

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	VSS Maintenance contract KD5619
Team/ Department	Darren Woods EPSC Manager Ivana Price CSU /Children Services Head of service at the time of the assessment
Executive Director	Tony Theodoulou
Cabinet Member	Cllr Needs
Author(s) name(s) and contact details	Darren woods
Committee name and date of decision	Community Safety
Date of EqIA completion	27/9/2023

Date the EqIA was reviewed by the Corporate Strategy Service	
Name of Head of Service responsible for implementing the EqIA actions (if any)	Andrea Clemons
Name of Director who has approved the EqIA	Tony Theodoulou

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?

The Delegated Authority report refers to the new VSS Maintenance Contract

This new contract will cover a 5-year period with an option to extend for a further 1+1 years this will allow the continuation of the services that are currently being delivered at the [Enfield Public Safety Centre](#) (EPSC) to cover the following:

- Maintenance of 1073 VSS cameras located within the borough of Enfield.
- Over 400 Lone worker units that are used within the Council.
- Disaster Recovery (DR) site for Cardiff Council
- Intruder / Panic alarm monitoring.
- 31 Deployable cameras & deployment

Further information on this service click on the link:

<https://www.enfield.gov.uk/services/community-safety/closed-circuit-television-cctv>

The new contract will ensure continuity of service is applied throughout in supporting the Council's commitment to improve Community Safety in the Borough and ensuring that Enfield is a safer place to live, work, study and visit. And all equipment is maintained to a quality standard.

All engineer resource that will be supplied are fully qualified to industry standards and during the existing contract have assisted the Council on achieving the relevant British standards certification to operate as an Alarm Receiving Centre (ARC).

The contract has also been successful in aiding the police and other 3rd parties to obtain evidence relating to all types of crimes categories which includes over 20,000 incidents since the Enfield Public safety centre was opened in 2003. Continued partnership working is in place with third parties ranging from Policing teams and emergency services to Insurance and solicitor requests for evidence.

Under the new contract the contractor also has an Equality and Diversity Policy document around operational delivery which will be managed along with the social values requirements that were completed under the Procurement Process this will ensure that the contractor delivers and provides support for Enfield around recruitment and community-based projects during the term of the contract.

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.

The decision to procure a new VSS maintenance Contract will not have an impact on the existing services currently provided. The new VSS Maintenance contract will continue to benefit all people regardless of their protected characteristics.

Historically, Enfield Public Safety Centre has contributed to the prevention and detection of crime and anti-social behaviour and supports the police and other 3rd parties to obtain evidence relating to all types of crime. This has included over 20,000 incidents since the specialist VSS centre (the Enfield Public Safety Centre) was opened in 2003. To further enhance community safety, and the prevention and detection of crime, additional cameras have been installed over the last year to increase coverage of various public spaces, including parks, schools, and youth centres which have been maintained under this contract

Through the new VSS Maintenance contract, we will ensure that 24/7 VSS Maintenance of all equipment is kept operational to the highest standard and continue to assist in the prevention and detection of crime, which will benefit people of all ages.

By continuing to enhance community safety, in part through VSS monitoring, we will also help to foster good relations between residents who do and do not share a protected characteristic and between all residents and community safety practitioners, including the police.

Mitigating actions to be taken

No mitigating action identified as being required

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.

The decision to procure a new VSS maintenance Contract will not have an impact on the existing services currently provided. The new VSS Maintenance contract will continue to benefit all people regardless of their protected characteristics.

Historically, Enfield Public Safety Centre has contributed to the prevention and detection of crime and anti-social behaviour and supports the police and other 3rd parties to obtain evidence relating to all types of crime. This has included over 20,000 incidents since the specialist VSS centre (the Enfield Public Safety Centre) was opened in 2003. To further enhance community safety, and the prevention and detection of crime, additional cameras have been installed over the last year to increase coverage of various public spaces, including parks, schools, and youth centres which have been maintained under this contract

Through the new VSS maintenance contract, we will ensure that 24/7 VSS monitoring will continue to assist in the prevention and detection of crime, which will benefit all local residents regardless of whether they have a disability.

By continuing to enhance community safety, in part through VSS monitoring, we will also help to foster good relations between residents who do and do not share a protected characteristic and between all residents and community safety practitioners, including the police.

Mitigating actions to be taken

No mitigating action identified

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 decision to procure a new VSS maintenance Contract will not have an impact on the existing services currently provided. The new VSS Maintenance contract will continue to benefit all people regardless of their protected characteristics.

Historically, Enfield Public Safety Centre has contributed to the prevention and detection of crime and anti-social behaviour and supports the police and other 3rd parties to obtain evidence relating to all types of crime. This has included over 20,000 incidents since the specialist VSS centre (the Enfield Public Safety Centre) was opened in 2003. To further enhance community safety, and the prevention and detection of crime, additional cameras have been installed over the last year to increase coverage of various public spaces, including parks, schools, and youth centres which have been maintained under this contract

Through the new VSS maintenance contract, we will ensure that 24/7 VSS monitoring will continue to assist in the prevention and detection of crime, which will benefit all local residents, regardless of whether they are undergoing or have undergone a process to reassign their sex.

By continuing to enhance community safety, in part through VSS monitoring, we will also help to foster good relations between residents who do and do not share a protected characteristic and between all residents and community safety practitioners, including the police.

Mitigating actions to be taken

No mitigating action 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 decision to procure a new VSS maintenance Contract will not have an impact on the existing services currently provided. The new VSS Maintenance contract will continue to benefit all people regardless of their protected characteristics.

Historically, Enfield Public Safety Centre has contributed to the prevention and detection of crime and anti-social behaviour and supports the police and other 3rd parties to obtain evidence relating to all types of crime. This has included over 20,000 incidents since the

specialist VSS centre (the Enfield Public Safety Centre) was opened in 2003. To further enhance community safety, and the prevention and detection of crime, additional cameras have been installed over the last year to increase coverage of various public spaces, including parks, schools, and youth centres which have been maintained under this contract

Through the new VSS maintenance contract, we will ensure that 24/7 VSS monitoring will continue to assist in the prevention and detection of crime, which will benefit all local residents, regardless of their marital or civil partnership status.

By continuing to enhance community safety, in part through VSS monitoring, we will also help to foster good relations between residents who do and do not share a protected characteristic and between all residents and community safety practitioners, including the police.

Mitigating actions to be taken

No mitigating action 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 decision to procure a new VSS maintenance Contract will not have an impact on the existing services currently provided. The new VSS Maintenance contract will continue to benefit all people regardless of their protected characteristics.

Historically, Enfield Public Safety Centre has contributed to the prevention and detection of crime and anti-social behaviour and supports the police and other 3rd parties to obtain evidence relating to all types of crime. This has included over 20,000 incidents since the specialist VSS centre (the Enfield Public Safety Centre) was opened in 2003. To further enhance community safety, and the prevention and detection of crime, additional cameras have been installed over the last year to increase coverage of various public spaces, including parks, schools, and youth centres which have been maintained under this contract

Through the new VSS maintenance contract, we will ensure that 24/7 VSS monitoring will continue to assist in the prevention and detection of crime, which will benefit all local residents, including people who are pregnant or have just had a baby.

By continuing to enhance community safety, in part through VSS monitoring, we will also help to foster good relations between residents who do and do not share a protected characteristic and between all residents and community safety practitioners, including the police.

Mitigating actions to be taken

No mitigating action 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 decision to procure a new VSS maintenance Contract will not have an impact on the existing services currently provided. The new VSS Maintenance contract will continue to benefit all people regardless of their protected characteristics

Historically, Enfield Public Safety Centre has contributed to the prevention and detection of crime and anti-social behaviour and supports the police and other 3rd parties to obtain evidence relating to all types of crime. This has included over 20,000 incidents since the specialist VSS centre (the Enfield Public Safety Centre) was opened in 2003. To further enhance community safety, and the prevention and detection of crime, additional cameras have been installed over the last year to increase coverage of various public spaces, including parks, schools, and youth centres which have been maintained under this contract

Through the new VSS maintenance contract, we will ensure that 24/7 VSS monitoring will continue to assist in the prevention and detection of crime, which will benefit all local residents, regardless of their ethnicity.

By continuing to enhance community safety, in part through VSS monitoring, we will also help to foster good relations between residents who do and do not share a protected characteristic and between all residents and community safety practitioners, including the police.

Mitigating actions to be taken

No mitigating action 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.

The decision to procure a new VSS maintenance Contract will not have an impact on the existing services currently provided. The new VSS Maintenance contract will continue to benefit all people regardless of their protected characteristics.

Historically, Enfield Public Safety Centre has contributed to the prevention and detection of crime and anti-social behaviour and supports the police and other 3rd parties to obtain evidence relating to all types of crime. This has included over 20,000 incidents since the specialist VSS centre (the Enfield Public Safety Centre) was opened in 2003. To further enhance community safety, and the prevention and detection of crime, additional cameras have been installed over the last year to increase coverage of various public spaces, including parks, schools, and youth centres which have been maintained under this contract

Through the new VSS maintenance contract, we will ensure that 24/7 VSS monitoring will continue to assist in the prevention and detection of crime, which will benefit all local residents, regardless of their religion or belief.

By continuing to enhance community safety, in part through VSS monitoring, we will also help to foster good relations between residents who do and do not share a protected characteristic and between all residents and community safety practitioners, including the police.

Mitigating actions to be taken

No mitigating action identified

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 decision to procure a new VSS maintenance Contract will not have an impact on the existing services currently provided. The new VSS Maintenance contract will continue to benefit all people regardless of their protected characteristics.

Historically, Enfield Public Safety Centre has contributed to the prevention and detection of crime and anti-social behaviour and supports the police and other 3rd parties to obtain evidence relating to all types of crime. This has included over 20,000 incidents since the specialist VSS centre (the Enfield Public Safety Centre) was opened in 2003. To further enhance community safety, and the prevention and detection of crime, additional cameras have been installed over the last year to increase coverage of various public spaces, including parks, schools, and youth centres which have been maintained under this contract

Through the new VSS maintenance contract, we will ensure that 24/7 VSS monitoring will continue to assist in the prevention and detection of crime, which will benefit all local residents, regardless of their sex.

By continuing to enhance community safety, in part through VSS monitoring, we will also help to foster good relations between residents who do and do not share a protected characteristic and between all residents and community safety practitioners, including the police.

Mitigating actions to be taken

No mitigating action 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 decision to procure a new VSS maintenance Contract will not have an impact on the existing services currently provided. The new VSS Maintenance contract will continue to

benefit all people regardless of their protected characteristics.

Historically, Enfield Public Safety Centre has contributed to the prevention and detection of crime and anti-social behaviour and supports the police and other 3rd parties to obtain evidence relating to all types of crime. This has included over 20,000 incidents since the specialist VSS centre (the Enfield Public Safety Centre) was opened in 2003. To further enhance community safety, and the prevention and detection of crime, additional cameras have been installed over the last year to increase coverage of various public spaces, including parks, schools, and youth centres which have been maintained under this contract

Through the new VSS maintenance contract, we will ensure that 24/7 VSS monitoring will continue to assist in the prevention and detection of crime, which will benefit all local residents, regardless of their sexual orientation.

By continuing to enhance community safety, in part through VSS monitoring, we will also help to foster good relations between residents who do and do not share a protected characteristic and between all residents and community safety practitioners, including the police.

Mitigating actions to be taken

No mitigating action required

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.

The decision to procure a new VSS maintenance Contract will not have an impact on the existing services currently provided. The new VSS Maintenance contract will continue to benefit all people regardless of their protected characteristics.

Historically, Enfield Public Safety Centre has contributed to the prevention and detection of crime and anti-social behaviour and supports the police and other 3rd parties to obtain evidence relating to all types of crime. This has included over 20,000 incidents since the specialist VSS centre (the Enfield Public Safety Centre) was opened in 2003. To further enhance community safety, and the prevention and detection of crime, additional cameras have been installed over the last year to increase coverage of various public spaces, including parks, schools, and youth centres which have been maintained under this contract

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Through the new VSS maintenance contract, we will ensure that 24/7 VSS monitoring will continue to assist in the prevention and detection of crime, which will benefit all local residents, regardless of their socio-economic status.

By continuing to enhance community safety, in part through VSS monitoring, we will also help to foster good relations between residents who do and do not share a protected characteristic and between all residents and community safety practitioners, including the police.

Mitigating actions to be taken.

No mitigating action required

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 new contract proposed in the delegated Authority report will allow the council to carry on running the 24/7 services that will ensure that the residents of Enfield have a safer place to live, work, study, and visit. And ensure all of the equipment is maintained to a high standard ensuring we deliver as part of the current council plan for 2023-26.

The new contract also has new social values to deliver around local recruitment and apprentices' schemes which will be managed via the contract. Meetings that will be held monthly with an annual review of the EQIA this will be included in any contract meeting around service delivery as part of the agenda item. This responsibility will be for the Enfield Public Safety Manager and the contractor during the term of the contract feeds into the social values portal during the duration of the contract period. Any required changes will be discussed and monitored in the monthly meetings

Meetings will be held in a presentation format presented by the supplier covering all agenda points Procurement template to be used to ensue meeting structure is carried out.

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
No negative issues	Equalities will be managed under the new contract with considerations around services monthly and Annual meetings will be held with this as part of the agenda	Darren Woods	Monthly	None	Contracts meeting to be held monthly to cover all areas of the contract requirements
Social values	As part of the new contract and requirements feedback on SVs will form part of the contract feedback and SV Portal during the contracted period including monthly contract meetings	Darren woods	Monthly	None	Contracts meeting to be held monthly social values will be discussed and fed back by the contractor on outcomes

