

SECTION 1 – Equality Analysis Details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Borough Capital Programme 2024/25 Highways and Street Scene
Lead officer(s) name(s) and contact details	John Grimes John.grimes@enfield.gov.uk
Team/ Department	Highway Traffic and Parking Services
Executive Director	Perry Scott
Cabinet Member	Cllr Rick Jewell
Date of EqIA completion	

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?

What is the proposed decision or change?

Planned maintenance of highway assets, particularly carriageways, footways and structures from the approved Borough Capital Programme.

What are the reasons for the decision or change?
 Ongoing annual planned maintenance programme to maintain and improve the highway network.

What outcomes are you hoping to achieve from this change?
 Intervention to prevent further deterioration of the highway assets and improved service life.

Who will be impacted by the project or change – staff, service users, or the wider community?
 The services delivered are universal services, in that they are intended to benefit all highway users, including all of the groups in the protected characteristics.

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 as well as care experience.

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

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

Age

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

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

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

Enfield has relatively high proportions of children and young people under the age of twenty – higher than both London and England averages. Both the London area and Enfield have proportionately fewer older residents than the England average.¹ However Enfield's older population is set to increase by 15% to 50,200 in 2025.²

The highest percentages of walking and cycling can be seen in those aged under 16, with 37 per cent of all trips made on foot or by bike. Those aged 65 and over have the lowest levels of walking and cycling, with 27 per cent of all trips, but the highest percentage of trips driven (or as a passenger in a car or van) at 52 per cent.

However, during maintenance works, existing footways and carriageways may be closed for access and orientation through or across the work site can be more difficult for young people and older persons, as usual routes would be closed and confusion of where to walk may happen.

People of young and old age are more vulnerable to poor air quality.³ For young children negative air quality can lead to reduced lung development and for the elderly this can lead to a range of long-term health problems. The creation of wetlands, improved green spaces and the planting of trees and shrubs will help to improve air quality, which will disproportionately benefit these age groups.

The delivery of the highway capital programme and continued planned maintenance makes a significant contribution to improving access to the highway and local transport, minimising the occurrence of potholes and other trip hazards. The improvement to highway and footpath surfaces will be beneficial to residents of all ages and especially older people, who can be more susceptible to trips and falls due to the presence of defects.

Improvements to highway and footpath surfaces will make sustainable travel more accessible, safe and attractive, ultimately reducing emissions from all vehicles.

Mitigating actions to be taken

¹ Borough Profile 2021

² Older People JSNA, Enfield Council, 2021

³ https://www.london.gov.uk/sites/default/files/air_quality_for_public_health_professionals_-_city_of_london.pdf

All works on site and temporary measures will meet guidance, adapted to the specific location, providing temporary crossing points, ramps, barriers with tapping rails etc.

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.

At the 2021 Census, 59,318 Enfield residents (18% of the total) reported a long-term health problem or disability.

The delivery of the highway capital programme and continued planned maintenance makes a significant contribution to improving access to the highway and local transport, minimising the occurrence of potholes and other trip hazards. Persons with a disability may be more reliant on this infrastructure to be in good condition to access jobs and local facilities and to be independent travellers and can be more susceptible to trips and falls due to defects. Therefore, improvement of surfaces will make a positive contribution.

However, access and orientation during maintenance works can be more difficult for persons with a disability.

Mitigating actions to be taken

All works on site and temporary measures will meet accessibility guidance, adapted to the specific location, providing temporary crossing points, ramps, barriers with tapping rails to ensure safe passage through road/street works.

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.

It is considered that this proposal is unlikely to have a disproportionate impact

on the grounds of Gender Reassignment.

Mitigating actions to be taken

N/A

Marriage and Civil Partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, whereas 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

It is considered that this proposal is unlikely to have a disproportionate impact of the grounds of Marriage and Civil partnership.

Mitigating actions to be taken

N/A

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 birth rate in Enfield was 12.3 births per 1000 people in 2020, lower than the 2016 figure of 15. The London averages were 12.3 for 2020 and 14.4 for 2016, with the England averages being 10.5 and 12 for the same periods. Therefore, there are statistically more likely to be pregnant and maternal people who reside in Enfield than the national average, however this is near equal to London.

The delivery of the highway capital programme and continued planned maintenance makes a significant contribution to improving access to the highway and local transport.

Pregnant women and women in the early months after birth, who may also have other young children, as well as a new-born baby, to look after, as a family group may need to take extra care, both when walking on the footway and crossing a road. They can be more susceptible to trips and falls and defects could impede their passage. Therefore, improvement of surfaces, in particular, will make a positive contribution.

However, access and orientation during maintenance works can be more difficult for new parents with prams.

Improvements to air quality, as a result of improved green spaces, wetlands and increased active travel, are likely to disproportionately benefit infants and children who are more vulnerable to breathing in polluted air than adults due to their airways being in development, and their breathing being more rapid than adults.

Mitigating actions to be taken

All works on site and temporary measures will meet accessibility guidance, adopted to the specific location, providing temporary crossing points, ramps, barriers with tapping rails etc.

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 Enfield Ethnicity estimates, using data from the 2021 Census, 52.1% of residents identified their ethnic group as white compared to 61% in 2011. Mixed ethnic groups account for 5.9%, Asian groups were 11.5% and Black groups were 18.3%, with other ethnic groups at 12.1%⁴

Based on average travel modes from the LTDS data (4a), all ethnic groups except for 'Other Ethnic Group' are more than likely to drive or be driven in a

⁴ Census Profile 2021

car or van than use any other mode. 'Other Ethnic Group', 'Asian or Asian British' and 'Mixed or multiple ethnic groups' are most likely to walk and cycle, with a mode share of between 35 and 43 per cent. It is important to note that the sample size of LTDS data is relatively small, therefore these percentages may not accurately reflect the travel behaviours of each ethnic group.

Evidence shows that the worst air pollution levels in England were seen in ethnically diverse neighbourhoods, defined as those where more than 20 per cent of the population are non-white.⁵

The proposals will improve conditions for pedestrians, cyclists and motorists, by reducing potholes and trip hazards. Therefore, improvements to highways, reducing potholes, replacing paved footways will be beneficial to all ethnic groups. However, it should be noted that reducing car dominance and car usage is a key aspect of Enfield's broader strategy.

Mitigating actions to be taken

Improvements to highway and footpath surfaces will make sustainable travel more accessible, safe and attractive, ultimately reducing emissions from all vehicles.

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.

During construction works, access by road or footway to places of worship may be interrupted. The impact is not yet known.

Mitigating actions to be taken

Construction will have clear plans and liaison will take place prior to commencement of the proposed works. We will endeavour to maintain access to places of worship and set up alternative access arrangements.

Sex

Sex refers to whether you are a man or woman.

⁵ <https://www.imperial.ac.uk/news/163408/ethnic-minorities-deprived-communities-hardest-pollution/>

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

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

According to the 2021 Census, in Enfield 47.8 per cent of residents identify as male and 52.2 per cent as female. This is very similar to the percentage split for London as a whole (50.1 per cent male, 49.8 per cent male).

Walking is the most commonly used type of transport by females, making up 33 per cent of all trips. This is 5 per cent higher than males. On average, females drive slightly less than males, making up 44 per cent of trips vs 46 per cent with males.

Female Londoners take more trips on a weekday than male Londoners, 2.5 compared to 2.3.⁶ This pattern however is reversed amongst older adults, with older female Londoners taking fewer weekday trips than older male Londoners, 2.0 compared to 2.2. It is important to recognise that females are more likely than males to be travelling with buggies or caring for frail relatives, and this can affect transport choices.

The delivery of the highway capital programme and continued planned maintenance makes a significant contribution to improving access to the highway and local transport, minimising the occurrence of potholes and other trip hazards. This likely to have a more positive impact on women, who may be more reliant on this infrastructure to be in a good condition, for cycling and walking. Therefore, improvement of surfaces, in particular, will make a positive contribution.

However, access and orientation during maintenance works can be more difficult for parents with prams and buggies or those caring for frail relatives, which is statistically more likely to be women.

Mitigating actions to be taken

All works on site and temporary measures will meet accessibility guidance, adapted to the specific location, providing temporary crossing points, ramps, barriers with tapping rails etc.

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?

⁶ <https://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

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

It is considered that this proposal is unlikely to have a disproportionate impact on the grounds of Sexual Orientation.

Mitigating actions to be taken

N/A

Care Experience

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

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.

There is growing awareness and an increasing body of research regarding the additional barriers care-experienced young adults may face. Care leavers are often vulnerable young adults and are more likely to be over represented in socially excluded populations such as the prison population, the homeless population, more likely to suffer from mental health difficulties than their peers, and less likely to be in education, employment or training.

The delivery of the highway capital programme and continued planned maintenance makes a significant contribution to the quality of provision of local public open spaces, improving access to the highway and local transport, and improving conditions for pedestrians. The provision of local public open spaces and associated facilities is likely to be of greater importance to young adults with care experience, who may experience greater social isolation, difficulties with mental health and greater socioeconomic disadvantage. Young adults with care experience may be more reliant on this infrastructure to be in good condition to access jobs and local facilities and to be independent travellers. Therefore, improvement of road and footway surfaces and quality of public open spaces overall will make a positive contribution.

Mitigating actions to be taken.

No further mitigating actions 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 Fairer Enfield 2021-25, our Equality, Diversity and Inclusion Policy, Enfield Council commit to implementing the socio-economic duty. We commit to treating everyone equally regardless of socio-economic status and will work to eliminate discrimination and disadvantage caused by a person's socio-economic status.

People in semi-skilled and unskilled manual occupations, casual workers and those who are unemployed are almost three times as likely as those in managerial, administrative, professional occupations to be without a garden (20% compared with 7%).⁷

The provision of local public open spaces and associated facilities is of greater importance to those lower socio-economically disadvantaged. The continued planned maintenance of parks and playground infrastructure ensures that facilities remain open and operational.

The planned highway maintenance programme will improve the road and footway surfaces, enabling journeys for the whole community. Better surfaces benefit those more reliant on walking, cycling and accessing public transport. It encourages healthier forms of travel.

Mitigating actions to be taken.

No further mitigating actions identified.

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?

Monitoring throughout the programme and where appropriate, further Predictive Equalities Impact Assessments will be carried out for specific schemes to ensure compliance to the Equalities Act 2010.

This will be monitored by the Head of Service for the programme and project engineers for individual schemes.

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SECTION 5 – Action Plan for Mitigating Actions.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
Construction work near places of worship	Planning of individual schemes to minimise impact and liaison with affected parties.	Project engineer for scheme	In scheme planning stage and when local engagement programmed	-	
Provision of barriers, ramps etc during works	Regular inspection during works and instructions to contractors	Project engineer for scheme and site supervision staff	During scheme delivery	-	