

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	UK Shared Prosperity Fund, Supporting Local Business
Team/ Department	Inclusive Growth and Skills
Executive Director	Simon Pollock
Cabinet Member	Councillor Anyanwu
Author(s) name(s) and contact details	Nat Buckeridge Nat.buckeridge@enfield.gov.uk
Committee name and date of decision	Portfolio Decision
Date of EqIA completion	20/12/23

Date the EqIA was reviewed by the Corporate Strategy Service	
Name of Head of Service responsible for implementing the EqIA actions (if any)	Head of Service, Inclusive Growth and Skills
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?

1. In April 2022, the UK Government launched (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 supporting local business is £564,704. The allocation is spread evenly across F22/23, F23/24 and F24/25. However, the GLA have given approval for boroughs to spread the expenditure across any timeframe with the caveat that there can be no expenditure beyond the end of March 2025.
3. The Council will condense all its expenditure into F24/25.
4. The GLA have provided confirmation that the allocation to the London Borough of Enfield is £564,704.00. The GLA have also issued forecast outcomes and outputs which must be achieved through the expenditure of the grant:

Table 1: Outputs and outcomes set out in the grant funding agreement

Intervention	Outputs
Number of SMEs receiving non-financial support	310
Intervention	Outcomes
Number of jobs created	2
Number of jobs safeguarded	250
Number of enterprises engaged in new markets	38

5. Projects were selected by identifying existing workstreams that aligned with manifesto commitments, the recent Council Plan, their feasibility within the timescales and whether the projects had the capacity to comply with the grant funding agreement. Projects have been approved by the Director of Planning and Growth.
6. The projects will either be delivered in-house, commissioned via a competitive tender process or directly awarded to existing local providers. The table below explains the appointment of providers for each project.

Section 3 – Equality analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (eg people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts, and provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

Detailed information and guidance on how to carry out an Equality Impact Assessment is available [here](#). (link to guidance document once approved)

Age

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

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)?

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

There is no age cap to accessing the support provided by UK Shared Prosperity Fund Supporting Local Business. However, you must be a registered business owner to access support. According to the Federation of Small Business, 50 is the average age of a small-business owner in the UK. Small or 'micro' businesses make up over 90% of the businesses in Enfield. The grant will provide a positive impact on all age groups.

Mitigating actions to be taken

Promote the offer as wide as possible to ensure a diverse range of business owners are aware of the offer.

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 business owner in Enfield will be able to access the support offered through UK Shared Prosperity Fund for no cost – regardless of any disability the business owner might have. It is important that the offer provided is promoted as widely as possible to ensure all business owners are aware of the support. This will have a positive impact on residents with disabilities.

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.

The support offered through UK Shared Prosperity Fund is open to any business owner in Enfield, regardless of gender or gender reassignment. The GLA expects boroughs to report and monitor the breakdown of business owners by sex, race, age, disability and address – the borough should analyse this information regularly to ensure a diverse number of business owners are accessing support.

Table 2: Figure The transgender community of Enfield (2021 Census)

	Number	%
Gender identity the same as sex registered at birth	232,329	90.34
Gender identity different from sex registered at birth but no specific identity given	1652	0.64
Trans Women	518	0.20
Trans Man	486	0.19
Non – Binary	74	0.03
All Other gender identities	58	0.02
Not answered	22,065	8.56
Total	257,182	100

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.

The support offered through UK Shared Prosperity Fund does not monitor recipients of support by their marriage status – this is not a considered criteria for support and there will therefore be no discrimination against business owners that are either single, married or engaged in a civil partnership.

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.

All business owners can access UK Shared Prosperity Fund. However, if a business owner is on maternity leave it is unlikely, they will personally receive support through the grants. However, their business will be able to access support.

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.

<p>Will this change to service/policy/budget have a differential impact [positive or negative] on people of a certain race?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p>
<p>The support offered through UK Shared Prosperity Fund is open to any business owner in Enfield, regardless of their ethnicity. The GLA expects boroughs to report and monitor the breakdown of business owners by sex, race, age, disability and address – the borough should analyse this information regularly to ensure a diverse number of business owners are accessing support.</p>
<p>Mitigating actions to be taken</p>
<p>No mitigating action to be taken</p>

<p>Religion and belief</p>
<p>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.</p>
<p>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?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p>
<p>UK Shared Prosperity Fund services will not monitor religion/belief in their reporting. However, any business owner can access support funded by UK Shared Prosperity Fund regardless of their religion/belief.</p>
<p>Mitigating actions to be taken</p>
<p>No mitigating action to be taken</p>

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 support offered through UK Shared Prosperity Fund is open to any business owner in Enfield, regardless of their sex. The GLA expects boroughs to report and monitor the breakdown of business owners by sex, race, age, disability and address – the borough should analyse this information regularly to ensure a diverse number of business owners are accessing support.

Mitigating actions to be taken

No mitigating action to be taken

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 support offered through UK Shared Prosperity Fund is open to any business owner in Enfield, regardless of their sexual orientation. The GLA is not mandating boroughs to collect information on the sexual orientation of business owners accessing the funded support.

Mitigating actions to be taken

No mitigating action to be taken

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.

UK Shared Prosperity Fund will be directing support at businesses at risk of closure, including directing support at the Eastern corridor of the borough including wards in Edmonton Green, Upper Edmonton, Ponders End and Bullsmoor. This will not exclude business owners from other wards in the borough to accessing support.

Mitigating actions to be taken.

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?

The Head of Service for Inclusive Growth and Skills will monitor and review this EQIA on a quarterly basis ensuring that any mitigating actions are taken.
The GLA reporting templates will ensure that service managers are aware of the recipients of their support in order to re-direct the promotion of the offer if necessary.

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