approval in principle for sale is granted will be undertaken on each asset.

2. Strategic Property Services have therefore been commissioned to dispose of these assets and achieve “best consideration” as defined in s.123 Local Government Act 1972.
3. The land and properties will, subject to Council approval, be marketed for sale by the Council’s appointed property consultants.

Recommendations

- I. Agree that the Council proceeds with the disposal of the property assets listed in the table contained in both the appendix and confidential appendix (which includes receipt estimates) to this report at the earliest opportunity (subject to appropriate due diligence investigations).
- II. Delegate authority to the Cabinet Member for Finance and Procurement in consultation with the Executive Director of Resources and Director of Property (and otherwise in accordance with the Council’s Scheme of Delegation) to market and finalise terms of sale with successful bidders in order to achieve best consideration.

Background and Options

Reason for Proposals

4. The assets listed in the appendix (and confidential appendix) are no longer required for operational purposes or are underperforming or exceptional circumstances exist. They have therefore been identified as surplus and released for sale.

Why the need for Asset Sales

5. Through prudent and effective management of its assets , coupled with a pragmatic policy of “right-sizing” it’s portfolios in line with the resources

available , a sustainable approach to property ownership can be delivered. This approach will therefore assist in identifying assets for disposal.

In addition, other legislative changes are shaping the reviews of the Council's asset base including the Minimum Energy Efficiency Standards (MEES) legislation, aligned with the Council's declaration of a Climate Emergency (and the need to reduce carbon emissions and revenue costs in inefficient buildings) and more recently the changes to the Town & Country Planning Use Classes Order.

The Council's non-operational estate also needs to deliver an acceptable Return on Investment and therefore the recycling of capital receipts from sales of underperforming assets into the acquisition of new performing assets (where a regeneration objective is involved) also has an important place within the SAMP.

Finally, the adverse hangover impact of the Covid 19 Pandemic in 2020, recent significant increases in interest rates, inflation and the shortfall of funding from Central Government has resulted in the need to focus the Council's attention to raise capital receipts.

It should be borne in mind that asset sales take place within the context of "right sizing" the portfolio, continuous asset review and delivering asset sales at Market Value.

How do we achieve "Best Consideration"?

Each property asset is unique and will therefore require careful consideration as to how to achieve "Best Consideration". In broad terms, however, the following main factors apply:

6. Type of property: We consider whether the asset is of a specialist nature (e.g. works depot, swimming pool) or non-specialist (e.g. residential house or retail shop) . If the former, then a change of use/planning consent is likely to be required to accord with the buyers' intentions. This has an impact on the timing for the sale as most contracts will be conditional upon receipt of a satisfactory planning consent. Assets of a non-specialist nature can generally be sold more quickly as planning restrictions are less likely to apply and therefore lend themselves to unconditional (on planning) sales. Officers also consider whether the sale would benefit from local, regional, or national marketing coverage. Assets of a higher value are generally marketed nationally or regionally, whilst lower value assets are generally marketed locally. This would then impact upon the type of sales agent we would appoint for the marketing process.
7. Sale route: Consideration is also given as to whether the asset is suitable for auction, tender or private treaty sale. Typically, where there is mass market demand, auction sales ensure a quick sale, it would also generate the best price when taking into account the opportunity cost of obtaining the sale proceeds earlier, lower transaction costs (as compared with a local estate agent) and the ability to obtain a buyer's premium to offset sales costs. The

Council also maintain control over the final reserve price to ensure that we receive Best Consideration. In other circumstances a private treaty sale may be the best approach if a “Special Purchaser” is prepared to pay over the Market Value by virtue of being say an adjoining owner or otherwise in a position to pay over and above Market Value. An independent valuation report is typically used by officers to demonstrate why in exceptional circumstances this approach would yield a higher value compared with placing on the open market. A tender route, seeking either conditional, unconditional (or both) is also typically used, where asset values are high, and the extra expense incurred through using national agents and data rooms (with full due diligence investigations) to aid bidders in their decision making helps ensure that buyers do not price uncertainty into their bid and therefore adds value to the overall price achieved.

8. A full evaluation is prepared by officers prior to a final decision on the best approach to a sale is made. This is presented to the operational disposal’s delivery team for approval prior to the commencement of the marketing process and appointment of sales agents. This report is therefore seeking permission to undertake marketing of the asset following further due diligence including a Net Present Value calculation of the value of each assets future income (and expenditure) where applicable. (eg car parks).

Disposals Programming

First Wave – 2024/2025

9. This will contain assets identified from previous tranches 1-11, recent asset reviews or otherwise identified by Strategic Property Services (SPS) as surplus to operational requirements. Priority will be given to assets capable of being sold quickly whilst simultaneously undertaking full due diligence on those assets which require more in-depth attention intended for sale in the subsequent financial year. Asset sales targeted for 2024/2025 have been divided into 2 categories, “highly likely” and “opportunities”. A flexible and pragmatic approach will therefore be adopted to bring forward sales in both categories as quickly as possible, whilst acknowledging that some sales will therefore fall into the following financial year (2025/2026).

Second Wave – 2025/2026+

10. This will contain assets which SPS are aware require either enabling works to facilitate a sale, re-provision of an existing service or occupier to deliver vacant possession or other necessary measures to optimise the sale value. Completion of these sales is dependent upon resolving these matters. Marketing, advertising and possibly exchange of contracts may in some cases be delivered in 2025/26 but with completion in the following financial year (2026/2027). Within this category there may be income producing assets which are considered under-performing following a formal review taking into consideration rental versus capital value, covenant strength of occupier, non-

recoverable Council expenditure, vacancy factor, potential for income growth and longevity of the income stream.

Third Wave - Further Tranches

11. There will be further land and property asset reviews as part of a structured programme of disposals over the next 10 years.

Programming and Governance

12. The Head of Property Development will lead the delivery of the programme in conjunction with the Director of Property.
13. A programme tracker has been created with input from legal, finance and other departments as appropriate. The tracker will monitor key milestones including due diligence investigations, marketing and advertising, offers received and analysis, negotiation periods, authority, sales contract and completion.
14. Where re-provision of accommodation is required, prior to sale completion, the Head of Operational property will take responsibility for this part of the process and provide input on the tracker as required.

Timescales and Caveats

15. The delivery period is 2024 – 2026+ for the disposals identified in this paper, and forms part of the 10-year capital disposals programme. The latter includes some assets which can only be brought forward in the medium term e.g., sites and properties which require detailed investigations and the grant of planning permission to maximise value.
16. The initial programme is targeted to be delivered within the 3-year plan (2024-26) but this is subject to market conditions.
17. A further report will also be necessary for those assets which don't currently have approval for sale. Timelines for the approval process will be incorporated into a programme tracker.

Programme delivery will be put at risk if any of the following factors apply:

1. A decision is made to withdraw an asset from sale without a comparable value replacement. In these circumstances the sales target will be reduced accordingly.
2. A decision is made to withdraw, reduce, divert, or re-prioritise staffing or external resource base towards other property work.
3. A change in market conditions.
4. Subsequent due diligence investigations reveal a serious defect with the asset or title such that it cannot be resolved within the delivery period.

5. Re provision of accommodation for service groups located within assets deemed surplus cannot realistically be delivered within the plan period.
6. Additional value eg: from Marriage Value or a Special Purchaser cannot be realised within the plan period. This situation typically occurs in circumstances where Council land when combined with adjoining third party land/property yields a sum greater than market value than if the Council's land/property were sold in isolation.

Summary and Recommendation

18. It is recommended that the Council agree to the disposal of the assets shown on the attached list in the appendix (and confidential appendix) with year of delivery 2024/2025, (Wave 1). In addition, agree to the continuation of work on property assets shown as year of delivery 2025/2026+ (Wave 2) and agree to the systematic review work to be undertaken in Wave 3.

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

19. If the Council do not undertake regular reviews of its property holdings and dispose of surplus or underperforming property then there are ongoing risks in relation to security, and increased revenue costs from reactive and planned maintenance associated with empty property. In addition, there is the risk of a loss of interest on the capital receipt and less funding available for the Council's Capital Programme for other projects, whilst the capital receipt remains outstanding.

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

20. There is a risk that sales will not complete due to buyers failing to proceed with the purchase. This risk is managed by undertaking due diligence on the buyer prior to seeking authority to dispose and ensuring that provisional Heads of Terms are agreed.

Options Considered

21. Do Nothing. This is not an option as property which is vacant will deteriorate. In addition, the Council is incurring significant "holding costs" in terms of security, empty rates and other outgoings .
22. Disposal. This will generate a capital receipt and reduce borrowings/contribute towards reserves and/or the Council's Capital Programme.

Conclusions

23. It is in the Council's best interests for financial, property and legal reasons, and for the wider community, to benefit from the sale of these assets.
-

Preferred Option and Reasons For Preferred Option

24. The preferred option is to dispose of the assets listed in the appendix and commercial appendix at the earliest opportunity subject to detailed and thorough due diligence investigations.

Relevance to Council Plans and Strategies

25. The proceeds obtained from these sales will deliver capital receipts for the Council thereby helping generally to fund Council services which contribute to a strong and healthy community.

Financial Implications

26. The disposal of property to the preferred bidder will generate a capital receipt and/or deliver social benefits. By regulation, this receipt will be available for investment in the Council's Capital Programme, funding of transformation projects, or for the repayment of external debt.

The 10-year capital strategy was approved by Full Council in October 2023 for capital receipts expected by 2033/2034 which will be achieved primarily through a combination of asset rationalisation of the operational estate, sales of under-performing commercial assets and assets being prepared for longer term value enhancement (and therefore not guaranteed).

The planned disposal list for 2024-2026+ with a range of values is shown in the Confidential Appendix 1.

Where property sales are achieved earlier than expected, the surplus will be put against the receipt target for the following year.

Detailed financial implications will be carried out for each property prior to disposal which will detail the revenue impact, borrowing impact as well as any tax implications.

Legal Implications

27. Section 123 of the Local Government Act 1972 gives a power of sale or leasing to Councils. Pursuant to this section, the Council has a statutory duty to achieve best consideration (save for tenancies of less than seven years). Flexibility is afforded by virtue of the General Disposal Consent 2003, which permits the Council to dispose of land at less than its market value, without the need to seek specific permission from the Secretary of State, provided that (i) the purpose for which the land is to be transferred is likely to contribute to the 'promotion or improvement' of the economic, social, or environmental well-being of the area; and (2) the difference between the market value of the land and the actual price paid for the disposal (if any), is not more than £2,000,000.

Legal due diligence is required on all the proposed disposals, so as to understand the specific issues applying to each site, with further legal advice to be provided. It should be noted that restrictions apply for certain types of land (including housing, open space and playing fields) and the Council must have regards to applicable statutory requirements, in the event that there is a proposed disposal of any such land.

Any disposal of property must also comply with the Council's Constitution, including its Property Procedure Rules which set out mandatory procedures regarding (amongst other things) the acquisition, management, and disposal of property assets.

Section 111 of the Local Government Act 1972 gives a local authority power to do anything (whether or not involving the expenditure, borrowing or lending of money or the acquisition or disposal of any property or rights) which is calculated to facilitate, or is conducive to or incidental to the discharge of any of its functions.

The Council also 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. A local authority may exercise the general power of competence for its own purpose, for a commercial purpose and/or for the benefit of others. This power encompasses the power for the Council to enter into contracts,

Public law principles will apply to the decisions made by the Council, including the Council's duty to take account of its fiduciary duty and to act prudently with public monies entrusted to it. The Council is also under a general duty to act reasonably and show that its decisions are made after having given due and proper consideration to all relevant factors including consideration of State Aid principles in the event that any land is to be sold at an under-value.

Under Section 14 (3) of the Local Government Act 2000, the executive may arrange for any of its functions to be discharged by an officer of the authority.

Any legal agreements arising from the matters described in this report must be approved by Legal Services on behalf of the Director of Law and Governance

Equalities Implications

28. Corporate advice has been sought regarding equalities and an equalities impact assessment is neither relevant nor proportionate for the approval of this report.

HR and Workforce Implications

29. There are no workforce implications.

Environmental and Climate Change Implications

30. The sale of these assets will result in a decrease in the Council's overall energy consumption and therefore CO₂ emissions will reduce.

Property Implications

31. These are contained in the report

Other Implications

None

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Head of Development
Doug.ashworth@enfield.gov.uk

Appendices

Appendix 1– Tranche 12 – Land and Property Assets - Listing
Appendix 2 – Location Plans

Confidential Appendix – Tranche 12 – Land and Property Assets - Listing
(including estimated receipts)

Background Papers

Contain Exempt Information

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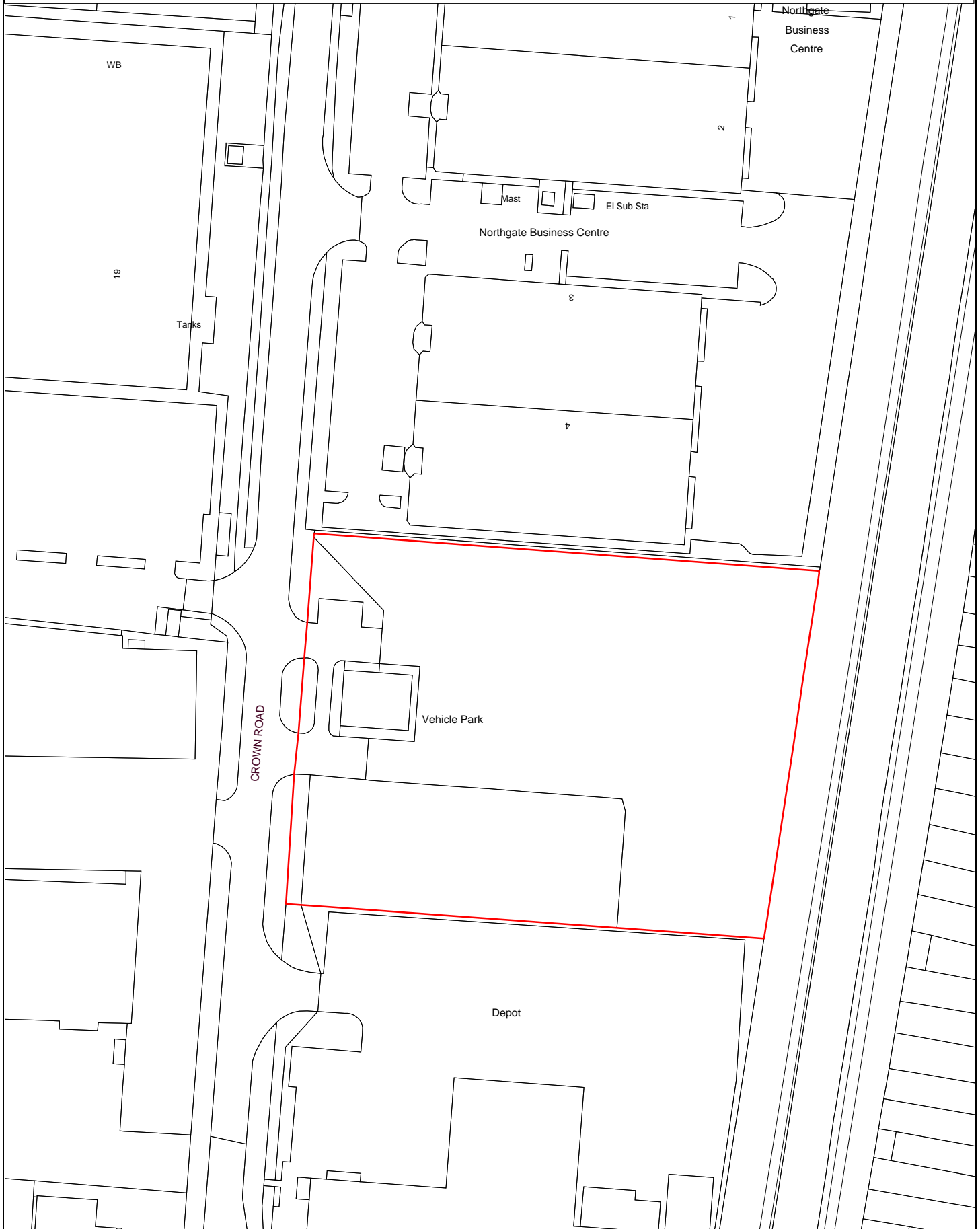
Tranche 12 - APPENDIX	
Property under consideration for sale	Targeted Year of delivery
	2024/2025
2a Windmill Hill (Vacant House) Enfield Town	2024/25
Montagu industrial estate, Edmonton (Phase1)	2024/25
Community Link, Silver street, Enfield Town	2024/25
6 Eastpole Cottage, Oakwood	2024/25
3-5 Rookery cottages, Trent Park, Oakwood (if vacated)	2024/25
2 Grovelands Cottage, Winchmore Hill	2024/25
5 Shawswood Cottages, Trent Park, Oakwood	2024/25
*Waverley caretakers house, Enfield Highway	2024/25
Capel Manor caretakers house, Capel manor	2024/25
*Firs farm caretakers house , Palmers Green	2024/25
De Bohun caretakers house, Southgate	2024/25
Eversley caretakers house, Winchmore hill	2024/25
Prince of Wales caretakers house, Enfield Highway	2024/25
Land at St Stephens Road, enfield Lock	2024/25
Slopers Pond farmstead, Hadleywood	2024/25
Glynn road Car park, Ponders End	2024/25
Eaglehouse Car park, Ponders End	2024/25
Fairfield road Car park, edmonton	2024/25
WC Blocks (Edmonton, Enfield Highway x3)	2024/25
Former Scout Hut, Enfield Highway, Enfield Highway	2024/25
Kenninghall carparks x 2	2024/25
Beechbarn farmstead	2024/25
	Year of delivery
Property under consideration for sale	2025/2026+
Montagu Industrial estate, Edmonton (remainder)	2024-26+
Crown Road Lorry Park	2024-26+

Ringfenced

* Subject to potential in-house service re-purposing

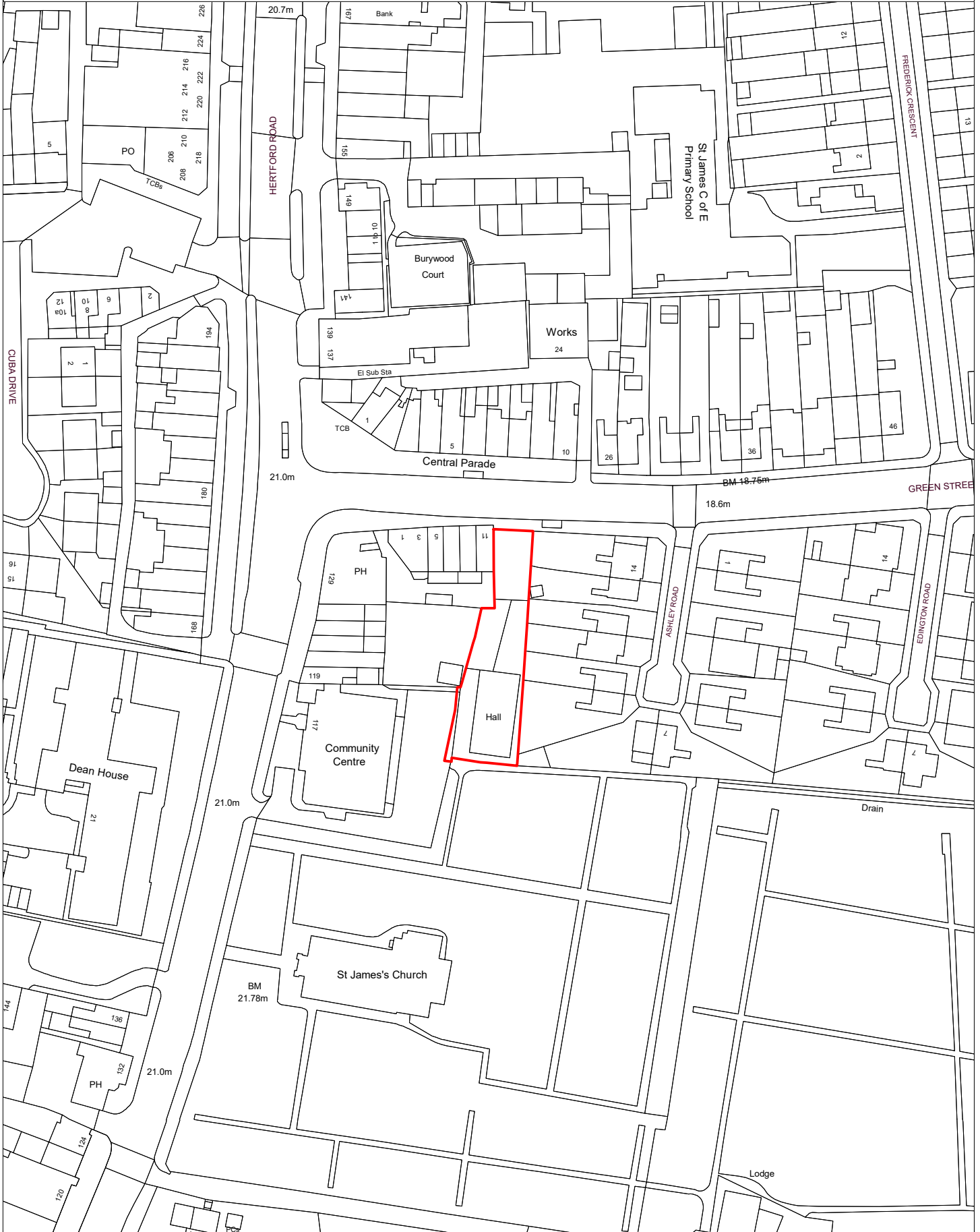
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CROWN ROAD LORRY PARK



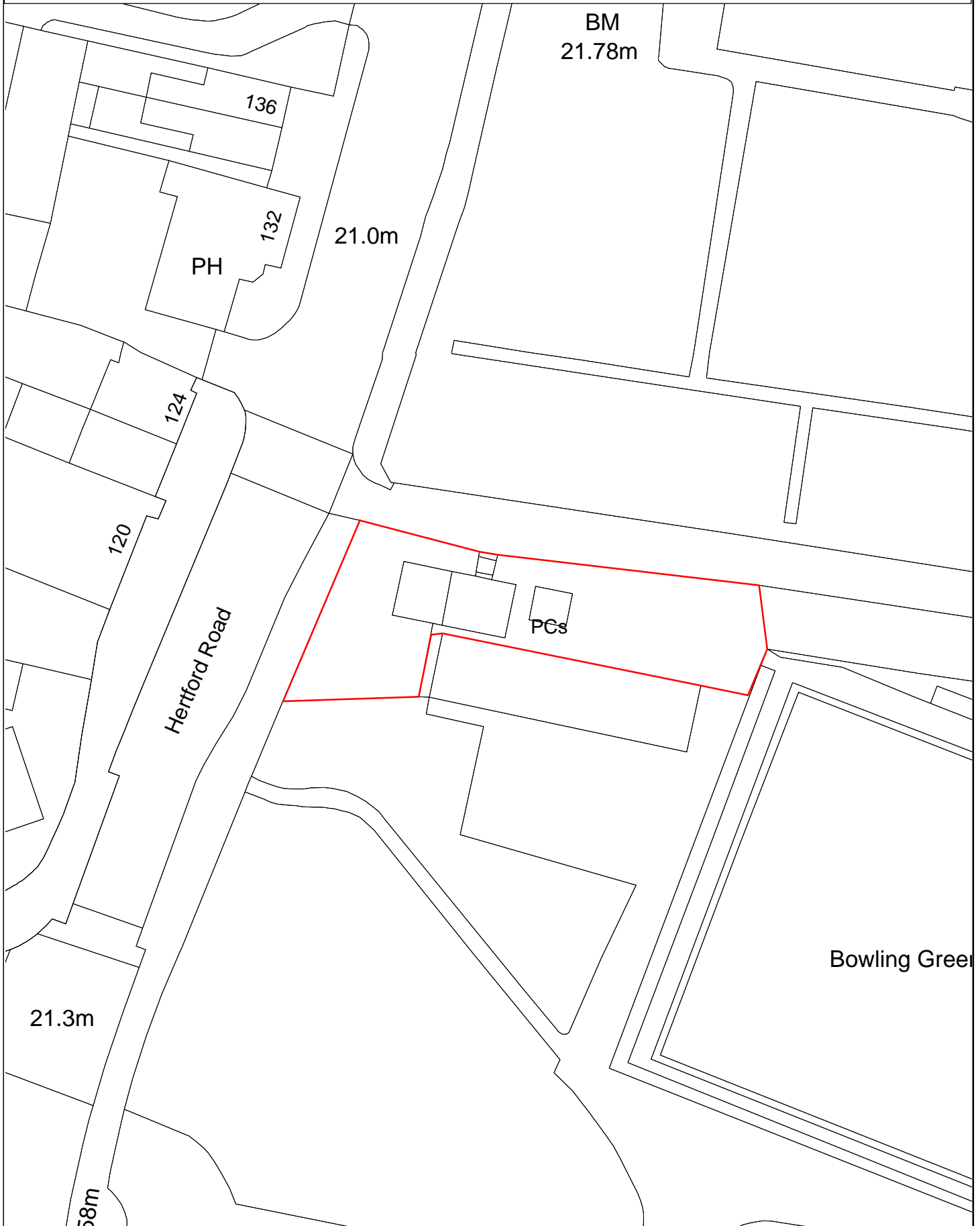
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FORMER SCOUT HUT, 13 GREEN STREET, ENFIELD HIGHWAY



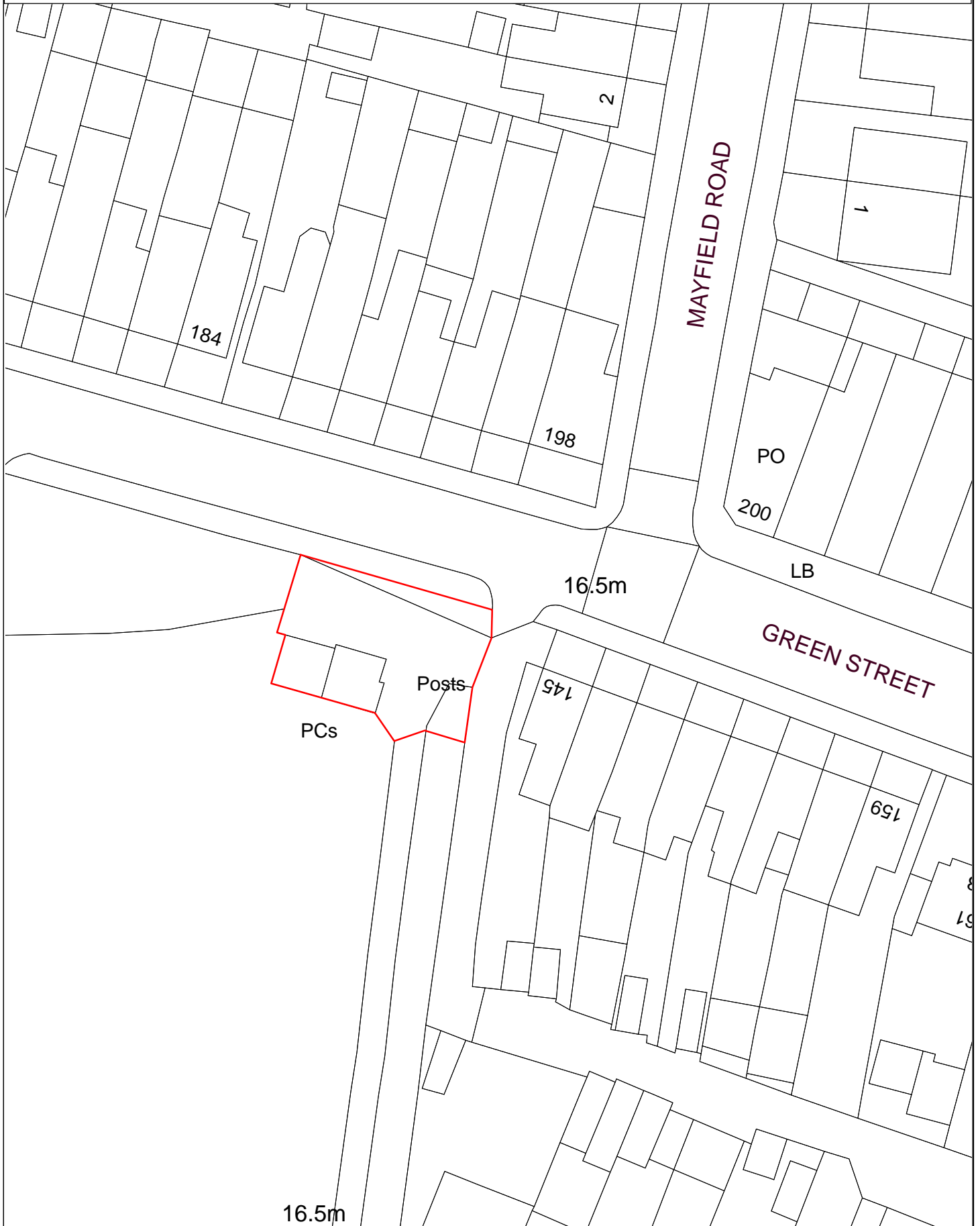
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WC BLOCK ENFIELD HIGHWAY (WEST)



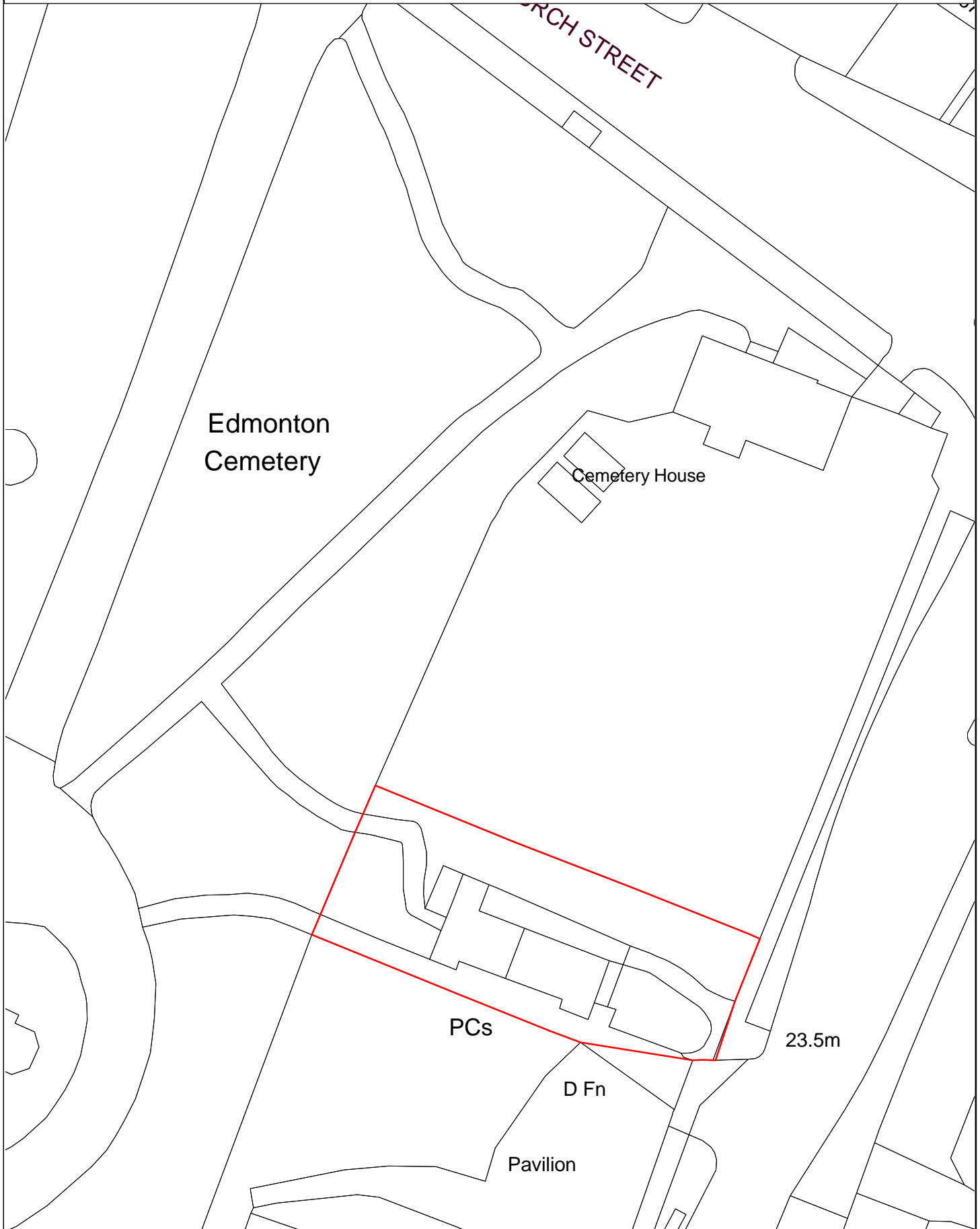
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WC BLOCK ENFIELD HIGHWAY (EAST)



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WC BLOCK EDMONTON



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FAIRFIELD ROAD CAR PARK, EDMONTON



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EAGLE HOUSE CAR PARK, PONDERS END



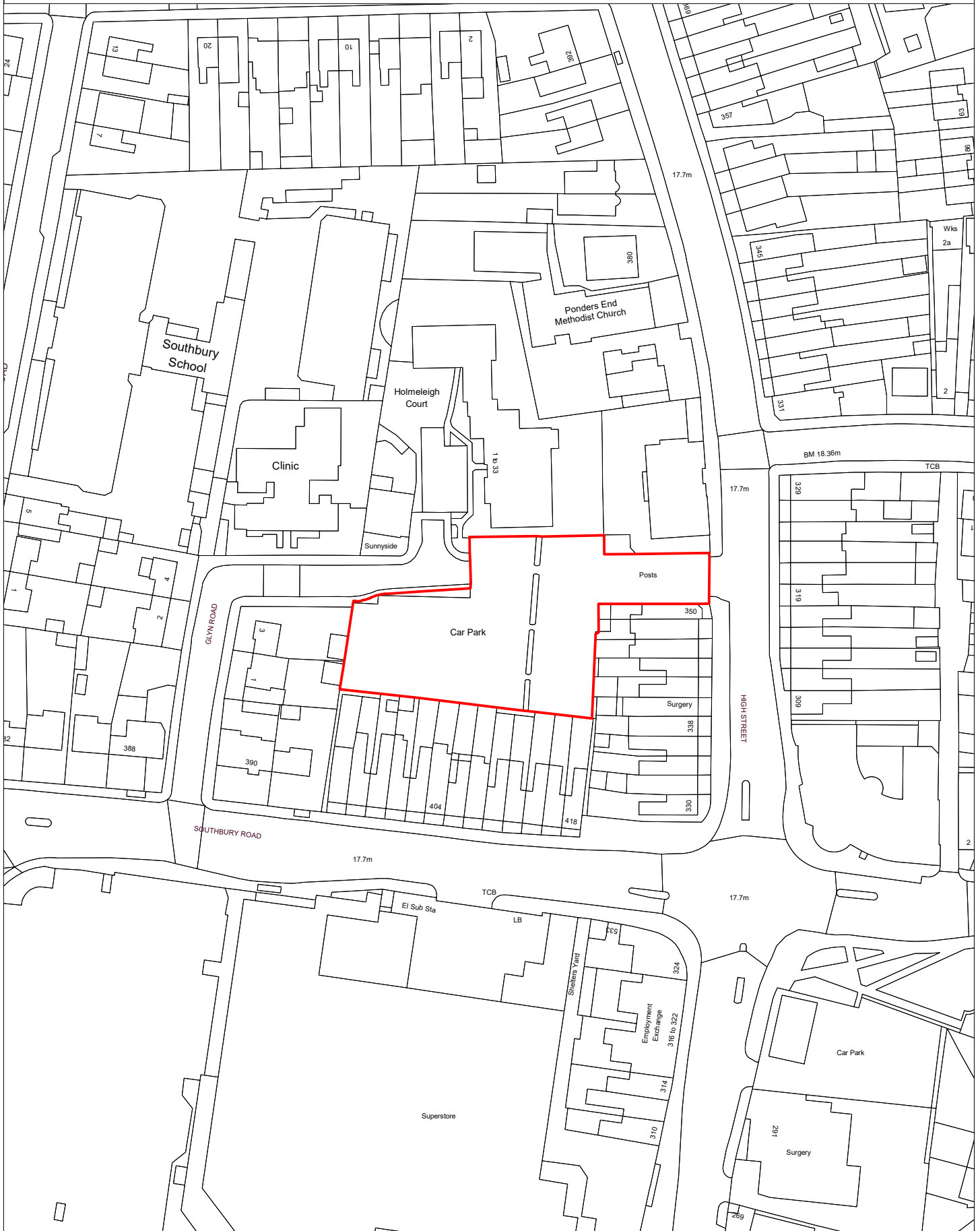
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GLYN ROAD CAR PARK, PONDERS END



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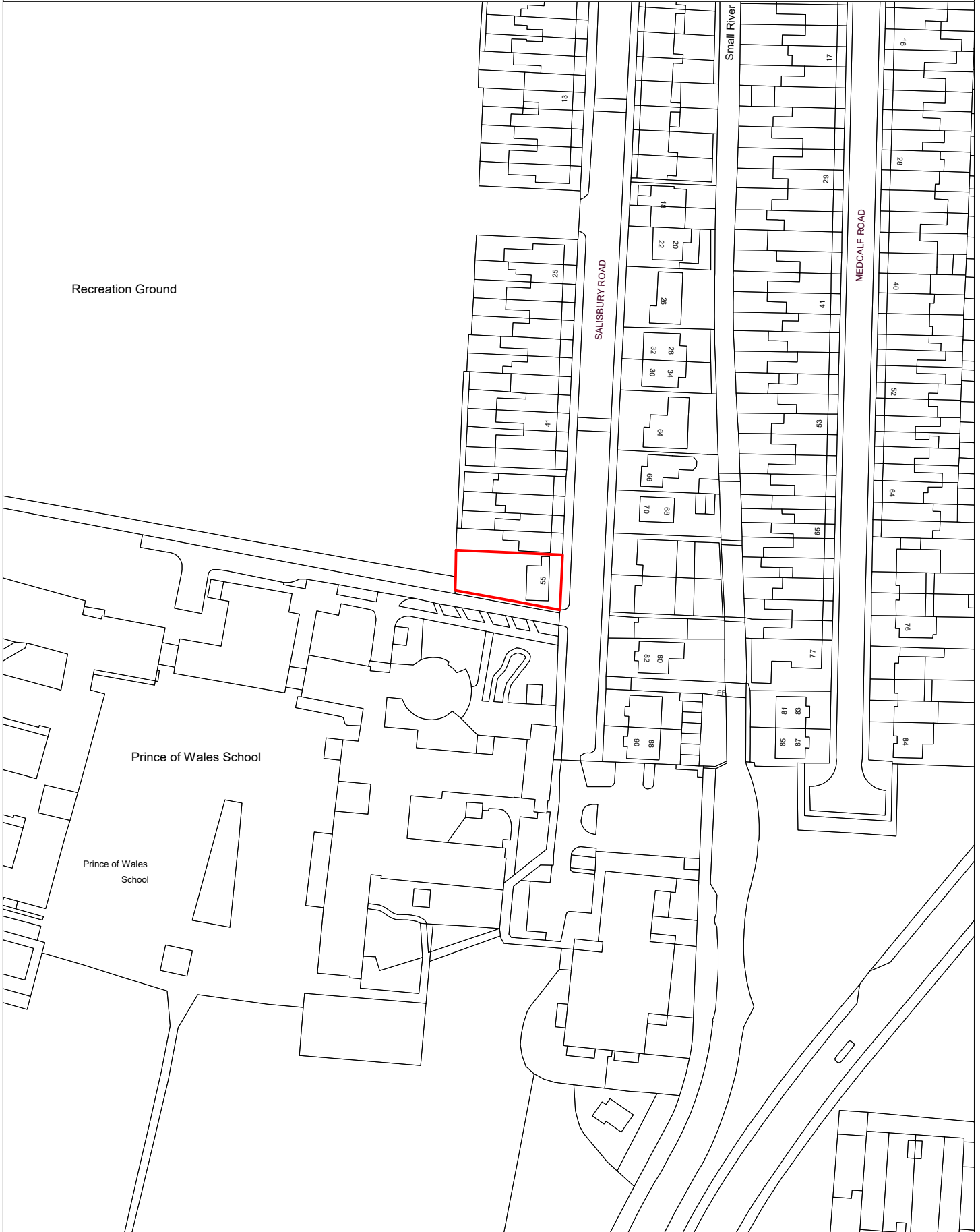
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LAND AT ST STEPHENS ROAD, ENFIELD LOCK



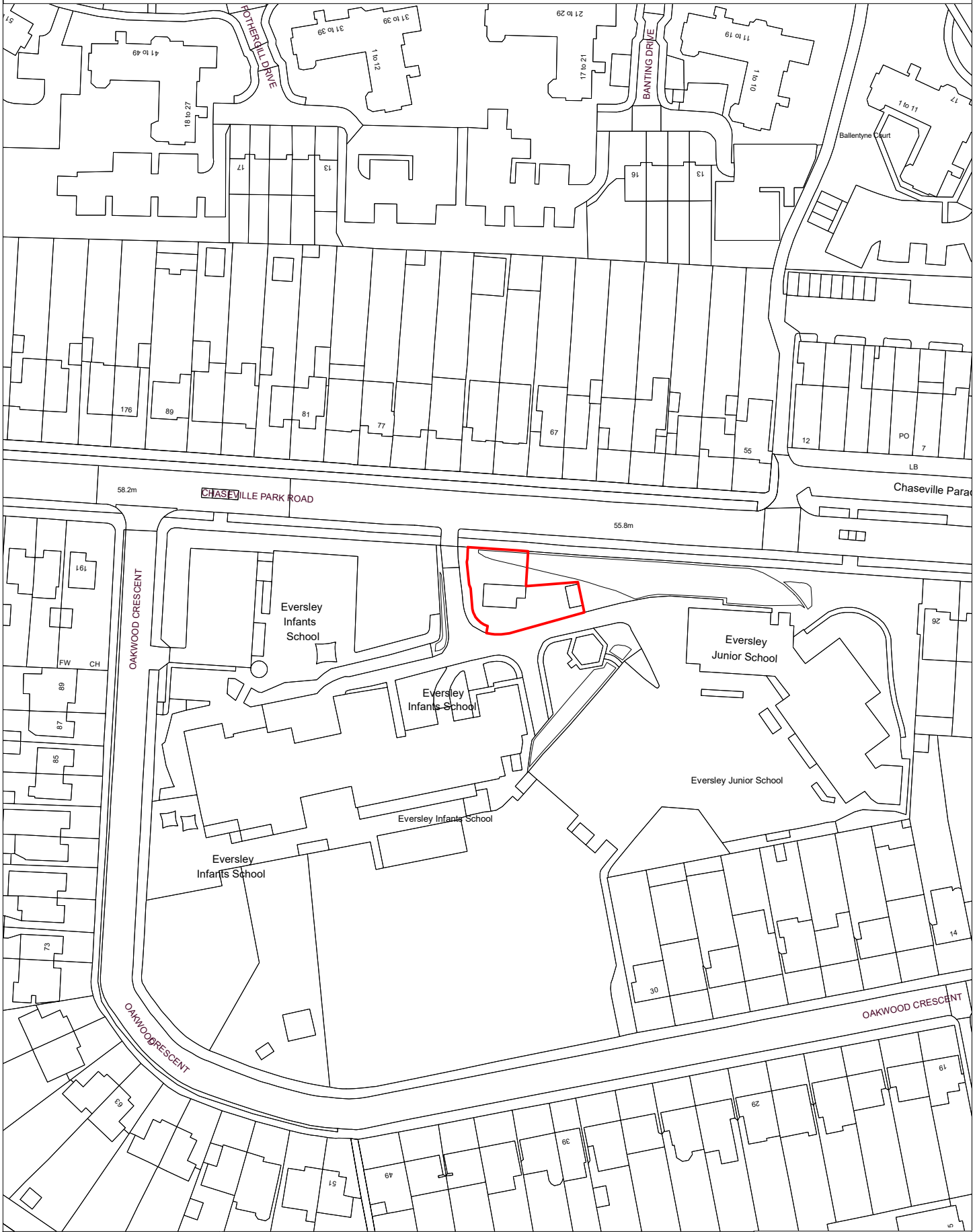
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PRINCE OF WALES CARETAKERS HOUSE, ENFIELD HIGHWAY



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EVERSLEY CARETAKERS HOUSE, WINCHMORE HILL



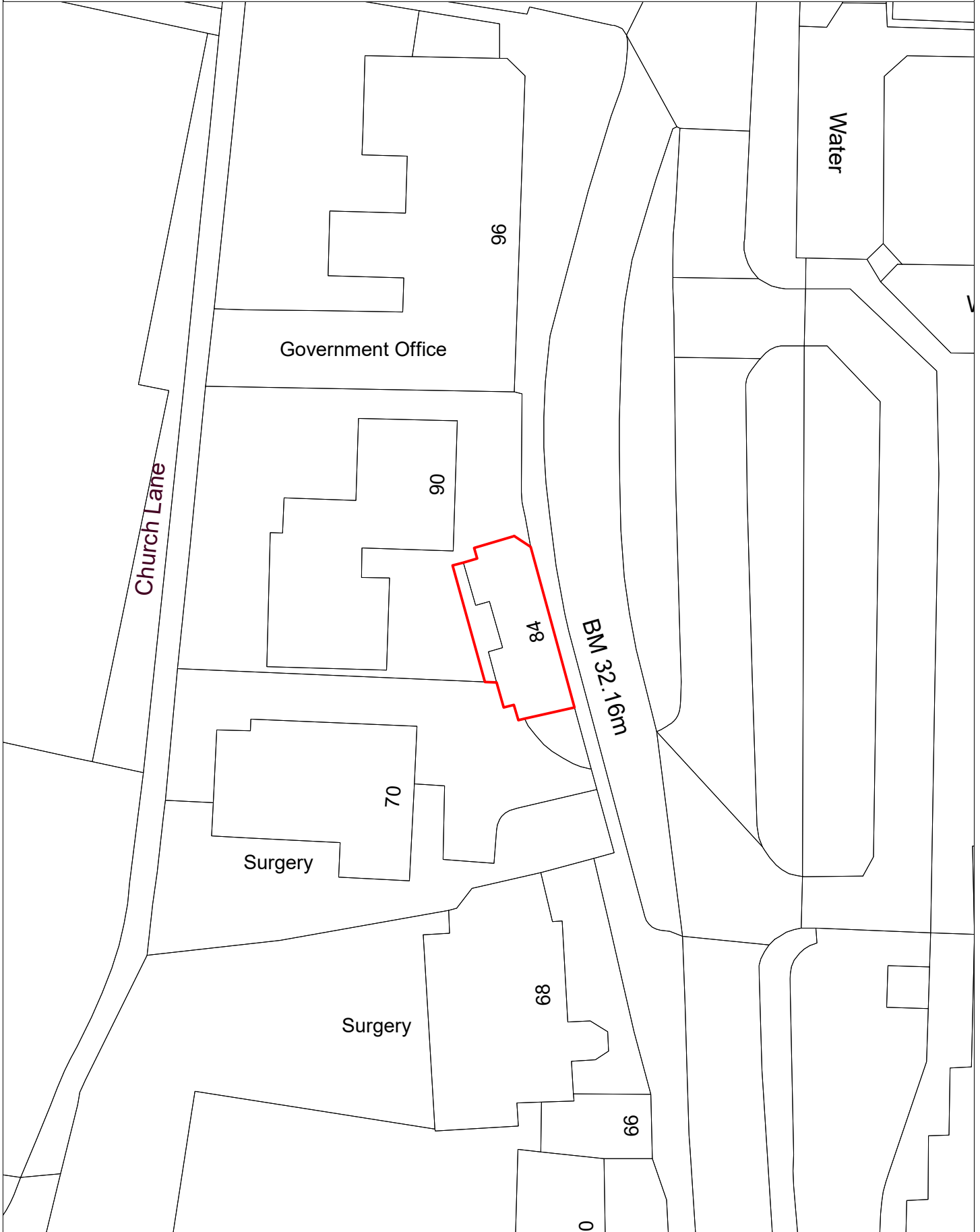
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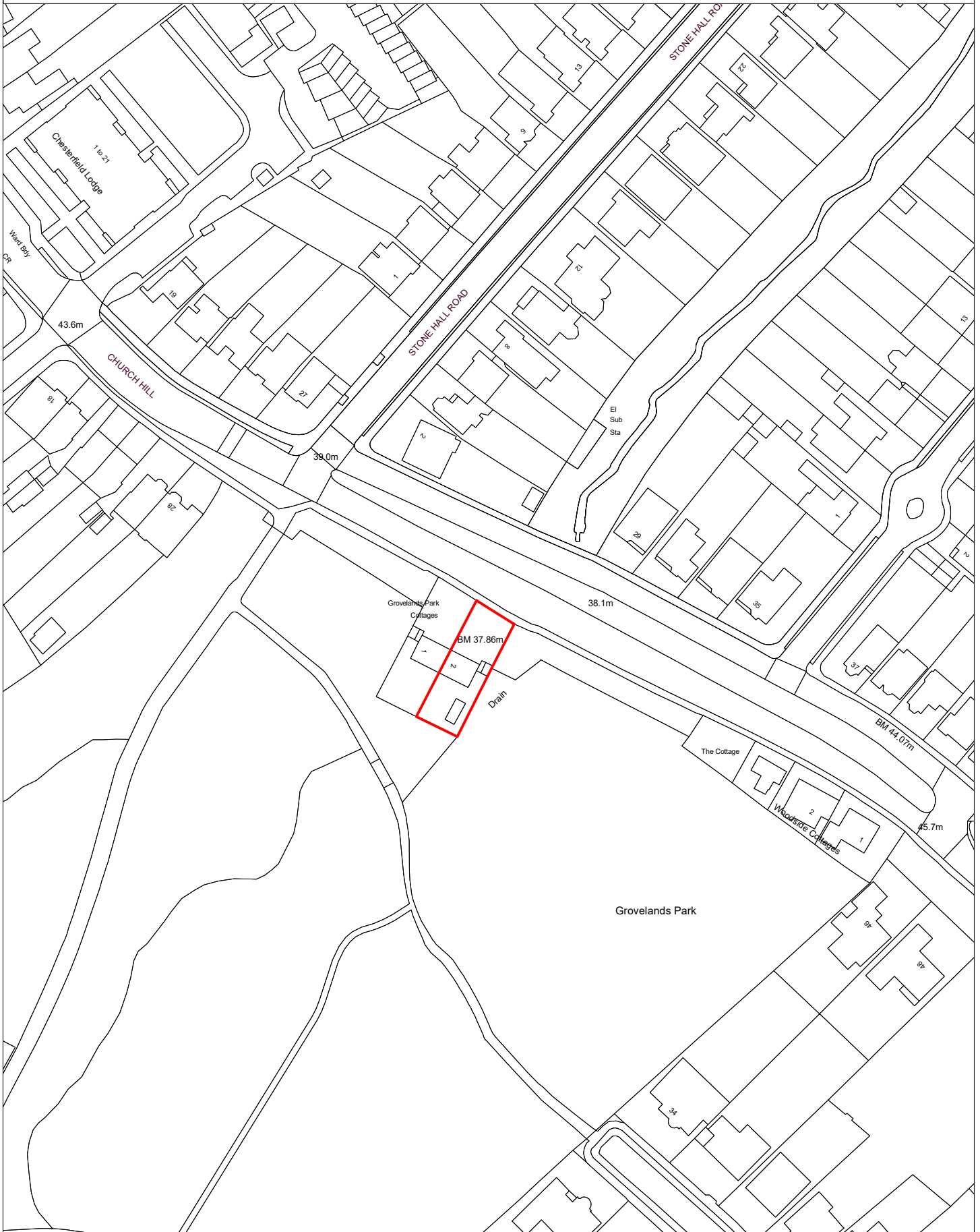
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84 SILVER STREET, COMMUNITY LINK, ENFIELD TOWN



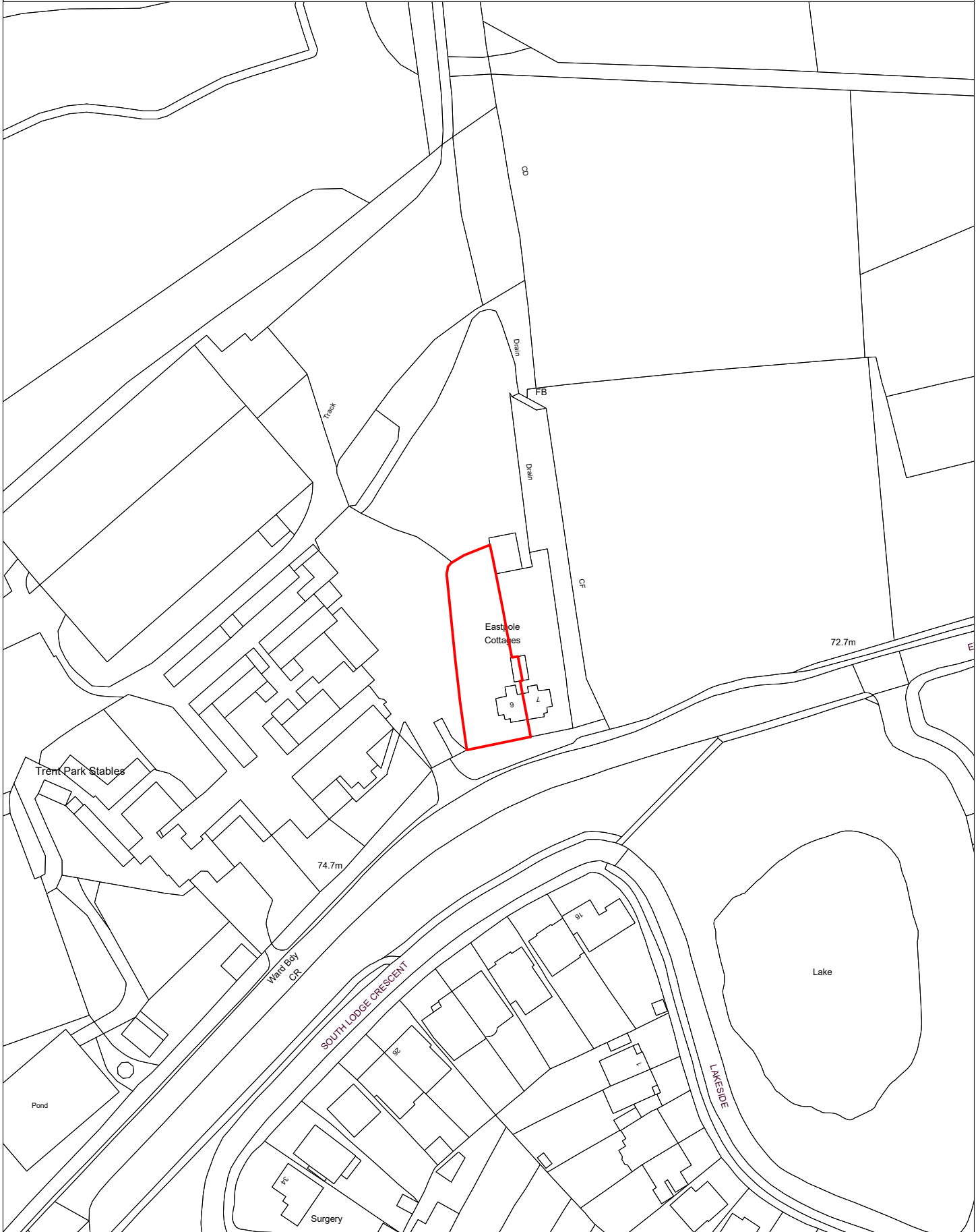
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2 GROVELANDS PARK COTTAGE, WINCHMORE HILL



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6 EASTPOLE COTTAGE, OAKWOOD



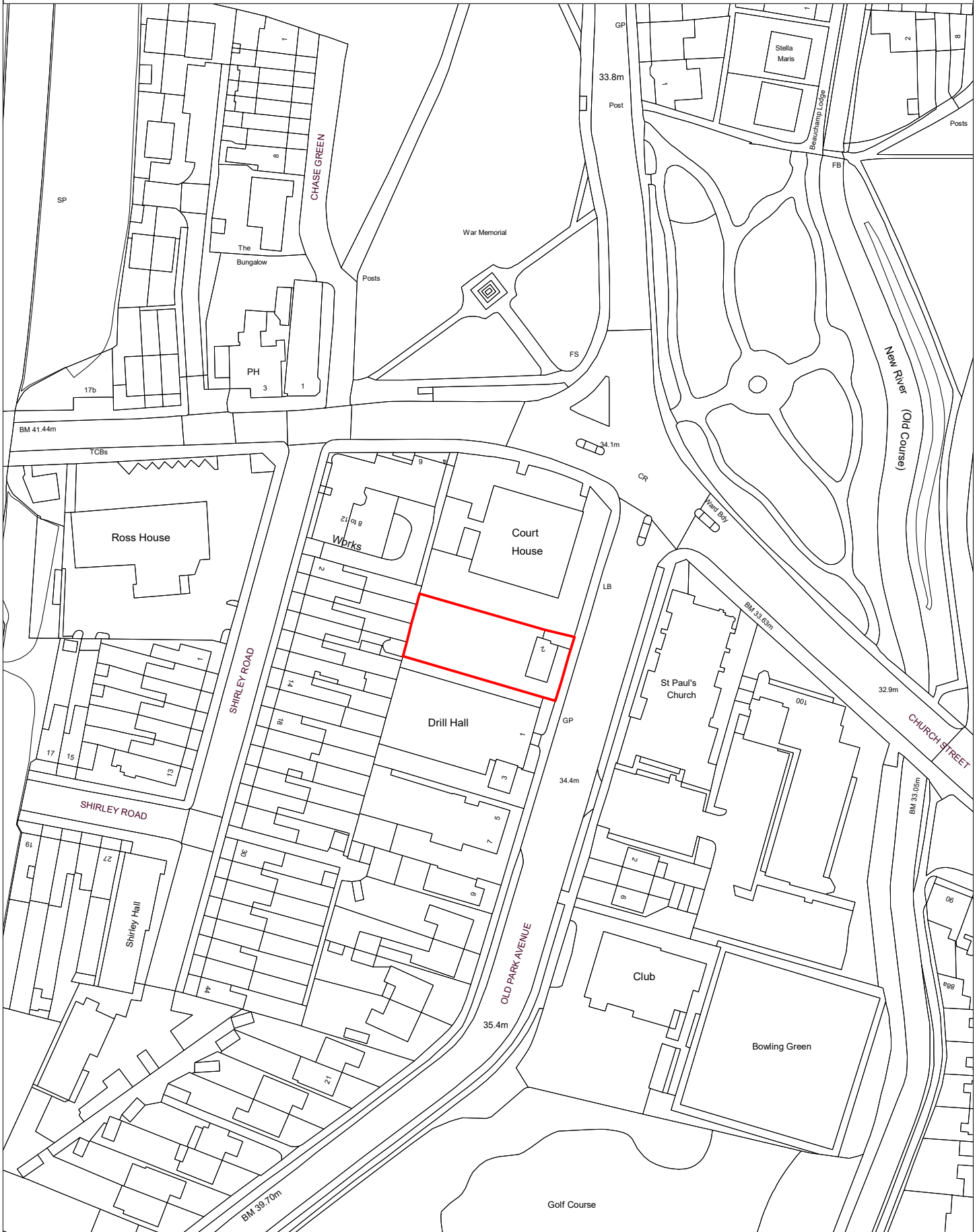
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2 WINDMILL HILL, ENFIELD TOWN



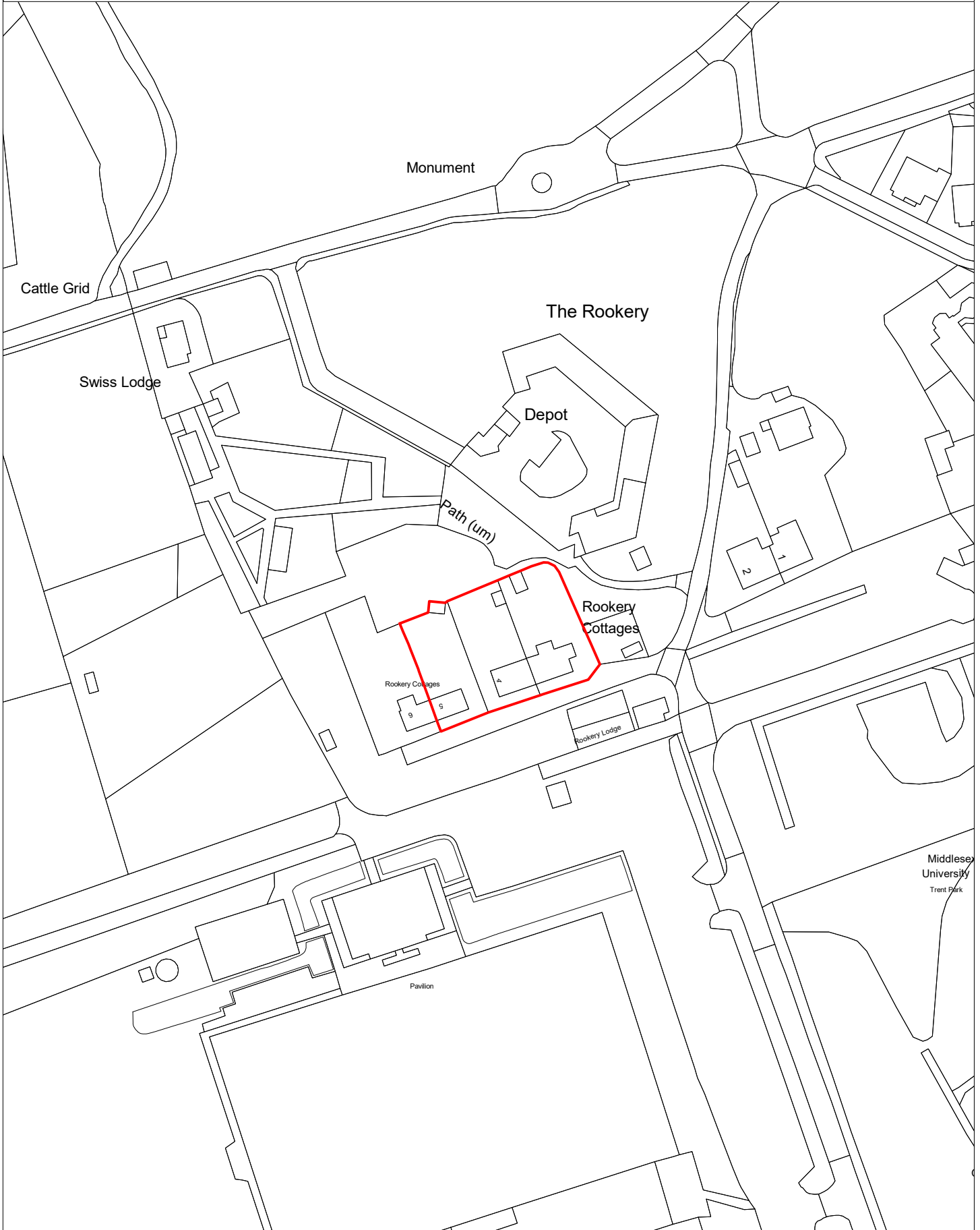
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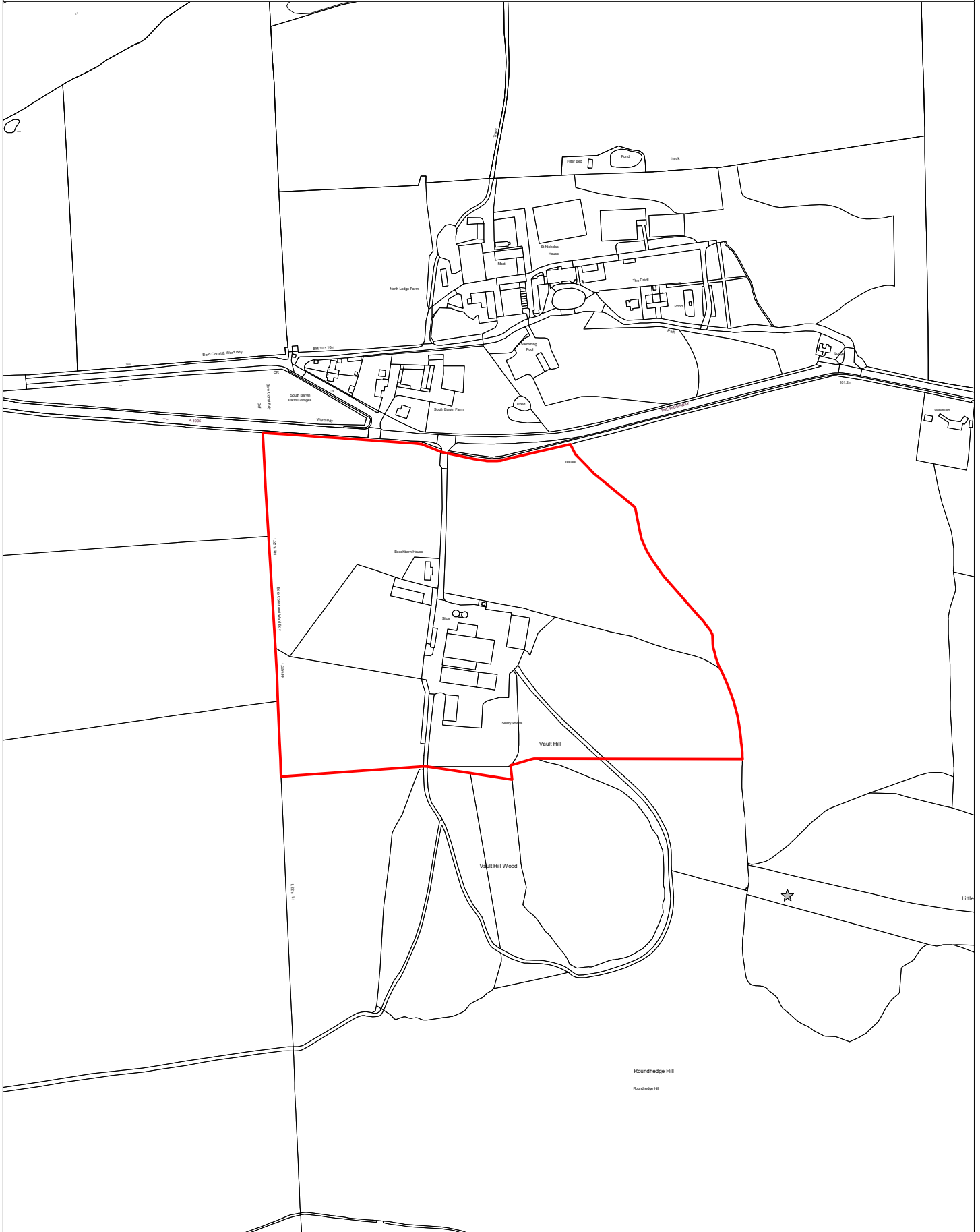
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3-5 ROOKERY COTTAGES, TRENT PARK



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BEECHBARN FARMSTEAD - PLAN IS FOR INDICATIVE PURPOSES ONLY



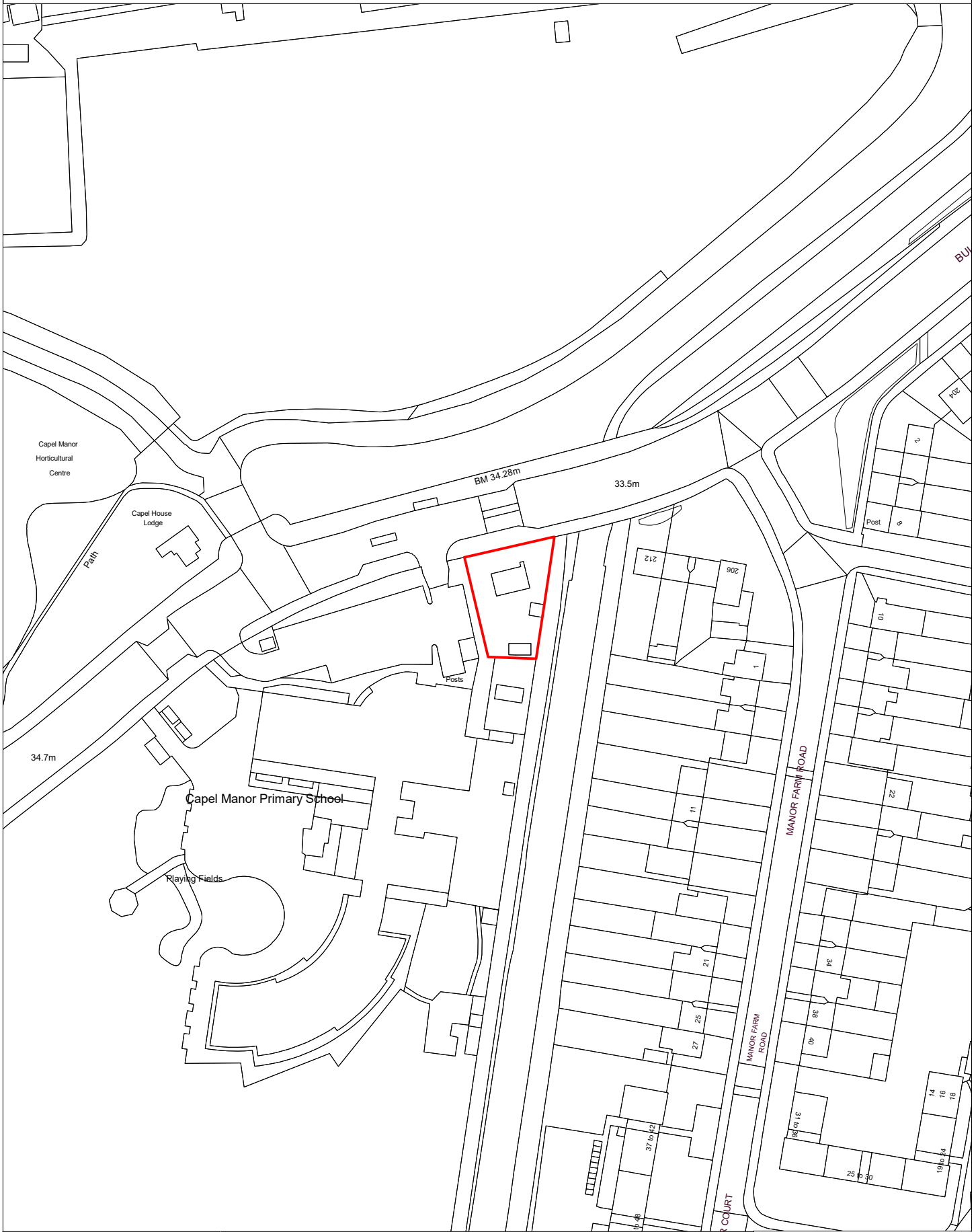
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CAPEL MANOR CARETAKERS HOUSE, CAPEL MANOR



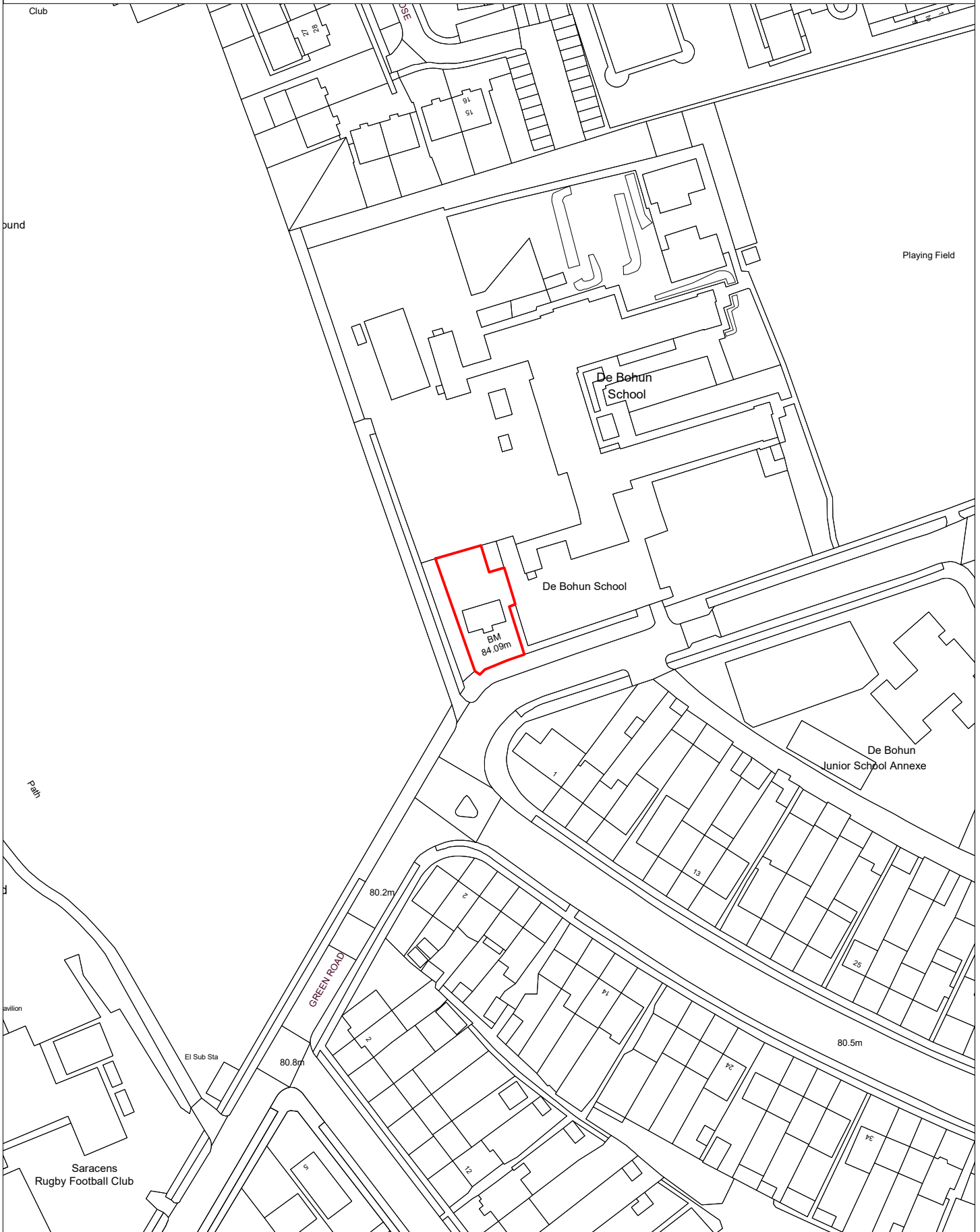
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DE BOHUN CARETAKERS HOUSE, SOUTHGATE



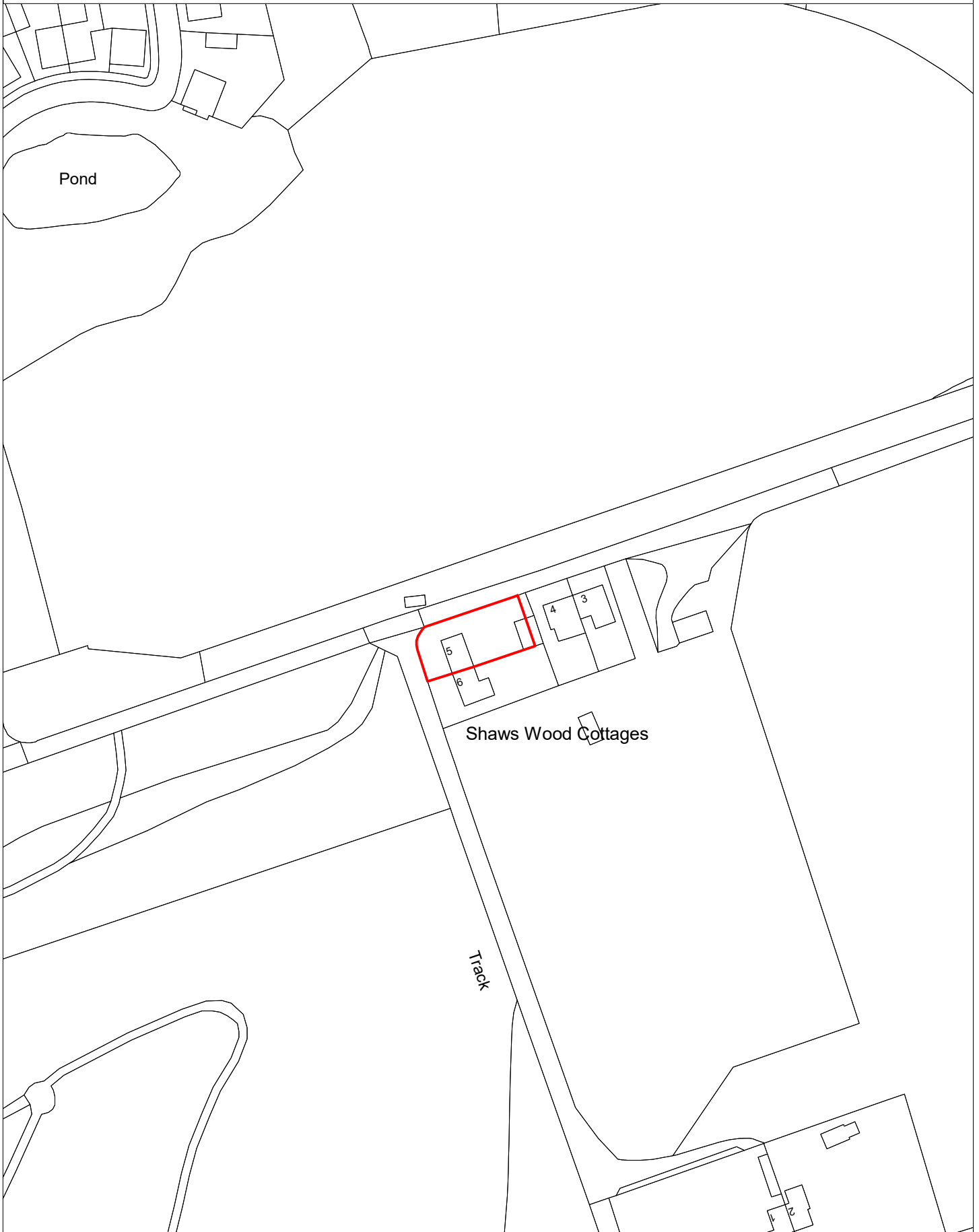
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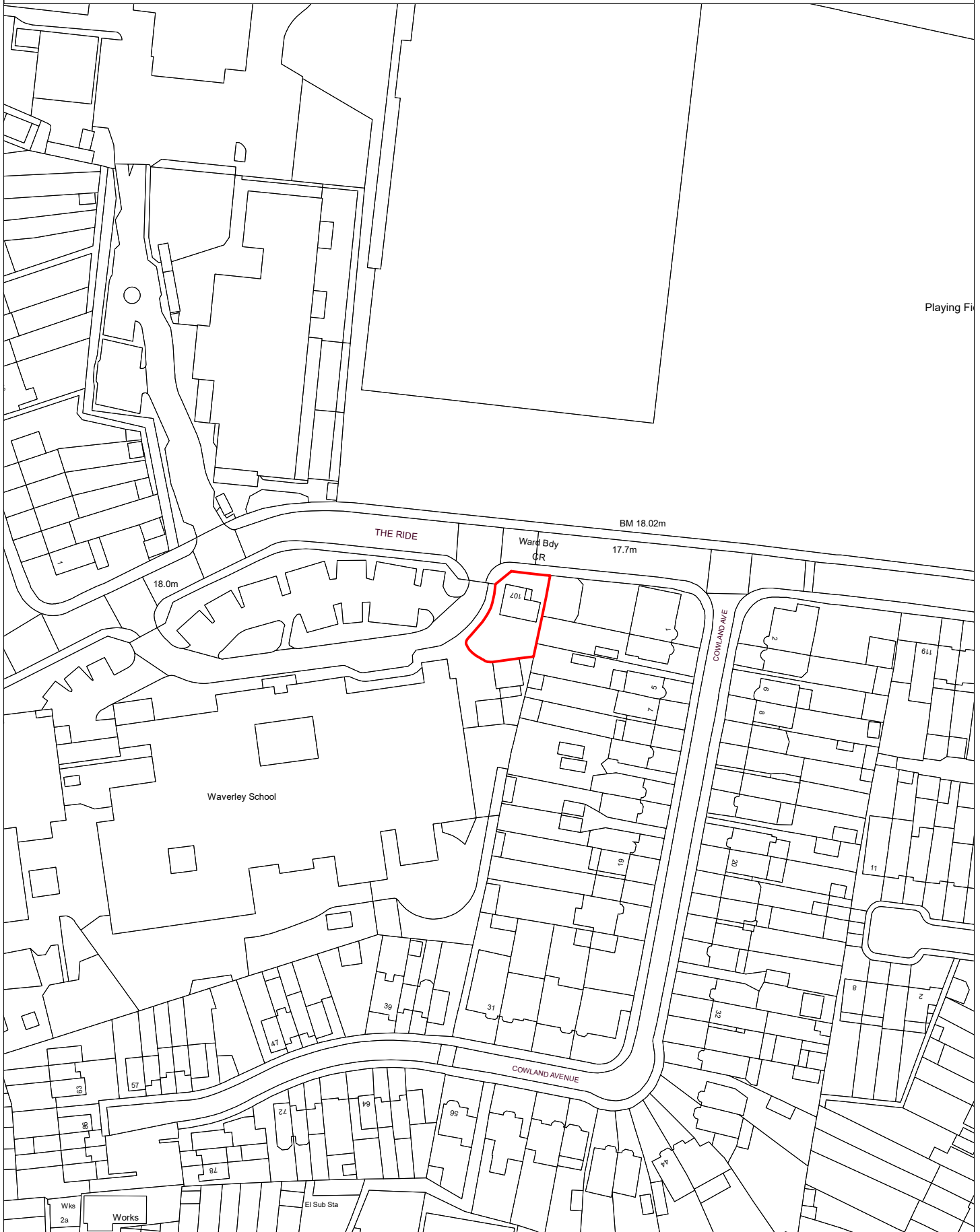
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5 SHAWSWOOD COTTAGES, TRENT PARK



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WAVERLEY CARETAKERS HOUSE, ENFIELD HIGHWAY



Playing Field

18.0m

THE RIDE

BM 18.02m

Ward Bdy
CR

17.7m

Waverley School

COWLAND AVE

COWLAND AVENUE

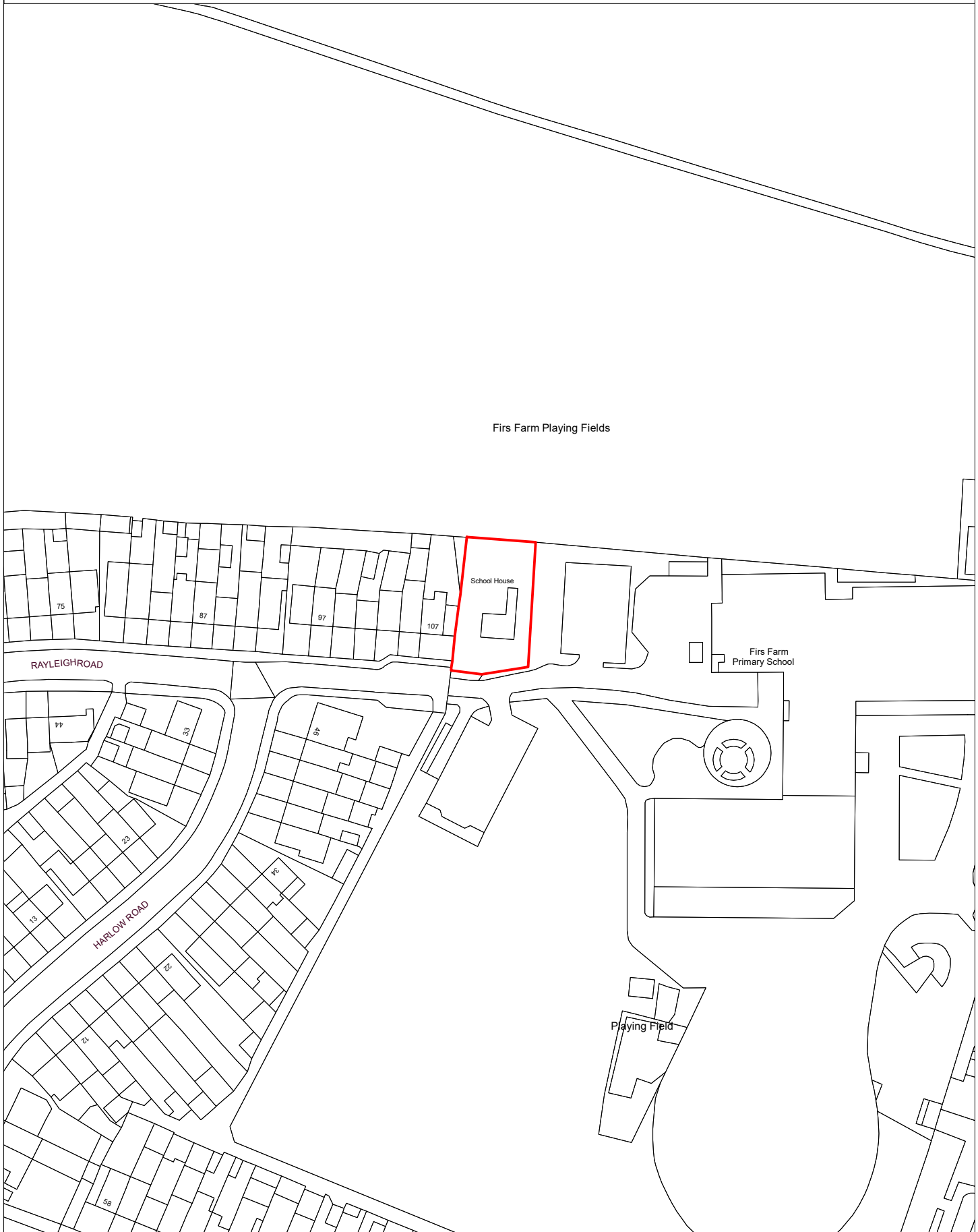
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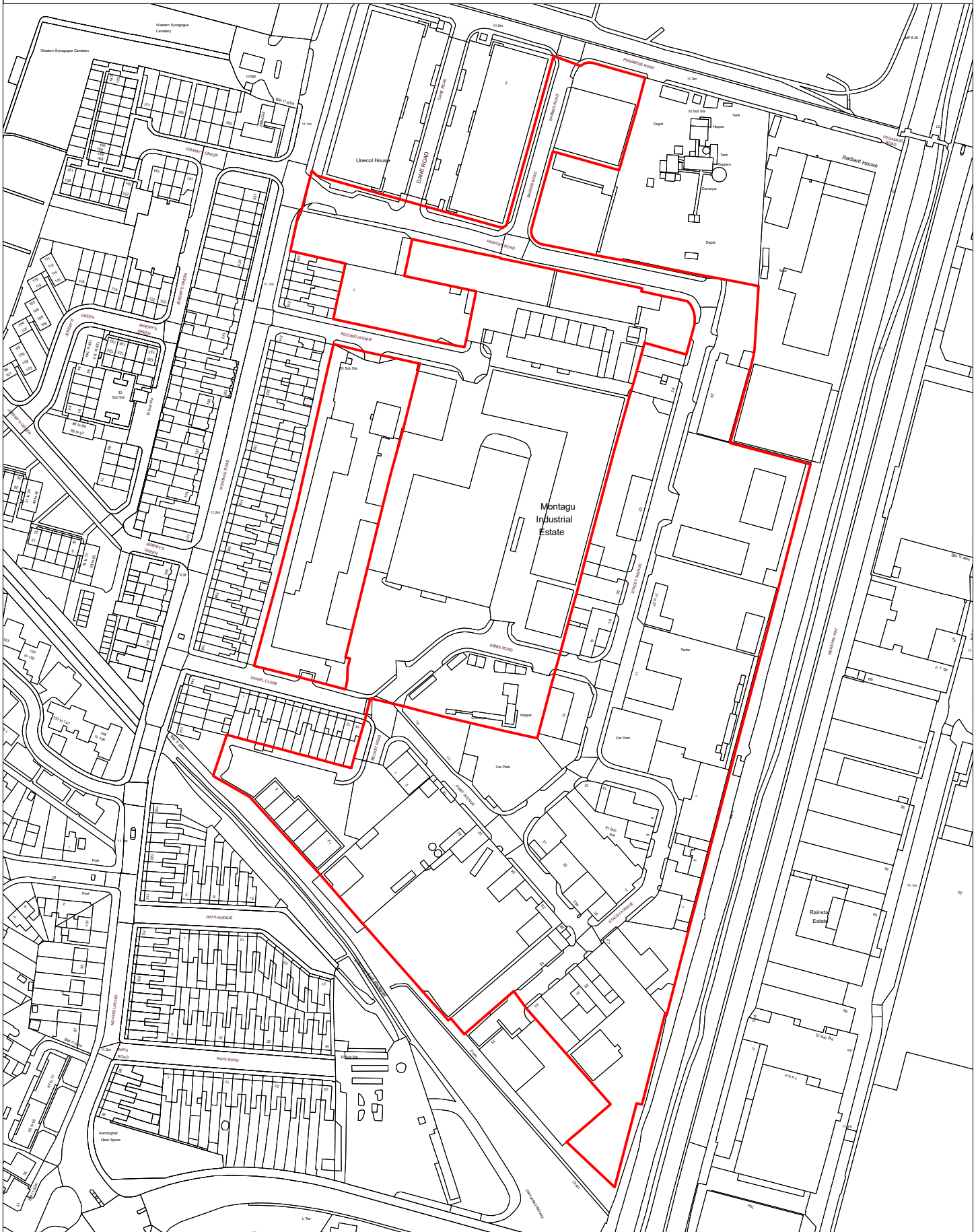
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FIRS FARM CARETAKERS HOUSE, PALMERS GREEN



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MONTAGU INDUSTRIAL ESTATE - REMAINING - PLAN IS FOR INDICATIVE PURPOSES ONLY



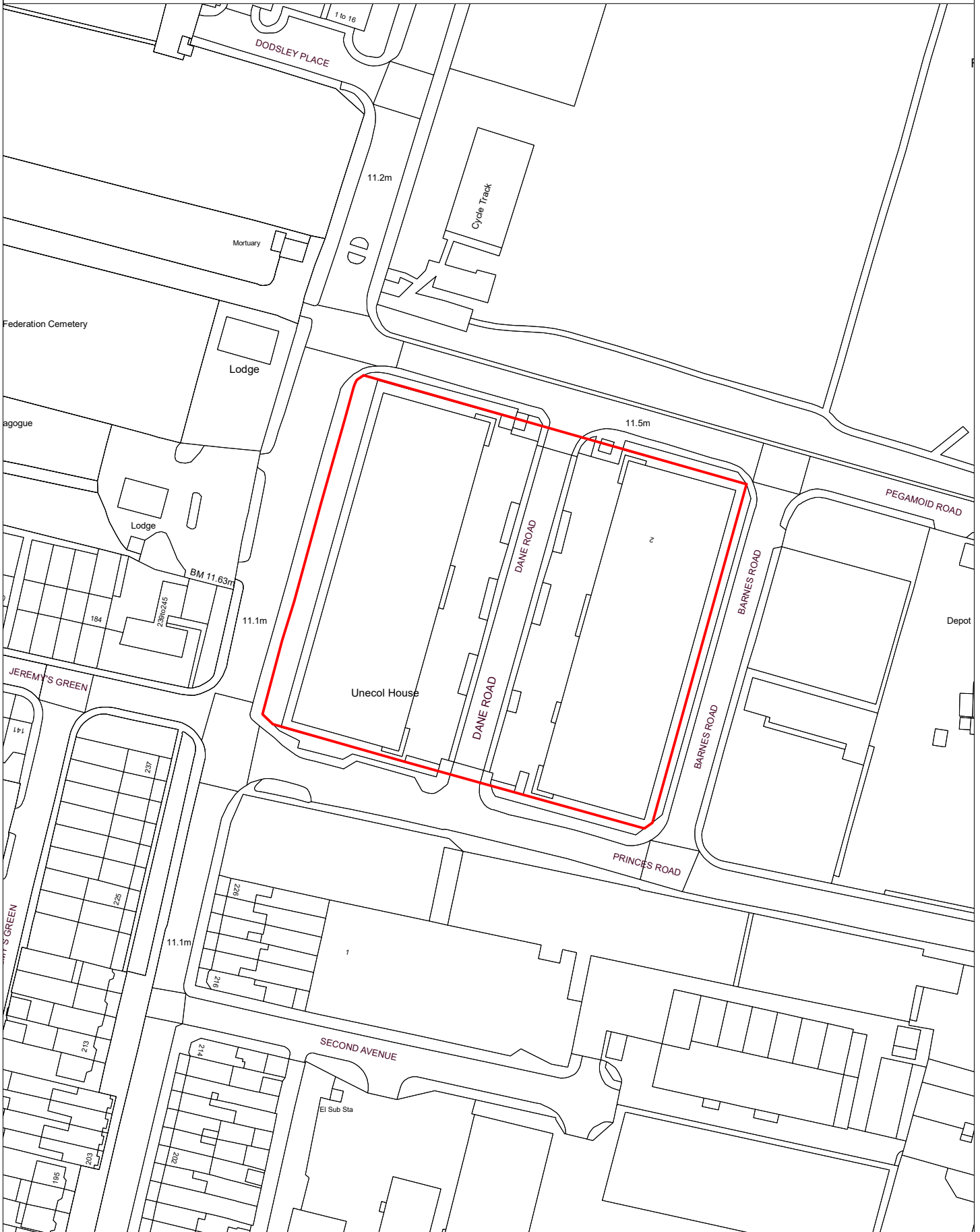
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MONTAGU INDUSTRIAL ESTATE, EDMONTON (PHASE 1)



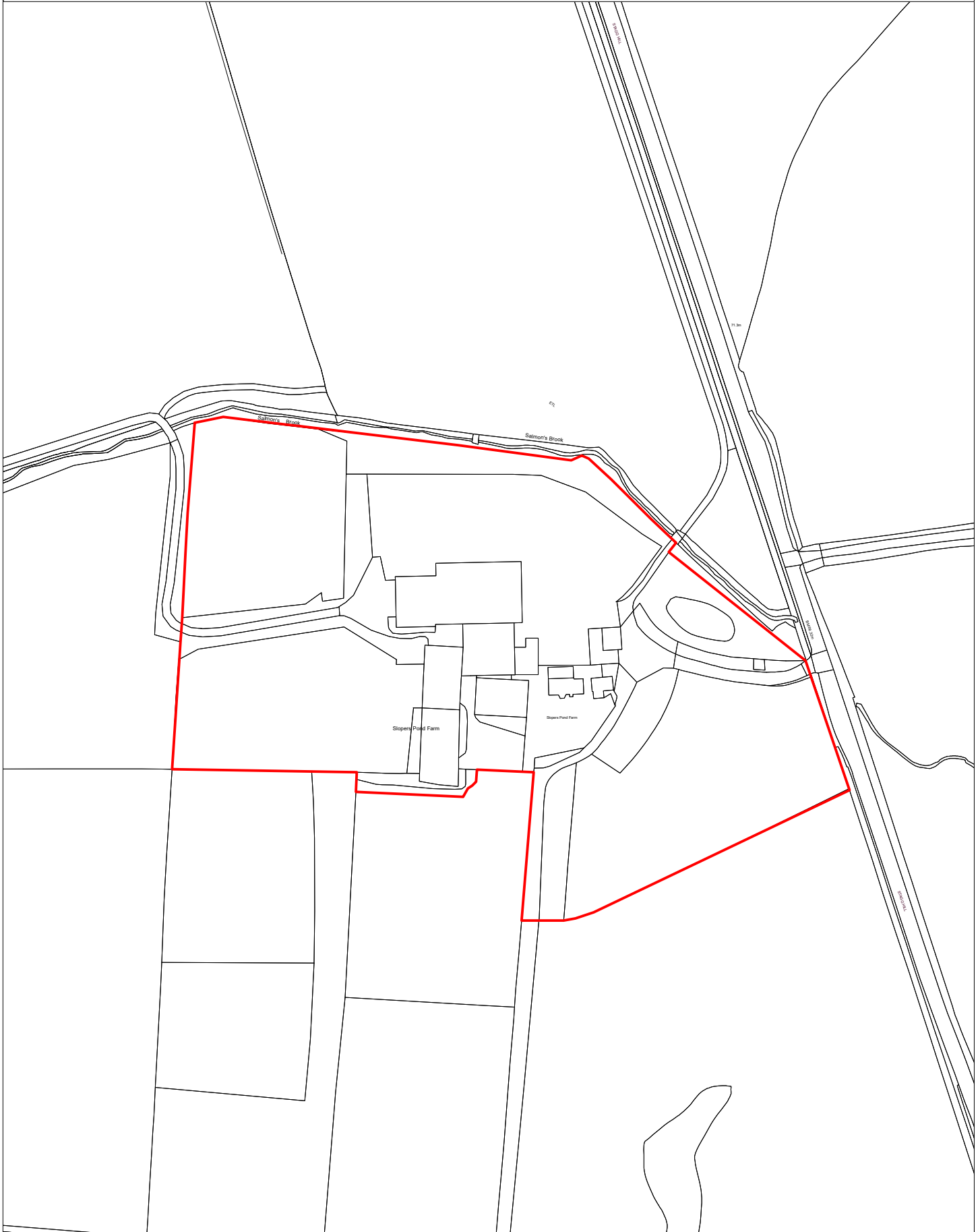
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SLOPERS POND FARMSTEAD - PLAN IS FOR INDICATIVE PURPOSES ONLY



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