

Appendix1 – Equalities Impact Assessment EQUIA

SECTION 1 – Equality Analysis Details

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| Title of service activity / policy/ strategy/ budget change/ decision that you are assessing | Treasury Management Strategy Statement for 2024/25 |
| Lead officer(s) name(s) and contact details | Olu Ayodele |
| Team/ Department | Resources – Finance |
| Executive Director | Fay Hammond |
| Cabinet Member | Cllr Leaver |
| Date of EqIA completion | 17th January 2024 |

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?

Sets out the borrowing requirements for 2024/25 and nine subsequent financial years together with the cost of capital financing, including interest, to the Council.

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, where possible, 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.

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.

None

Mitigating actions to be taken

Not applicable

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.

None

Mitigating actions to be taken

Not applicable

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.

None

Mitigating actions to be taken

Not applicable

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**

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| negative] on people in a marriage or civil partnership? |
| Please provide evidence to explain why this group may be particularly affected |
| None |
| Mitigating actions to be taken |
| Not applicable |
| 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 |
| None |
| Mitigating actions to be taken |
| Nor applicable |

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| 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 |
| None |
| Mitigating actions to be taken |
| Not applicable |

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| 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. |
| None |
| Mitigating actions to be taken |
| Not applicable |

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| Sex Sex refers to whether you are a man or woman. |
| Will this change to service/policy/budget have a differential impact [positive or negative] on men or women? Please provide evidence to explain why this group may be particularly affected. |
| None |
| Mitigating actions to be taken |
| Not applicable |

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| Sexual Orientation This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual. |
| Will this change to service/policy/budget have a differential impact [positive or negative] on people with a particular sexual orientation? Please provide evidence to explain why this group may be particularly affected. |
| None |
| Mitigating actions to be taken |
| Not applicable |

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| 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. |
| None |
| Mitigating actions to be taken. |
| Not applicable |

SECTION 4 – Monitoring and Review

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| How do you intend to monitor and review the effects of this proposal? Not applicable |
| Who will be responsible for assessing the effects of this proposal? Not applicable |
| The report provides information on the borrowing requirements for the Council for 2024/25 and nine subsequent financial years and has no impact on any groups with protected characteristics or persons who may attract “differential impact” from any of the proposals in the report. |

SECTION 5 – Action Plan for Mitigating Actions.

| Identified Issue | Action Required | Lead officer | Timescale/By When | Costs | Review Date/Comments |
|-------------------------|------------------------|---------------------|--------------------------|--------------|-----------------------------|
| Not applicable | | | | | |

None required