

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

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| Title of service activity / policy/ strategy/ budget change/ decision that you are assessing | Award of the Carriageway Resurfacing and Recycling Contract |
| Team/ Department | Highways Traffic & Parking Services |
| Executive Director | Perry Scott |
| Cabinet Member | Cllr Rick Jewell |
| Author(s) name(s) and contact details | Darren Bryant Darren.bryant@enfield.gov.uk |
| Committee name and date of decision | |
| Date of EqIA completion | 22/03/24 |

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

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?

What is the proposed decision or change?

The Proposal is the award of the Carriageway Resurfacing and Recycling Contract.

What are the reasons for the decision or change?

The reason for this decision is due to the expiry of the current contract.

What outcomes are you hoping to achieve from this change?

The outcome achieved from this decision will be the continuity of service for Highway Resurfacing and Recycling works in Enfield.

Who will be impacted by the project or change – staff, service users, or the wider community?

Residents/ Stakeholders including local businesses and bus operators through improvements to the condition and safety of Enfield's Road Network.

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 care experience and 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 evidence to suggest that the protected characteristic of age is relevant to this contract award.

Mitigating actions to be taken

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include: physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

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

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

The delivery of the carriageway maintenance work 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 conducted under this contract award may be more difficult for persons with a disability.

Mitigating actions to be taken

All works delivered through this contract award 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 contract award 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, 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.

It is considered that this contract award 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 carriageway maintenance work 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.

Mitigating actions to be taken

All works delivered through this contract award will meet accessibility guidance, adopted to the specific location, providing temporary crossing points, ramps, barriers with tapping rails etc.

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| <p>Race</p> <p>This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.</p> |
| <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>There is no evidence to suggest that the protected characteristic of race is relevant to this contract award.</p> |
| <p>Mitigating actions to be taken</p> <p>N/A</p> |

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| <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>There is no evidence to suggest that the protected characteristic of religion or belief are relevant to this contract award.</p> |
| <p>Mitigating actions to be taken</p> <p>N/A</p> |

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| <p>Sex</p> <p>Sex refers to whether you are a female or male.</p> |
| <p>Will this change to service/policy/budget have a differential impact [positive or negative] on females or males?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p> |
| <p>There is no evidence to suggest that the protected characteristic of sex is relevant to this contract award.</p> |
| <p>Mitigating actions to be taken</p> <p>N/A</p> |

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| <p>Sexual Orientation</p> <p>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.</p> |
| <p>Will this change to service/policy/budget have a differential impact [positive or negative] on people with a particular sexual orientation?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p> |
| <p>It is considered that this proposal is unlikely to have a disproportionate impact on the grounds of Sexual Orientation.</p> |
| <p>Mitigating actions to be taken</p> <p>N/A</p> |

Care Experience

This refers to a person who 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 no evidence to suggest that the protected characteristic of Care Experience is relevant to this contract award.

Mitigating actions to be taken

N/A

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.

There is no evidence to suggest that the protected characteristic of socio-economic deprivation is relevant to this contract award.

Mitigating actions to be taken.

N/A

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 contract period will take place monthly and quarterly and an annual strategic board review will take place.

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 Principal Engineers from the commissioning service teams.

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 |
|---|---|--|------------------------|-------|----------------------|
| 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 | - | |
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