

# 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

<b>Title of service activity / policy/ strategy/ budget change/ decision that you are assessing</b>	<b>UK Shared Prosperity Fund, People and Skills</b>
<b>Team/ Department</b>	<b>Inclusive Growth and Skills</b>
<b>Executive Director</b>	<b>Simon Pollock</b>
<b>Cabinet Member</b>	<b>Councillor Anyanwu</b>
<b>Author(s) name(s) and contact details</b>	<b>Nat Buckeridge</b> <a href="mailto:Nat.buckeridge@enfield.gov.uk">Nat.buckeridge@enfield.gov.uk</a>
<b>Committee name and date of decision</b>	<b>Portfolio Decision</b>
<b>Date of EqIA completion</b>	<b>22/01/24</b>

<b>Date the EqIA was reviewed by the Corporate Strategy Service</b>	
<b>Name of Head of Service responsible for implementing the EqIA actions (if any)</b>	<b>Head of Service, Inclusive Growth and Skills</b>
<b>Name of Director who has approved the EqIA</b>	<b>Brett Leahy</b>

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?

1. In April 2022, the UK Government launched the UK Shared Prosperity Fund ('UKSPF'). UKSPF is central to the Levelling Up agenda and provides funding for local authorities to deliver projects against three strands; people and skills; supporting local business and communities and place.
2. The allocation to the Council for people and skills is £1,042,560.00. The allocation is spread across 15 months beginning in January 2024, with all expenditure and projects to be completed by March 2025.
3. The Employment and Skills service at the Council has, since January 2021, had access to the European Social Fund grant aimed at supporting economically inactive residents into accessing local training and employment.
4. The GLA has devolved their allocation of UKSPF, People and Skills, to sub-regional partnerships to contract and manage employment initiatives. Enfield is a member of the Local London sub-regional partnership, covering Northeast and Southeast London. The Council obtains its funding pursuant to a grant funding agreement with Local London (London Borough of Redbridge Accountable Body).
5. The expenditure of the grant must be used to meet commitments in the grant funding agreement. The commitments can be seen below.

*Table 1: Output and Outcome commitments as per the grant funding agreement*

<b>Output/Outcomes</b>	<b>Name</b>	<b>Target</b>
Output	Number of residents enrolled onto programme	304
Output	Number of residents engaged with keyworker services	304
Outcome	Number of people engaged in job-search following support	82
Outcome	Number of people reporting increased employability following support	48
Outcome	Number of people in any form of employment following support	46
Outcome	Number of people in London Living Wage paid roles following support	8

## 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**

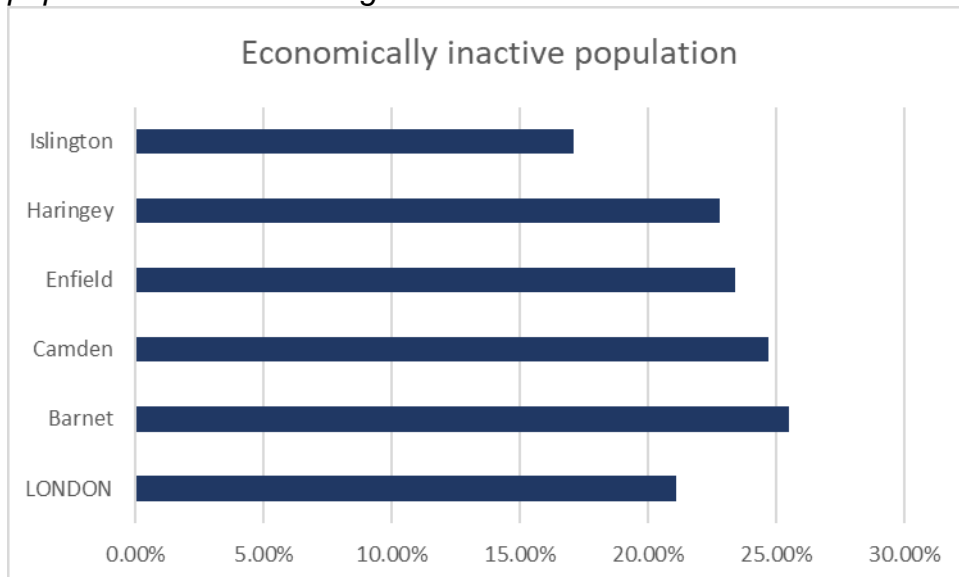
This can refer to people of a specific age e.g. 18-year olds, or age range e.g. 0-18 year olds.

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.

Enfield has a higher than average level of economic inactivity amongst 16+ year-olds compared to the London average:

*Table 1: North Central London Boroughs economic inactivity of 16+ year olds. % of population of each borough. Source: ONS*



The UKSPF People and Skills strand is designed to support economically inactive residents aged 16+ into moving closer to work. This will have a positive effect on people aged 16+ and particularly for residents aged 50 and above as there are specific equality targets regarding this cohort:

*Table 2: equality targets for UKSPF people and skills recipients*

Equality characteristic	% of all clients
Ethnic minority group	45%
Residents aged 50 and above	32%
Female beneficiaries	49%
Disabled beneficiaries	30%

**Mitigating actions to be taken**

No mitigating actions to be taken.

**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.

Any resident with a disability that is out-of-work, and aged 16+ will be eligible for UKSPF. This programme will have a positive effect on residents with disabilities. The service is mandated to work with at least 101 disabled residents as per the equality targets below.

*Table 2: equality targets for UKSPF people and skills recipients*

<b>Equality characteristic</b>	<b>% of all clients</b>
Ethnic minority group	45%
Residents aged 50 and above	32%
Female beneficiaries	49%
Disabled beneficiaries	30%

**Mitigating actions to be taken**

**No mitigating action to be taken**

**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.

Any resident that has one or multiple barrier to work and is aged 16+ will be able to access the UKSPF funded programme for free. Local London have requested that we monitor gender reassignment recipients and report this into the sub-regional

areas pooled outputs.

**Mitigating actions to be taken**

**No mitigating action to be taken**

**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.

Any resident that faces barriers to employment and is over the age of 16 can be a beneficiary of the UKSPF people and skills funding. There will be a neutral impact on Enfield residents that are married or in civil partnerships.

**Mitigating actions to be taken**

No mitigating action to be taken.

**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.

It is unlikely that women late into pregnancy or on maternity leave would require the service provided by the UKSPF People and Skills grant. However, any 16+ resident facing barriers to employment can become a beneficiary. If a resident would like support in advance of giving birth then they would be able to, as childcare is included as a barrier to employment.

**Mitigating actions to be taken**

**No mitigating action to be taken**

**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 team delivering the UKSPF People and Skills funded programme are mandated to work with ethnic minority groups, with 45% of the recipients on the programme as a minimum target must be from an ethnic minority group. This equates to 165 residents (minimum) from an ethnic minority group receiving free employment and training support.

*Table 2: equality targets for UKSPF people and skills recipients*

<b>Equality characteristic</b>	<b>% of all clients</b>
Ethnic minority group	45%
Residents aged 50 and above	32%
Female beneficiaries	49%
Disabled beneficiaries	30%

**Mitigating actions to be taken**

**No mitigating action to be taken**

**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.

Any resident that faces barriers to employment and is over the age of 16 can be a beneficiary of the UKSPF people and skills funding, regardless of any religious affiliation.

**Mitigating actions to be taken**

**No mitigating action to be taken**

**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.

The project team delivering the UKSPF People and Skills programme are mandated to work with female beneficiaries of the funding. This will have a positive impact on female Enfield residents that require support identifying training or employment pathways.

*Table 2: equality targets for UKSPF people and skills recipients*

Equality characteristic	% of all clients
Ethnic minority group	45%
Residents aged 50 and above	32%
Female beneficiaries	49%
Disabled beneficiaries	30%

**Mitigating actions to be taken**

**No mitigating action to be taken**

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<b>Sexual Orientation</b>
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 <b>differential impact [positive or negative]</b> on people with a particular sexual orientation?  Please provide evidence to explain why this group may be particularly affected.
Any resident of Enfield that faces barriers to employment can access the support, regardless of their sexual orientation. Sexual orientation is not monitored and reported on.
<b>Mitigating actions to be taken</b>
<b>No mitigating action to be taken</b>

<b>Socio-economic deprivation</b>
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 <b>differential impact [positive or negative]</b> on people who are socio-economically disadvantaged?  Please provide evidence to explain why this group may be particularly affected.
The UKSPF People and Skills grant is designed to tackle rising rates of economic inactivity across the UK. In Enfield, the project team delivering the programme will focus on the Eastern corridor of Enfield across the Lee Valley including the neighbourhoods of Bullsmoor, Edmonton Green and Edmonton Fore Street. The service will operate out of Edmonton Green Library, a ward with one of the highest rates of socio-economic deprivation in London.
<b>Mitigating actions to be taken.</b>

**No mitigating action to be taken**

## 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?

Reporting on the UKSPF People and Skills delivery will be on a monthly basis and will include a number of protected characteristics such as sex, race, age and disability status. The service must ensure it reaches the minimum commitments of the grant in terms of reaching protected groups.

Should the service fall behind on these commitments, an evaluation of how we are performing our outreach duties will need to take place.

## 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