

## 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

<b>Title of service activity / policy/ strategy/ budget change/ decision that you are assessing</b>	Strategic Access Management Measures Strategy, governance arrangements and updated approach to securing financial contributions to mitigate visitor pressure on the Epping Forest Special Area of Conservation.
<b>Team/ Department</b>	Plan Making Team, Strategic Planning and Design   Planning Service, Place Department
<b>Executive Director</b>	Sarah Cary
<b>Cabinet Member</b>	Clr Nesil Caliskan
<b>Author(s) name(s) and contact details</b>	May Hope <a href="mailto:may.hope@enfield.gov.uk">may.hope@enfield.gov.uk</a>
<b>Committee name and date of decision</b>	Key decision taken by the Leader of Council

<b>Date the EqIA was reviewed by the Corporate Strategy Service</b>	
<b>Name of Head of Service responsible for implementing the EqIA actions (if any)</b>	
<b>Name of Director who has approved the EqIA</b>	Brett Leahy

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?

This EqIA covers the implications with regards to public sector Equalities Duty of the Strategic Access Management Measures Strategy, governance arrangements and updated approach to securing financial contributions to mitigate visitor pressure on the Epping Forest Special Area of Conservation

Epping Forest is a designated Site of Special Scientific Interest (SSSI) and a portion is designated as a Special Area of Conservation (SAC). SACs are internationally important areas given special protection under the EU's Habitats Directive (92/43/EEC) which is transposed into UK law by the Habitats and Conservation of Species Regulations 2017 as amended (known as the Habitats Regulations).

The Epping Forest SAC lies within Epping Forest District Council, the London borough of Waltham Forest and the London borough of Redbridge administrative areas. These three local authorities have a duty as a 'competent authority' under the Conservation of Habitats and Species Regulations 2017, to ensure that planning application decisions comply with those Regulations and do not result in adverse effects on the integrity of the Epping Forest SAC.

Local authorities falling within the recreational Zone of Influence are required to collect financial planning obligations for Strategic Access Management Measures (SAMMs) and Suitable Alternative Natural Green Space (SANGs) to mitigate the harmful impacts by visitors to Epping Forest SAC. Local authorities are also required to identify and develop SANG sites encourage visitors away from Epping Forest. See appendix 1 for a map of Epping Forest SAC.

At Enfield, developers are treated on a case-by-case basis for SAMMs if their new development falls within the 6.2km Zone of Influence (Zoi) from Epping Forest SAC. The money should be paid to the City of London Conservators of Epping Forest to offset the use and mitigate the impact of the forest from additional visitors as part of an interim SAMMs strategy. The interim strategy costs have been reviewed and are set out in table 1, below.

At present, there is formal governance structure, spend or monitoring arrangements in place for SAC payments for SAMMs or SAMGs.

Enfield is also required to identify SANG sites and projects in the borough to ease the recreational pressure at Epping Forest from Enfield's visitors. The aim is to divert visitors towards using parks and green spaces within our boundary. Large scale developments over 100 units falling within the ZOI needs to provide a package of SANGs measures which can include improving access and facilities to our open spaces, green infrastructure and SANG sites. This is funded through S106 contributions from developers.

## 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.
10. Social-economic deprivation

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.

Enfield has relatively high proportions of children and young people under the age of twenty – higher than both London and England averages. The percentage of younger adults - aged 20 to 44 years - is also higher than in England in general, but below that of London as a whole. Both the London area and Enfield have proportionately fewer older residents than the England average.

**Mitigating actions to be taken**

To ensure that the public sector Equality Duty is met, the proposed Strategic Access Management Measures Strategy, governance arrangements and updated approach to securing financial contributions to mitigate visitor pressure on the Epping Forest Special Area of Conservation – will support the delivery of new measures to meet the needs of all age groups across the communities.

**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.

At the 2021 Census, 44,900 Enfield residents (13.6% of the total) reported a long-term health problem or disability in response to the question, “Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?”. Respondents were invited to indicate the level to which their activities were limited. 7.2% of people have their day to day activities limited a little, 6.4% have them limited a lot.

The proposed Strategic Access Management Measures Strategy, governance arrangements and updated approach to securing financial contributions to mitigate visitor pressure on the Epping Forest Special Area of Conservation – will support the delivery of new measures to meet the needs of all age groups across the communities. As such, it is not expected to differentially impact on those with a

disability.
<b>Mitigating actions to be taken</b>
None.

**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 2021 census showed that 1.1% of residents aged 16+ have a gender identity different from sex registered at birth. The proposed Strategic Access Management Measures Strategy, governance arrangements and updated approach to securing financial contributions to mitigate visitor pressure on the Epping Forest Special Area of Conservation – are not expected to differentially impact on this protected group.

**Mitigating actions to be taken**

None.

**Marriage and Civil Partnership**

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

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

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

The proposed Strategic Access Management Measures Strategy, governance arrangements and updated approach to securing financial contributions to mitigate visitor pressure on the Epping Forest Special Area of Conservation – are not expected to have a differential impact on those who are married or in a civil partnership.

**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 proposed Strategic Access Management Measures Strategy, governance arrangements and updated approach to securing financial contributions to mitigate visitor pressure on the Epping Forest Special Area of Conservation – are not expected to have a differential impact on those who are pregnant and/or on maternity leave.

**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 proposed Strategic Access Management Measures Strategy, governance arrangements and updated approach to securing financial contributions to mitigate visitor pressure on the Epping Forest Special Area of Conservation – are not expected to have a differential impact on those who defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

**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 proposed Strategic Access Management Measures Strategy, governance arrangements and updated approach to securing financial contributions to mitigate visitor pressure on the Epping Forest Special Area of Conservation – are not expected to have a differential impact on those who defined by their religion or belief, including lack of belief. .

**Mitigating actions to be taken**

The proposed Strategic Access Management Measures Strategy, governance arrangements and updated approach to securing financial contributions to mitigate visitor pressure on the Epping Forest Special Area of Conservation are not expected to have a differential impact on people who follow a religion or belief.

**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.

According to data from March 2022, across all settings both during the day and at night, a higher proportion of women reported feeling very or fairly unsafe compared with men.

The proposed Strategic Access Management Measures Strategy, governance arrangements and updated approach to securing financial contributions to mitigate visitor pressure on the Epping Forest Special Area of Conservation – promotes better access management measures, which is expected positively impact on communities, in particular women who are more likely to report feeling unsafe walking alone.

**Mitigating actions to be taken**

The proposed Strategic Access Management Measures Strategy, governance arrangements and updated approach to securing financial contributions to mitigate visitor pressure on the Epping Forest Special Area of Conservation - should have a positive differential impact on women, in terms of perception of safety. Both males

and females will be benefit from good site design, in terms of actual and perceived safety.

**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 2021 census showed that 88.1% of Enfield's population identified as heterosexual or straight. Of residents who do not identify as straight or heterosexual:

- 0.9% identified as gay or lesbian
- 0.8% identified as bisexual
- 0.5% identified another sexual orientation

**Mitigating actions to be taken**

The proposed Strategic Access Management Measures Strategy, governance arrangements and updated approach to securing financial contributions to mitigate visitor pressure on the Epping Forest Special Area of Conservation – are not expected to have any differential impacts on people with different sexual orientation who follow a religion or belief.

**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.

**Mitigating actions to be taken.**

There is nothing in the proposed Strategic Access Management Measures Strategy, governance arrangements and updated approach to securing financial contributions to mitigate visitor pressure on the Epping Forest Special Area of Conservation that will negatively impact on those disadvantaged by socio-economic factors. Positive differential impacts, as set out above, are expected under this protected characteristic.

## 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?

## 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