

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	Boundary Brook Park Improvements
Team/ Department	Watercourses Environment and Communities
Executive Director	Simon Pollock
Cabinet Member	Councillor Chinelo Anyanwu
Author(s) name(s) and contact details	Martin Jones
Committee name and date of decision	

Date the EqIA was reviewed by the Corporate Strategy Service	
Name of Head of Service responsible for implementing the EqIA actions (if any)	Marcus Harvey
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?

It is proposed to construct a new entrance to Boundary Brook Park from the Hertford Road with associated sustainable drainage measures, improvements to the pedestrian and cycle route through the park, improvements to the watercourse and to construct a new wetland feature at the east end of Boundary Brook Park. These wetlands cells will be fed by surface water runoff from the local drainage network.

The reason for the new Hertford Road entrance is

- to better connect the park which is currently obscured behind a car park
- to make a safer and more accessible route for active travel through a green space
- to create sustainable drainage features to alleviate flooding issues on Hertford Road

The reason for the watercourse improvements and the construction of wetlands at the east end in Charlton Park is to:

- Enhance the biodiversity and amenity value of Boundary Brook – making it better for people and wildlife
- Help to reduce flood risk in the lower catchment areas of Edmonton and to help by slowing the flow of runoff.
- To help improve the water quality flowing into the Boundary Brook

The outcomes of this project aim to be:

- an improved and more accessible walking and cycling route
- a more legible and safer public park
- an urban area better protected from flooding
- an increase in wildlife and biodiversity within the park

The wider community will be impacted by the project

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.

According to the 2021 Census, Enfield's population in March 2021 was estimated to be 330,000 (rounded to the nearest hundred).¹

Age breakdown of Enfield's population

Age group	Enfield population
0-4	21,300
5-9	22,800
10-14	24,100
15-19	21,300
20-24	19,100
25-29	21,200
30-34	23,100
35-39	24,000
40-44	24,600
45-49	22,700
50-54	22,700
55-59	21,100
60-64	17,100
65-69	12,800
70-74	11,200
75-79	8,200
80-84	6,500
85+	6,400

Enfield has higher proportions of residents aged under 20 than regional and national averages. The proportion of over 65s in Enfield has grown by 16% in the last ten years.

The proposals will remove a car park which had space for 9 vehicles which may have a negative impact on some people who travel to this location via a car and this could affect people with mobility issues. However, there is parking provision in the layby outside the parade of shops directly opposite. There is also a segregated cycle path running directly to the entrance providing a well-connected alternative

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

travel option. By replacing the car park with a new green park entrance, it is likely to increase awareness of this green space and encourage greater use by local people. During the consultation process local people were asked about the loss of the car park and a majority were in favour.

The park will be more legible and have enhanced landscape features such as improved watercourse and new wetlands which will be accessible to the public, including access for all age groups with a new 3 meter wide footpath connected to the existing footpath. This increased access can bring benefits to mental health and wellbeing.

Jubilee and Lower Edmonton Wards contains a higher proportion of younger people (5-14) than the borough average, therefore the provision of a new pocket park and play on the way features seems appropriate. The Wards have a below average numbers of older people (aged over 65 years) than the borough average.

Mitigating actions to be taken

Design to take age into consideration (safety and accessibility) and when engaging residents with volunteering events.

Consideration will also be made during the development phase of the project with respect to engagement and volunteering opportunities, so that, for example, planting events and outdoor classroom activities connect with local school groups, youth centres, care homes and hospitals. We will refer to Enfield Council's Consultation and Engagement guide to ensure we are being as inclusive as possible for all the local community, offering equal opportunities for people to take part if they wish to, with an equal chance to participate between people who share a protected characteristic and those who do not. We will regularly review those participating to enable us to monitor how well we are achieving equal opportunities.

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.

According to the 2021 Census, 44,876 (13.6%) in Enfield reported a disability.²

² ONS, Disability, England and Wales: Census 2021

The proposals are expected to positively impact all residents, regardless of ability. Pathways for disability access through the park and around the wetlands will be constructed to allow for wheelchair users to access the park and wetlands.

Furthermore, it has been proven through research that the presence of a wetlands and being around water features can improve mental health and wellbeing.

Mitigating actions to be taken

All Highway and public realm proposals must consider disability access.

We will refer to Enfield Council's Consultation and Engagement guide to ensure we are being as inclusive as possible for all the local community, offering equal opportunities for people to take part if they wish to, with an equal chance to participate between people who share a protected characteristic and those who do not. We will regularly review those participating to enable us to monitor how well we are achieving equal opportunities

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 proposals are expected to positively impact all residents, regardless of gender reassignment.

Mitigating actions to be taken

We will refer to Enfield Council's Consultation and Engagement guide to ensure we are being as inclusive as possible for all the local community, offering equal opportunities for people to take part if they wish to, with an equal chance to participate between people who share a protected characteristic and those who do not. We will regularly review those participating to enable us to monitor how well we are achieving equal opportunities

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 proposals are expected to positively impact all residents, regardless of marriage or civil partnership status

Mitigating actions to be taken

We will refer to Enfield Council's Consultation and Engagement guide to ensure we are being as inclusive as possible for all the local community, offering equal opportunities for people to take part if they wish to, with an equal chance to participate between people who share a protected characteristic and those who do not. We will regularly review those participating to enable us to monitor how well we are achieving equal opportunities

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 proposals are expected to positively impact all residents, regardless of whether an individual is pregnant or has had a baby. Pathways through the park and around the wetlands will be constructed to allow for prams and pushchairs to access these areas.

This project does not discriminate directly to whether an individual is pregnant or has a baby. Pathways to enable access for prams and wheelchairs along the park will be installed and around the wetlands will be considered. Natural play on the way features are designed to appeal to very young children and offer an opportunity to engage a young child and a place for the parent/guardian to rest

Mitigating actions to be taken

We will refer to Enfield Council's Consultation and Engagement guide to ensure we are being as inclusive as possible for all the local community, offering equal opportunities for people to take part if they wish to, with an equal chance to participate between people who share a protected characteristic and those who do not. We will regularly review those participating to enable us to monitor how well we are achieving equal opportunities

Race

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

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

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

The project does not directly discriminate in terms of race. The proposal is expected to positively impact all residents regardless of ethnicity. Consideration will be made on how the delivery of the project can engage with people from a variety of backgrounds that is representative of the population of Enfield.

Mitigating actions to be taken

Ensure that the volunteer planting is advertised and appeals to many people from different backgrounds.

We will refer to Enfield Council's Consultation and Engagement guide to ensure we are being as inclusive as possible for all the local community, offering equal opportunities for people to take part if they wish to, with an equal chance to participate between people who share a protected characteristic and those who do not. We will regularly review those participating to enable us to monitor how well we are achieving equal opportunities

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 proposals are expected to positively impact all residents, regardless of religion and belief.

Mitigating actions to be taken

We will refer to Enfield Council's Consultation and Engagement guide to ensure we are being as inclusive as possible for all the local community, offering equal opportunities for people to take part if they wish to, with an equal chance to participate between people who share a protected characteristic and those who do not. We will regularly review those participating to enable us to monitor how well we are achieving equal opportunities

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.³ We aim to equally engage male and females in this project.

The project does not directly discriminate in terms of sex or gender. However, females sometimes may feel unsafe in parks and open spaces at night. Improving

³ ONS, [Population and household estimates, England and Wales: Census 2021](#)

lighting along the park will be considered as part of the scheme to benefit females feeling safer in Boundary Brook Park and around the wetlands at night.

We have aimed to equally engage males and females in this project.

Mitigating actions to be taken

The final designs will be reviewed by Parks teams and Landscape architects in terms of access and safety.

We will refer to Enfield Council's Consultation and Engagement guide to ensure we are being as inclusive as possible for all the local community, offering equal opportunities for people to take part if they wish to, with an equal chance to participate between people who share a protected characteristic and those who do not. We will regularly review those participating to enable us to monitor how well we are achieving equal opportunities

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 proposals are expected to positively impact all residents, regardless of sexual orientation.

Mitigating actions to be taken

We will refer to Enfield Council's Consultation and Engagement guide to ensure we are being as inclusive as possible for all the local community, offering equal opportunities for people to take part if they wish to, with an equal chance to participate between people who share a protected characteristic and those who do not. We will regularly review those participating to enable us to monitor how well we are achieving equal opportunities

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.

As of 2019, Enfield was the 74th most deprived local authority in England overall and the 9th most deprived London borough.⁴

Jubilee and Lower Edmonton Wards have a higher percentage of children in poverty compared to local, regional and national averages therefore providing quality green space along with natural play features can benefit families from poorer communities who are then able to access these spaces for free.

Wetlands at Boundary Brook Park/Charlton Park can significantly reduce the impact of flooding in Edmonton, which has the highest risk of flooding in the borough. The project therefore may positively impact these communities and beyond, as it aims to improve the quality of blue and green spaces. The Blue and Green strategy also recognises the importance of blue and green spaces to mental and physical well-being.

Mitigating actions to be taken.

We will refer to Enfield Council's Consultation and Engagement guide to ensure we are being as inclusive as possible for all the local community, offering equal opportunities for people to take part if they wish to, with an equal chance to participate between people who share a protected characteristic and those who do not. We will regularly review those participating to enable us to monitor how well we are achieving equal opportunities

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?

⁴ Enfield Council, [Borough Profile](#), 2021

The effects of the proposal will be reviewed using the following methods:

- Attending ward forum meetings in the months after project delivery to discuss any issues with local residents
- We are encouraging local residents to establish a new 'Friends of Boundary Park' group. We discussed this with residents at a public consultation site meeting in April 2023 and we intend to follow this proposal up at the next Ward forum meeting. A Friends Group will help to improve communication with users of the Park and better monitor the project outcomes
- Water quality testing could be carried out from a surface water sewer entering the wetlands compared to the runoff leaving the wetlands and entering into the Boundary Brook.
- Habitat survey of the Boundary Brook can be carried out in future and be monitored to show evidence of increased biodiversity compared to our previous base line habitat survey.

LBE will be responsible for assessing the effects of this proposal.

Section 5 – Action plan for mitigating actions

Any actions that are already completed should be captured in the equality analysis section above. Any actions that will be implemented once the decision has been made should be captured here.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments