

Enfield Equality Impact Assessment (EqIA)

Introduction

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

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

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

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

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

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

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

Section 1 – Equality analysis details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Enfield Town to Ponders End Station walking and cycling route
Team/ Department	Journeys and Places, Environment and Communities
Executive Director	Simon Pollock
Cabinet Member	Cllr Rick Jewell
Author(s) name(s) and contact details	Tom Anderson (tom.anderson@enfield.gov.uk)
Committee name and date of decision	KD Portfolio Report

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
Name of Director who has approved the EqIA	

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?

Background

As part of the Journeys and Places programme, Enfield Council is proposing a proposed walking and cycling route to connect Enfield Town and Ponders End Station. London Borough of Enfield (LBE) is responsible for the delivery of the scheme to concept design and detailed design for Bush Hill Park. The scheme runs from east of Enfield Town (eastern side of Willow Road traffic signals) through the local highway network, Bush Hill Park, Ponders End Recreation Ground, and eventually towards Ponders End. The total length of the route is approximately 4km. The on-carriageway section is approximately 3.5km long and will provide a combination of segregated and non-segregated cycle path along the highway. The off-carriageway section is approximately 500m long and will utilise the existing paths and provide new lighting, cycling signage and wayfinding.

Project Objectives

- Expand the active travel network and create an east to west link that would link to the Ponders End High Street Improvements project (Cycleway 1), the future Enfield Town improvements project and the future Enfield Town to Broxbourne Walking and Cycling Route project.
- Create safer neighbourhoods for all road users to walk, wheel and cycle.
- Contribute towards a long-term increase in levels of active travel, both along the route and as part of a wider borough network. More detail on how the project is measured will be set out in the Project Monitoring Plan.

Consultation

Initial community engagement was carried out in January and February 2023. Residents were asked for their ideas on the proposed route, including design aspects and any issues they wanted to highlight. They were asked for their ideas to make it safe, accessible and enjoyable. Stakeholder engagement with TfL and emergency services is also taking place. The council will also consult with businesses along the route.

An interactive map was made available via the Enfield Let's Talk site where respondents could place 'pins' on the locations their comments related to.

A webinar was held on 23 January, the recording of which is available on the Let's Talk website.

The presentation from Enfield included the following points:

- We are in a climate emergency
- Poor air quality affects our health

- Daily physical activity is important for us all
- Transport has an impact on social equity and inclusion
- High number of motor vehicle miles travelled (and we have seen an increase) is congesting our roads
- Streets and roads should be safe for everyone

4 key areas of the borough's programme

- Delivering a walking and cycling network (this scheme is part of this)
- Enhancing town centres and the public realm
- Making neighbourhoods safer for all road users to walk, wheel and cycle
- Informing and inspiring about active travel

The objectives of this project are to expand the active travel network, to create a safer environment for all road users and to encourage more people to use active travel modes.

The route will connect schools such as Bush Hill Park Primary School providing a safer way to get to school. It will also connect Ponders End station with Enfield Town station as well as with Cycleway 1 which runs all the way into Liverpool St.

Design features will include rain gardens to increase greenspace and facilitate surface-water runoff. This will reduce flooding. Some tree removal may be required for the project but new trees will be planted with a net gain over the numbers removed.

Engagement Summary

37 participants responded by dropping 151 pins in the online mapping tool on the Let's Talk project page¹. Demographic data was collected from these participants. However, a further 11 phone calls and one email were received and demographic data was not recorded for these people.

¹ Enfield Town to Ponders End Station: Walking and Cycling Route Early Engagement Report, May 2023, London Borough of Enfield.



Figure 1a: Map of proposed walking and cycling route

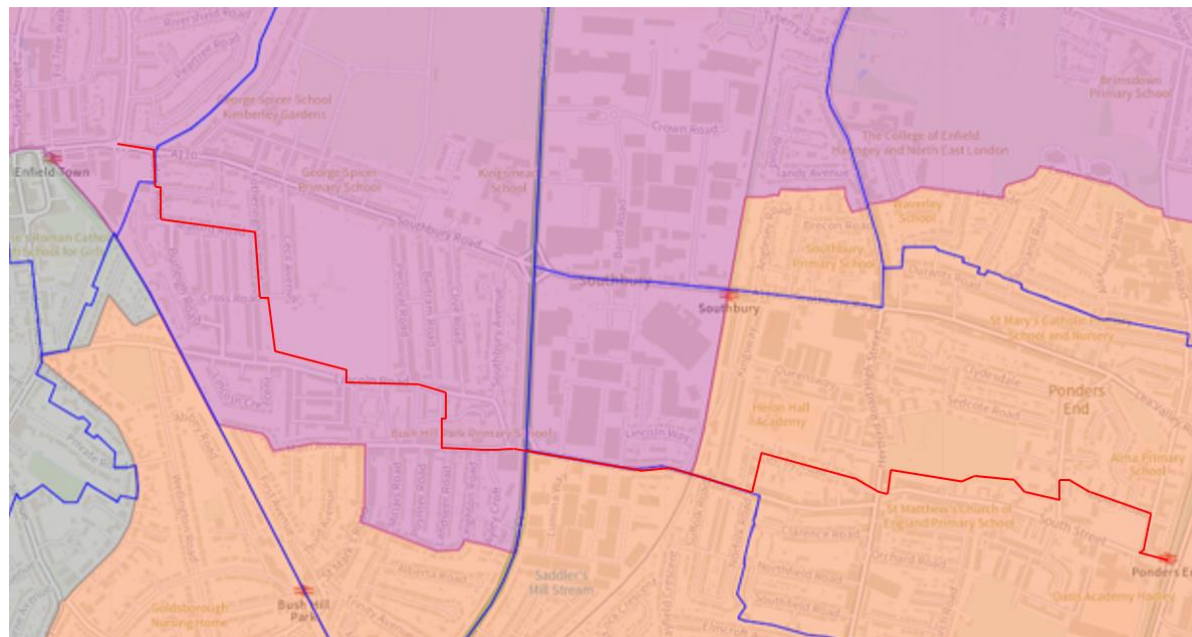


Figure 1b: Map of proposed walking and cycling route by ward



Figure 1c: Proposed cycle route between Main Enfield Town and Ponders End

Stakeholders

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

- Community Groups
- Residents' Associations
- Bush Hill Park Primary School
- Disabled People
- Business associations
- Friends of Bush Hill Park
- Emergency Services
- Ward Councillors
- Local MP's
- Places of Worship
- Waste Services
- Transport for London

Evidence base

The authority does not currently have data for people passing through the scheme area and any protected characteristics they may have. The route crosses three wards: Ponders End, Southbury and Town. Therefore, the profiles for these wards have been used as the basis for demographic 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 Enfield². 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.

² <https://www.legislation.gov.uk/ukxi/2020/1109/contents/made>

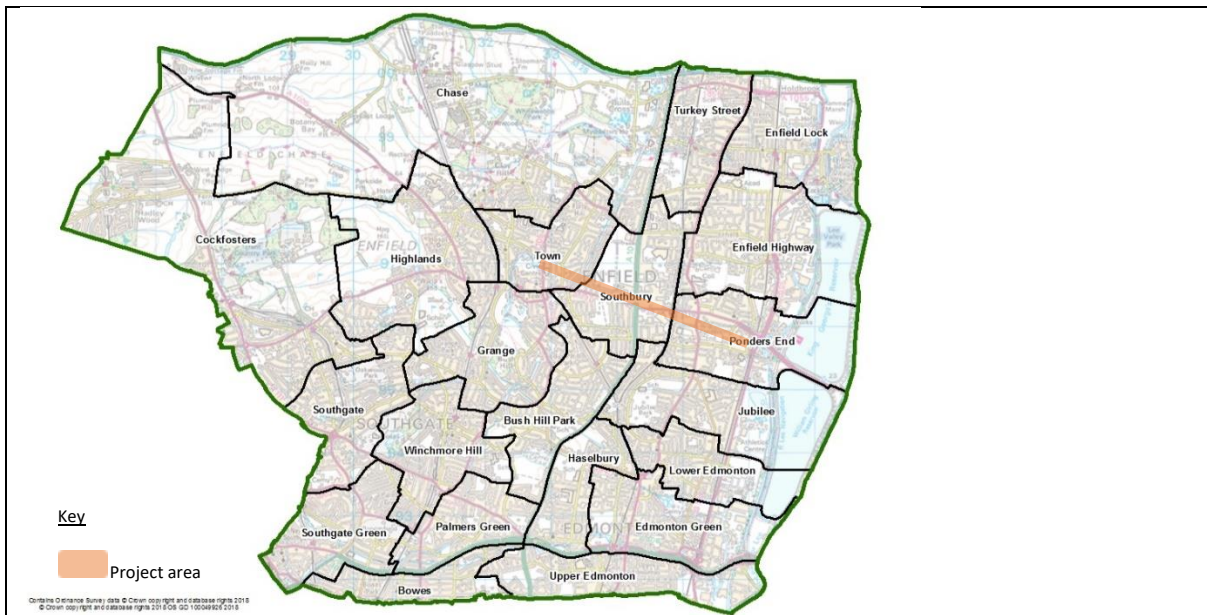


Figure 2: Ward boundaries prior to May 2022

Source: Local Government Boundary Commission³



Figure 3: New ward boundaries introduced in May 2022

Source: Enfield Borough Profile 2022⁴

It is considered that there would be no disproportionate impact on Gender Reassignment, Sexual Orientation or Marriage and Civil Partnerships as protected groups, therefore they have been excluded from the assessment. This is based on the evidence from consultation responses which show no clear trends or patterns

indicating an issue in these protected characteristic groups. This will be reassessed if deemed necessary.

³ <https://www.lgbce.org.uk/all-reviews/greater-london/greater-london/enfield>

⁴ [Enfield Borough profile 2022](#)

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

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 15yrs and under, 64.3% are 16 to 64 years old and 13.6% are aged 65 years and over.

There were 82,160 children aged 0-17 as at 21 March 2021 (Census day) and 45,013 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):
The 2021 census was based on the old ward boundaries. Therefore, the data for the old Southbury ward as well as Town and Ponders End have been used to demonstrate age distribution in the area that the scheme will run through.

Table 1: Age distribution for study area (Southbury, Ponders End and Town) and Borough average

Source: Census 2021⁵

Age distribution	Southbury (%)	Ponders End (%)	Town (%)	Borough of Enfield in 2021 (%) source: Census 2021
0-4	7.2	7.4	6.4	6.4
5-15	16.2	19.3	14.2	15.6
16-24	10.7	13.9	8.3	10.8
25-34	13.6	13.8	12.8	13.4
35-49	23.2	21.2	23.6	21.6
50-64	18.0	15.8	19.2	18.4

⁵ <https://www.ons.gov.uk/census>

65-74	6.3	4.6	8.6	7.3
75-84	3.5	3.1	4.8	4.4
85+	1.4	1.0	2.1	1.9

Southbury ward has proportionately more residents in the 35-49 age category and there are fewer of retirement age.

Ponders End ward has relatively large numbers of children and young adults with fewer older residents.

Town ward has lower overall numbers of children than the borough average. There are proportionately more people in the middle and older age groups (age 35 and up).

Empowering Young Enfield 2021-25⁶, published by LB Enfield, illustrates several high-level statistics regarding young people within the borough:

- 84,309 children and young people reside in Enfield
- 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
- 4 infants schools
- 4 junior schools
- 17 secondary schools
- 6 special schools

Travel habits by age

Figure 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).

⁶ https://www.enfield.gov.uk/_data/assets/pdf_file/0013/6034/empowering-young-enfield-2021-25-children-and-young-peoples-plan-your-council.pdf

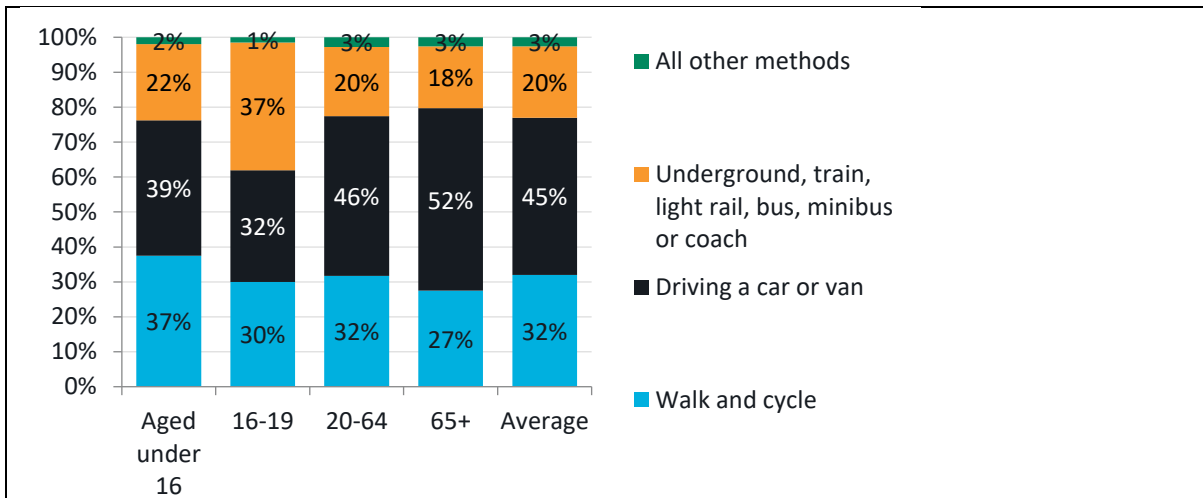


Figure 4: Mode share by Age in Enfield

Source: LTDS (2018/19)⁷

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.

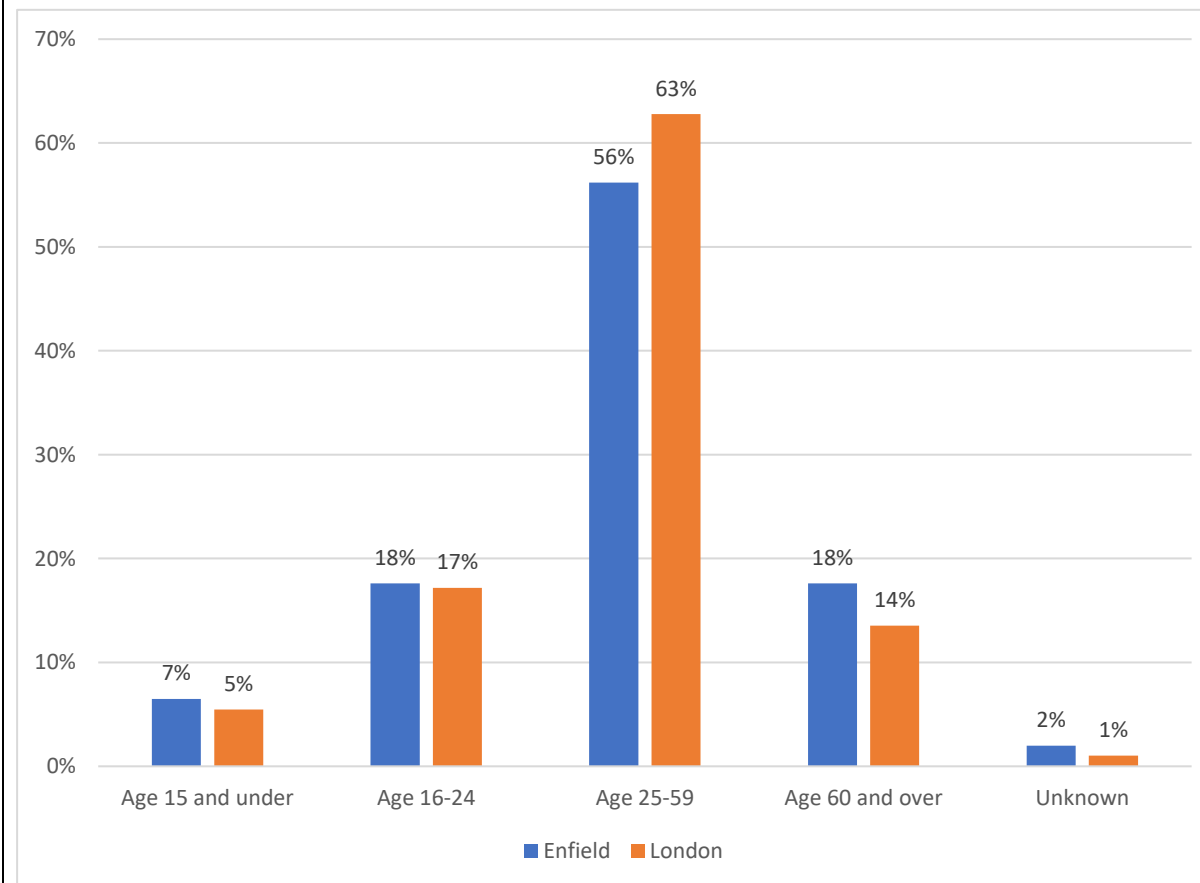


Figure 5: Enfield and London percentage killed or seriously injured by age band.

Source: TfL, April 2021 to March 2022⁸

Figure 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.⁹

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 factors (Centre for London, 'Fair Access: Towards a transport system for everyone' Barrett et al., 2019¹⁰

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 will also benefit from such schemes.

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.¹¹

⁷ <https://tfl.gov.uk/corporate/about-tfl/how-we-work/planning-for-the-future/consultations-and-surveys>

⁸ [Microsoft Power BI](#)

⁹ National Child Measurement Programme, England, 2021/22 school year, NHS [National Child Measurement Programme, England, 2021/22 school year - NDRS \(digital.nhs.uk\)](#)

¹⁰ 'Fair Access: Towards a transport system for everyone' Barrett et al., 2019 [Fair access: Towards a transport system for everyone - Centre for London](#).

¹¹ (Public Health England, [Health matters: air pollution](#), 2018)

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.¹²

Previous School Street scheme

There was a previous school street scheme for Bush Hill Park Primary school in place on Main Avenue between Leighton Road and Landseer Road. The scheme was removed as although it provided a safer crossing area over Main Avenue, the closure did not include the main pupil entrance further to the east. In addition, the staff car park entrance was blocked.

Proposed new School Street Scheme

The proposed school street scheme for Bush Hill Primary school will be located now in Ermine Side. There is an entrance to the school which is south of Ermine Side. This entrance will be served by those using the new School Street. Ermine Side serves as a cul-de-sac with no traffic through-route, providing access to the residential area.

Main Avenue changes

The proposed section of the route along Main Avenue will accommodate a two-way cycle track along the northern side from Bush Hill Primary School towards Lincoln Road. This facility will require the removal of a traffic lane making Main Avenue one way. The location of this cycle track and the fact that it is segregated from traffic is positive for children going to and from this school.

Engagement participants by age

For those people responding to the engagement on this scheme carried out by Enfield council, some provided their age. Respondents aged 35-44 years were the most represented among those who supplied their year of birth with four respondents, followed by those aged 25-34 (three respondents), then those aged 45-54, 55-64, and 65-74 (two respondents) and finally 16-24 and 75+ (one respondent for each). Figure 6 shows the distribution of the age groups.

¹² (Impact on Urban Health, [Air pollution and older people](#)) Air pollution in London is largely caused by road traffic.

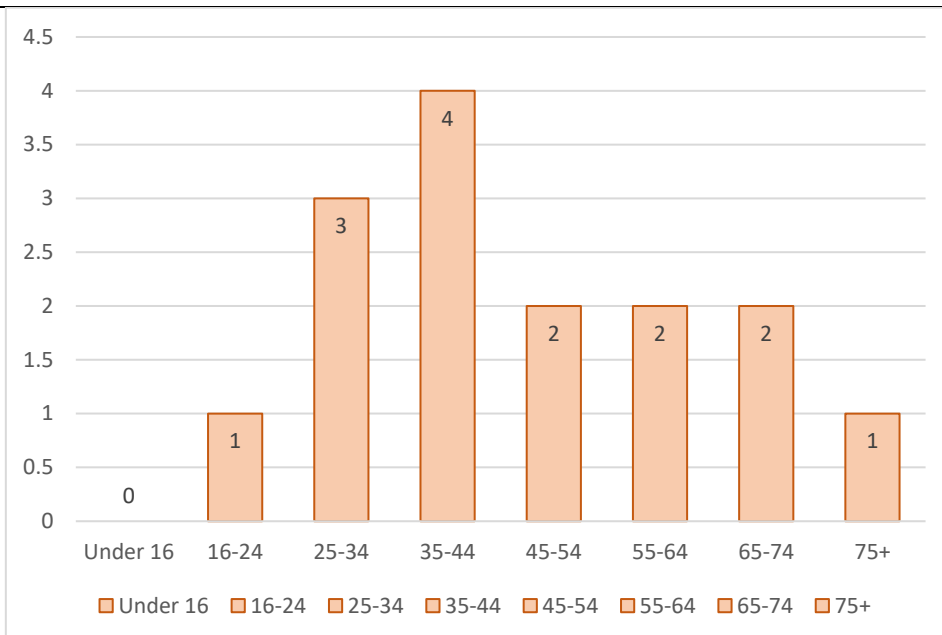


Figure 6: Age brackets of respondents to public consultation (n=18)¹³

Differential impact assessment

The purpose of this proposed walking and cycling route is to create an active travel route which will contribute towards the wider active travel network in Enfield. This should have a positive effect on younger and older age groups, especially for those who do not own a car. Creating safer environments in which people can walk, wheel and cycle, are one of the main initiatives which can help increase modal shift and increase physical activity through active travel.

Increased physical activity can have a positive effect on health and wellbeing are well documented; it can help prevent and/or ameliorate a range of lifestyle related conditions including obesity, type 2 diabetes, heart disease, stroke, some type of cancers, musculoskeletal issues, and poor cognitive and mental health. Prevention of lifestyle related conditions can also lead to significant cost savings within health and social care services.

Increasing the numbers of those travelling actively instead of using their car can also help reduce the health damaging effects of motorised transport including road traffic injuries, air pollution, community segregation, and noise. Creating an environment where people actively choose to walk and cycle as part of everyday life, has the potential to reduce health inequalities.

¹³ Enfield Town to Ponders End Station: Walking and Cycling Route, Early Engagement Report, May 2023, London Borough of Enfield.

Changes to Enfield's cycling facilities will benefit those who already cycle and those who do not currently cycle. While the changes may initially disproportionately benefit younger people, over time there may be longer term benefits across the age groups. This is because of the health benefits associated with a more active lifestyle.

Positive

Overall, the route may particularly benefit the young as they are more physically active and encouraged to be so by this scheme. Those attending Bush Hill primary school on the route are likely to benefit from the school street scheme proposed as part of this route. The young are disproportionately impacted by road traffic accidents, being more likely to be killed / seriously injured than any age group in between. As such the significant reduction of motor vehicles from the school street during school pick-up and drop-off times will benefit young people going to / from school, as well as elderly residents going about their daily business.

The sections of the route which are completely traffic free (e.g. section through Bush Hill Park) will particularly benefit the very young or those travelling with young children as this may feel like a safer alternative to cycling with general traffic.

Overall, conditions for walking and cycling along the route should encourage more to do so which may lead to reduced traffic and improved air quality.

Negative

Parts of this proposed walking and cycling scheme are shared pedestrian/ cycle ways, although others are not segregated from general traffic. The sections which are not segregated may deter the very young and the very old from using them as they are not completely free and protected from motor vehicles.

Mitigating actions to be taken

Some sections of this proposed walking and cycling route are not segregated from motor vehicles, because the traffic volumes on those sections currently low which enables this route to be classified as a cycle quietway without the need for full physical segregation. However, there will be cycle symbols in both directions which will help to warn motor vehicles of the potential for cyclists and to help cyclists navigate this route. Additionally, improved pedestrian crossings and traffic calming street interventions will create a friendly and safe environment for both cyclists and pedestrians.

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 6 per cent of the population of Enfield stated that they were limited a lot by a long-term health problem or disability and a further 7 per cent were limited a little in their day to day activities and were disabled under the Equality Act. The ward data is shown alongside that for the borough. They are generally consistent with one another. This is shown in figure 7.

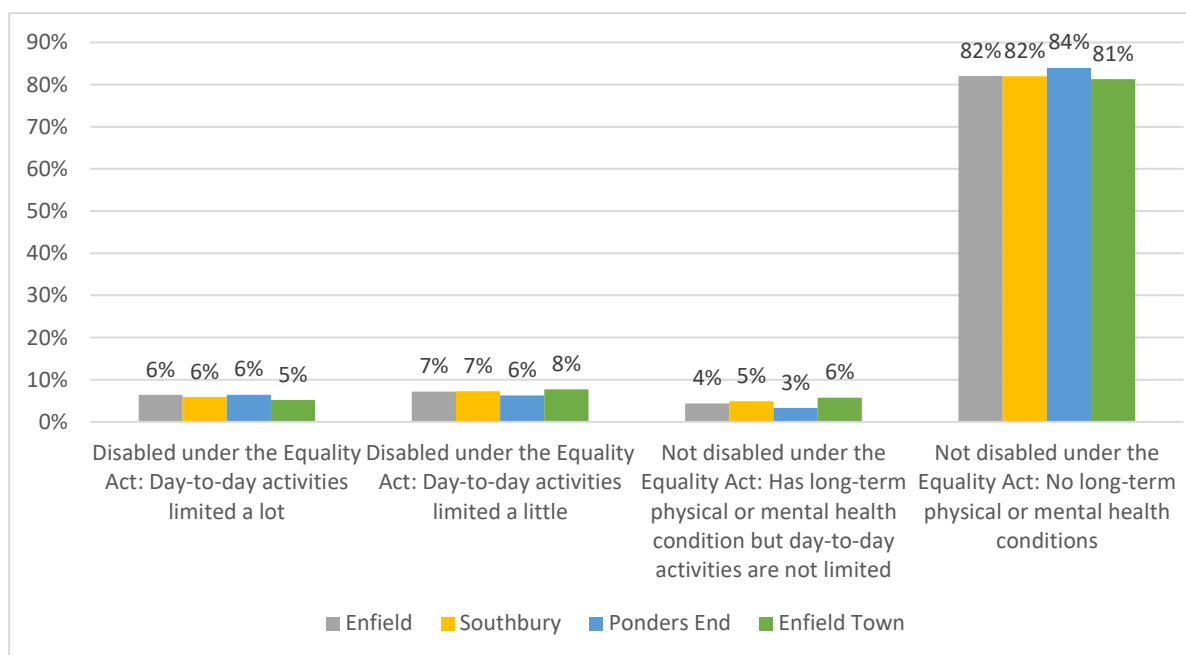


Figure 7: Proportion of those limited with long term health problems or disabilities

Source: UK Census 2021

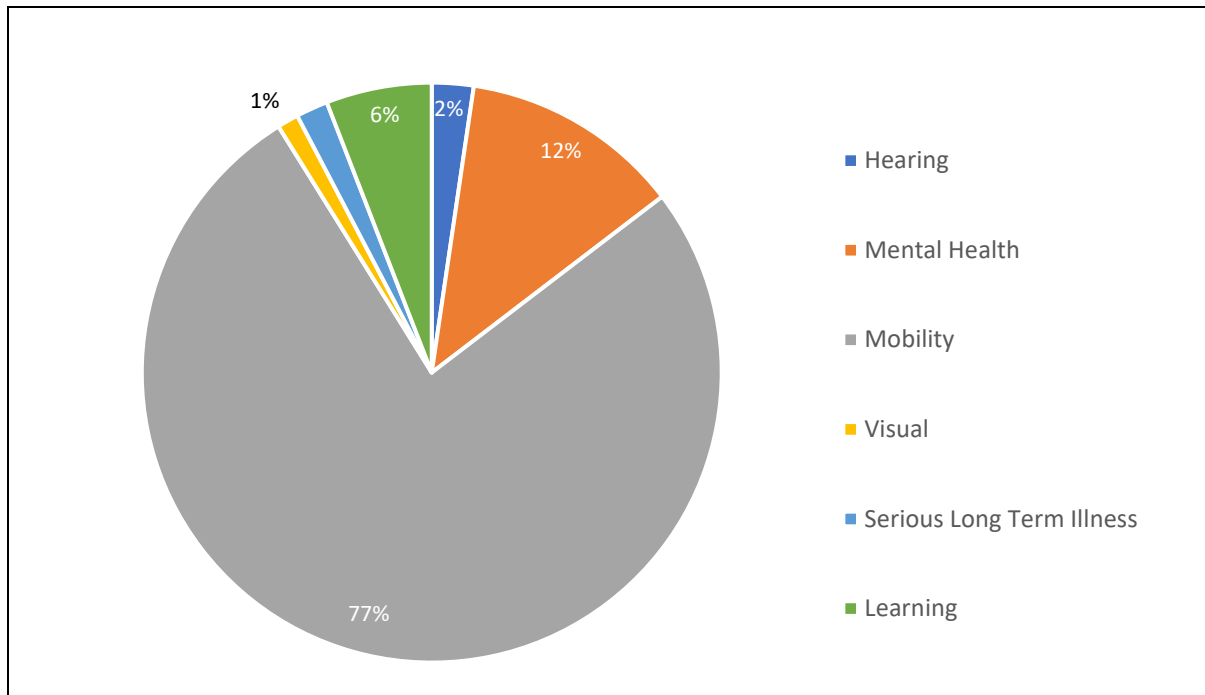


Figure 8: Disability types stated by those with a disability affecting travel

Source: London Travel Demand Survey (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 8. Mobility impairment represents the highest proportion (77 per cent) followed by impairment due to mental health (12 per cent). 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.

The Wheels for Wellbeing annual survey¹⁴ focused solely on cyclists who have a disability and found that 72 per cent of disabled cyclists use their bike as a mobility aid, and 75 per cent found cycling easier than walking. The survey results also showed that 24 per cent of disabled cyclists' bike for work or to commute to work and many found that cycling improves their mental and physical health. Inaccessible cycle infrastructure was found to be the biggest barrier to cycling.

Over 75% of respondents to that survey indicated that they had experienced difficulties in accessing cycling, with individual freedoms being severely restricted as a result. Most significantly, the following barriers were identified as the most pressing ones for the third year running:

¹⁴ Wheels for Wellbeing Annual Survey 2018: <https://wheelsforwellbeing.org.uk/wp-content/uploads/2019/04/Survey-report-final.pdf>

- Inaccessible cycling infrastructure
- The prohibitive cost of adaptive cycles (and lack of local inclusive cycling opportunities)
- The absence of legal recognition of the fact that cycles are mobility aids for many Disabled people (on a par with wheelchairs or mobility scooters)

The mode split for people with a physical or mental disability is shown in Figure 9. When compared to the LTDS mode split of trips made by all people, car use for those with disabilities is lower (42.6 per cent compared to 45 per cent), bus use is greater (17.5 per cent compared to 13.7 per cent) and walking is marginally higher (31.1 per cent compared to 30.8 per cent).

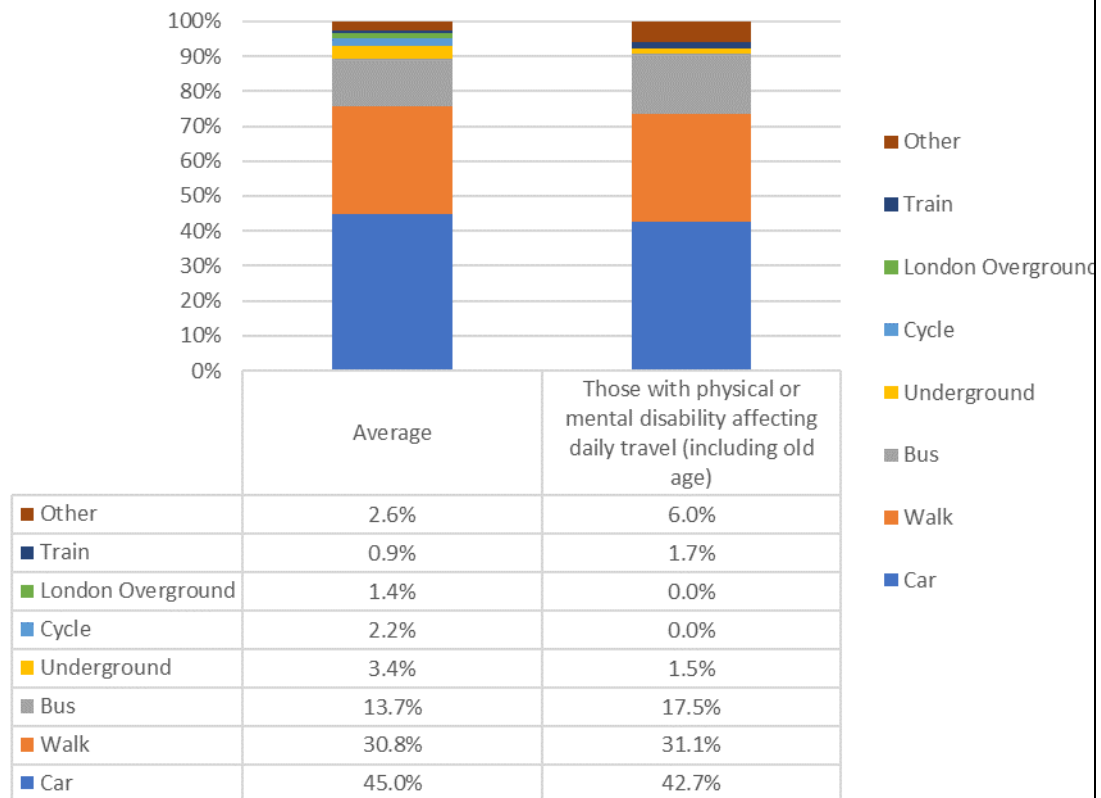


Figure 9: Mode split by those with a physical or mental disability affecting daily travel – Enfield

Source: LTDS (2016/17, 2017/18 and 2018/19)

Table 2: Proportion of Londoners able to ride a bicycle (November 2017)¹⁵

%	Disabled	Non-disabled
(Base)	620	1705

¹⁵ [Travel in London: Understanding our diverse communities 2019 \(tfl.gov.uk\)](https://tfl.gov.uk)

Can ride a bike	76	84
Cannot ride a bike	23	15

Table 2 shows that disabled Londoners are more likely to say that they cannot ride a bike when compared with non-disabled Londoners.

Engagement response data

Of those who responded to the council's consultation on this scheme, 14% said that they had a physical or mental health condition or illness lasting or expecting to last for 12 months or more.

The following comment was made by a respondent during the consultation period; *"The walking environment along this part of the St Mark's Road is extremely poor and is very difficult for people with mobility impairments to navigate. An Equality Impact Assessment of the scheme should highlight improvements to the walking environment along this section to be an opportunity for greatly improved station access for protected groups under the Equality Act 2010."*

Whilst the proposed route does not include St Mark's Road, similar conditions do exist along other sections of the route such as along the current footpath alongside Bush Hill school where there are currently numerous obstructions which would need to be addressed, were the route to be provided here.

Another comment captured during the consultation process was from a respondent who was *"concerned that cyclists and school children may come into conflict."* This is likely to be a reference to the school street area within this proposed route, although the previous location of the school street in Main Avenue is proposed to be changed to Ermine Side which is also on this proposed route alignment.

Cyclist behaviour is likely to entail slowing down when going through an area with lots of pedestrians (i.e. outside a school entrance).

Mitigating actions to be taken

Ensure that the design of the cycle facilities is suitable for use by those on adapted or non-standard cycles which are often used as mobility aids for disabled people. Both LTN 1/20 and the London Cycle Design Standards (LCDS) contain guidance on accessible designs.

Ensure the School Street scheme is well signed so that cyclists know when they are approaching it.

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.

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.

It is believed at this time that no aspect of this scheme is likely to have a disproportionate / differential impact on grounds of gender reassignment.

Mitigating actions to be taken

N/A

Marriage and Civil Partnership

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

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

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

It is believed at this time that no aspect of this scheme is likely to have a disproportionate / differential impact on grounds of gender reassignment.

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

According to Census 2021, The General Fertility Rate (GFR¹⁶) in Enfield was 58.0 per 1,000 women aged 15-44, slightly lower average than London and England and Wales GFR. Therefore, there are statistically more likely to be more pregnant and maternal people who reside in Enfield than the national average, however this is near equal to Outer London. These rates have fallen year on year over at least the last 2 decades. The average age of mothers having their first child in England and Wales rose to 30.9 years in 2021.

Table 3: Birth and Fertility rates in Enfield, London, England and Wales

Source: Census 2021

Area	Live births	GFR (per 1000 females aged 15-44)
Enfield	3936	58
London	110,961	56
England and Wales	624,729	56

Differential impact

Some groups, such as expectant mothers or mothers who have recently given birth may have an increased number of medical appointments. They may be more likely to rely on their cars to undertake these appointments. If so, this scheme should not hinder this unless they are in close proximity to the School Street scheme.

The school street section of this scheme is likely to particularly benefit mothers with buggies / prams to transport their children as the removal of motor traffic outside of the school gates will create a safer environment to drop off and collect children. Furthermore, they may feel more comfortable waiting outside the school

¹⁶ <https://data.london.gov.uk/dataset/births-and-fertility-rates-borough>

gates with young children, as the lack of conflicting vehicles will improve both road safety and localised air pollution concerns.

Maternal exposure to particulate matter (PM) during pregnancy is particularly harmful to children's health since this is a phase of rapid human growth and development.¹⁷ If the proposed walking and cycling route leads to a shift away from using the private car in favour of active travel modes, then subsequent 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.

Mitigating actions to be taken

This proposed walking and cycling route helps the overall expansion of the network in the borough and may therefore offer more choice for those currently reliant on their cars. The design should continue to have safety in mind, particularly of those walking or cycling with small children.

During both the consultation and monitoring and evaluation processes, feedback shall be sought from people who are pregnant or young mothers as it is likely that their experiences will vary on a case-by- case basis.

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

¹⁷ <https://environhealthprevmed.biomedcentral.com/articles/10.1186/s12199-021-00995-5>

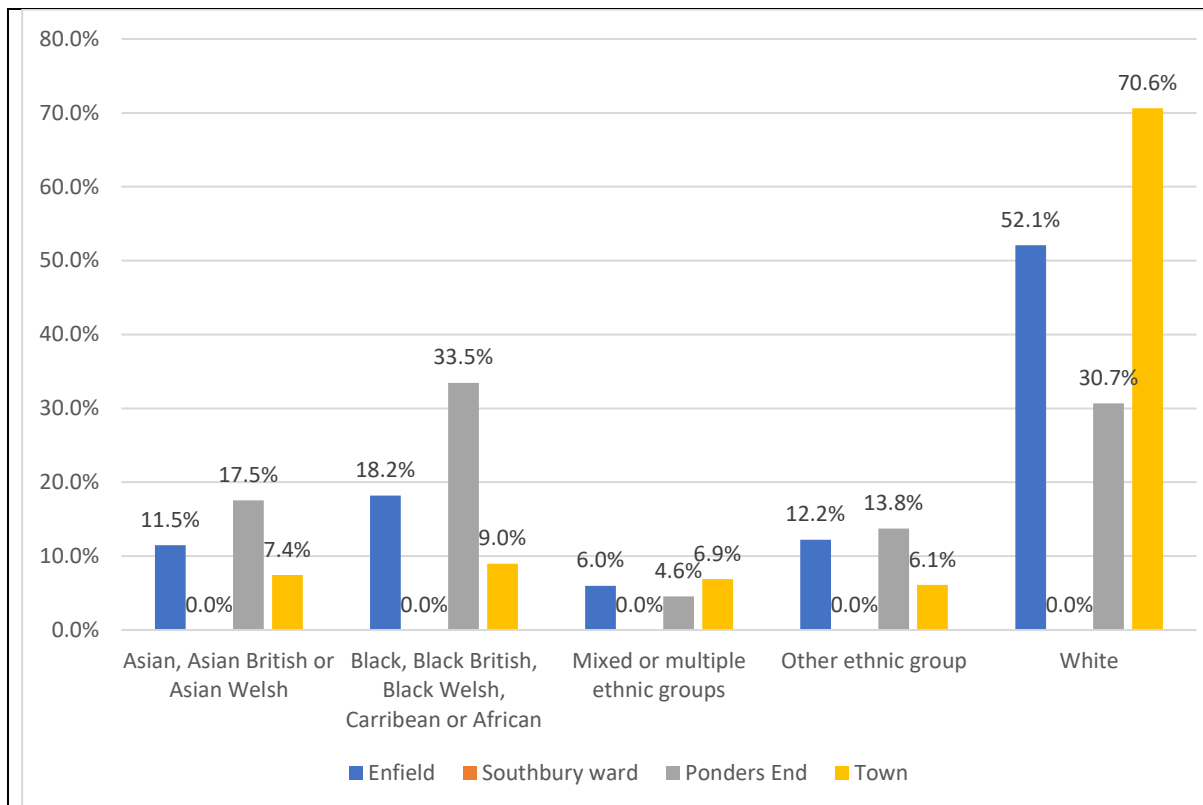


Figure 10: Population of study area wards (Southbury ward, Ponders End and Town) by ethnicity

Source: Census 2021

Figure 10 shows the population of the study area (by ward) by ethnicity. There are significant variations in the stated ethnic groups when comparing these wards. For example in Ponders End at the Eastern end of the proposed route there is a higher than average number of those who are 'Black, Black British, Black Welsh, Caribbean or African'. Whereas, Southbury more closely mirrors the ethnic make up of Enfield as a whole. Town has a significantly higher proportion (70%) of 'White' residents which includes English, Welsh, Scottish, Northern Irish, British, Irish, Gypsy or Irish Traveller, Roma or other White.

Figure 11 shows the population of Enfield by ethnicity. Based on Census 2021 data, 52.1 per cent 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 is 'Black, Black British, Black Welsh, Caribbean or African', of which 18.3 per cent of the population identify. This is followed by 'Other ethnic group' and 'Asian, Asian British or Asian Welsh', at 12.1 and 11.5 per cent of the population.

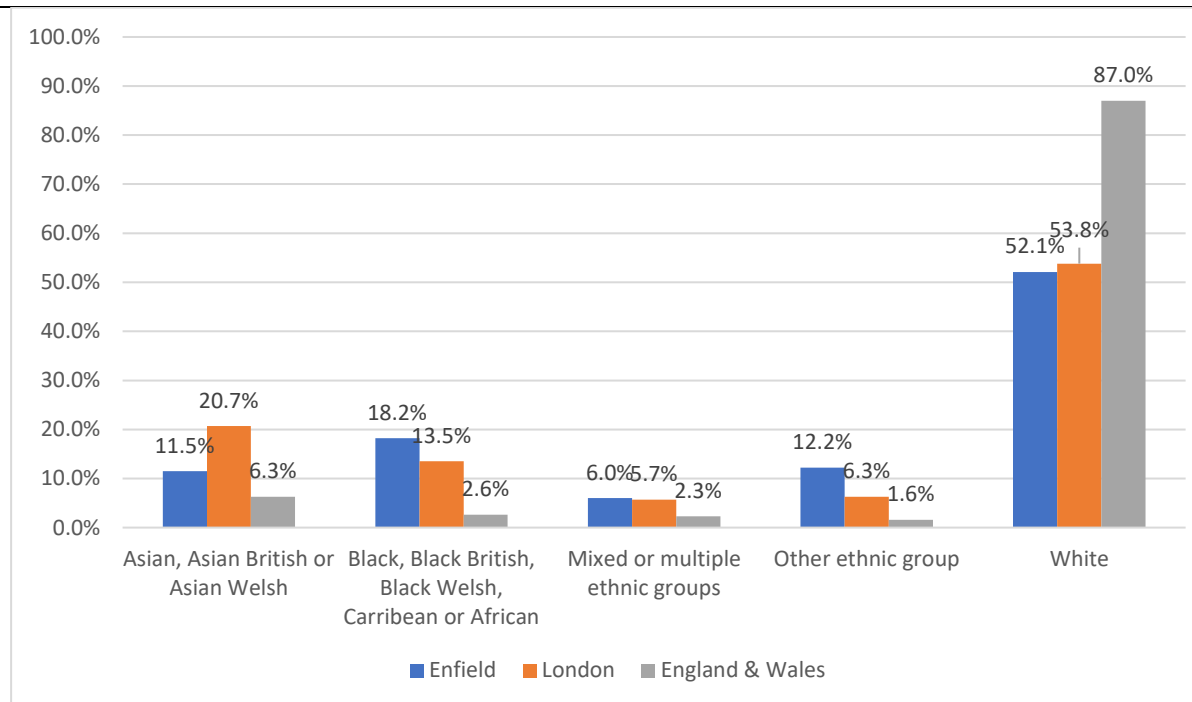


Figure 11: Population by ethnicity for Enfield compared to London, England & Wales

Source: UK Census 2021

The most popular languages for which Enfield Council receives translation and interpreting requests are Turkish, Polish, Albanian, Somali, Bulgarian, British Sign Language and Romanian.

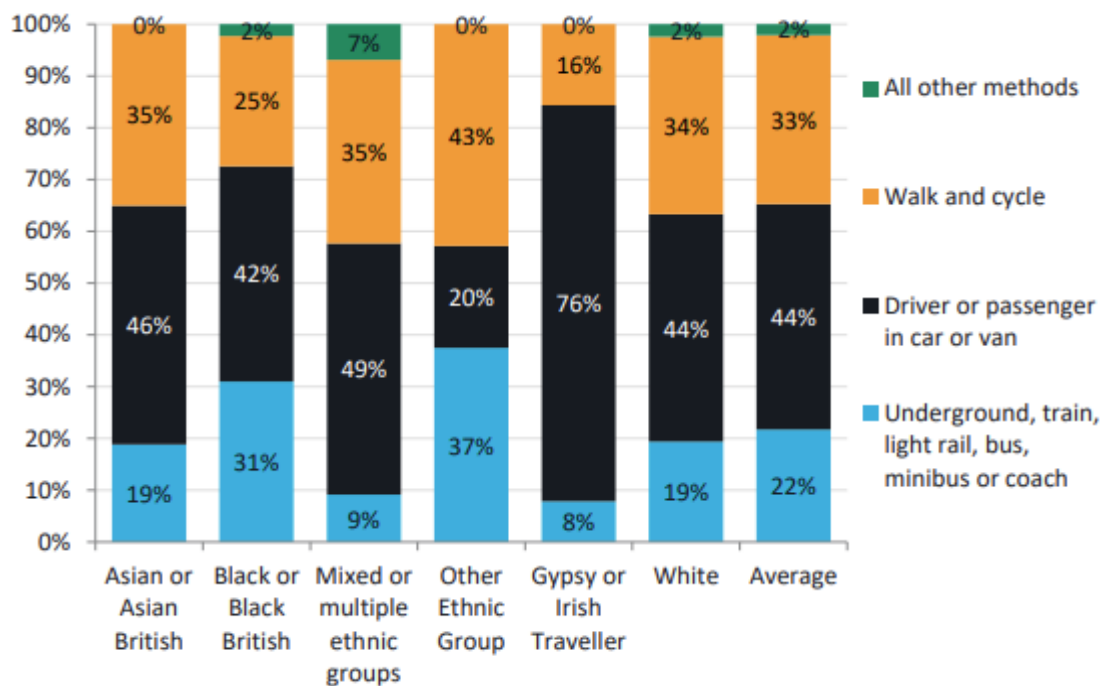
The Spring 2021 School Census¹⁸ records 189 languages or dialects being spoken by pupils who live in Enfield. As of Spring 2021, the top five non-English languages spoken by Enfield school pupils were:

Table 4: 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

Based on average travel modes from the LTDS data presented in Figure 12, in Enfield all ethnic groups except for 'Other Ethnic Group' are more than likely to drive or be driven in a car or van than use any other mode. 'Other Ethnic Group', 'Asian or Asian British' and 'Mixed or multiple ethnic groups' are most likely to walk and cycle, with a mode share of between 35 and 43 per cent. 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.

Figure 12: Mode share by ethnicity in Enfield



Source: London Travel Demand Study (2018/19)

Differential impact

Positive

The dominant mode shares for all the main ethnic groups is public transport, alongside walking and cycling, of which all journeys will start/end via walking/wheeling. All users of these modes will benefit where road safety is improved and a new walking and cycling route is provided.

The proposed measures are likely to improve conditions for pedestrians and people cycling, by reducing conflicts with motorised vehicles. This will increasingly benefit ethnic groups who are more likely to walk ('Asian or Asian British', 'Mixed or multiple ethnic groups' and 'Other Ethnic Groups'), as well as 'Black and Black British' and 'Other Ethnic Groups' who are more likely to use public transport (as every public transport journey starts or ends on foot or cycle).

¹⁸ [Enfield Borough profile 2022](#)

Negative

Driving, however, constitutes a large proportion of total mode share for the main ethnic groups, and as such the scheme is likely to negatively impact those who drive more, which across Enfield comprises White and Asian / Asian British ethnic groups. However, due to the small scope and scale of the school street road closure contained within this proposed scheme, alongside the relevant exemptions, the overall impact is concluded to be minimal and is intended to encourage modal shift.

Mitigating actions to be taken

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 fluent English, or it is not their first language. As such, all consultation and engagement communications should aim to ensure that these groups are reached, for example by offering materials in appropriate languages and or engaging through relevant community organisations. Enfield Let's Talk project page can also be translated to other languages.

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.

It is believed at this time that no aspect of this scheme is likely to have a disproportionate /differential impact on the grounds of religion or belief.

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.

Evidence base

According to the Census 2021, in Enfield 48 per cent of residents identify as male and 52 per cent female. This is very similar to the percentage split for London as a whole (48.5 per cent male, 51.5 per cent female).

Figure 13 presents the mode share by sex in Enfield. Walking is the most used type of transport by females, making up 33 per cent of all trips. This is 5 per cent higher than males. On average, females drive slightly less than males, making up 44 per cent of trips, males drive 46 per cent. Females also use the bus slightly more than males (15 per cent female, 13 per cent male).

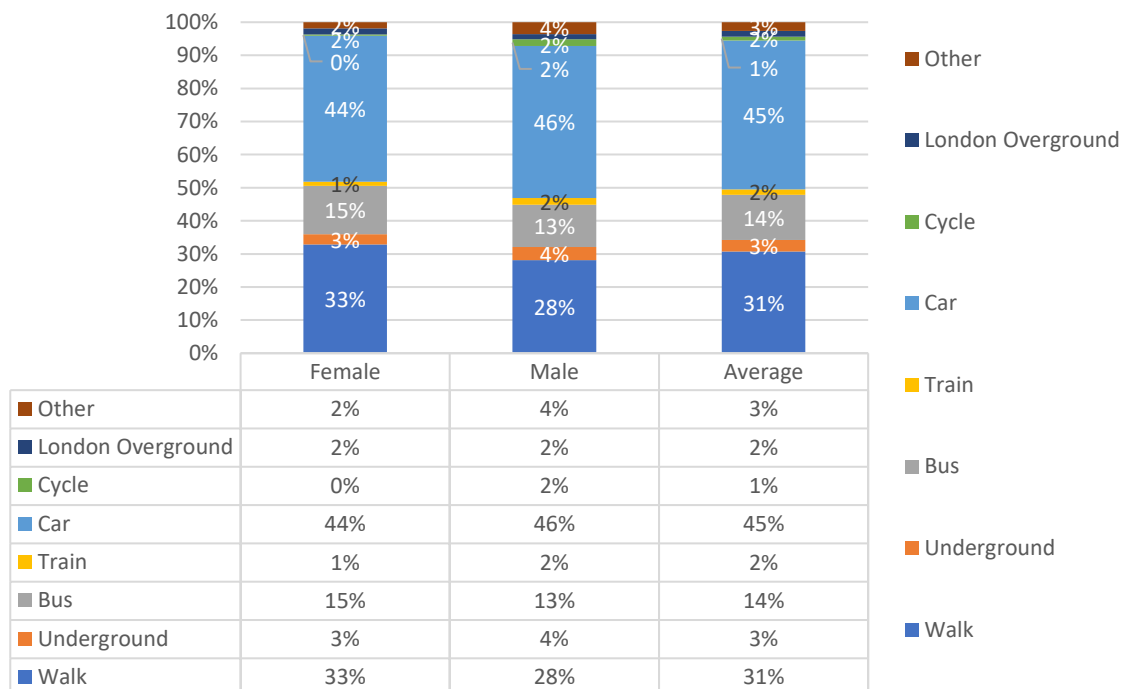


Figure 13: Mode share by sex in Enfield

Source: LTDS (2016/17, 2017/18 and 2018/19)

Across Greater London, research undertaken by TfL¹⁹ shows walking is the most used type of transport by females (95 per cent walk at least once a week, as do men). Females are also more likely to use buses than males (63 per cent compared with 56 per cent) but are less likely to use other types of transport including the Tube (38 per cent women compared with 43 per cent males).

Female Londoners take more trips on a weekday than male Londoners, 2.5 compared to 2.3. This pattern however is reversed amongst older adults, with older female Londoners taking fewer weekday trips than older male Londoners, 2.0 compared to 2.2. 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 per cent compared with 72 per cent) or have access to a car (63 per cent of all females compared with 66 per cent of all males). These factors are likely to be related to the frequency of car use as a driver.

Women are more likely to use buses (where walking will form the start/end of the trip) and walk than men. As such the proposals removal motor traffic through timed road closures is likely to disproportionately benefit those using these modes of transport, as they are likely to feel safer doing so, and impacts of localised air pollution should be reduced.

However, driving constitutes a major part of women's mode share in London, as such those who drive are likely to be disproportionately negatively impacted by the proposals. However, the scale and scope of the proposals mean that they may be encouraged to undertake the journey by other means, as they will feel safer taking the children under their care up to the school gates, with a lower impact from localised air pollution. As a result, the proposals will disproportionately benefit those who undertake modal shift.

Women are additionally more likely to be pushing prams/buggies, and as such will be more negatively impacted by measures/structures impacting comfort levels of footways and crossings, alongside the removal/blocking of dropped kerbs.

Women's travel needs can often be more complex than men's. They are more likely to make short, local and linked trips which may be linked to caring responsibilities.

Engagement response data by sex

Of those who responded to the council's engagement on this scheme proposal, 12 identified as male and 13 as female.

Amongst the most common issues raised during this consultation process was related to cycling through the park through the hours of darkness. This is likely to be of particular concern to women although it is not clear what the sex of those who made these comments were.

Differential impact

Women are more likely to be travelling with children and so would benefit from cycle routes being physically segregated from the main flow of traffic. Some sections of this proposed route will be fully separated from vehicular traffic.

The following comments have been made by those responding to the consultation and refer to safety and feeling safe. It is unclear whether or not these comments were made by women.

“..can understand why women especially might feel apprehensive to cycle through parks and unlit areas after dark.”

“I do not cycle through the park after dark due to safety concerns. Would need to be brightly lit with streetlamps at regular intervals. Unsure if I would use it at night even if brightly lit though, I’d probably do what I do currently and cycle down Southbury Road instead.”

“would not cycle through the park after dark, would rather cycle down South st.”

“..add more lights to the path in the park to increase safety measures.”

“I would not feel safe cycling along here at some times of the day as can feel isolated. Will there be CCTV?”

“Crime is particularly high on some parts of the route, based on the figures from www.crimerate.co.uk, will there be added assurances for increased safety along the route, some ideas might include CCTV, regular police patrols, and additional lighting”

“Not sure some cyclists or walkers would want to go through the park after daylight hours! It is not well lit and for some it would be a scary experience - there are suggestions of drug dealing going on in the park so not sure that would make it too inviting for most cyclists / walkers (or any!).”

“Cycle routes through parks are good daytime options, but an alternative route must be provided for the dark. Cycle routes should be considered mass transit, not just a leisure option, and so need to be suitable for women and children to use at all hours of the day.”

Mitigating actions to be taken

¹⁹ [Travel in London: Understanding our diverse communities 2019 \(tfl.gov.uk\)](http://Travel in London: Understanding our diverse communities 2019 (tfl.gov.uk))

The scheme's design shall ensure that pedestrian comfort levels on footways and full access to existing dropped kerbs are maintained in order to enable full access to those pushing prams/ pushchairs.

Engagement and consultation shall sufficiently seek out and listen to the concerns of women.

Where possible and necessary lighting should be upgraded to improve safety and the perception of safety. This is of particular importance for the section of the route which is proposed to go through Bush Hill Park.

Where the proposed cycle route is not segregated, visible signage must be displayed to warn vehicle drivers of the presence of cyclists.

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.

It is believed at this time that no aspect of this scheme is likely to have a differential impact on the grounds of sexual orientation.

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.

Evidence base

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 14) illustrates the level of deprivation each neighbourhood area of a ward is. The darker the shading, the higher the relative deprivation levels.

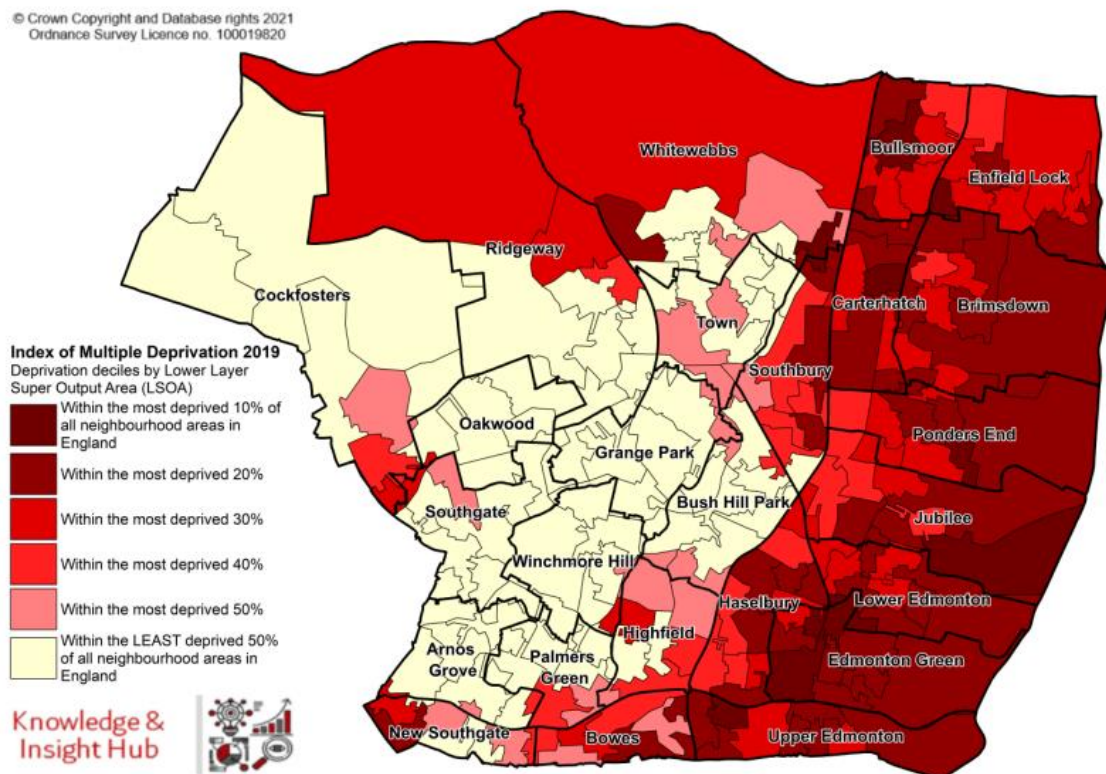


Figure 14: Map of Enfield showing deprivation levels by neighbourhood area and ward²⁰.

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. Southbury ward has relatively high levels of deprivation.

Southbury ward has higher than average numbers of economically active adults (although this figure is taken from 2011). Relatively low numbers of households are on low incomes. Unemployment is lower than the borough average, although 28%

²⁰ Source: Ward profile: Southbury 2022, Knowledge & Insight Hub, Enfield Council

of households are on Universal Credit. The crime rate is similar to that of the borough as a whole. And there are higher than average numbers of households who are owner-occupiers²¹.

In contrast to Southbury, Caterhatch ward has lower than average numbers of economically active adults (although this figure is taken from 2011). Higher than average numbers of households are on low incomes and unemployment is also higher than the borough average. 38% of households are on Universal Credit. The ward has relatively high deprivation; all of its neighbourhood areas are among the most deprived 50% of neighbourhoods in England. Crime here is relatively high. In contrast to Southbury ward, higher than average numbers of households are social renters.²²

Car Ownership

Table 5: Car ownership by ward

Car Ownership (Census 2021)	Southbury (%)	Ponders End (%)	Town (%)	Enfield (%)
No cars or vans in household	30	39	26	31
1 car or van in household	46	42	48	44
2 cars or vans in household	19	13	20	18
3 or more cars or vans in household	5	5	6	6

Source: Census 2021

On average nearly 1 in 3 households do not have access to a car in the borough. This is higher than average in Ponders End ward at the eastern end of the proposed scheme.

Car ownership within the study area varies from 26% (Town ward) to 39% (Ponders End) of households not owning a car. The average of car free households in the borough is 31%. For these households, infrastructure such as that proposed here is vital to aid movement and to give an alternative active travel option to public transport.

²¹ Source: Ward profile: Southbury 2022, Knowledge & Insight Hub, Enfield Council

²² Source: Ward profile: Caterhatch 2022, Knowledge & Insight Hub, Enfield Council

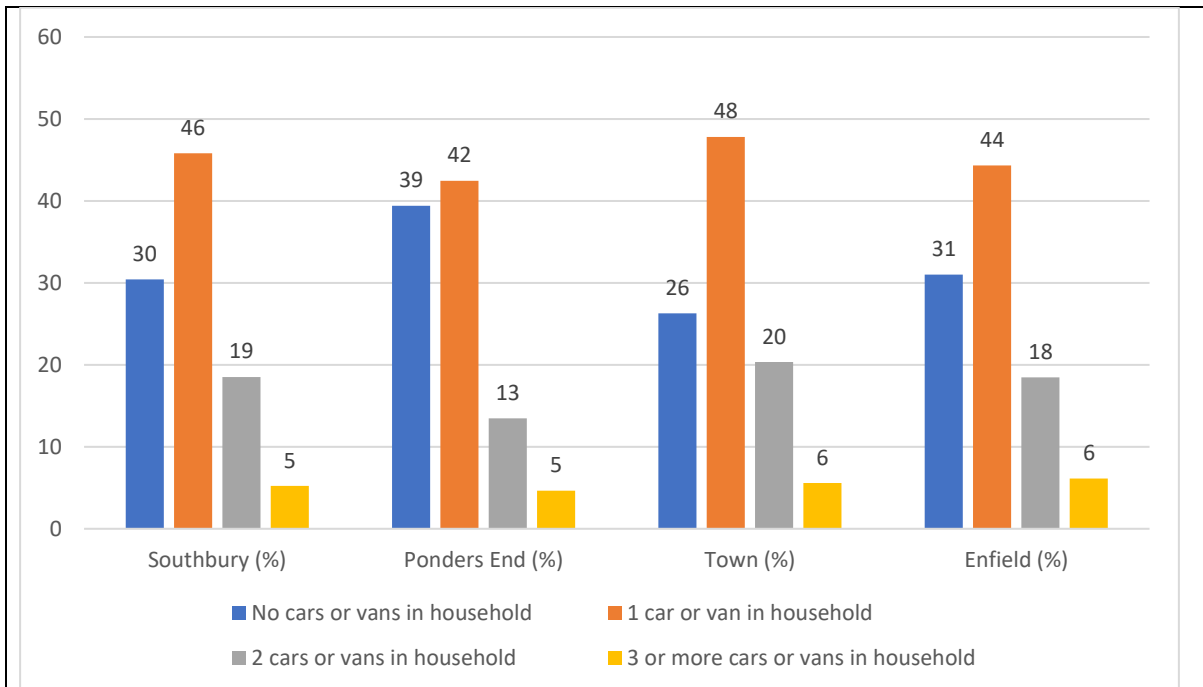


Figure 15: Car Ownership by household and wards within the study area

Source: UK Census 2021

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 Londoners²³. 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 per cent compared with 25 per cent). 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.

Differential impact assessment

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.

²³ Transport for London, [Travel in London: Understanding our diverse communities](#), 2019

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.

Mitigating actions to be taken

Cycle training and Dr Bike (bike maintenance) to be made available free of charge to those Enfield residents on a low income.

Enfield to promote opportunities to access affordable cycles, such as second-hand bike markets. This will reduce the up-front cost of purchasing a bike.

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?

Overall, this proposed walking and cycling scheme from Enfield Town to Ponders End is likely to promote equalities through the improvement of conditions for those cycling, walking as well as wheeling. Not only will the scheme improve the experience for those already using these modes, but it will also help to make non-car transport options more attractive and accessible option by making them more attractive and convenient and by enhancing the greening and safety of the area.

Monitoring could include:

- Ensuring that the proportion of responses from community engagement related to this scheme reflect the demographics of the borough as a whole.
- Recording if and how many places to stop and rest are included as part of this scheme.
- Including the following as a measure of success of the scheme – whether it achieves a high score when assessed using the Healthy Streets survey – in particular the answer to question Q3M “To what extent do you agree with the statement that ‘this street provides a good environment for people to walk in’?”
- Monitoring of the numbers of those using the scheme once implemented.
- Numbers of adults and children in the area trained to cycle skills levels 1,2 or 3.
- Numbers of those in the area engaging with Dr Bike sessions.
- Traffic surveys to ensure that levels of motor vehicle traffic remain low as compared to the baseline levels.

The School Street scheme in Bush Hill Park Primary School featured within this proposal can be monitored separately and through the STARS programme. Schools participating in the STARS (Sustainable, travel, active, responsible, safe) programme, a Transport for London accredited sustainable travel and road safety programme will allow us to track and monitor how children travel to school.

This EqIA is not a static document and will continue to be developed during the course of this project.

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	Lead officer	Timescale/By When	Costs	Review Date/Comments
Disability	Confusion or worries about collisions on shared use paths.	<p>Ensure that the design of the cycle facilities is suitable for use by those on adapted or non-standard cycles which are often used as mobility aids for disabled people. Both LTN 1/20 and the London Cycle Design Standards (LCDS) contain guidance on accessible designs.</p> <p>Ensure that shared spaces schemes (Accessible Public Realm: Updating Guidance and Further Research) preserve a safe area for pedestrians, providing a good physical environment of contrasts in terms of surface tactility, colour contrast, and the enhancement of sound and other sensory clues.</p>	Tom Anderson	During scheme design stages	Included within scheme budget	Ongoing

Disability & Age	Cycle track widths	Ensure cycle tracks widths are large enough for a cargo bike/ adaptive cycles and other larger bikes	Tom Anderson	During scheme design stages	Included within scheme budget	
Disability and Age	Rest stop requirement	Rest stop and shelter creation, where this is appropriate such as in Bush Hill Park.	Tom Anderson	During scheme design stages	Included within scheme budget	
Socio-economic & Age	Access to bikes for those on low incomes	Invest in 'bike libraries' in schools so children can borrow bikes and swap them for larger ones as they grow. This will support cycling to school, particularly for those from lower income families.	Tina Uhrynowycz	Post scheme implementation	TBD	Annual

Race	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.	All consultation and engagement communications must ensure all materials can be made accessible.	Liz Rhodes, Tom Anderson	Pre scheme implementation	Low and included in scheme costs	
Sex	Concerns may include safety, particularly on some sections of the route	Ensure that engagement and consultation sufficiently seeks out and listens to the concerns of women. Lighting to be upgraded particularly in Bush Hill Park	Liz Rhodes, Tom Anderson	During scheme design stages and implementation	TBC	