

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	Traveller Local Plan – Meeting the needs of Gypsies, Travellers and Travelling Showpeople – Issues and Options (Regulation 18) Consultation – October 2023
Team/ Department	Plan Making Team, Strategic Planning and Design Planning Service, Place Department
Executive Director	Sarah Cary
Cabinet Member	Cllr Nesil Caliskan
Author(s) name(s) and contact details	May Hope may.hope@enfield.gov.uk
Committee name and date of decision	Cabinet, 13 th September 2023

Date the EqIA was reviewed by the Corporate Strategy Service	
Name of Head of Service responsible for implementing the EqIA actions (if any)	
Name of Director who has approved the EqIA	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?

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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 publishing the Traveller Local Plan (TLP), Issues and Options document for public consultation. The first formal stage of the TLP process will be the publication of an Issues and Options document (under Regulation 18 of The Town and Country Planning (Local Planning) (England) Regulations 2012 – as amended). This stage explores the issues surrounding provision for future accommodation needs for Gypsies, Travellers and Travelling Showpeople, and the options and approaches that could be taken to addressing the need.

The purpose of the TLP is to set out local planning policies specifically relating to Gypsies, Travellers and Travelling Showpeople, and once adopted will set out how the London Borough of Enfield will meet the future accommodation needs of the Traveller communities. This is likely to include the allocation of new sites and associated policies. It will also cover other related issues such as site location, size, type, tenure, management and design.

The purpose of this Issues and Options stage is to:

- Identify the issues the Council should address through the TLP;
- Set out a series of potential options the Council could consider to address these issues, and
- Obtain views from the Traveller and wider community and stakeholders on the issues and options identified, to see if there are additional issues and options, and to help identify the preferred options which will inform the next stage of the TLP process.

The TLP will form part of the Development Plan for Enfield once adopted.

The proposed aims for the TLP are as follows:

- To provide a sufficient mix of, and type of, sustainable and high-quality sites, which are distributed evenly across the Borough to fully meet the assessed accommodation needs of the Traveller communities.
- To provide Traveller sites that are located in areas that provide protection from flooding and enable adequate access to public transport, community facilities such as schools, health centres and shops.
- To reduce the number of unauthorised developments and encampments, and increased integration between the Traveller communities and the settled community.
- To protect and enhance the special built and natural character of the Borough, including its countryside, open space, Green Belt, and historic environment.

The proposed objectives of the TLP are as follows:

- To deliver at least 21 permanent traveller pitches and a transit / stop over site during the plan period to meet the identified Borough need.

- To deliver sites in sustainable, suitable and safe and locations, with high-quality on-site provision and good access to facilities and services.
- To minimise the number of unauthorised sites by providing a negotiated stopping policy.
- To provide a clear framework for making decisions on future planning applications for Traveller sites within the Borough.

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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.

The 2021 census reports a total of 373 people who identify as Gypsies and Travellers and 1,121 who identify as Roma. This is a three-fold increase in the 121 Gypsy and Travellers reported in the 2011 census. Currently there are over 600 families from Gypsy, Roma and Travelling communities in temporary and private rented accommodation in Enfield.

The TLP is expected to have a positive impact on all age groups for those that identify as Gypsies and Travellers (including Roma) due to the additional traveller pitches and transit / stop over site that will be provided as a result of the adoption of the TLP.

Mitigating actions to be taken

To ensure that the public sector Equality Duty is met, the TLP will support the delivery of new sites which have good access to public services and community facilities, including health and education facilities. This will meet the needs of all age groups across the Traveller 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 TLP will explore the inclusion of a design policy which could include criteria on site access and the provision of community facilities and amenity buildings which would be accessible. In addition, any allocated sites would have good access to health facilities.

As such, the TLP is not expected to differentially impact on those with a disability.

Mitigating actions to be taken

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 TLP is 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 TLP is 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 TLP is not expected to have a differential impact on those who are pregnant or in the maternity period.

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.

Based on Enfield's own estimates, residents from White British backgrounds make up 35.3% of Enfield's inhabitants with other White groups (including White Irish) combined at 26.4%. Mixed Ethnic Groups account for 5.5%, Asian Groups for 11.0% and Black groups for 17.9% of Enfield's population.

The 2021 census reports a total of 373 people who identify as Gypsies and Travellers and 1,121 who identify as Roma. This is a three-fold increase in the 121 Gypsy and Travellers reported in the 2011 census.

Enfield has a rich history of Travellers and it is believed that there was a sense of belonging in the Borough documented as early as 1898. Edmonton is an area that had a large Traveller community, particularly in the 1980's and 1990's. Families have still remained locally although some have moved to neighbouring boroughs. The 2021 census reports a total of 373 people who identify as Gypsies and Travellers and 1,121 who identify as Roma in Hounslow Borough. This is a three-fold increase

in the 121 Gypsy and Travellers reported in the 2011 census. Currently there are over 600 families from Gypsy, Roma and Travelling communities in temporary and private rented accommodation in Enfield.

There are no existing authorised Traveller sites in the Borough (with full or temporary permission), either privately owned, or owned by the Council. There are no transit sites or temporary stopping places in the Borough at present.

The TLP is expected to have a positive differential impact for those that identify as Gypsies and Travellers.

Mitigating actions to be taken

The Issues and Options highlighted aim at addressing the housing need of the Gypsy and Traveller communities. As such, it is considered that the TLP will have a positive differential impact on this protected group, in relation to the provision of culturally appropriate housing.

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 TLP aims to promote sites which are accessible to local facilities and services, including places of worship.

Mitigating actions to be taken

The TLP is 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 Census 2021 data, 52% of Enfield's population is estimated to be female and 48% male.¹

The ONS Opinions and Lifestyle Survey asks people about their current perceptions of safety and their experiences of safety in the last 12 months. The survey asks respondents if they feel safe walking alone in a quiet street close to your home; in a busy public space such as a high street; in a park or other open space; and using public transport on your own. 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 TLP promotes good design in relation to future site provision, which is expected positively impact on both the Gypsy and Traveller communities, as well as the settled communities, in particular women who are more likely to report feeling

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

unsafe walking alone.

Mitigating actions to be taken

The TLP should have a positive differential impact on women, in terms of perception of safety. Both males and females will benefit from good site design, in terms of actual and perceived safety.

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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 TLP is 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.

According to research undertaken by Transport for London in 2019, the most commonly 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 Londoners.

The TLP aims to provide sites that are located in areas which enable access to public transport.

Health inequalities are more pronounced in deprived communities. The TLP seeks to promote sites with good access to health facilities. As such, a positive impact is anticipated in terms of physical and mental health and wellbeing.

Mitigating actions to be taken.

There is nothing in the TLP that will negatively impact on those disadvantaged by socio-economic factors. Positive differential impacts, as set out above, are expected under this protected characteristic.

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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 Council's adopted planning policies are monitored through the Annual Monitoring Report which assesses and reviews the extent to which policies in local development plan documents are being implemented. This is supplemented by the bi-annual caravan count. One of the weaknesses of a reliance on this lies in the fact that the gypsy and traveller caravan count uses caravans as a unit of measure whereas for planning purposes the use of pitches is more common, where a pitch may in fact accommodate two or more caravans.

The aims of the TLP will assist in developing a more refined monitoring framework. A key objective of the TLP is to reduce the level of unauthorised encampments within the Borough, and to do this there is a need to ensure that our monitoring methods are appropriate and effective.

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