

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 e.g. 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	Climate Action Plan 2024-2030
Team/ Department	Strategic Planning and Design
Executive Director	Perry Scott, Executive Director Environment and Communities
Cabinet Member	Cllr Ergin Erbil, Deputy Leader
Author(s) name(s) and contact details	Vera Vajda, Climate Action and Sustainability Lead Vera.vajda@enfield.gov.uk
Committee name and date of decision	Portfolio decision (Cllr Ergin Erbil)
Date of EqIA completion	01/03/2024

Date the EqIA was reviewed by Policy and Performance	4 April 2024
Name of Head of Service responsible for implementing the EqIA actions (if any)	-
Name of Director who has approved the EqIA	Perry Scott, Executive Director Environment and Communities

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?

Brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

After declaring a Climate emergency in 2019, Enfield council adopted its first Climate Action Plan in 2020 setting out its commitments to carbon neutrality. In the 2020 Climate Action Plan (CAP), the Council commits to reviewing the plan every two years. The output of this review is the revised Climate Action Plan 2024, with proposed changes to services/ policy/ strategy / budget change / project plan / key decisions that come out of it.

The revised Climate Action Plan builds upon the priorities established in the 2020 plan, and responds to our progress made since then, influenced by the changing policy, regulatory, economic context and technological developments. We have also taken into consideration the evidence and recommendations set out in our Local Area Energy Plan (LAEP), the feedback received from the engagement process, internal stakeholder discussions and the recommendations from the audit review.

What is the proposed decision or change?

The changes in the new plan include:

- alignment of the structure, using the OnePlanet Outcome-Action-Indicator (OAI) framework
- alignment to other relevant strategies
- alignment to the council structure to accurately capture priorities and owners for each action
- setting reasonable and measurable performance indicators
- setting expectations for feasibility dependant on available funding.

What are the reasons for the decision or change?

The revision responds to the changing areas of priority, including:

- Cost-of-living crisis and fuel poverty challenges

- Embedded actions into all council service teams
- Decarbonising corporate buildings inc. schools
- Council housing retrofit at scale
- Adaptation and resilience
- Enfield Rural Transformation
- Raising funding from the public and businesses
- Reducing consumption and increasing recycling
- Installing more electric vehicle charging points
- Promoting green industry and skills
- Staff carbon literacy programme

What outcomes are you hoping to achieve from this change?

The intended outcomes of the review include:

- the Council's ability to effectively deliver climate action as part of our services, using new and existing indicators to track progress.
- Distinguish actions that are within the council's direct control, from those where our role is more limited e.g. influencing or monitoring. Where actions are not under our direct control, we will describe the stakeholders and 'actors' needed to bring about the action, and the part we will play.
- Distinguish between outcomes, actions, and indicators.
- Review Actions against SMART criteria (Specific, Measurable, Attainable, Relevant and Time-based).
- Ensure the affordability of the plan and explore how any costs, savings and revenue can be included in 2024/2025 and longer-term budgets.

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

The outcomes from the review of the Climate Action Plan could affect everyone working for the council, living and working in the borough.

The clearly communicated actions and measurable performance indicators will facilitate the council teams and the owners of each actions to embed climate action in their day-to-day activities, resulting in more effective climate action and emissions reduction.

Residents will be more engaged and aware of the Council's efforts to make Enfield a more sustainable borough.

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.

According to the 2021 Census, Enfield's population in March 2021 was estimated to be 330,000 (rounded to the nearest hundred).¹ Between the last two censuses, the average (median) age of Enfield increased by three years, from 34 to 37 years of age.

Age breakdown of Enfield's population

Age group	Enfield population
0-4	21,300
5-9	22,800
10-14	24,100
15-19	21,300
20-24	19,100
25-29	21,200
30-34	23,100
35-39	24,000
40-44	24,600
45-49	22,700
50-54	22,700
55-59	21,100
60-64	17,100
65-69	12,800
70-74	11,200
75-79	8,200
80-84	6,500
85+	6,400

The Climate Action Plan is expected to have a positive impact on all Enfield residents, regardless of their age. The plan outlines Enfield Council's priorities for climate action:

- Robust governance and decision making

¹ ONS, [Population and household estimates, England and Wales: Census 2021](#)

- Affordable climate action
- Fair and inclusive climate action
- Vigorous and transparent carbon accounting and offsetting

The age groups most vulnerable to the immediate adverse effects of climate change such as extreme cold and heat are the youngest and eldest, as their body is less able to adapt to such conditions.²

Children and young people are also particularly vulnerable to the effects of air pollution. Long-term exposure to negative air quality can lead to reduced lung development, asthma, developmental problems and more wheezing and coughs in younger people.³

Older people are also particularly vulnerable to the adverse effects of air pollution, partly because they are more likely to have multiple long-term conditions occurring at the same time. Exposure to air pollution is also associated with accelerated cognitive decline in older people and the increased risk of stroke.⁴

Looking further ahead, if climate change is unaddressed, it will have a greater impact on children and young people throughout their lifetimes.

Engagement

To understand the concerns and awareness levels of residents, we conducted a multi-layered engagement exercise across the borough, with live events evenly distributed among the range of socio-economic areas of the borough, in locations where we were able to reach residents of all ages.

We promoted the engagement using a variety of methods, including social media channels and newsletters.

We provided a variety of engagement events at a variety of times to work with different age groups. The events were also held in a range of locations, including schools, libraries, markets and shopping centres.

We prepared a wide variety of engagement options – online survey, facilitated workshops, and one to one face to face discussions. We used an online platform for surveys (predominately text based), to enable web browser tools that enhance accessibility, such as screen readers and talkback features. Surveys were also made available in paper form for anyone who would rather not engage digitally.

Equalities monitoring questions were included in the survey.

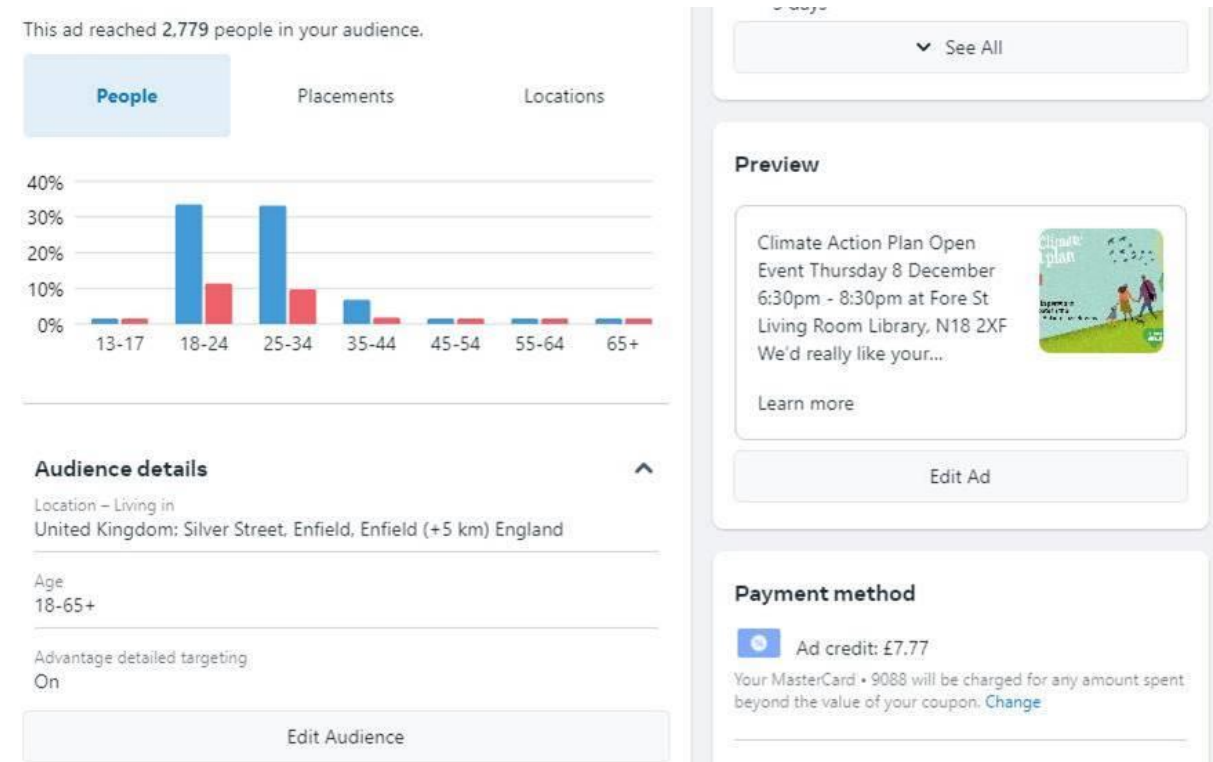
² <https://www.climatejust.org.uk/socially-vulnerable-groups-sensitive-climate-impacts>

³ Public Health England, [Health matters: air pollution](#), 2018

⁴ Impact on Urban Health, [Air pollution and older people](#)

The results of the survey are displayed below:

The survey reached 2779 people, predominantly women, between 18-34 years old (see breakdown below), and resulted in 671 clicks.



Mitigating actions to be taken

No 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.

In the 2021 Census, 44,876 Enfield residents (13.6% of the total) reported a long-term health problem or disability.

People with disabilities are likely to be more vulnerable to the impacts of changing climate as they may be more difficult to evacuate or endure extreme weather conditions. The Climate Action Plan aims to reduce emissions and improve the quality of life of all residents and is expected to have a positive impact on all Enfield residents, including those with a disability.

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Mitigating actions 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 Climate Action Plan aims to reduce emissions and improve the quality of life of all residents and is expected to have a positive impact on all Enfield residents, regardless of their gender identity.

Mitigating actions 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 Climate Action Plan aims to reduce emissions and improve the quality of life of all residents and is expected to have a positive impact on all Enfield residents, regardless of their marital status.

Mitigating actions 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.

The Climate Action Plan aims to reduce emissions and improve the quality of life of all residents and is expected to have a positive impact on all Enfield residents, including those who are pregnant or in the maternity period.

There is a growing body of evidence that links maternal exposure to air pollution and adverse pregnancy outcomes such as miscarriage, low birth weight and pre-term birth.⁵

Mitigating actions to be taken

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.

According to the 2021 Census, 40% of Enfield residents were born outside of the UK.⁶

Census 2021 ethnicity data⁷

Ethnicity	Estimated population size	Percentage of total population
Asian or Asian British	37,973	11.5%
Bangladeshi	8,123	2.5%
Chinese	2,611	0.8%
Indian	11,870	3.6%
Pakistani	3,674	1.1%
Any other Asian background	11,615	3.5%
Black, Black British, Caribbean or African	60,512	18.3%
African	36,463	11%

⁵ Royal College of Obstetricians and Gynaecologists, [Outdoor air pollution and pregnancy in the UK](#), June 2021

⁶ ONS, [International migration, England and Wales: Census 2021](#)

⁷ ONS, [Ethnic group: England and Wales, Census 2021](#)

Caribbean	16,990	5.1%
Any other Black, Black British or Caribbean background	7,059	2.1%
Mixed or multiple ethnic groups	19,558	5.9%
White and Black Caribbean	5,165	1.6%
White and Black African	2,994	0.9%
White and Asian	3,818	1.2%
Any other Mixed or multiple ethnic background	7,581	2.3%
White	171,884	52.1%
English, Welsh, Scottish, Northern Irish or British	103,140	31.3%
Irish	5,969	1.8%
Gypsy or Irish Traveller	374	0.1%
Roma	1,121	0.3%
Any other White background	61,280	18.6%
Other Ethnic Group	40,058	12.1%
Arab	2,535	0.8%
Any other ethnic group	37,523	11.4%

The Climate Action Plan is expected to have a positive impact on all Enfield residents, regardless of their ethnicity.

Access to green space

National research highlights inequality in access to green space. A survey carried out by walking charity Ramblers and YouGov in 2020 found that people who identify as being from a Black, Asian or minority ethnic background (39%) are less likely to live within a 5-minute walk of a green space than people from White ethnic backgrounds (58%).⁸ People from Black, Asian or minority ethnic backgrounds (46%) also reported being less likely to have a variety of different green spaces within walking distance of where they live than people from White ethnic backgrounds (58%). The Climate Action Plan includes actions to extend access to public green spaces, which is expected to balance this discrepancy.

Air pollution

According to analysis by the Greater London Authority (GLA), areas in London where people from a non-white⁹ background are more likely to live are more likely

⁸ Ramblers, [The grass isn't greener for everyone: Why access to green space matters](#), 2020

⁹ Several terms are routinely used by government departments, public bodies and the media to refer to the collective ethnic minority population. This report reflects the language and terminology originally used in the

to have higher levels of air pollution. In 2019, annual average concentrations of nitrogen dioxide were on average between 16 and 27% higher in areas where non-white people were most likely to live compared with areas where white people were most likely to live.¹⁰

Mitigating actions to be taken

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 Climate Action Plan is expected to have a positive impact on all Enfield residents, regardless of their religion or belief.

Mitigating actions to be taken

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.

studies to which we refer. However, we fully recognise the importance of the heterogeneity within these terms.

¹⁰ Greater London Authority, [Air Pollution and Inequalities in London: 2019 update](#), 2021

The Climate Action Plan is expected to have a positive impact on all Enfield residents, regardless of their gender.

Mitigating actions 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 Climate Action Plan is expected to have a positive impact on all Enfield residents, regardless of their sexual orientation.

Mitigating actions to be taken

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.

The Climate Action Plan is expected to have a positive impact on all Enfield residents, including those with care experience.

Mitigating actions to be taken

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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.

Enfield's deprivation ranking compared with 317 other local authorities in England dropped from 2015 to 2019: Enfield is the 74th most deprived local authority in England overall (out of 317), so still within the most deprived 25% of all districts. Enfield's average deprivation score has not worsened in those four years. However, Enfield has become relatively more deprived when compared with other London boroughs. In 2015, Enfield was the 12th most deprived borough in London, whereas in 2019 it was the 9th most deprived¹¹. 10% of Enfield households have an annual gross household income of less than £15,000 (as at 2023), and 32% have an income lower than £30,000.

There is a significant body of research that links socio-economic disadvantage with vulnerability to the effects of climate change¹² and susceptibility to extreme weather conditions.

According to an analysis commissioned by the Greater London Authority (GLA), communities which have higher levels of deprivation are more likely to be exposed to higher levels of air pollution. In 2019, the mean annual average NO₂ concentration for the most deprived areas was 3.8 µg/m³, 13% higher than for the least deprived areas.¹³

The Department for Business, Energy and Industrial Strategy estimated that in 2021 (latest data available) the percentage of fuel-poor households in Enfield was 13.8%.¹⁴ This is higher than both the Outer London average of 11.9% and the London average of 12.1%.

Homes that are cold due to fuel poverty exacerbate health inequalities. Cold

¹¹ [Enfield Borough Profile 2023](#)

¹² <https://www.oecd.org/env/cc/2502872.pdf>

https://www.un.org/esa/desa/papers/2017/wp152_2017.pdf

<https://www.imf.org/en/Publications/fandd/issues/2021/09/climate-change-and-inequality-guivarch-mejean-taconet>

¹³ Logika Noise Air Quality Consultants, [Air Pollution and Inequalities in London: 2019 update](#), 2021

¹⁴ Department for Business, Energy & Industrial Strategy, [Fuel poverty sub-regional statistics](#), 2021

homes can cause and worsen respiratory conditions, cardiovascular diseases, poor mental health, dementia, hypothermia and problems with childhood development.¹⁵

The Climate Action Plan addresses the vulnerability of residents living in fuel poverty by prioritising energy efficiency improvements in the most deprived areas to help reduce energy bills for low income households. The Climate Action Plan is expected to have a positive impact on all Enfield residents, but some elements prioritise the socio-economically deprived residents, such as decarbonising council housing and the worst performing properties first.

Mitigating actions to be taken.

¹⁵ Institute of Health Equity, [Fuel poverty, cold homes and health inequalities in the UK](#), August 2022

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 Climate Action Plan includes a set of performance indicators inherent in the plan to monitor the progress for each outcome. These indicators have been selected in consultation with the respective teams to ensure they are measurable and accessible for reporting.

The progress against these indicators will continue to be monitored and reported on in an annual Progress Report, assessed Climate Action and Sustainability Lead and presented to Cabinet before being published on the Council's Climate Action webpage.

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