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	**New River to Brick Lane cycle route**
Team/ Department	**Place – Journeys and Places**
Executive Director	**Richard Eason**
Cabinet Member	**Cllr Jewel**
Author(s) name(s) and contact details	**Ana Francisco Anacarolina.albergefrancisco@enfield.gov.uk**
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)	**Richard Eason**
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:**

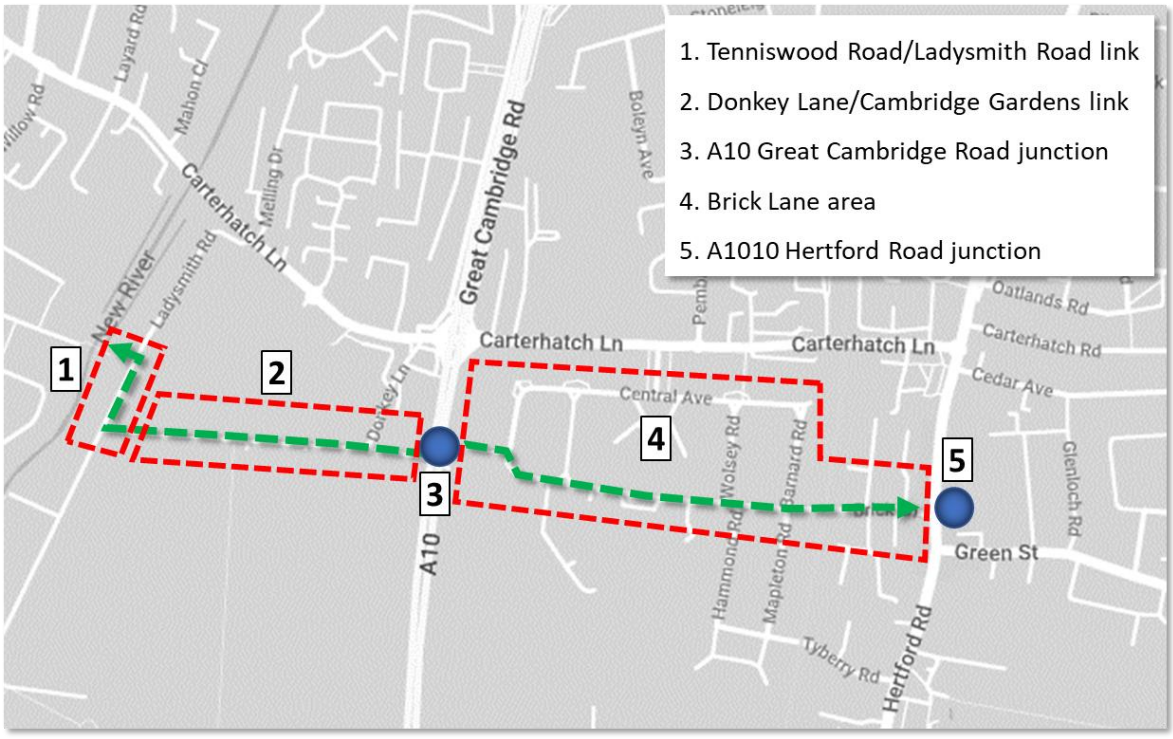
What is the proposed decision or change? What are the reasons for the decision or change? What outcomes are you hoping to achieve from this change? Who will be impacted by the project or change - staff, service users, or the wider community?
As part the Journeys and Places programme, Enfield Council is proposing a walking and cycling route from New River (at the Tenniswood Road bridge) to Cycleway 1 (Hertford Road) via Brick Lane. This proposed route will connect with the Enfield Town to Broxbourne Walking and Cycling Route at Tenniswood Road and pass the Enfield Playing Fields as well as Bishop Stopford's School and Suffolks Primary School. This project is part of the Council's work to encourage more people to walk, wheel and cycle in the borough. The objectives of the project are to: - Deliver a key east-west active travel link between the Enfield Town to Broxbourne Walking and cycling route with Cycle way 1 (A1010 North) and the cycle route through Enfield Playing Fields - Contribute towards a long-term increase in the levels of active travel by expanding the wider borough network - Improve junctions and crossings to enable more people to walk and cycle safely, therefore encouraging a mode shift to active travel - Enable the community to make greater use of cycling through green space The route can be split into 5 sections as shown in the figure below: 

Figure 1: Location of the 5 New River to Brick Lane walking and cycling route sections

Section 1: Tenniswood Road/ Ladysmith Road link
There is a pedestrian footbridge over New River between Tenniswood Road and Ladysmith Road which comprises the first section of this cycle route. Currently this section of the route is below the existing footway widths recommended for a two-way shared path. In addition, the access ramp to this footbridge has sharp turns which would be difficult for some cyclists to turn on.

Therefore, the proposal for this section is to maintain the bridge structure and to provide a 4m clear shared path (and relocation of a lighting column) as well as an amended ramp to accommodate cyclists.

Ladysmith Road features a vehicle gate north of the Tenniswood Road footpath. This prevents a through route to/from Carterhatch Lane to Ladysmith Road so this road serves as access for residential traffic only. As such, motor vehicles along Ladysmith Road are low (16 vehs/ hour AM peak, 23 vehs/ hour PM peak[1]).

Section 2: Donkey Lane / Cambridge Gardens link
This section of the route follows the existing walkway from Ladysmith Road to Donkey Lane. It is proposed that this walkway will be used as a two-way shared facility for both cyclists and pedestrians. It may not be possible to widen this section to the recommended width of 3m (for approximately 60m) due to the existing tree line and railings.

Donkey Lane is a quiet two-way road and can therefore be classified as a cycle Quietway, allowing cyclists to mix with general traffic without the need for physical segregation. The route will be denoted with cycle symbols in both directions.

The proposal includes a new vehicle access gate approximately half-way along Donkey Lane which allows cyclists through when it is closed (behind Enfield Town FC).

The current staggered pedestrian/ cycle gate from Donkey Lane to Cambridge Gardens will be replaced with bollards to provide an improved facility for all types of cyclists.

Section 3: A10 Great Cambridge Road Junction
The existing staggered crossing over the A10 Great Cambridge junction will be converted to a (staggered) Toucan crossing, enabling cyclists to cross here. The crossing will also be widened from 3m to 4m.

Section 4: Brick Lane Area
The route will continue from the A10 along an existing shared path. The existing dropped kerb will be marked with double yellow lines to ensure parked vehicles do

[1] New River to A1010 Cycle Route Feasibility Report, September 2022

not block access for cyclists. Planters may also be used here to help mark the route. Rain gardens are proposed here to increase green space and capture surface water run off along Brick Lane.

Brick Lane is proposed to be denoted a cycle quietway with cyclists mixing with general traffic and will have cycle logos denoted the route between Oldbury Road and the A1010 Hertford Road.

Traffic calming measures are already in existence along Brick Lane which is in a 20mph zone.

Section 5: A1010 Hertford Road Junction
This final section of the proposed cycle route will link cyclists from Brick Lane to existing north/ south cycle facilities on the A1010 Herford Road.

Two-way contraflow cycling lane located on the westbound of Hertford Road, which will run from the junction with Brick Lane to the southbound crossing near to Green Street.

Consultation
Community consultation and engagement took place in between 11 January and 8 February 2023 via Let's Talk Enfield. This is Enfield Council's engagement portal for neighbourhoods, walking and cycling, Climate, transport and town centre projects. Residents, businesses and others interested in the project were invited to give their ideas for the route, their views on the proposed alignment and any other issues in the area regarding walking, wheeling and cycling. There was also an online public webinar on 30 January 2023 led by the Enfield 'Journeys and Places' team. The following points were included in the webinar.

- 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 miles travelled is congesting our roads
- Streets and roads should be safe for everyone

During the webinar, a question was asked about use of shared paths – the answer was that 3 sections of the route are proposed to be shared use between pedestrians and cyclists:

1. Brick Lane to A10
2. Enfield playing fields to Ladysmith Road
3. Ladysmith Road to New River Bridge at Tenniswood Road

Currently there is already some shared use permitted.

Another point made during the webinar was that Brick Lane is very narrow with only room for one car in each direction. The council response was that there is no proposal to introduce segregation here – just to make this section safer to share with motor vehicles.

There was a question during the webinar on greening; will greening be introduced/ improved as part of this route? The response was that as part of the design the council will introduce SUDS (rain gardens) and trees where possible – mainly along Brick Lane.

There was a question regarding whether there be any potential impacts on parking The council's response was that there may be minor loss of parking along some sections of the route with the objective to improve pedestrian provision particularly for those in wheelchairs/ mobility scooters. The footways will be improved as well as road safety.

There were concerns about speeding traffic on Brick Lane – traffic data supports this so traffic calming measures will be explored to reduce speed.

There were security concerns regarding Enfield playing fields car. The council has been consulting with the police and the community safety team to inform the proposals.

Further engagement was discussed, and the council clarified that people can comment on detailed design after this early engagement once the route alignment has been decided. There will be another round of community engagement, subject to further funding.

Ideas, issues and comments on the proposed route were collected via an online map and residents were informed of this consultation through a letter drop as well as social media activity. Stakeholder engagement has taken place with TfL and emergency services.

There are indicators along the route of some anti-social behaviour. Consequently, improved security will be sought through a review of lighting and improved passive surveillance through increased pedestrian and cycle traffic. The designing out crime officer from the Met will be consulted on the design.

Policy
This scheme aligns with the Enfield Transport Plan 2019-2041 and the Enfield Healthy Streets Framework. This scheme is part of improving the density of walking and cycling routes so that more people are within easy access of quality cycle routes. It is to be part of a coherent network and supports the Transport Plan's priorities which are to:

- make active travel the natural choice, particularly for those trips less than 2km (1.2 miles)
- make more school trips safe, sustainable and healthy
- reduce the impact of private vehicles on our streets
- make the public transport network more accessible and the natural choice for longer trips

- maintain our assets for the benefit of the public

Data

The authority does not currently have data for people passing through the scheme area and any protected characteristics they may have. The route crosses two wards: Caterhatch and Southbury and has a boundary with two others: Brimsdown and Town. Therefore, the profiles for these wards have been used as the basis for demographic data.

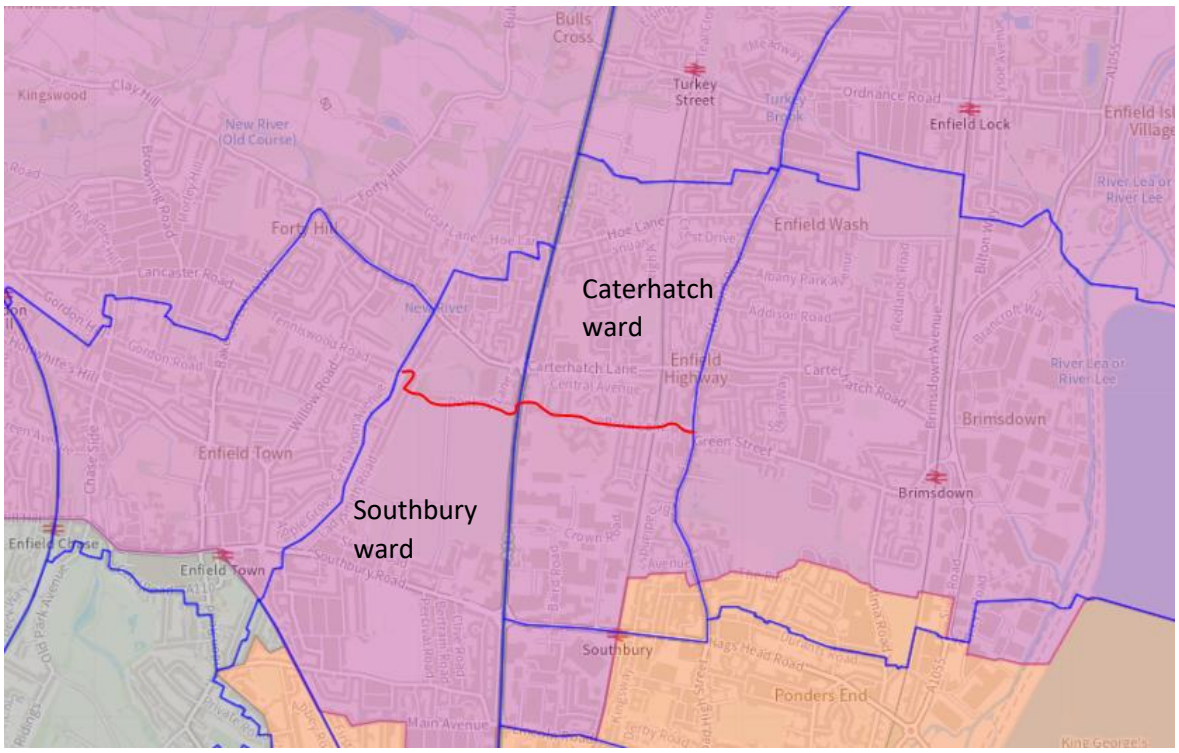


Figure 2: Proposed New River to Brick Lane walking and cycling route with ward boundaries.

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 Enfield[2]. New ward arrangements for Enfield Council came into force at the local elections in May 2022.

Previously, the project fell within a single ward (Southbury); however, post 2022 ward boundary changes it now falls within two wards (Southbury and Caterhatch). Southbury is situated in the centre of the borough, and bordered by Whitewebbs, Bullsmoor, Carterhatch, Jubilee, Bush Hill Park and Town wards whilst Carterhatch is situated towards the north and east of the Borough, bordered by the wards of Bullsmoor, Enfield Lock, Brimsdown, Ponders End, Southbury and Whitewebbs.

[2] https://www.legislation.gov.uk/uksi/2020/1109/contents/made

Figure 3 and Figure 4 below shows the ward boundaries in Enfield Borough before and after the May 2022 ward boundary changes, alongside the proposed route alignment.

The eastern edge of this route previously fell within the old Enfield Highway ward, but since the boundary changes it now falls within the new Caterhatch ward.

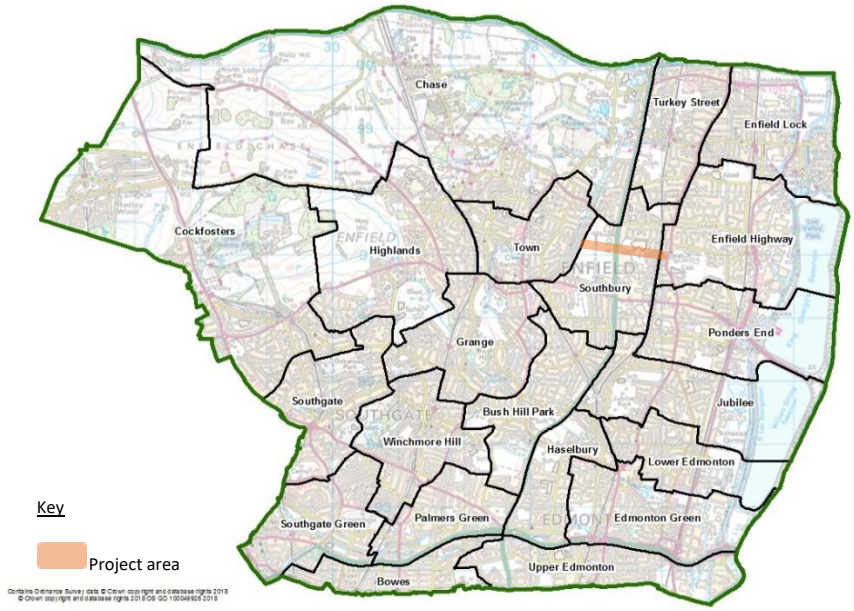


Figure 3: Ward boundaries prior to May 2022.

Source: Local Government Boundary Commission[3]

[3] https://www.lgbce.org.uk/all-reviews/greater-london/greater-london/enfield

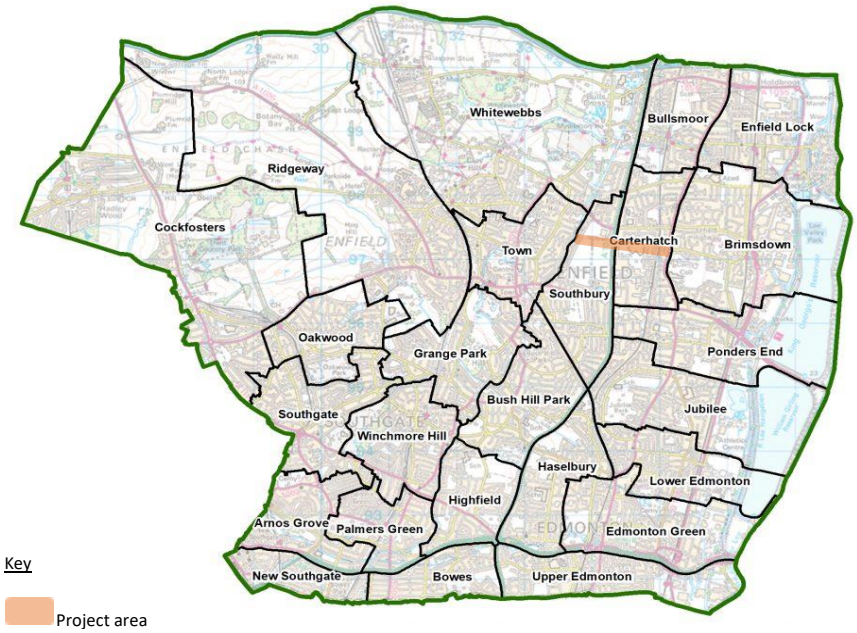


Figure 4: New ward boundaries introduced in May 2022.

Source: Enfield Borough Profile 2022[4]

[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 (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)

Information has been gathered regarding groups with protected characteristics in Enfield as a whole, and for Southbury specifically (referred to as the 'Study area').

London Travel Demand Survey (LTDS) and Census 2021 data have been the two primary data sources, though other data sources have been used, and are referenced throughout. For each protected characteristic, data has been collected and analysed, with comparisons made at borough, regional and national level where relevant.

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.

Disproportionate impacts can be said to occur when an impacted group contains a disproportionate number of individuals with a shared characteristic. The baseline data is used to identify (where data is available) whether a vulnerable group is particularly prevalent in an area in comparison to the borough, regional or national averages. If so, the study area is considered to experience a disproportionate impact.

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

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.

Enfield had82,160 children aged 0-17 as of 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):
This has been compared to the borough as a whole and is shown in Table 1 below:

Table 1: Age distribution for study area (Southbury& Carterhatch) and Borough average (Census 2021[5])

Age distribution	Southbury	Carterhatch	Borough of Enfield in 2021 (%) source: Census 2021
0-4	7.2	6.9	6.4
5-15	16.2	17.4	15.6
16-24	10.7	16.1	10.8
25-34	13.6	12.8	13.4
35-49	23.2	13.4	21.6
50-64	18.0	13.7	18.4
65-74	6.3	10.1	7.3
75-84	3.5	5.3	4.4
85+	1.4	4.3	1.9

[5] https://www.ons.gov.uk/census

Empowering Young Enfield 2021-25[6], 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

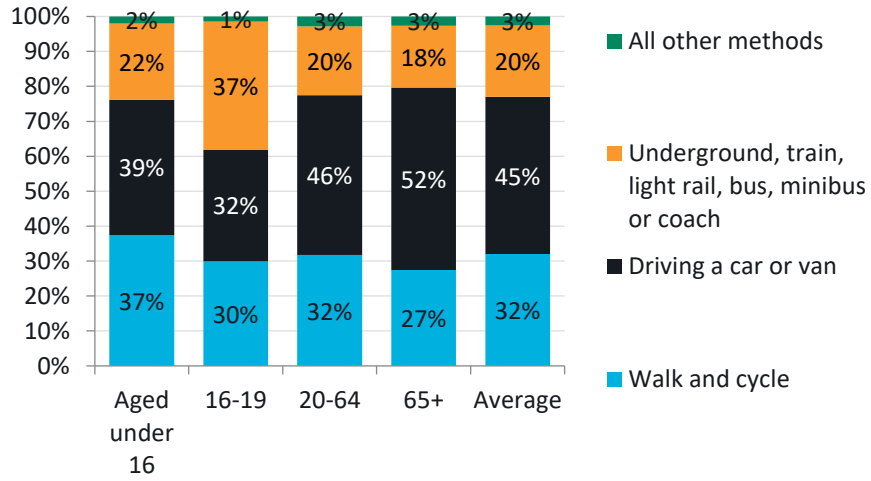
Travel habits by age

Figure 5 represents 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 disproportionally 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 5: 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.

Road safety by age

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

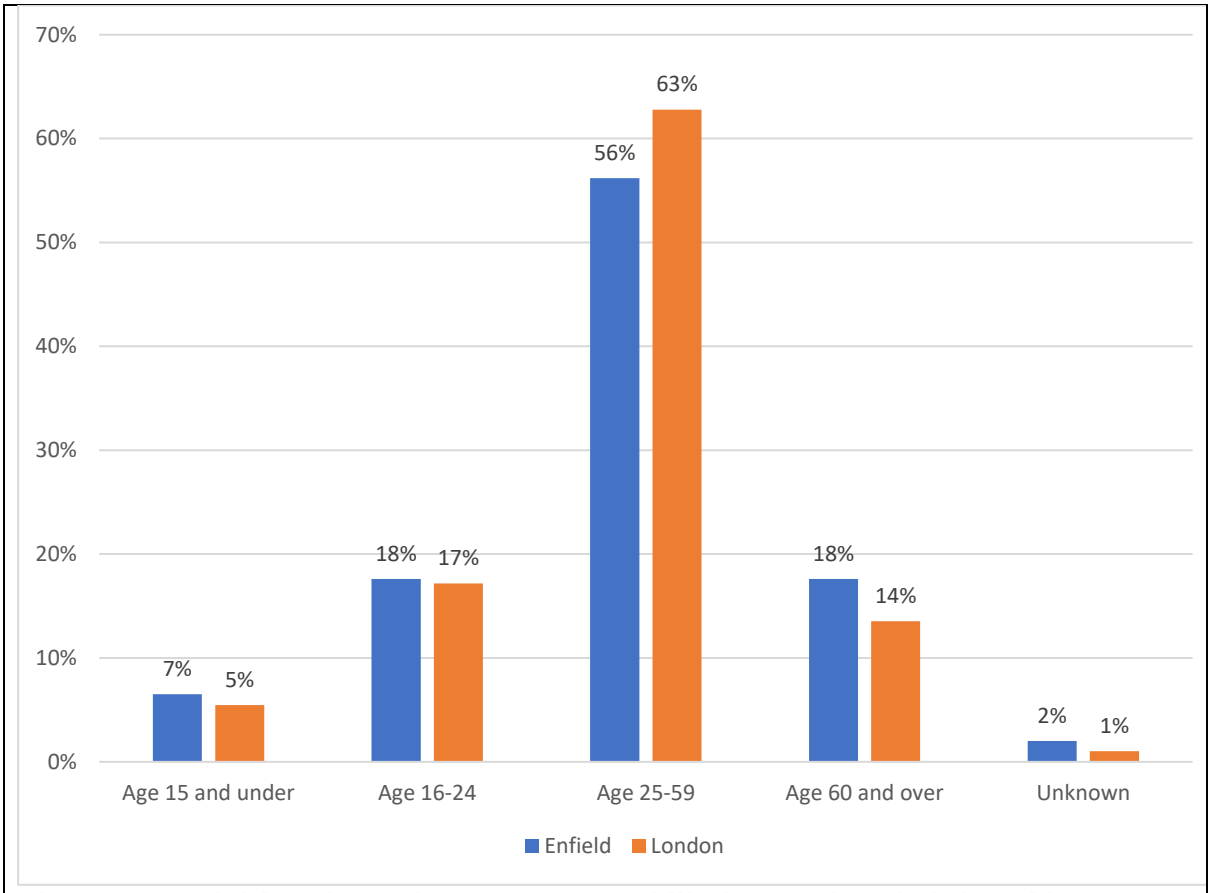


Figure 6: Enfield and London percentage killed or seriously injured by age band (source: TfL, April 2021 to March 2022)[8]

Figure 6 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 (2022/23) found that 23% of Reception age children (age 4-5) in Enfield were either overweight or obese. This is higher than the average for England of 21%. This rose to 42.6% of children in

[8] https://content.tfl.gov.uk/casualties-in-greater-london-2022.pdf

year 6 (age 10-11) being either overweight or obese.[9] These figures are worse than the average for England of 36.6%.

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., 2019)[10]

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]

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]

Positive
Overall, the route may benefit the young as they are more physically active and encouraged to be so by this scheme. The young are disproportionately impacted by road traffic accidents, being more likely to be killed / seriously injured than any age group in between.

The sections of the route which are completely traffic free (e.g., part of section 1 and section 2) 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.

[9] National Child Measurement Programme, England, 2021/22 school year, NHS https://digital.nhs.uk/data-and-information/publications/statistical/national-child-measurement-programme/2022-23-school-year

[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)

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

Negative
This cycle route is split into different sections – some of which are shared pedestrian/ cycle ways, others are not segregated from general traffic. The sections which are not segregated may put off the very young and the very old from using them as they are not completely free and protected from motor vehicles.

Those accessing the Brick Lane surgery (including the very young and older people) may experience difficulty during the school street operation times.

There may be a perception that local elderly residents who drive may have difficulty accessing and leaving their properties during the operation times of the school street scheme.

Some sections of the route (e.g., the alleyway in section 2) may not be wide enough for 2 larger than average cycles to pass each other, such as those on child carrying cargo bikes or with trailers.

One respondent of the consultation said "This area of Brick Lane becomes incredibly congested between the hours of 8am to 9.30am and 2pm and 3.30pm due to those parents picking their children up from school, all year round. This became even worse when the side entrance on Hammond Road was closed to Suffolks school. Please ensure you visit during these times to look at the traffic issues as some days the area is absolute carnage, and dangerous to all including pedestrians and cyclists."

Mitigating actions to be taken

Although some sections are not segregated from motor vehicles 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. Traffic volumes are currently low which enables this route to be classified as a cycle quietway without the need for full physical segregation.

This new route can be promoted to local school children through the existing cycle training programme offered through borough schools.

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 13.6 % the borough's population stated that they were disabled under the Equality Act. This compares with a marginally lower figure, 13.1%, within Southbury ward but with a relatively higher figure of 14.7% within Carterhatch ward. They are generally consistent with one another and lower than that for England as a whole. This is shown in figure 7.

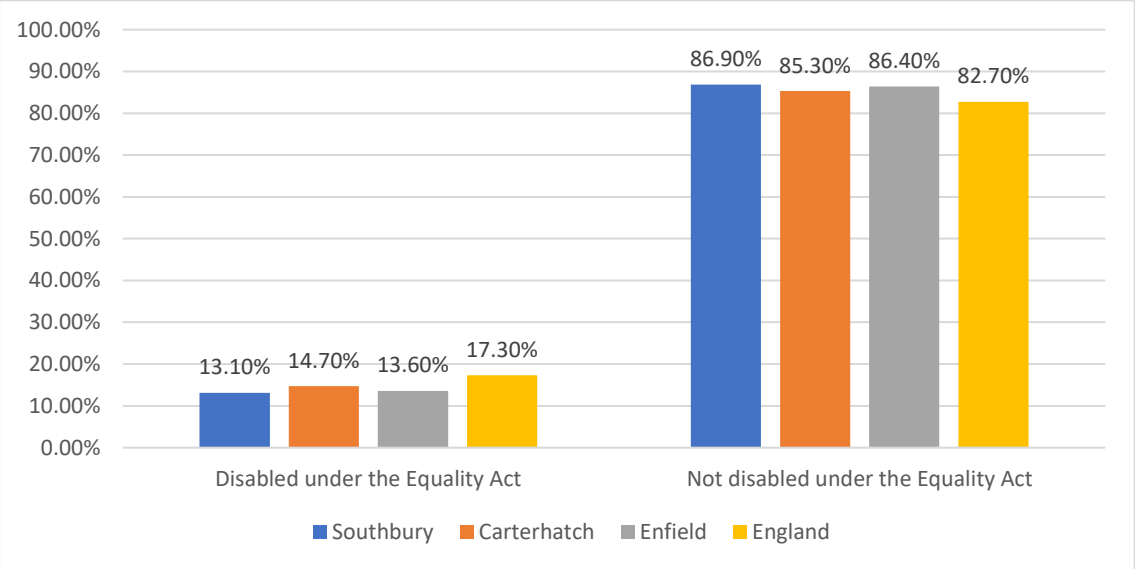


Figure 7: Percentage disabled under the Equality Act: Southbury and Carterhatch wards compared with Enfield and England as a whole (Source: UK Census 2021)

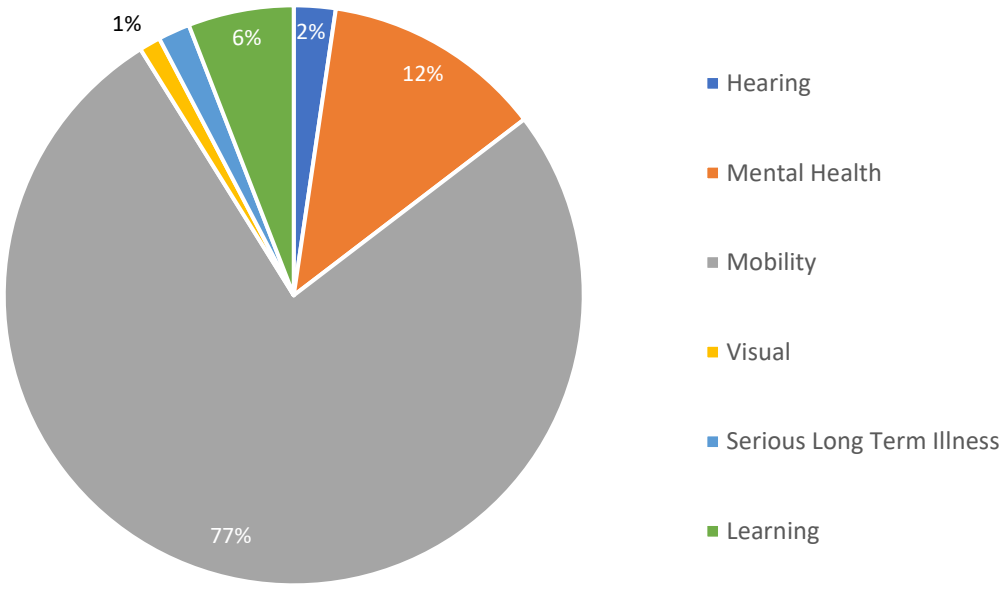


Figure 8: Disability types stated by those with a disability affecting travel (source: LTDS 2018/2019)

Disability types 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 %) followed by impairment due to mental health (12 %). It should be noted that this data is based on a small sample, therefore results should be taken as a general indication only. As previously stated, it is important to note that various physical and mental disabilities can lead to travel limitations.

The Wheels for Wellbeing annual survey[13] focused solely on cyclists who have a disability and found that 72 % of disabled cyclists use their bike as a mobility aid, and 75 % found cycling easier than walking. The survey results also showed that 24 % 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.

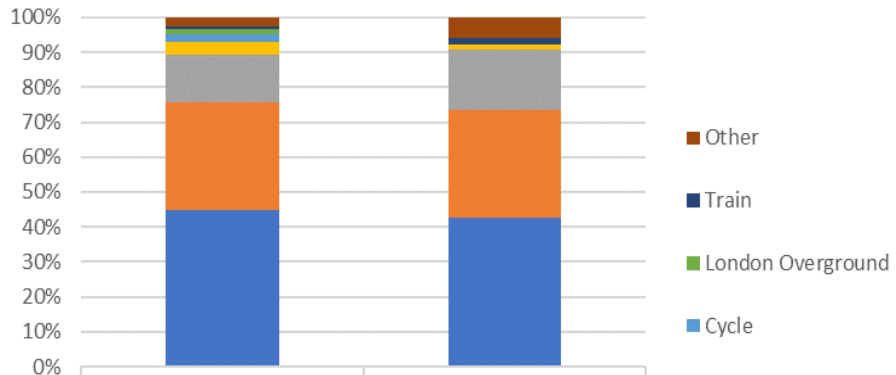
Over 75% of respondents to that survey indicated that they had experienced difficulties in accessing cycling, with individual freedoms being severely restricted as a result. Most significantly, the following barriers were identified as the most pressing ones for the third year running:

- Inaccessible cycling infrastructure

[13] Wheels for Wellbeing Annual Survey 2018: https://wheelsforwellbeing.org.uk/wp-content/uploads/2019/04/Survey-report- final.pdf

- 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 7. When compared to the LTDS mode split of trips made by all people, car use for those with disabilities is lower (42.6 % compared to 45 %), bus use is greater (17.5 % compared to 13.7 %) and walking is marginally higher (31.1 % compared to 30.8 %).



	Average	Those with physical or mental disability affecting daily travel (including old age)
Other	2.6%	6.0%
Train	0.9%	1.7%
London Overground	1.4%	0.0%
Cycle	2.2%	0.0%
Underground	3.4%	1.5%
Bus	13.7%	17.5%
Walk	30.8%	31.1%
Car	45.0%	42.7%

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)[14]

%	Disabled	Non-disabled
(Base)	**620**	**1705**
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

[14] Travel in London: Understanding our diverse communities 2019 (tfl.gov.uk)

ride a bike when compared with non-disabled Londoners.

Differential impact
People with mobility issues and old people may rely on street furniture such as benches if they need places to frequently rest.

Some disabled people find it easier to cycle than to walk so it must be ensured that this route is accessible to all, especially those using adapted cycles. Improved and new cycle infrastructure will benefit disabled cyclists and could potentially encourage people with disabilities to try cycling, if their disability allows. Some disabled people rely upon cycling as their primary means of mobility[15].

Disability as well as age can limit the distance people can walk or cycle. Therefore, rest stops may need to a consideration to ensure this route is used by as many people as possible.

Positive
There may be minor loss of parking along some sections of the route with the objective to improve pedestrian provision particularly for those in wheelchairs/ mobility scooters, the footways and improve road safety will be improved.

Section 1 of the proposed route includes an increased width of the current shared path as well as the ramp being amended to accommodate cyclists. This will positively impact those using wider cycles which may be those with mobility related disabilities.

The proposed interventions give an opportunity to promote mode shift and promoting active transport, which benefits various disabled groups through better air quality.

Negative
The section along Brick Lane already has pavement parking along it. This means the effective footway width on this side of the road is fairly narrow which makes walking / wheeling more difficult especially when pedestrian numbers are high, as they would be around school drop off and pick up times.

There may be confusion or worries about collisions on shared use paths for those with disabilities.

Visually impaired people will be pedestrians in the affected area, users of public transport or passengers in other vehicles. Visually impaired people will have varying degrees of ability to see the changes in the environment around them. Initially any change could be confusing.

[15] https://www.gov.uk/government/statistics/national-travel-survey-2021/national-travel-survey-2021-travel-by-disabled-people-and-people-with-mobility-difficulties#travel-trends-by-disabled-people

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 that the cycle gap in the new vehicle access gate in section 2 is wide enough for those on adapted on non-standard cycles. Rest stop creation where appropriate. Ensure this scheme is promoted for use by all members of the community – including those with a disability. This will mean engagement with as many members of the disabled community as possible perhaps through local groups. Cycle training aimed at disabled people – given that disabled Londoners are less likely to be able to ride a bike, Enfield could target some cycle training in the area covered by this new route and those who have a disability but want to learn to ride a bike.

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.
According to Census 2021, The General Fertility Rate (GFR[16]) 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.

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

Table 3: Birth and Fertility rates in Enfield, London, England and Wales (2021)

Area	Live births	GFR (per 1000 females aged 15-44)
Enfield	3,936	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.

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.

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.

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, it should be ensured that feedback is sought from people who are pregnant or young mothers as it is likely that their experiences will vary on a case-by- case basis.

[17] https://environhealthprevmed.biomedcentral.com/articles/10.1186/s12199-021-00995-5

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

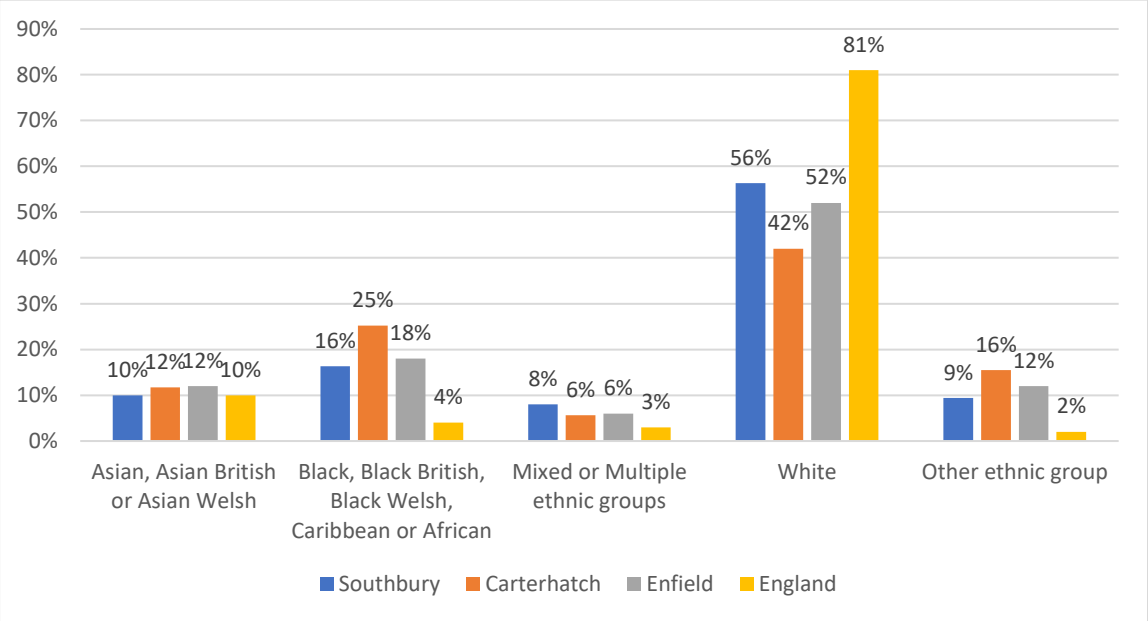


Figure 10: Population of Southbury and Carterhatch wards by ethnicity compared to Enfield and England (source: Census 2021)

Based on Census 2021 data in Figure 10, 56% of Southbury's and 42% of Carterhatch's respectively% residential population is 'White', making it the most common ethnicity in the Borough.

The second most populous ethnicity is 'Black, Black British, Black Welsh, Caribbean or African', at 16% and 25%% of the population identify in the wards of Southbury and Carterhatch respectively. This is followed by 'Other ethnic group' and 'Asian, Asian British or Asian Welsh', at 10% and 12%%of the population.

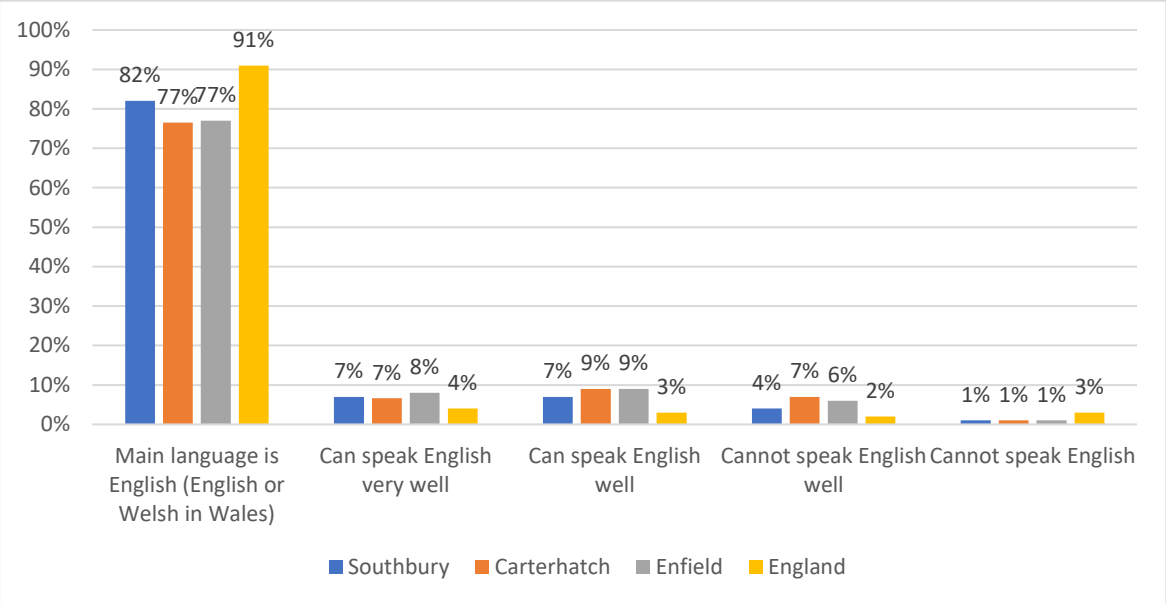


Figure 11: Proficiency in English **(source Census 2021)**

Within the Southbury and Carterhatch wards, the percentage of those with English spoken as the main language is 82% and 77% respectively. In Southbury this percentage is higher than the borough as a whole of 77% whereas in Carterhatch the percentage is exactly the same.

The Spring 2021 School Census[18] 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

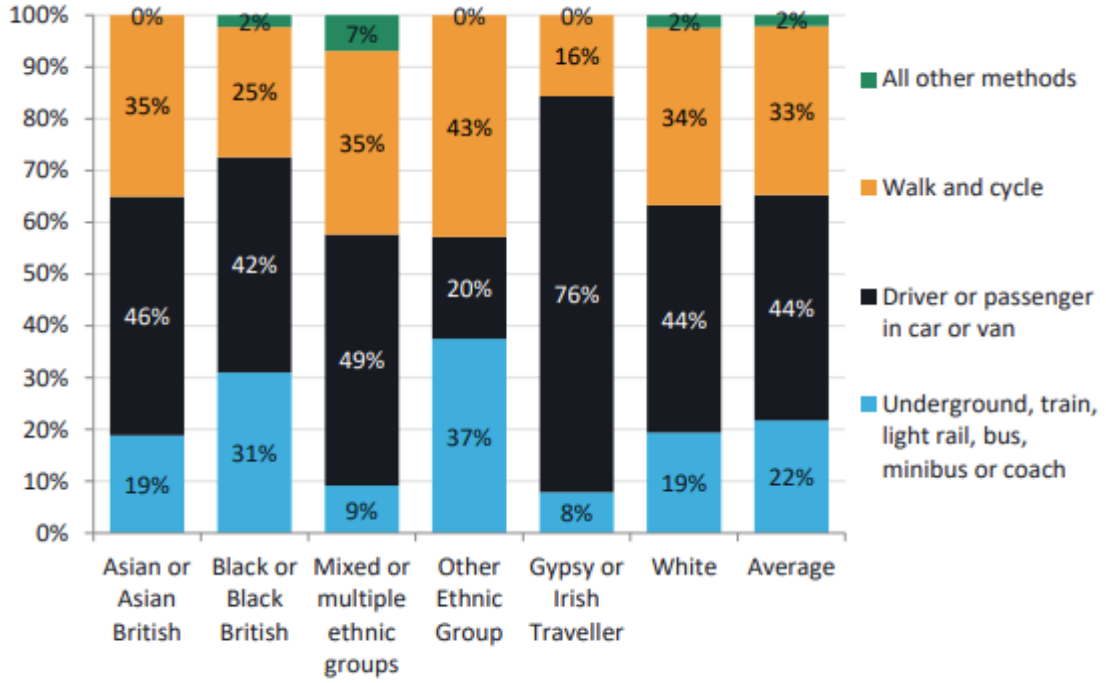


Figure 12: Mode share by ethnicity in Enfield (Source: LTDS (2018/19)

Based on average travel modes from the LTDS data presented in Figure 12, driver or passenger in car or van is the most comment mode in Enfield for all ethnic groups except for 'Other Ethnic Group'. 'Other Ethnic Group' are most likely to walk and cycle, with a mode share of 43%. 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.

Differential impact

Positive

Walking and cycling percentages are very high in the borough and when combined with public transport, they can become dominant over driving a car/van for most ethnic groups. This can be beneficial to the users when walking and cycling routes are provided at the roads and there is sufficient road safety.

The proposed measures are likely to improve conditions for pedestrians and people who cycle, 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] https://www.enfield.gov.uk/__data/assets/pdf_file/0023/44717/Borough-profile-2023-Your-council.pdf

Negative
Driving, however, constitutes a large proportion of total mode share for some ethnic groups like Gypsy or Irish and Mixed. As such, the scheme is likely to negatively impact those groups who drive more than the average percentage in Enfield, However, due to the small scope proposed scheme, the overall impact is concluded to be minimal and is intended to encourage modal shift.

Also, 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.

Mitigating actions to be taken
Because there is often poor awareness of local walking and cycling schemes amongst those who rarely walk, cycle or travel outside their immediate area, active travel should be promoted to non-English speaking communities. Also, 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.
Evidence Base

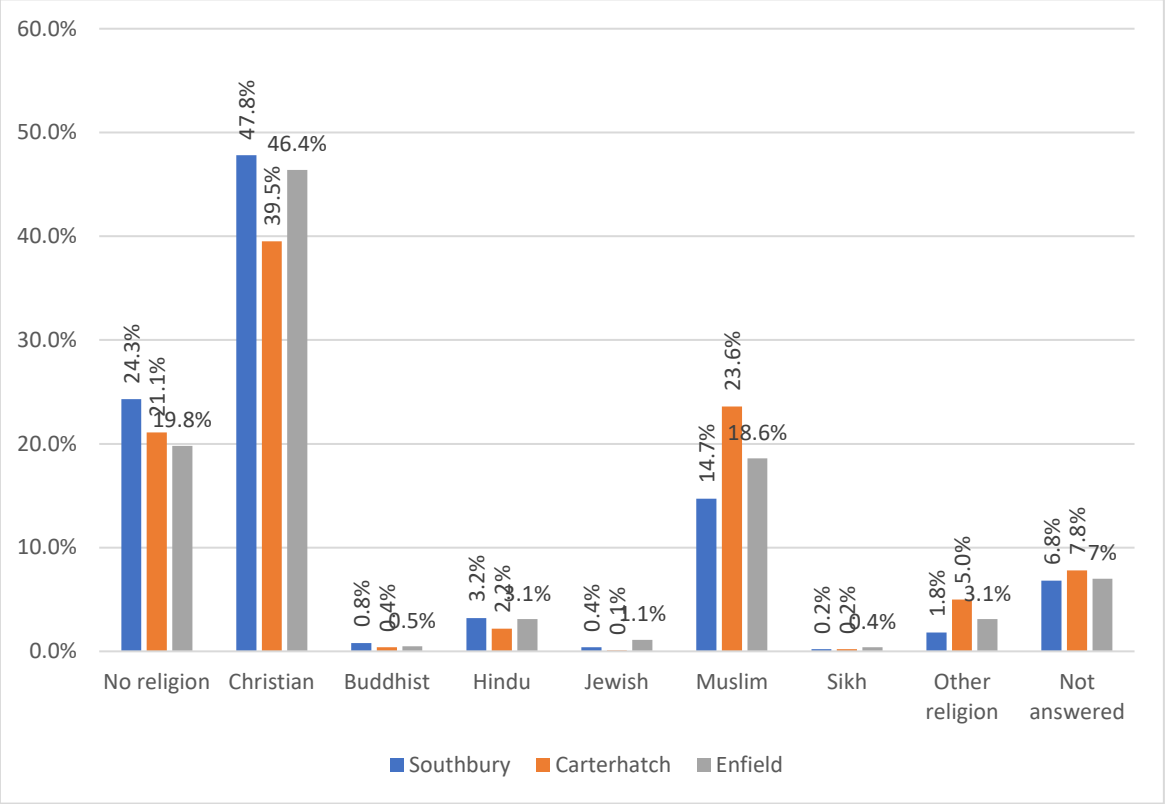


Figure 13: Breakdown of religion/belief within Southbury and Carterhatch compared to the borough average (Source: Census 2021)

Figure 13 shows Census 2021 data on religion and belief in Enfield. The predominant religion in the two wards is Christianity, with 47.8% and 39.5% of the population respectively identifying as Christian. 24.3% and 21.1% of people do not follow a religion or did not state a religion. 14.7% and 23.6% of residents are Muslim, making it the third most common religion or belief. Southbury and Carterhatch wards are also home to smaller proportions of residents from other faiths including Buddhist, Hindu, Jewish and Sikh. The graph shows that the breakdown of religions within the two wards are similar to the rest of the borough.

On certain dates and at certain times of the day, religious services and observances can have an impact on travel patterns. Places of worship and faith-based schools are major destinations for large populations from different groups. There are several places of worship close by which have been identified and outlined below. Access to these places of worship will be fully maintained, but the route by motor vehicle may change due to the restrictions in place.

The following places of worship are inside the scheme area (there may be others):
Carterhatch:

- St James' Church, Enfield Highway, Hertford Rd, Enfield EN3 5AX
- Suffolks Baptist Church, Carterhatch Ln, Enfield EN1 4JY

- Dharma Mandir, 442-446 Hertford Rd, Enfield EN3 5QT

Southbury:

- Bush Hill Park United Reformed Church, 25 Main Avenue, Enfield EN1 1DJ
- Parish Church of St Mark, St Marks Vicarage, St Mark's Rd, Enfield EN1 1BE

Positive Impacts

Improving conditions for walking and cycling is likely to positively benefit those who follow a religion and regularly attend places of worship. Destinations such as this are generally local and have large walking and cycling catchments. Although it is acknowledged that this scheme is likely to increase journey times for some worshippers who drive to their place of worship, which remain accessible via car as prior to the implementation of the scheme.

Negative Impacts

Weather conditions can prevent people walking and cycling confidently and thus may impact journey times for people travelling to their place of worship, which will reduce the amount of time they have in their day and may isolate some in the community.

Mitigating actions to be taken

- Continue to monitor demographic responses to the consultation for adequate representation of different religious groups. Target engagement at places of worship that were under-represented, particularly those within the area, or close to it.
- Direct engagement with places of worship to review the specific needs of their religious community in the surrounding area (such as St James' Church, Suffolks Baptist Church, Dharma Mandir, Bush Hill Park United Reformed Church and Parish Church of St Mark).

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

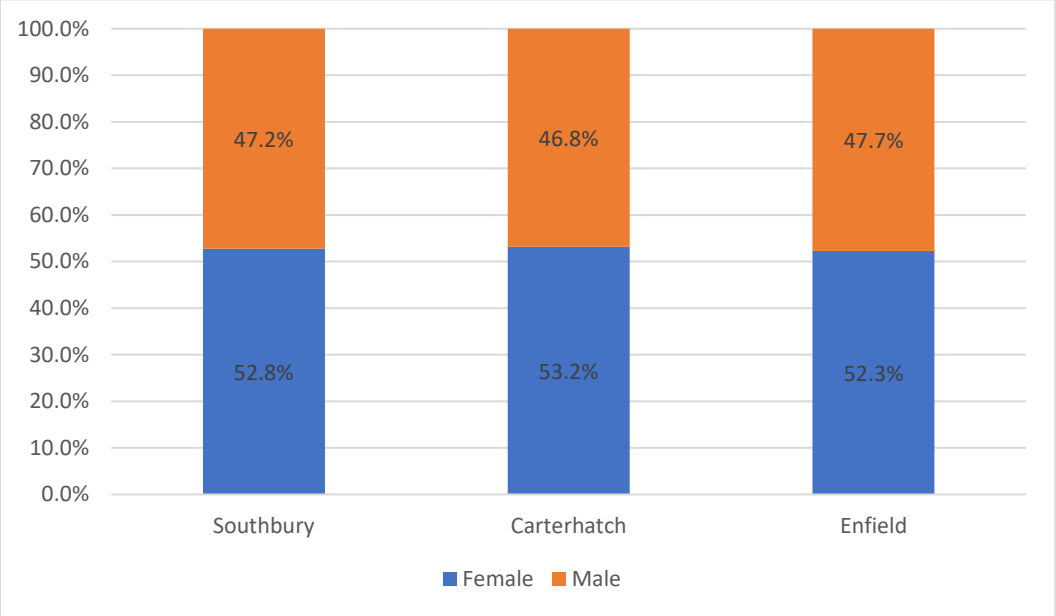
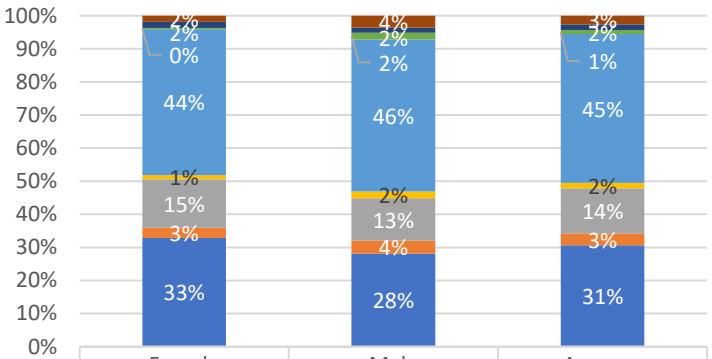


Figure 14: Percentage of sex in Southbury and Carterhatch compared to the borough average (Source: Census 2021)

According to the Census 2021, in Enfield 47.7 % of residents identify as male and 52.3 % female. This is very similar to the percentage split for Southbury and Carterhatch wards (47.2% and 46.8% male, 52.8% and 53.2%female respectively).

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



	Female	Male	Average
Other	2%	4%	3%
London Overground	2%	2%	2%
Cycle	0%	2%	1%
Car	44%	46%	45%
Train	1%	2%	2%
Bus	15%	13%	14%
Underground	3%	4%	3%
Walk	33%	28%	31%

Figure 15: Mode share by sex in Enfield (Source: LTDS (2016/17, 2017/18 and 2018/19)

Across Greater London, research undertaken by TfL[19] shows walking is the most used type of transport by females (95 % walk at least once a week, as do men). Females are also more likely to use buses than males (63 % compared with 56 %) but are less likely to use other types of transport including the Tube (38 % women compared with 43 % 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 % compared with 72 %) or have access to a car (63 % of all females compared with 66 % of all males). These factors are likely to be related to the frequency of car use as a driver. 79% of females in London report being able to ride a bike, compared with 91% of males.

Positive Impacts
Females are less likely to drive in Enfield and are more likely to walk than males. They are also less likely to cycle. Improvements made to the safety and convenience of cycling to reduce the barriers to cycling disproportionally faced by

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

females and increase the percentage of females choosing to cycle.

Increasing resident access to favourable walking and cycling conditions is likely to disproportionately benefit females, particularly due to higher number of trips they make daily compared to males, as well as their increased likelihood of taking children to and from educational and recreational facilities.

Negative Impacts
Women are more likely to use buses (where walking will form the start/end of the trip) and less able to cycle then men. As such the scheme is likely to disproportionately benefit women. because by using public transport they are likely to feel safer doing so.

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

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. Only small sections of this proposed route will be fully separated from vehicular traffic.

Mitigating actions to be taken

- The scheme's design must 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.
- Enfield should ensure that engagement and consultation sufficiently seeks out and listens to the concerns of women.
- Where the proposed cycle route is not segregated, visible signage must be displayed to warn vehicle drivers of the presence of cyclists.
- Engage with the Metropolitan Police and monitor crime and anti-social behaviour within the area post implementation.
- Provide reassurance messages around personal safety, crime and disorder.
- Install CCTV and monitor issues of crime and antisocial behaviour.
- Monitor recorded crimes in the area.

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 illustrates the level of deprivation each neighbourhood area of a ward is. The darker the shading, the higher the relative deprivation levels. This presents a visual representative of deprivation across Enfield. Southbury and Carterhatch sits within the north of Enfield. They generally contain high deprivation levels, making them one of the most deprived neighbourhoods in England. In

broad terms the eastern areas of Enfield have more levels of deprivation, whereas the west and northwest areas have the least.

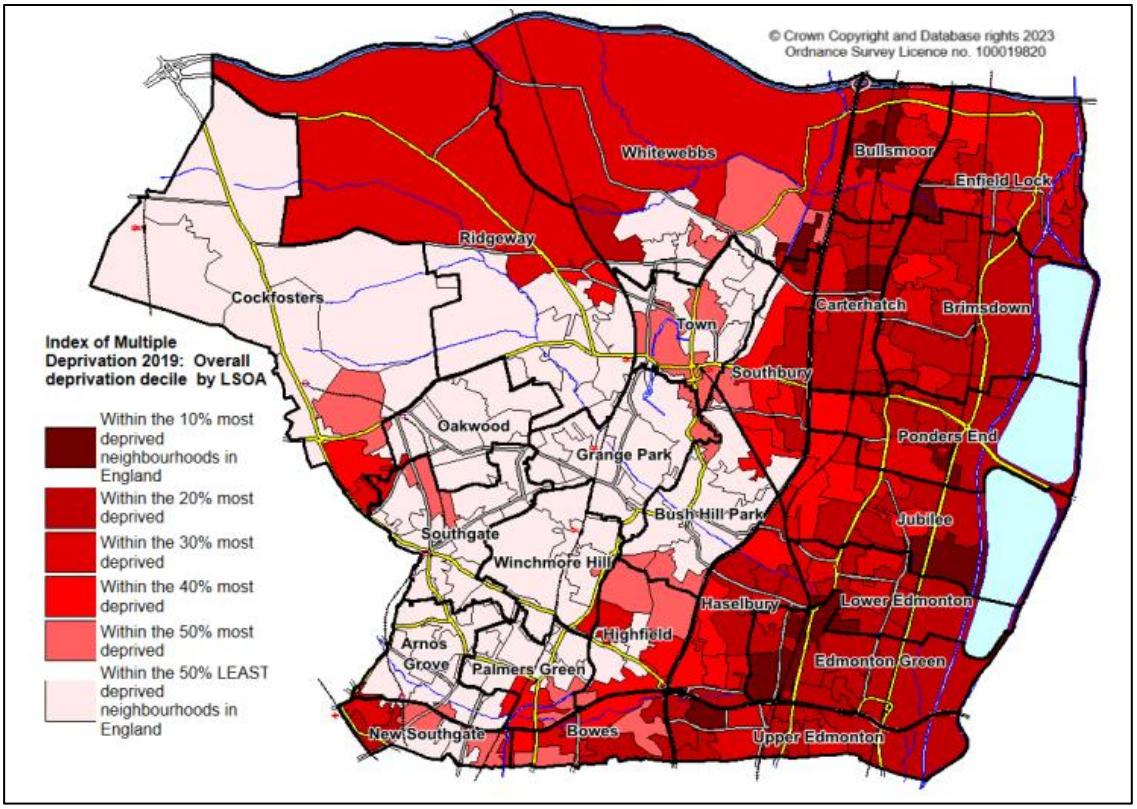


Figure 16: Map of Enfield showing deprivation levels by neighbourhood area and ward[20].

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 and it is among the most deprived 30% of all wards in England. In 2021, the estimated proportion of people aged 16-64 who were in work or looking for work (the economically active) was higher than the borough average, at 73.1%. The proportion in employment was 67.9% Relatively low numbers of households are on low incomes. Unemployment is lower than the borough average, while 29.2% of households receive Universal Credit, which is marginally higher than in the borough as a whole. The crime rate is lower to that of the borough as a whole. And there are higher than average numbers of households who are owner-occupiers[21].

In contrast to Southbury, Carterhatch ward it is among the 10% most deprived wards in England. In 2021, the estimated proportion of people aged 16-64 who were in work or looking for work (the economically active) was lower than the borough average, at 62.9%. The proportion in employment was 56.7%. Higher than the borough average is the percentage of households that are on low

[20] Ward Profile - Carterhatch 2023 (enfield.gov.uk)
[21] Ward Profile - Southbury 2023 (enfield.gov.uk)

incomes and unemployment is also higher than the borough average. 40.5% 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.

Table 5: Number of cars or vans in Southbury, Carterhatch and Enfield (source Census 2021)

Car Ownership (Census 2021)	Southbury ward (%)	Carterhatch ward (%)	Enfield (%)
No cars or vans in household	30	33	31
1 car or van in household	46	42	44
2 cars or vans in household	19	18	18
3 or more cars or vans in household	5	7	6

Three out of every ten households within the study area do not own a car. This is in line with the borough as a whole. 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.

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[22]. 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 % compared with 25 %). 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.

https://www.enfield.gov.uk/__data/assets/pdf_file/0017/41930/Carterhatch-ward-profile-2023-Your-council.pdf
019

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.

Cycling will always be cheaper than driving and is a low-cost option which 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 New River (Tenniswood Road) to Brick Lane 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: - Ensure 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. - No. s of adults and children in the area trained to cycle skills levels 1,2 or 3. - No. s 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. 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.	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 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.	Ana Francisco	During scheme design stages	Included within scheme budget	Ongoing
Disability & Age	Cycle gap width in section 2	Ensure cycle gap width is large enough for a cargo bike/ adaptive cycles and other larger bikes	Ana Francisco	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, Ana Francisco	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 seek out and listens to the concerns of women. Lighting to be upgraded particularly in sections 1 and 2 Hedge to be cut back on approach to Cambridge Gardens from Donkey Lane (section 2)	Liz Rhodes, Ana Francisco	Pre scheme implementation	TBC	