

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	Hadley Wood Neighbourhood Plan
Team/ Department	Plan Making Team, Strategic Planning and Design Planning Service, Place Department
Executive Director	Simon Pollock
Cabinet Member	Cllr N. Caliskan
Author(s) name(s) and contact details	May Hope
Committee name and date of decision	Full Council 22 nd November 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?

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 in relation to the Hadley Wood Neighbourhood Plan. This is the final stage of the Hadley Wood Neighbourhood Plan, with the Neighbourhood Plan now having been published, examined and voted on positively at Referendum.

It should be noted that the Neighbourhood Plan is not an Enfield Council Plan, and is produced externally by the Hadley Wood Neighbourhood Planning Forum (HWNPF), however once the Neighbourhood Plan is 'made', it will form part of the Development Plan for Enfield.

Once the Neighbourhood Plan is 'made' it will shape future development within the Hadley Wood area. The Plan will be used to assess planning applications. As such, proposals in the area, and those submitting the proposals, will be impacted by the policies and aspirations within the Neighbourhood Plan.

The Neighbourhood Plan will sit alongside other plans within the Development Plan including the Enfield Coire Strategy (2010) and the Development Management Policies (2014), which will eventually be replaced by the emerging Enfield Local Plan (up to 2041).

The Neighbourhood Plan sets out 19 policies and 12 aspirations for the Hadley Wood area. There is a Neighbourhood Plan Vision and 7 associated Objectives. The Neighbourhood Plan covers the period 2022 – 2039.

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.

As at 2018, the Neighbourhood Plan area had a population of approximately 2,475 people, with a mean age of 40 years. By comparison, the mean age for residents in Enfield as a whole was 36 years. The predominant age band in Hadley Wood was 45 to 59, representing a quarter of the total population in the Neighbourhood Plan area.

Mitigating actions to be taken

To ensure that the public sector Equality Duty is met, the Neighbourhood Plan states that development in Hadley Wood will provide a wider range of housing sizes, including smaller family homes and downsizing options. This will meet the needs of a wide age group for those living within the area.

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 Vision states that new footpaths, cycle routes and improved public transport will help healthier active lifestyles and reduce reliance on the car.

Planning applications are also expected to note Home England's guidance on 'Building for Healthy Life' <https://www.gov.uk/government/news/homes-england-backs-a-new-healthy-housing-toolkit-by-design-for-homes>

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

Mitigating actions to be taken

To ensure that the Public Sector Equality Duty is met, new housing proposals will be required to meet accessibility standards as set out in local and national planning guidance. Similarly accessible parking including Blue Badge places should be provided in line with London Plan guidance.

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 Neighbourhood Plan is not expected to differentially impact on this protected group.

Mitigating actions to be taken

New public buildings and spaces with public washrooms within the area covered by the Hadley Wood Neighbourhood Plan will need to be designed in line with London Plan Guidance around gender neutral toilets. The London Plan 2021 states that *“Where gender-specific toilets are provided, a gender-neutral option should also be provided wherever possible (in addition to unisex disabled persons toilets)”*.

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 Neighbourhood Plan is not expected to have a differential impact on those who are married or in a civil partnership.

Mitigating actions to be taken

None. The proposals are considered to have a positive impact on all groups referred to above.

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

Mitigating actions to be taken

None. The proposals are considered to have a positive impact on all groups noted above.

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 Neighbourhood Plan is not expected to have a differential impact on any particular race.

Mitigating actions to be taken

None. There is nothing in the Hadley Wood Neighbourhood Plan that is expected to disadvantage one group over another. Positive impacts with regards to housing, employment, and access to blue and green spaces are set out above.

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 Neighbourhood Plan aims for developments to support and contribute to public and community facilities in the area, bringing improvements for the local population. This includes the local church in Hadley Wood which is understood to be used by residents whether they have or have not a religion or belief.

Mitigating actions to be taken

The Neighbourhood Plan 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 Neighbourhood Plan discourages high front boundary treatments, and notes findings from the Police Crime Prevention Initiatives (March 2019).

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

Mitigating actions to be taken

The Neighbourhood Plan could have a have a positive differential impact on residents (particularly female), in terms of perception of 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 Neighbourhood Plan is not expected to have any differential impacts on people with different sexual orientation.

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 Neighbourhood Plan aims to support and contribute towards enhancing the provision of public transport, pedestrian and leisure footpaths and cycle routes.

Mitigating actions to be taken.

There is nothing in the Neighbourhood Plan 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?

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.

The Hadley Wood Neighbourhood Plan is not a Council Plan and so the responsibility of monitoring the Plan falls to the Hadley Wood Neighbourhood Plan Forum (HWNPF). The Neighbourhood Plan states that the outcomes of the Plan submission will be monitored and responded to by the HWNPF during the remainder of its designated term (to 18 January 2025), when the longer-term arrangements will also be reviewed.

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