

Enfield Equality Impact Assessment (EqIA)

Introduction

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

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

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

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

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

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

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

Section 1 – Equality analysis details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Adult Social Care Travel Assistance Policy
Team/ Department	People Department Adult Social Care Strategy and Development
Executive Director	Tony Theodoulou
Cabinet Member	Councillor Alev Cazimoglu
Author(s) name(s) and contact details	Christopher Reddin Christopher.reddin@enfield.gov.uk 0208 132 2020
Committee name and date of decision	N/a

Date the EqIA was reviewed by the Corporate Strategy Service	21/12/2022
Name of Head of Service responsible for implementing the EqIA actions (if any)	Matt Casey Head of Service, Strategy and Service Development
Name of Director who has approved the EqIA	Doug Wilson Director of Health and Adult Social Care

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?

This assessment addresses the equality impact of the Council's proposal to introduce the new policy which will enable the Council to have an agreed, consistent process in place and will set out how we will take a person-centred and strength's-based approach to travel assistance.

The proposed decision

A proposal is made to the Cabinet Member for Health and Social Care agree to a new Adult Social Care Travel Assistance policy to replace the existing Transport policy dated 2016. This decision will enable the Council to introduce new travel assistance principles, expanded travel assistance options and a new process for identifying the most appropriate and cost-effective form of travel assistance based on the individual's circumstances.

The reasons for the decision

The Care Act (2014) Care and Support (Eligibility Criteria) Regulations 2015 set out a minimum threshold for adult care and support needs which Local Authorities must meet. In addition, Local Authorities can decide to meet needs not deemed to be eligible should they chose to. In considering whether an adult with care and support needs has eligible needs, local authorities must consider whether the adult meets the following three conditions:

Condition 1: The adult's needs arise from or are related to a physical or mental impairment or illness

Condition 2: As a result of the adult's needs, the adult is unable to achieve 2 or more of the outcomes set out in the regulations.

Condition 3: As a consequence, there is, or there is likely to be, a significant impact on the adult's wellbeing

Enfield Council has an [Adult Social Care Transport Policy](#) agreed by Cabinet in 2016 and it is proposed that a new 'Adult Social Care Travel Assistance Policy' be introduced to set out how we will use our limited resources to fairly and consistently to support travel assistance to meet the assessed and eligible needs of our most vulnerable residents.

The new policy will apply to;

- Individuals who need travel assistance to meet needs assessed as eligible under the Care Act 2014

- Are aged 18 and over*
- Are an ordinary resident in Enfield – (as defined in the Care Act)

* Note, this policy does not apply to young adults (aged up to 25) who have special educational needs and are in education or training. Please see the Getting To School policy for further information https://www.enfield.gov.uk/_data/assets/pdf_file/0014/5612/getting-to-school-policy-local-offer.pdf

Summary of key changes

The new policy proposes to introduce travel assistance principles, expanded travel assistance options and a new process for deciding how travel assistance needs will be met.

Travel Assistance Principles

This Adult Social Care Travel Assistance Policy will benefit adults requiring Travel Assistance to meet their assessed and eligible needs by;

- Promoting the wellbeing of the service user and their carer/s
- Promoting a healthy and sustainable approach to travel assistance
- Promoting the most independent approach to travel assistance
- Utilising the most cost-effective travel options (including the use of public transport)

Enfield's proposed Adult Social Care Travel Assistance Policy includes a range of travel assistance options and where appropriate, travel training will be offered which aims to support the adult in achieving independence utilising existing public transport networks.

Travel Assistance Process

It is proposed that where an adult requires Travel Assistance to meet their assessed and eligible needs, a referral will be made to the Travel Brokerage Team. This service will work with the adult, their carer / representative and professionals involved (for example, a social worker / social care assessor / occupational therapist) to identify the most appropriate and cost-effective form of travel assistance based on their circumstances (see appendix 2 of the Draft Adult Social Care Travel Assistance Policy).

Travel Assistance Options

The expanded Travel Assistance options are set out below;

a. A Travel Assistance Payment

- b. Independent Travel Training
- c. Transport provided by service providers
- d. Council Minibus Transport
- e. Taxi travel, personal assistants and escorts
- f. Driving and the Blue Badge
- g. Disability Living Allowance or Personal Independence Payment
- h. Dial-a-Ride
- i. London Taxicard Scheme
- j. Assistive Technology
- k. Public transport

Who will be impacted on this Decision?

- This policy may impact Individuals aged 18 and over who are *ordinary resident* in Enfield (as is defined in the Care Act, 2014) who need travel assistance to meet eligible needs
- As such, new and existing services users may be impacted by this proposed policy where the above criteria is met

Positive impacts of the decision

- The Care Act 2014 sets out Local Authorities legal duties to assess individuals' needs for care and support, and, where eligible, put in place arrangements for those needs to be met and this draft policy is one part of Enfield Council's broader approach to meeting its duties.
- The draft policy introduces new travel assistance principles, expanded travel assistance options and a new process which the Council considers necessary to provide a person-centred, strengths-based way of meeting need
- The draft policy principles will; promote the wellbeing of the service user and their carer/s, promote a healthy and sustainable approach to travel assistance, promote the most independent approach to travel assistance and utilise the most cost-effective travel options (including the use of public transport)

Negative impacts of the decision

- There are no anticipated negative impacts from introducing this new draft policy
- The policy sets out how Enfield Council will provision and fund travel assistance for service users with eligible needs. This includes how we will use our limited resources to fairly and consistently support travel assistance to meet the eligible needs of our most vulnerable residents, tailoring the type of support based upon individual eligible needs.
- Enfield Council remains committed to supporting service users to live as independently as they can for as long as they can, within their local community.

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)?

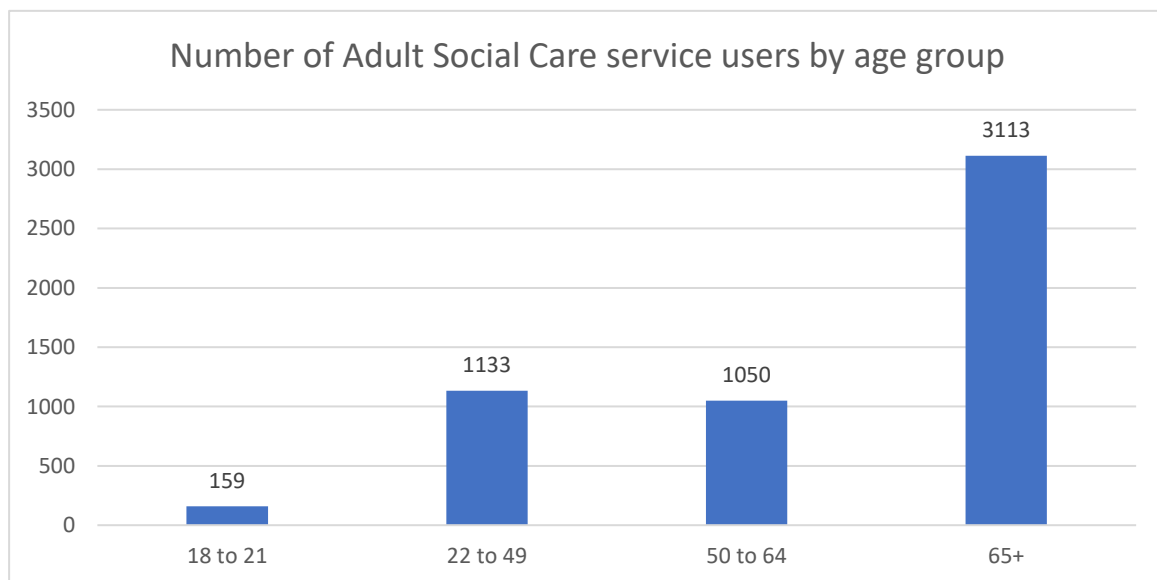
Please provide evidence to explain why this group may be particularly affected.

Enfield has relatively high proportions of children and young people under the age of twenty (27.1% of residents), higher than both London and England averages.

Children transitioning to adulthood

As at 2020, Enfield’s population aged 16-19 was estimated to be 16,653, representing 5% of the total population (329,986). In respect of young people with care and support needs transitioning to adulthood, as a snapshot view, in September 2019, 115 people aged 16-18 with learning and/or physical disabilities were in transition from child services to adulthood. Circa 38% of those in transition were eligible for Adult Social Care services.

Looking forward for the next five years, data indicates a year-on-year rise in the number of young people with learning disabilities who have Special Educational Needs moving to adulthood.



Adults

As at 2020, Enfield’s adult population aged 18-64 years was estimated to be 205,400, representing 61%% of the total population (329,986). Projection indicates

¹ Enfield Council Adult Social Care Service Profiles, February 2023

a decrease to 201,507 (or 1.9%) by 2040. In contrast to this local decline, we expect to see the number of adults aged 18-64 with some disabilities increase.

Older People

Enfield's older adults (65+) represent 13% of the borough's overall population and whilst this is lower than the population representation for England overall (18.39%), the number of people aged 65 years and over living in the borough is set to rise by 51% the next 20 years from 45,200 (2020) to 68,400 (2040). The biggest percentage increase is predicted for people aged 90 years and over, a population which is set to increase by 83% between 2020 and 2040.

Research conducted on the average household expenditure per week on transport services (e.g. bus and rail fares) in the United Kingdom in 2021, by age of household reference person found that respondents with a household reference person aged 65 to 74 spent an average of £6.80 a week on transport services. The age group that has the highest average spend per week is those between 30 and 49, who spend £12.10².

There are two concessionary travel schemes for older people; the Senior Railcard which offers one third off the cost of rail travel for people aged 60 and over and the older persons Freedom Pass scheme that offers free public transport for people aged 66 and above. These schemes allow for discounted or free travel, however, some older people may be less mobile, which can prevent them from being able to use public transport like other residents in the borough³. Older people with a permanent or long-term disability and therefore unable to use public transport are eligible for the Dial a Ride service, a door-to-door service that can promote active lifestyles for those otherwise unable to travel⁴. The proposed policy will positively impact on people who are eligible for care and support aged 18 and over. Specifically, it will impact people with who require travel assistance to meet assessed Care Act 2014 eligible needs for those aged 18 and over.

Enfield Council has a '[Getting to School](#)' policy approved by Cabinet on 12 February 2020 which applies to eligible children and young people of statutory school age (aged 'rising' 5 to 16) and young people aged 16 to 18 or aged up to 25 if they have a special education need or disability, who are in education or training.

Mitigating actions to be taken

By introducing this policy, all age groups 18 plus will be supported with travel assistance where eligible under the Care Act 2014. The policy will therefore have a positive impact on adults to meet assessed eligible needs as set out in the Care Act (2014) Care and Support (Eligibility Criteria) Regulations 2015.

Disability

² ONS, [Family spending in the UK: April 2021 to March 2022](#), 2022

³ Age UK, [Transport](#), 2023

⁴ Age UK and Transport For All, [Dial-a-Ride: From Door to More](#), 2022

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.

At the 2021 Census, 44,900 people in Enfield reported having a disability and this represents 13.6% of the total population. An additional 14,450 people (4.4%) are not disabled but do have a long-term health condition⁵. The number of Enfield residents who reported being disabled and 'limited a lot' decreased from 9.4% in 2011 to 7.2% in 2021, those who reported being disabled and 'limited a little' also decreased from 10.1% in 2011 to 6.4% in 2021⁶. People can be disabled by barriers in society, as opposed to their impairment as is set out in the Social Model of Disability⁷, for example, inaccessible environments which can hinder peoples' abilities to participate in society fully and equally⁸.

Whilst 69% of people aged 16 plus in England have personal car access, this drops to 54% for people with health-related mobility impairments⁹. Concessionary travel options such as a Disabled Person's Freedom Pass can enable people with disabilities to access free travel, however, parts of the travel network are inaccessible for people with some disabilities, for example, those requiring step free access, '*Currently 92 Tube stations (a third of them) and more than 60 London Overground stations have step-free access. All DLR stations and tram stops are step free*'¹⁰.

Transport For London's 'TFL Go app' supports journey planning using live information to provide the best route, this includes a 'step-free' mode for planning accessible journeys as well as information on toilet locations, platform access and live lift status¹¹. Possible options where transport is otherwise inaccessible include the London Taxicard Scheme (which provides subsidised transport in taxis and private hire vehicles for people with mobility problems or a visual impairment), the Motability Scheme and Blue Badge Scheme.

For people who may struggle to stand whilst using public transport, TFL's 'Please offer me a seat' scheme issues a free badge and card that can be used to alert

⁵ Enfield Council, The Enfield Update; Census Special No.4, 2023

⁶ Office for National Statistics, [2011 Census and Census 2021](#), 2023

⁷ SCOPE, [Social model of disability | Disability charity Scope UK](#), 2023

⁸ World Health Organisation, [Disability](#), 2024

⁹ NatCen, [Access to Transport and Life Opportunities](#), 2019

¹⁰ Transport for London, [Step-free access](#), 2023

¹¹ Transport for London, [TFL Go App](#), 2023

fellow passengers that they need a seat. A survey undertaken in 2018 established, '78 per cent of users reported finding it easier to get a seat with the badge and card and 75 per cent are regularly offered a seat by other customers. 94 per cent will continue using the badge and card'¹².

People with disabilities can have difficulty in accessing local community facilities. To address this the Council provides a local scheme to support people with mobility difficulties to access local shops. This includes free of charge two-hour loans of manual or powered wheelchairs and scooters for people with mobility problems, whether permanent or temporary, so they can access shops and services¹³.

People with disabilities can also face barriers in accessing employment and this is associated with accessibility of transport. It is reported that around half of disabled people aged 16 to 64 years (53.5%) in the UK were in employment compared with around 8 in 10 (81.6%) for non-disabled people (July to September 2021)¹⁴ and one quarter of working age disabled people cite 'inaccessible transport' as a key barrier to participation in employment¹⁵. The Government's Access to Work scheme provides support for people who have a physical or mental health condition to stay in work or to get into work with grants that can be used towards vehicle adaptation or taxi fares to work where eligibility is met and this type of support agreed to be appropriate¹⁶.

It is also recognised that people with disabilities may face abuse on public transport. There were almost 1,500 hate crime incidents on public transport reported to the police in 2020/21¹⁷ and research undertaken in 2022 found that 38% of disabled transport users had experienced hate crime or harassment over the previous 3 years¹⁸. Transport for London (TFL) promote several ways for people who experience, or witness hate crime to report it, including through text message, the Railway Guardian app (for incidents on tube or rail services) or anonymously via the police's True Vision website (<https://www.report-it.org.uk/>).

The proposed Travel Assistance Policy will set out how eligible adults will be supported to identify the most appropriate and cost-effective option which will consider the adult's disability and any barriers they may experience in accessing public transport. Where Independent Travel Training is identified as the most appropriate, cost-effective option, this will include personal safety and contingency planning so that the adult is aware of what steps to take to report any concerns they may have whilst out and about and using public transport networks.

¹² Greater London Authority, [Questions to the Mayor](#), 2024

¹³ Enfield Council, [Help to get out and about Staying active and independent](#), 2024

¹⁴ Ons, [Outcomes for disabled people in the UK: 2021](#), 2023

¹⁵ Motability, [The Transport Accessibility Gap: 2022](#), 2022

¹⁶ Gov.UK, [Access To Work](#), 2023

¹⁷ London Travel Watch, [Hate crime awareness week: what's happening on public transport in London?](#), 2021

¹⁸ London Travel Watch, [Personal security on London's Transport Network, Recommendations for safer travel](#), 2022

The proposed policy will set out how the Council will support adults with Care Act 2014 eligible needs. If an adult with needs which arise from a physical or mental impairment is unable to achieve two or more of the outcomes set out in the Care Act, and there is a significant impact on their wellbeing, the Council has a duty to meet those needs where they are not met by a carer.

This may include accessing and engaging in work, training, education or volunteering; where an adult has the opportunity and/or wish to apply themselves and contribute to society through work, training, education or volunteering and is unable to leave their home safely, or communicate successfully, or interact with others, they may not be able to access work, training, education or volunteering. A further example is the adult's ability to make use of necessary facilities or services in the local community, including public transport and recreational facilities or services; where an adult is unable to get around in the community safely and able to use facilities.

Access to Travel Assistance is needs tested and chargeable in line with the Adult Social Care Charging Policy. Where an adult is assessed as having to pay full cost of services, the charge is £6.40 per journey.

Mitigating actions to be taken

A positive differential impact for adults with disabilities assessed as requiring Travel Assistance to meet assessed eligible needs. The consultation plan will set out how the consultation will be made accessible to a range of people with disabilities. This will include easy read format consultation materials, targeted communication to adult social care service users and engagement events to be held in accessible venues.

Gender Reassignment

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

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

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

The 2021 Census was the first time that the population (aged 16+) were about their gender identity. 1.1% of Enfield respondents gave their gender identity as other than that registered at birth – a proportion which was slightly higher than in London and England & Wales on average¹⁹.

A person may be at risk of hate crime as a result of their transgender identity, and this is recognised as a criminal act under the Crime and Disorder Act 1998 and

¹⁹ Enfield Council, [Enfield Borough Profile](#), 2023

section 66 of the Sentencing Act 2020. Transgender identity hate crimes rose by 11% (from 4,262 to 4,732) between 2021/22 and 2022/23 and this is the highest number recorded since 2012²⁰.

Where Independent Travel Training is identified as the most appropriate, cost-effective option, this will include personal safety and contingency planning so that the adult is aware of what steps to take to report any concerns they may have.

The policy does not treat people differently based on gender reassignment and we foresee no impact on this protected characteristic with regards to the provision of travel assistance.

Mitigating actions to be taken

No mitigating actions identified.

Marriage and Civil Partnership

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

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

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

The proposed policy will not benefit or disadvantage either married people, people in civil partnerships or single people. The policy sets out how adults will be supported to identify the most appropriate travel assistance option where this is an eligible need under the Care Act (2014). The criteria of which has a positive impact on persons unable to achieve prescribed outcomes due to a physical or mental impairment where there is a significant impact on wellbeing.

People who are married or in civil partnerships may have better transport options through greater combined incomes or financial circumstances and where spouses/partners provide support in a caring capacity. However, household means-testing for certain welfare benefits can make people reliant on their partner and place pressures on finances because of the extra living expenses disabled people can incur²¹. Where adults living at home require a personal budget to meet assessed eligible needs, the financial assessment will be based on their individual income, savings, and capital only, however, if an adult shares any income then this is be divided equally to determine how much is owned by each person.

²⁰ Home Office, [Hate crime, England and Wales, 2022 to 2023 second edition](#), 2023

²¹ BBC, [Benefits and disability: 'I'll never cohabit again, to protect myself'](#), 2021

Mitigating actions to be taken

No mitigating actions identified.

Pregnancy and maternity

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on pregnancy and maternity?

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

The proposals are not expected to have a negative impact on those who are pregnant or in the maternity period. The proposed policy encourages active travel, including through the use of public transport, and it is acknowledged that this may be difficult for pregnant service users in the third trimester. TFL buses, tubes, trains and trams have clearly marked priority seats for anyone who needs them and the 'Baby on board' badge scheme lets other passengers know that the wearer needs a seat.

Pregnancy, maternity and any related needs are considered as part of the Care Act 2014 assessment and the individual's circumstances inform any outcomes which will be recorded in the adults care and support plan, this will also detail how the individual's needs will be met.

Mitigating actions to be taken

No mitigating actions identified.

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 2021 Census data revealed that, compared to the average for London boroughs, Enfield had a smaller White British group (at 31.3% of total population),

and relatively large numbers in the 'Other White' ethnic groups (18.6%) and in Black African, Black Caribbean, and other Black groups (17.2%).

2021 Census: Enfield's ethnic profile			London %	England %	England & Wales %	
Ethnic Group	Persons	%				
Asian	Bangladeshi	8,123	2.5	3.7	1.1	1.1
	Chinese	2,691	0.8	1.7	0.8	0.7
	Indian	11,870	3.6	7.5	3.3	3.1
	Pakistani	3,674	1.1	3.3	2.8	2.7
	Other Asian	11,615	3.5	4.6	1.7	1.6
Black	Black African	36,463	11.0	7.9	2.6	2.5
	Black Caribbean	16,990	5.1	3.9	1.1	1.0
	Other Black	7,059	2.1	1.7	0.5	0.5
Mixed	Mixed: White & Asian	3,818	1.2	1.4	0.8	0.8
	Mixed: White & Black African	2,994	0.9	0.9	0.4	0.4
	Mixed: White & Black Caribbean	5,165	1.6	1.5	0.9	0.9
	Mixed: Other Mixed	7,581	2.3	1.9	0.8	0.8
White	White British	103,140	31.3	36.8	73.5	74.4
	White Irish	5,969	1.8	1.8	0.9	0.9
	Gypsy or Irish Traveller	374	0.1	0.1	0.1	0.1
	Roma	1,121	0.3	0.4	0.2	0.2
	Other White	61,280	18.6	14.7	6.3	6.2
Other Ethnic group	Arab	2,535	0.8	1.6	0.6	0.6
	Any other ethnic group	37,523	11.4	4.7	1.6	1.6
All residents		329,985	100.0	100.0	100.0	100.0

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The Census also gives us a more detailed breakdown of the borough's ethnic profile, with around 290 separate classifications. These can be aggregated into 34 categories – an expansion on the 22 we have previously listed, to reflect significant numbers of certain groups.

²² Enfield Council, [Enfield Borough Profile](#), 2023

Ethnicity: 34 categories	Persons (2021)	% of total
White British	103,313	31.3
White Irish	6,184	1.9
Gypsy or Irish Traveller	374	0.1
Greek	3,509	1.1
Greek Cypriot	9,912	3.0
Turkish	17,503	5.3
Turkish Cypriot	7,652	2.3
Kurdish	5,578	1.7
Bulgarian	5,386	1.6
Polish	5,002	1.5
Romanian	4,623	1.4
Albanian	3,324	1.0
Roma / Romany Gypsy	1,146	0.3
White Other	24,720	7.5
Mixed: White / Black Caribbean	5,276	1.6
Mixed: White / Black African	3,084	0.9
Mixed: White / Other Black (incl Black British)	204	0.1
Mixed: White / Asian	4,009	1.2
Mixed: Black / Asian	360	0.1
Mixed: Other	6,543	2.0
Indian	12,015	3.6
Pakistani	3,686	1.1
Bangladeshi	8,142	2.5
Chinese	2,765	0.8
Other Asian	11,641	3.5
Black British	6,015	1.8
Somali	8,089	2.5
Ghanaian	4,836	1.5
Nigerian	4,945	1.5
Other Black African	17,340	5.3
Black Caribbean	16,976	5.1
Other Black	2,784	0.8
Other Ethnic Group: Arab	2,796	0.8
Other Ethnic Group	10,257	3.1

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While 69% of adults in England aged 16 years plus were found to have personal car access (defined as possessing a driver's license and being able to drive a car or van whenever they want), personal car access is less common amongst people from the African, Caribbean, Bangladeshi and Pakistani ethnic groups where access ranges between 38% and 51% respectively²⁴. It was also found that frequent bus use is also more common amongst people from ethnic minority groups.

The majority of hate crimes recorded in 2022/23 were racially motivated, accounting for 7 in 10 of all such offences. The number of race hate crimes in 2022/23 was 101,906 and this is a 6% decrease from 2021/22 when 108,476

²³ The Enfield Update, Census Special No.3, 2022

²⁴ NatCen, [Access to Transport and Life Opportunities](#), 2019

crimes were recorded²⁵. Transport for London (TFL) report that in 2022/23 there were 2,210 reported incidents of hate crime on the public transport network, and this figure had increased by 6% on the previous year with race hate the most reported type of hate crime²⁶. TFL launched a campaign in February 2023 calling on customers to be ‘active bystanders’ in response to feedback from hate crime stakeholders on the important role bystanders can play, rather than the onus being left on victims alone to report²⁷.

TFL promote several ways for people who experience, or witness hate crime to report it, including through text message, the Railway Guardian app (for incidents on tube or rail services) or anonymously via the police True Vision website. Where Independent Travel Training is identified as the most appropriate, cost-effective option, this will include personal safety and contingency planning so that the adult is aware of what steps to take to report any concerns they may have.

The Adult Social Care Travel Assistance Policy sets out how Enfield Council will assess travel assistance for adults over 18 where this is an eligible need under the Care Act (2014). It is therefore expected to have a positive impact on those eligible, regardless of the ethnicity of the service user.

Mitigating actions to be taken

No mitigating actions identified.

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.

Religion in Enfield was captured in the 2021 Census and set out below;

Christianity (all denominations) was the most common religion in the borough (46.4%) at the time of the 2021 Census. 19.8% of residents declared No Religion, and 18.6% of residents were of Muslim faith. Sikhs were the smallest group in the

²⁵ Gov.uk, Hate crime, [England and Wales, 2022 to 2023 second edition](#), 2023

²⁶ TFL, [Hate Crime Campaign](#), 2023

²⁷ TFL, [Hate Crime Campaign](#), 2023

borough, composing 0.3% of the population. People of 'Other' faith make up relatively high numbers in Enfield (10,351) and the largest group of these are Alevi²⁸.

Religion	2021	
	Number	%
Christian	153,015	46.4
No religion	65,241	19.8
Muslim	61,477	18.6
Not answered	23,041	7.0
Other religion	10,351	3.1
Hindu	10,231	3.1
Jewish	3,713	1.1
Buddhist	1,716	0.5
Sikh	1,199	0.4

- Christians still form the largest religious group in Enfield, although their numbers fell by 14,402 (8.6%) from 2011 to 2021
- The number of Muslims rose by 18% to 61,477
- 20% of residents report having 'No religion' - an increase of 34.5%
- The greatest proportionate rise was among people of 'Other Religion' – from 1,950 to 10,351 - a fourfold increase²⁹

It is recognised that residents may observe and/or participate in different religious festivals and practices, including set times of prayer, and this will need to be considered as part of any Care Act assessment and support planning processes undertaken, including in relation to travel, to ensure that information, advice and support is sensitive to such practices.

Mitigating actions to be taken

There is nothing in the proposed policy that will benefit or disadvantage those who follow a religion or belief, including lack of belief and therefore no mitigating actions are considered necessary.

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.

²⁸ Enfield Council, [Enfield Borough profile](#), 2023

²⁹ The Enfield Update, Census Special No.3, 2022

Females make up 52.3% of Enfield's population overall. Males outnumber females in every individual year of age up to 20 years, with women outnumbering men in virtually every age thereafter³⁰. Female Londoners are more likely to be victim of sexual harassment whilst using public transport;

- Over a third (39%) of Londoners have been subjected to unwanted sexual behaviour while traveling on public transport; a majority of women (55%) and one in five men (21%) have been victims
- The Tube is the part of the London transport network that people are most likely to have been sexually harassed (64%), followed by bus (38%) and train (31%)
- 2% of victims of sexual harassment on London public transport tell the police³¹

Transport for London (TFL) promote several ways for people who experience, or witness hate crime to report it, including through text message, the Railway Guardian app (for incidents on tube or rail services) or anonymously via the police's True Vision website. Where Independent Travel Training is identified as the most appropriate, cost-effective option, this will include personal safety and contingency planning so that the adult is aware of what steps to take to report any concerns they may have.

Mitigating actions to be taken

No mitigating actions identified.

Sexual Orientation

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

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

The 2021 Census was the first in which respondents were asked about sexual orientation. It was an optional question for people aged sixteen and over and 9.7% of those surveyed in Enfield chose not to answer it. Numbers and proportions of people in each group are shown in the table below, with regional and national comparators. In Enfield, the numbers of people who identified a sexual orientation

³⁰ Enfield Council, [Enfield Borough profile](#), 2023

³¹ YouGov, [Most women have been sexually harassed on London public transport](#), 2023

which was other than heterosexual / straight was 2.2% - slightly lower than in London and nationally³²;

Sexual orientation	Enfield		London		England & Wales	
	number	%	number	%	number	%
Straight or Heterosexual	226,705	88.1	6,123,195	86.2	43,403,110	89.4
Gay or Lesbian	2,342	0.9	158,760	2.2	747,805	1.5
Bisexual	2,073	0.8	108,140	1.5	623,504	1.3
All other sexual orientations*	1,204	0.5	37,482	0.5	165,305	0.3
Not answered	24,858	9.7	676,408	9.5	3,626,649	7.5
Total residents aged 16+	257,182	100.0	7,103,985	100.0	48,566,373	100.0
Total non-heterosexual	5,619	2.2	304,382	4.3	1,536,614	3.2

*includes pansexual, asexual, queer, plus all other sexual orientations (The Enfield Update, Census Special No.4, 2022)

Research undertaken by London Travel Watch in collaboration with Galop, Out in London: LGBTQ+ People's Safety on London's Transport Network found;

- 66% of LGBTQ+ respondents reported they had experienced at least one form of victimisation on public transport in the last 12 months
- 21% said they were subjected to hate crime while travelling in the same period
- 39% of LGBTQ+ respondents felt London has become less safe in the past 5 years, compared to just 10% who thought it had become safer

TFL promote several ways for people who experience, or witness hate crime to report it, including through text message, the Railway Guardian app (for incidents on tube or rail services) or anonymously via the police's True Vision website. Where Independent Travel Training is identified as the most appropriate, cost-effective option, this will include personal safety and contingency planning so that the adult is aware of what steps to take to report any concerns they may have.

Mitigating actions to be taken

No impacts are expected under this protected characteristic and therefore no mitigating actions required.

Care Experience

This refers to a person who has spent 13 weeks or more in local authority care.

³² Enfield Council, [Enfield Borough profile](#), 2023

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with care experience?

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

Where an adult has been assessed as having Care Act eligible needs, the Council has a statutory duty to meet need where not being met by a carer. This policy does not impact on people who are care experienced unless they are assessed under the Care Act. Where young people in care may have Care Act eligible needs in adulthood, a referral (Early Notification) will be made by the relevant professional to the Transition Operational Group who will determine which Adult Social Care Service is most appropriate to undertake a Care Act assessment as part of the preparing for adulthood pathway. The preparing for adulthood assessment starts from 17 years to determine if the young person is likely to be eligible for support from Adult Social Care, Mental Health or Continuing Health Care³³.

There is no negative impact associated with this characteristic as services will not be provided to this particular group

Mitigating actions to be taken

No mitigating action identified.

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.

In Enfield, 17.1% of the population was income-deprived in 2019. Enfield is ranked 41st in income deprivation among the 316 local authorities in England (excluding the Isles of Scilly). Furthermore, Enfield's median household income (arguably, a more meaningful statistical measure of the average) is around £44,000, which is the 8th lowest of the 33 London boroughs and lower than the London average.

Within the borough, there are clear differences in household income between the western and eastern parts. Median incomes in the most affluent neighbourhoods are around twice those of the least affluent;

³³ Enfield Council, [Preparing for Adulthood \(PfA\) Transition of Young People with SEND aged 14-18 years](#), 2023

- 10.0% of households in Enfield have an annual gross income under £15,000. This is higher than the London average of 8.6%, and the 8th highest proportion of all 33 London boroughs.
- 32.3% of Enfield households have less than £30,000 per annum – again, higher than the London average, and 8th highest proportion in London.

As of February 2023, there were 44,723 resident households in the borough (around 35% of all households) receiving state help with their housing rental costs;

- 19,339 were receiving Housing Benefit
- 25,384 were claiming the Housing element of Universal Credit (Universal Credit replaces several previously awarded state benefits, including Housing Benefit³⁴).

Disabled adults in working-age families are much more likely to be in poverty than those who are not disabled, 39% compared with 18%³⁵. Access to most Adult Social Care services is means tested and details of charging is set out within the charging policy, [Adult Social Care Charges for Community Care Services for People Living at Home \(2023/24\)](#). This policy sets out the cost for full cost clients of transport at £6.40 per journey, this applies where the adult's assets are more than £23,250 (not including their own home if occupied by them). There are no proposals to change the charging policy in respect of transport and therefore, adults with assets below the £23,250 threshold will continue to receive travel assistance without charge (subject to the annual review of the charging policy).

The policy sets out a range of options including travel training which is aimed towards supporting adults to travel independently. Providing access to support where people are enabled to travel independently (and therefore no longer require support with travel assistance) will directly benefit those who may currently pay a charge towards transport arrangements.

Adults in receipt of either Income Support, income-based Jobseeker's Allowance, income-related Employment and Support Allowance, Pension Credit Guarantee Credit, Universal Credit may be entitled to help with travel costs if referred to a hospital or other NHS premises for specialist NHS treatment or diagnostic tests by a doctor, dentist or another primary care health professional under the Healthcare Travel Costs Scheme (HTCS)³⁶.

Mitigating actions to be taken.

No mitigating action identified.

³⁴ Enfield Council, [Enfield Borough profile](#), 2023

³⁵ Joseph Rowntree Foundation; [UK Poverty 2018. A comprehensive analysis of poverty trends and figures](#), 2018

³⁶ NHS, [Healthcare Travel Costs Scheme \(HTCS\)](#), 2023

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?

This EqIA identifies a general positive impact in terms of the introduction of new travel assistance principles, expanded travel assistance options and a new process for identifying the most appropriate and cost-effective form of travel assistance based on the individual's circumstances.

The proposed policy supports the facilitation of care and support arrangements for adults with Care Act eligible needs in line with the Council's statutory duties under the Care Act (2014). There are no anticipated negative impacts from an equality perspective identified for any of the protected characteristics.

- Adult Social Care continue to monitor monthly data concerning the protected characteristics of people receiving care and support services
- Adult Social Care will continue to monitor the quality of services through various functions, including Quality Assurance visits, Quality Checkers Initiative, safeguarding data, Safeguarding Information Panel, Person in a Position of Trust and the Provider Concerns Policies.

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
1. Engage with service users supported by Adult Social Care	Write to service users receiving long term support to provide; 1. Information concerning the consultation 2. A copy of the draft policy 3. A consultation questionnaire 4. A carers questionnaire 5. A reply-paid envelope	Christopher Reddin / Des O'Donoghue	Consultation period	Tbc	
2. Engagement with adults with learning disabilities who may require accessible information in an easy-read format	To include measures to support participation of adults with learning disabilities (easy read policy summary, questionnaire and face to face consultation events (see 4)). Postal method; 1. Easy read letter with information concerning the consultation 2. Easy read summary of the	Christopher Reddin / Des O'Donoghue	Consultation period	Tbc	

	<p>draft policy 3. Easy read questionnaire 4. A carers questionnaire 5. A reply-paid envelope</p> <p>Online method; availability of an easy read summary of the draft policy and easy read online questionnaire alongside standard versions.</p>				
3. Options for Carers to participate on behalf of service users who lack the mental capacity to decide to participate	<p>ASC email contact on the webpage (that hosts the consultation), invitation letter and email that hosts the consultation. Email option can be used by service users/carers to ask for additional assistance to participate in the consultation</p>	Christopher Reddin / Des O'Donoghue	Consultation period	Tbc	
4. Consultation engagement events to support participation	<p>To arrange five engagement events (morning, afternoon and evening options) across three accessible venues to support participation in the consultation; -Park Avenue Resource Centre -Edmonton Green Library -Enfield Town Library</p>	Christopher Reddin / Des O'Donoghue	Consultation period	Tbc	

	<p>-Provide a question and answer session</p> <p>-Provide consultation materials; draft policy and easy read summary, questionnaire and easy read questionnaire, carers questionnaire for attendees to complete and submit or takeaway and submit by post</p>				
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