

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	Enfield Town Liveable Neighbourhood Phase 1
Team/ Department	Journeys and Places
Executive Director	Simon Pollock
Cabinet Member	Cllr Rick Jewell
Author(s) name(s) and contact details	Agnieszka Jezierska Agnieszka.Jezierska@enfield.gov.uk
Committee name and date of decision	
Date of EqIA completion	Last updated in March 2024

Date the EqIA was reviewed by the Corporate Strategy Service	N/A
Name of Head of Service responsible for implementing the EqIA actions (if any)	Richard Eason
Name of Director who has approved the EqIA	Doug Wilkinson

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?

Following extensive engagement with residents, businesses, young people, community groups and other stakeholders over the past few years, Enfield Council is soon to carry out statutory consultation on the proposals for Phase 1 of the Enfield Town Liveable Neighbourhood project. The traffic order will be published, and representations or objections will be invited through the statutory consultation process.

The wider Enfield Town Liveable Neighbourhoods project proposes improved walking and cycling provisions as well as public transport passenger facilities to reduce car use and promote sustainable transport options. It also has a focus on improving public realm spaces that provide places to stop and rest and promote a bustling and vibrant town centre. This project is part-funded by Transport for London.

This is an ambitious plan for Enfield Town Centre and the Council. The Council will look to deliver the project in phases as funding becomes available. Below is a summary of the interventions proposed as part of Phase 1:

- Closure of the eastern end of Little Park Gardens at its junction with Church Street to create a new public square.
- Changes to how traffic will operate on Little Park Gardens to facilitate the road closure.
- New signalised crossings at the junction of Church Street / Sarnesfield Road
- Changes to waiting and loading along Sarnesfield Road.
- Changes to parking, waiting and loading on Church Street between Sarnesfield Road and Little Park Gardens.
- Relocation of the crossing point on Cecil Road outside Town Park and upgrading it to being a signalised toucan crossing.
- Implementation of a diagonal path linking the two new crossing points on Church Street / Sarnesfield Road junction and on Cecil Road.
- Introduction of a motorcycle parking on Burleigh Way and Church Street
- Changes to how traffic operates at the Church Street / Cecil Road / Little Park Gardens junction (straight ahead from Cecil Road will now be permitted for general traffic) to facilitate the road closure further east.
- Changes to waiting and loading within the Phase 1 project area.
- New disabled parking bays on Church Street, Little Park Gardens and Sarnesfield Road.

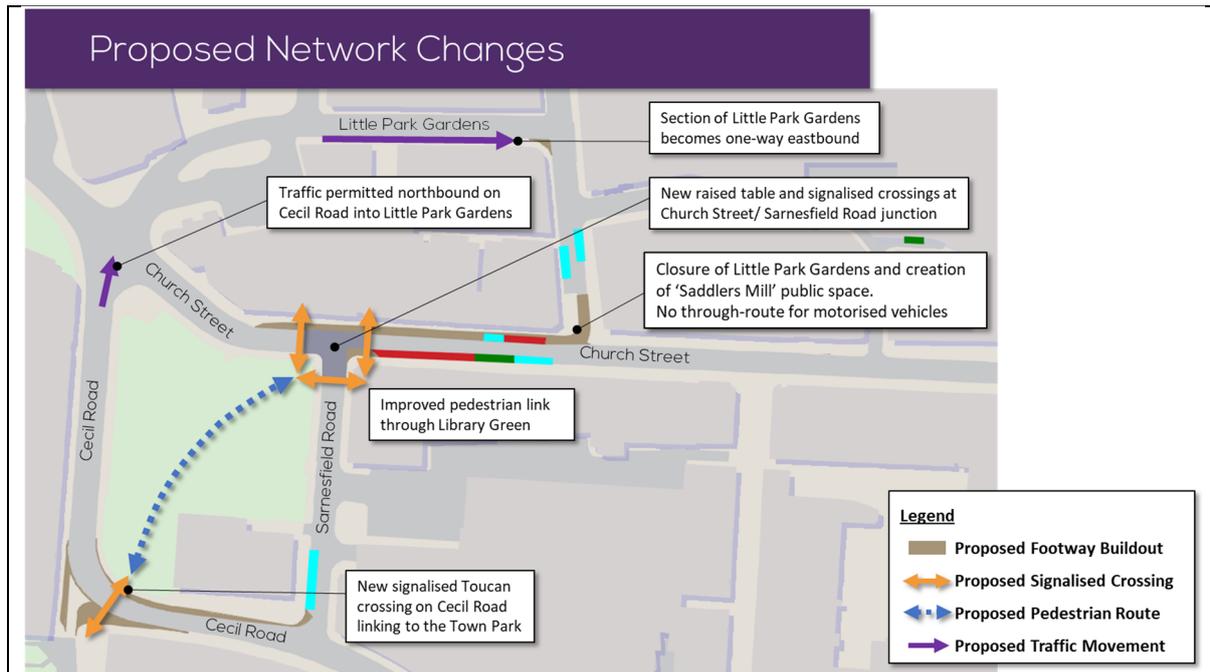


Figure 1a: Enfield Town phase 1: summary of proposed network changes



Figure 1b: Enfield Town Phase 1: summary of proposed parking and loading provision

Following the statutory consultation, a formal report will be produced that summarises the feedback received. Enfield Council will provide a response and use the comments received to make a decision on whether or not to implement the project. The report will be publicly available and will be uploaded to the project page: <https://letstalk.enfield.gov.uk/EnfieldTown>.

The following outlines the potential impacts of this scheme on its users:

- A range of users would be impacted by these proposals, and if they were to be progressed, there would be impacts during the construction phase. The impacts of the scheme may affect:
 - Users who live and/or work or visit the scheme area.
 - Users who own/run local business, services or amenities.
 - Residents and visitors travelling to, from and through the scheme area (by all modes – walking, cycling, driving, bus, rail).
 - Increased congestion during construction for all road users travelling to, from and through the scheme area, is likely to be expected. This would include pedestrians, cyclists, bus passengers, taxis/PHVs and private vehicles, goods/servicing vehicles as well as possibly some diverted routes to facilitate construction works. Careful planning and early discussions on the anticipated Traffic Management plans and programme are being undertaken to minimise the impact.
- Cyclists – this scheme provides improvements for cyclists, including some segregated facilities, cycle parking in Cecil Road by the library and a signalised toucan crossing linking Library Green to the Town Park.
- Pedestrians – the scheme provides a new 3m wide pedestrian link through Library Green, linking to the new toucan that provides a connection to Town Park and some localised footway widening. The scheme also proposes places to dwell, sit and rest particularly within Library Green and the new area of public realm in Little Park Gardens. Lighting is being on Church Street to respond to the proposed changes and to improve safety and security.
- All motor traffic including private cars, taxis, Dial-a-Ride vehicles, private hire vehicles, buses, coaches and good/servicing vehicles – reduced road space and some changes to routing, specifically Little Park Gardens. Changes to waiting arrangements are also being proposed and may impact some who park in the town centre. Motorcycle parking is being introduced in Church Street and Burleigh Way.
- Local businesses and those who require a delivery – change to the loading arrangements are proposed.
- Blue Badge holders – changes to waiting arrangements across the town are being proposed including reduced single yellow lines and increased number of dedicated Disabled parking bays. These will increase by 3 in Church Street, 4 in Little Park Gardens and 3 in Sarnesfield Road.
- Visitors – improved facilities for walking (including places to sit and rest), cycling and public realm to encourage visitors to the area and to increase dwell time of those visiting the town centre, both regularly and as occasional visitors. There will also be increased greening as well as improved access to the Town Park.

A separate EqIA report has been prepared (and updated as the project progressed) for the wider Enfield Town LN project. This report has been prepared only for Phase 1 of the wider Enfield Town project.

Engagement responses

In addition to the four phases of the engagement carried out on the wider Enfield Town project, additional engagement has been carried out as part of the detailed design developed for Phase 1 of the project (covered by this report). Internal design workshops and two workshops with external groups have taken place.

These have both included presentations by the architects and designers working on this scheme. Participants have included members of the Enfield National Autistic Society (ENAS) and One to One Enfield (supporting autistic adults and those with learning difficulties).

Statutory consultation responses

The statutory consultation for phase 1 of this scheme was publicised on 'Let's Talk'. This is Enfield Council's engagement portal for projects such as this. Those interested were able to respond through this site by either filling in the survey, emailing directly or by writing and posting their response. The statutory consultation was open from 07 February 2024 until 03 March 2024.

During this time period, there were also two public drop-in sessions (in Library Green and Palace Gardens Shopping Centre), an online webinar and an exhibition (in Enfield Town Library) showing the proposals. There were 69 responses in total; these are made up of 22 positive comments, 33 negative comments as well as 14 general comments on the scheme and the proposed interventions. 97% of those who stated in their response to the consultation where they lived, stated that they lived in the London borough of Enfield.

The statutory consultation questionnaire included a set of voluntary equality monitoring questions which asked respondents about their age, gender, disability and ethnicity. As these questions were voluntary, not everyone who responded to the statutory consultation also responded to these equality monitoring questions. For those who did answer the equality monitoring questions, in some cases they did not answer all of them. For example, 44 people answered the gender question whereas 28 answered the age related question.

In the paper-based and email responses, limited equalities monitoring information was captured, with a higher response rate to these questions from the online survey. This information has been collated across these formats and is shown in the tables and figures below.

Table 1: Number and percentage of responses to the question regarding age

Age	Responders	Percentage
Below 25	2	7%
25-45	6	21%
45-65	10	36%
Above 65	10	36%

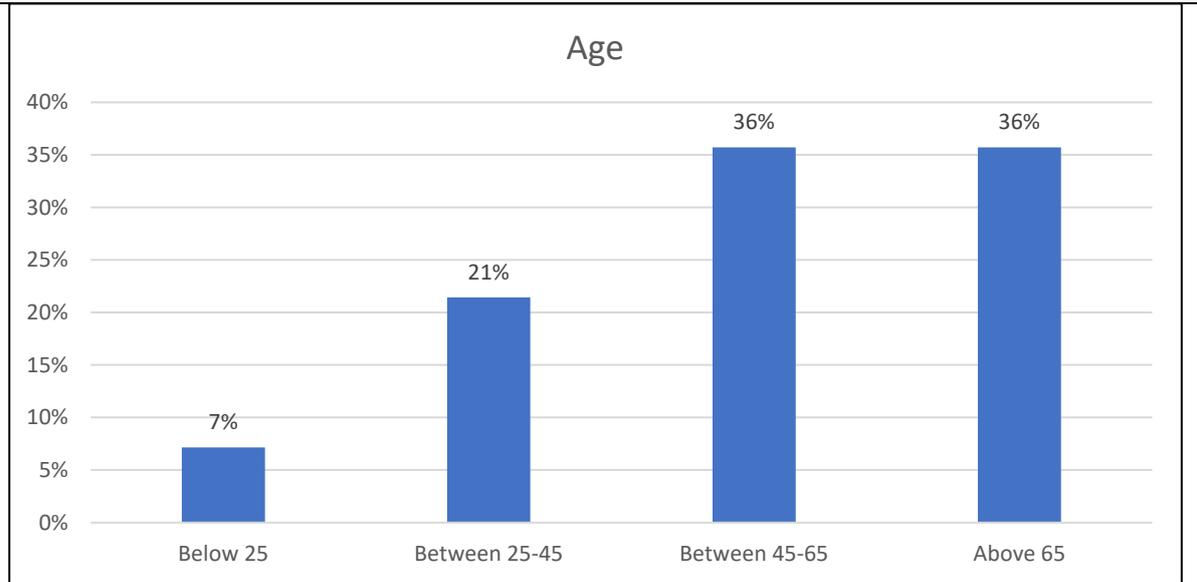


Figure 2: Visual representation of age data from 28 respondents

Table 2: Number and percentage of responses to the question regarding gender

What best describes your gender?	Number of those who answered	Percentage of those who answered
Female	12	27%
Male	32	73%

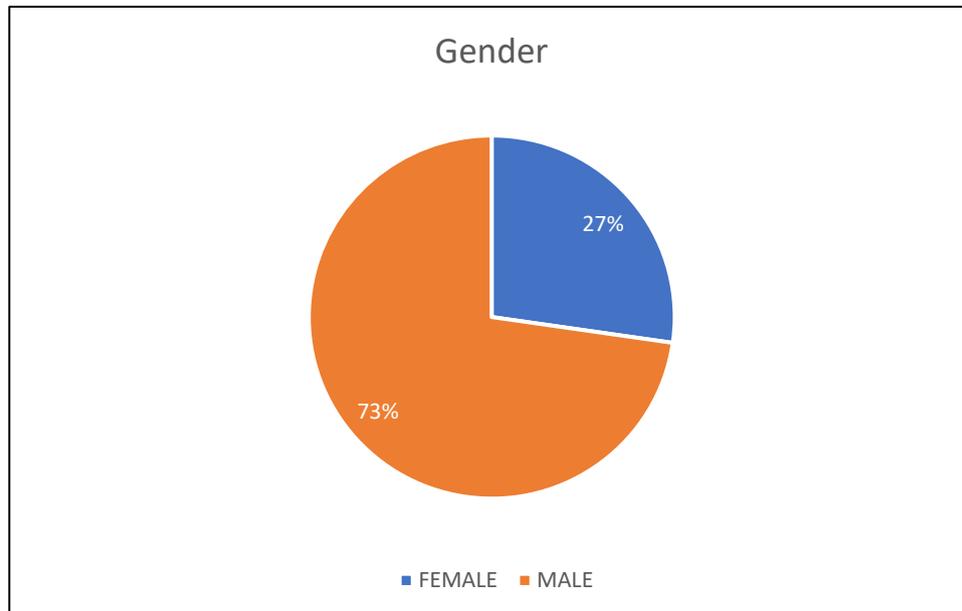


Figure 3: Visual representation of gender data from 44 respondents

Table 3: Number and percentage of responses regarding disability

Do you have a physical or mental health condition or illness lasting or expected to last for 12 months or more?	Number of those responding	Percentage
Yes	4	13%
No	26	87%

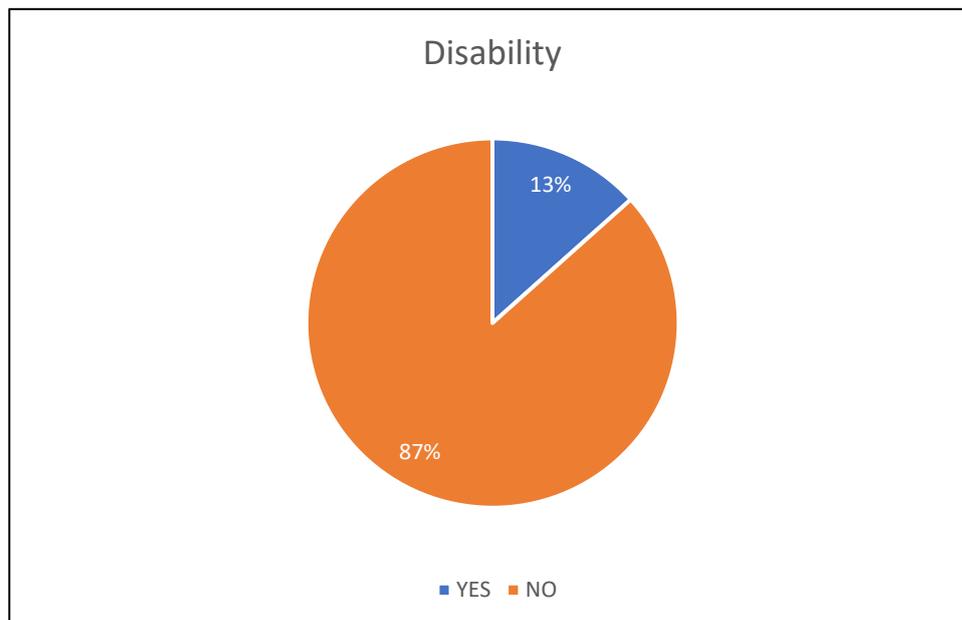


Figure 4: Visual representation of disability data from 30 respondents

Table 4: Number and percentage of responses regarding ethnicity

What is your ethnicity?	Number of those responding	Percentage
White - Roma	1	3%
Any other White background	4	13%
White - English/Welsh/Scottish/Northern Irish/British	24	80%
Any other Black, Black British, African or Caribbean background	1	3%

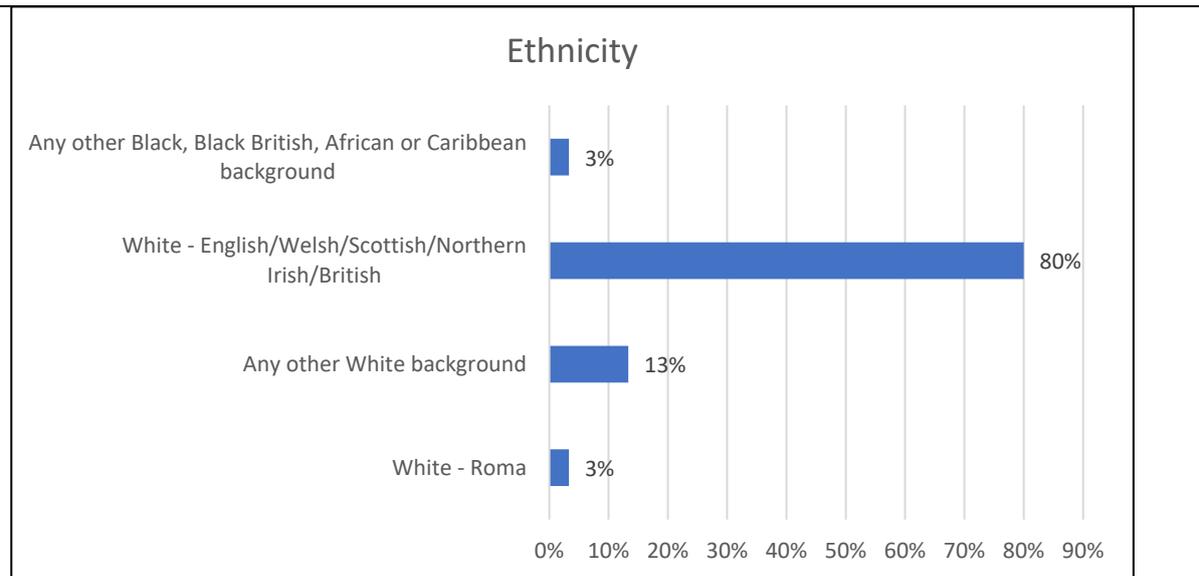


Figure 5: Visual representation of ethnicity data from 30 respondents

From this data, we can see that the majority of those who responded to the survey and answered the equalities questions were men, a high percentage were white (much higher than in the borough as a whole), most were over 45 years old and 13% (4 people) said they had a disability¹.

There were 69 responses received in total (and less than half of these provided equalities monitoring information). They have been grouped under the following key categories:

- Motor traffic and environmental impacts
- Mobility and access
- Parking
- Safety
- Equalities
- Public transport
- Design and infrastructure
- Miscellaneous

The above key categories were analysed against the equality monitoring questions to better understand the responses of those with protected characteristics as well as the issues that are more important to them. There were no clear patterns seen.

A formal report has been produced separately that summarises all the statutory consultation feedback received. For the purposes of this EqIA, only feedback thought to relate to protected characteristics has been considered. This means that any comments related to those with a protected characteristic have been

¹ Disability was defined as a physical or mental health condition or illness lasting or expected to last for 12 months or more.

considered, these may not necessarily have been from people who answered the equality monitoring questions or who were from a protected group themselves.

Evidence base

For the purpose of this assessment, information has been gathered regarding groups with protected characteristics across Census Output Areas (COAs) within the Town and Grange Park wards (before the ward boundaries changes in May 2022) as indicated in Figure 6, as well as for Enfield as a whole, given the destination nature of Enfield Town for the borough. London Travel Demand Survey (LTDS) and Census 2021 data comprise the two primary data sources, though other data sources have been used, and are referenced throughout.

For each protected characteristic, data has been collected and analysed, with comparisons made at borough, regional and national level where relevant.

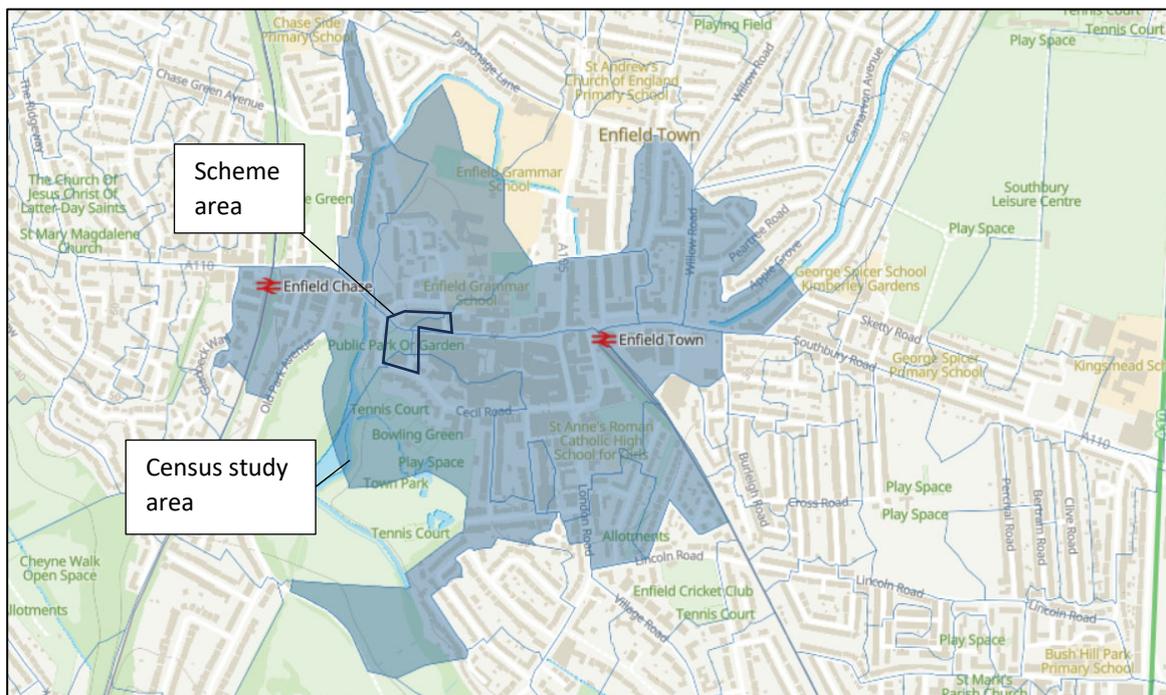


Figure 6: Study area² created using Census 2021 data

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.

² [Build a custom area profile - Census 2021, ONS](#)

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 (e.g., 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.

Evidence Base

As demonstrated within **Error! Reference source not found.7**, most residents within the study area are aged 25-44, making up 34.8% of all residents. Residents aged 45-64 are the second highest proportion (24.4%), followed by people aged under 15 (18.8%).

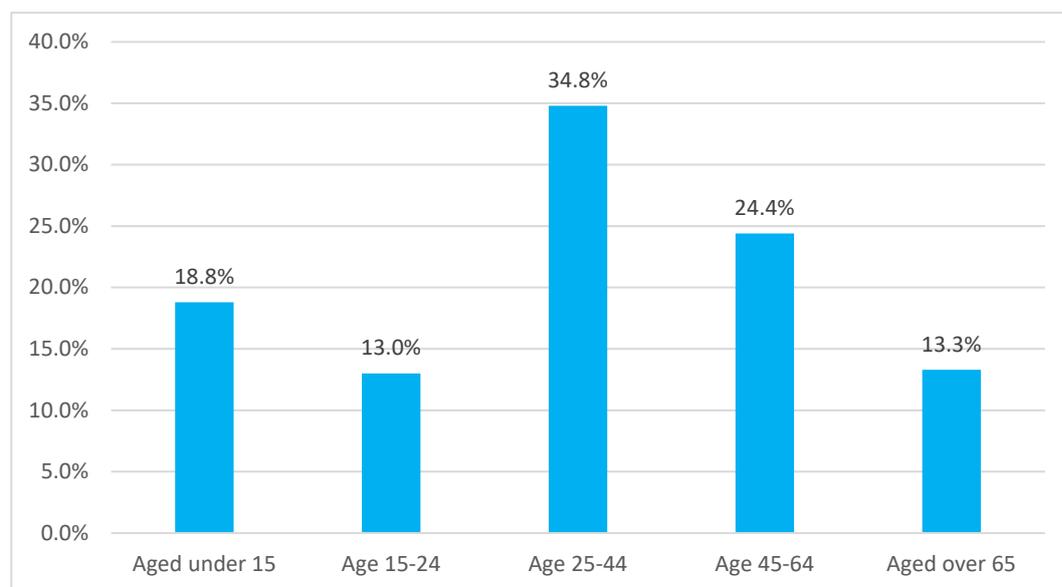


Figure 7: Age distribution within the study area

Source: *Census 2021*³

Table presents the age distribution across the study area based on Census 2021 data for the study area.

According to this, the study area has relatively similar proportions of younger residents (aged under 25 years), as well as percentages of people aged over 65 compared to the borough of Enfield average.

³ Build a custom area profile - Census 2021, ONS

Table 5: Age distribution based on Census 2021 data.

Age distribution	Study area (%) in 2021	Borough of Enfield (%) Census 2021
0-4	6.5	6.4
5-14	12.3	14.2
15-24	13	12.3
24-34	16.6	13.4
35-44	18.2	14.7
45-54	14.5	13.8
55-64	9.9	11.6
65-74	7.6	7.3
75+	5.7	6.4

Error! Reference source not found.⁸ presents LTDS data on how people travel around Enfield within each age category.

In general, younger people in Enfield walk and cycle more, and drive less than their elderly counterparts. The highest percentages of walking and cycling can be seen in those aged under 16, with 37% of all trips made on foot or by bike. Those aged 65 and over have the lowest levels of walking and cycling, with 27% of all trips, but the highest percentage of trips driven (or as a passenger in a car or van) at 52%.

Public transport use is most common in 16 to 19-year-old group, making up 37% of all journeys. This is 15% higher than the nearest age group (those aged under 16). Furthermore, as per the latest data from 2016, the average age to start driving in the UK was 26, and this is expected to have reduced further over the previous five years⁴.

⁴ <https://www.insurancefactory.co.uk/news/August-2016/Average-age-to-start-driving-increases-to-26>

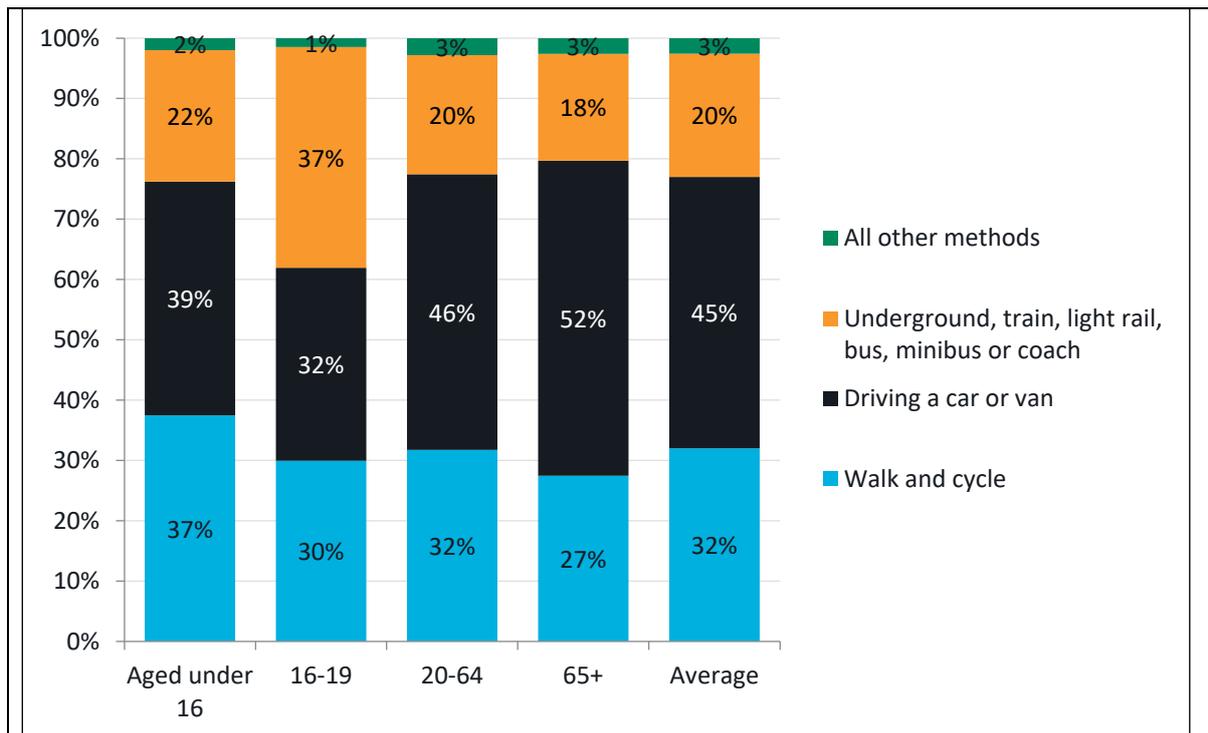


Figure 8: Mode share by Age in Enfield

Source: LTDS (2016/17, 2017/18 and 2018/19)⁵

The proportion of Killed or Seriously Injured (KSIs) and Slightly Injured casualties per age category is shown in Figure 9 below. KSIs are higher than average for those aged under 16 (93 per cent) and then for those aged between 16-59 (92 per cent). As such, this indicates that these age groups are more likely to suffer more severe consequences if there is a casualty in a collision than any other age group. Also, the percentages of KSIs are significantly higher than of those that are slightly injured which indicates that road safety needs to be improved in Enfield.

Across the UK, 10-14 age group road collisions make up over 50% of all external causes of death. 15-19 years olds experience almost double the risk of death from road traffic collisions (82.5 deaths per million population) in comparison to the general population (42.2 deaths per million population). For males in this age group the risk is higher still at 127.3 deaths per million population⁶.

⁵ <https://tfl.gov.uk/corporate/about-tfl/how-we-work/planning-for-the-future/consultations-and-surveys>

⁶ http://www.racfoundation.org/assets/rac_foundation/content/downloadables/road_per_cent20accident_per_cent20casualty_per_cent20comparisons_per_cent20- per_cent20box_per_cent20- per_cent20110511.pdf

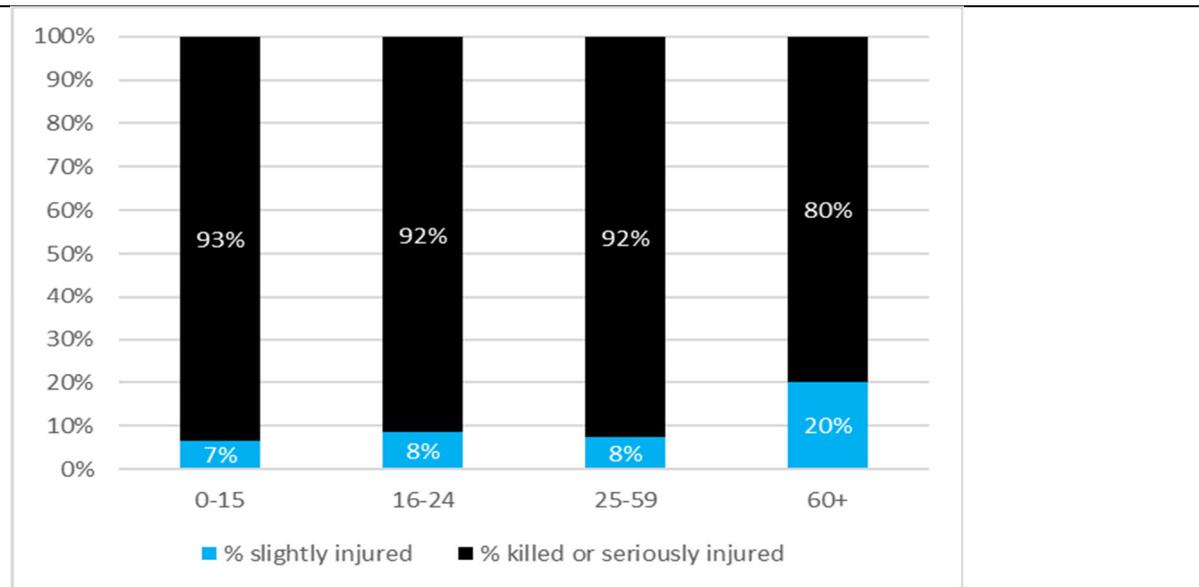


Figure 9: Percentage killed or seriously injured by Age in Enfield

Source: Road Safety Data (2022-2023), TfL⁷

Differential impact assessment

Assessment of Phase 1 scheme interventions

Little Park Gardens eastern end closure and new public realm creation

- The closure of the eastern end of Little Park Gardens at its junction with Church Street to create a new public square is likely to have a positive impact, on those who are older as well as those who are very young. This will be a new place to sit and relax amongst the new rain gardens and traffic free space. The existing bench will be retained, and new seating will be created. This will be of particular benefit to those with children who may need to stop and rest and those who are older and may be more likely to need to stop and rest and perhaps have more time available to do so.
- There will still be access at the junction of Church Street and Little Park Gardens for people cycling (two way). The designs show that this will be clearly demarcated by a cycle track which will be of a contrasting colour and will be separated from the footway by a kerb.

New signalised crossing at the junction of Church Street / Sarnesfield Road

- There is currently no formal crossing facility at the junction of Church Street/ Sarnesfield Road. The introduction of signalised crossing facilities will be of benefit to everyone crossing the road at this location, and the design shows that it will be possible to cross at all three arms of this junction (Church Street

⁷ <https://tfl.gov.uk/corporate/publications-and-reports/road-safety>

either side of Sarnesfield Road and Sarnesfield Road itself). This will be of particular benefit to those more vulnerable road users such as older people who may take more time to cross as well as children and those crossing with children.

Implementation of diagonal path linking the two new crossing points at Church Street / Sarnesfield Road junction and on Cecil Road

- This new path creates a more direct route from the town to the library and beyond to Town Park. The design shows that the path will be accessible to all and is of sufficient width (3m) and material (resin bound).

Relocation of the crossing point on Cecil Road and upgrading it to being a signalised Toucan crossing

- Currently the crossing point on Cecil Road is a Zebra crossing. This will be replaced and moved to the west so that it aligns with the new diagonal path crossing Library Park and so connecting this route with Town Park. This will be a positive impact for all pedestrians and cyclists using the area. It will be of particular benefit to those who may be considered more vulnerable road users such as older people and children (and those with children).
- Overall, improved safety through the introduction of pedestrian crossings, and / or improved perception of safety is expected to have a positive impact on those of all age groups, particularly young and older people who may not walk or cycle currently. This could increase active travel for this protected characteristic, with associated health benefits.

Engagement

- A comment from a parent (representing ENAS) attending one of the engagement workshops held in January 2024 was a request that new plants in the proposed rain gardens in the new area of public space in Little Park Gardens be non-toxic to children as the concern was that some young children may try to eat colourful plants if they are next to an area that they may be sat/ playing in.
- There was an additional comment that the colour scheme of the flowering plants should be planned so as not to overwhelm those with sensory issues.

Statutory consultation responses

The following responses were received during the statutory consultation period and have implications for this protected group.

Motorcycle parking

- A comment from a parent who was objecting to the creation of the motorcycle parking bays in Burleigh Way said, *“I would like to place my objection to the part of the project that sees a motorcycle area created in Burleigh Way. This is where I live and having two small children, I oppose this as at the moment we are already struggling with the amount of delivery motorcycles that have literally flooded this area. In several occasions these motorcycles almost run us over on the pavement near our home. These motorcycles are always parked on top of the pavement, drive on the pavement from Burleigh Way to the market square and have no consideration for the pedestrians.”*

Relocation of the crossing point on Cecil Road and upgrading it to being a signalised Toucan crossing

- A response from a resident concerning the removal and replacement of the zebra crossing on Cecil Road with a signalised Toucan crossing commented that, *“The removal of the zebra crossing on Cecil Road by the entrance to the town park causes significant negative impact to pedestrians and is contrary the stated aims of the scheme to create liveable, safer neighbourhoods. In particular removal of the zebra crossing is likely to cause significant extra risk to pedestrians. Some of the main users of that crossing are unaccompanied school children who will not wait for a signalised crossing - instead they will try to cross between “gaps” in the traffic but where drivers will “believe” they have priority due to the green traffic signals and may not be paying as much attention as would happen for a zebra crossing.”*

Parking

Another person stated the following, *“Please review where the delivery drivers are going to park currently is a nightmare. Think about the buses and elderly and disabled of how people will be able to access them”*

Little Park Gardens eastern end closure and new public realm creation

- Another resident added, *“I am concerned about the creation of the new square in little park gardens. I do not believe it is a good place for people to congregate. It will just create another space for the children to be mugged in. It’s too out of the way.”* In addition to this comment, there were others who were opposed to the creation of this new public space.
- An additional response said of Little Park Gardens, *“...anyone sitting in it will have no view and will have to breathe fumes from the stationary traffic trying to negotiate the town centre.”*
- Another resident is in favour of the proposed interventions and mentioned that, *“While I acknowledge that the closure of Little Park Gardens at Church*

Street will potentially be disruptive to car traffic, it will make the site - which is frequently our gateway to Enfield Town - a much more welcoming and useable space. There are still too few places in the town for families to stop and rest comfortably, and I anticipate that the pocket park will provide a new spot to do so.”

Mitigating actions to be taken

- Motorcycle parking in Burleigh Way – designers to investigate whether this is the most appropriate location in view of the objections listed above and consider alternative locations. Council needs to monitor and enforce anti-social behaviour relating to motorcycles in this area.
- New public space at the eastern end of Little Park Gardens – monitor use of this space once implemented.
- Ensure that shared space areas and cycle tracks are clearly demarcated through signage, tactile paving and with a change of colour/material. It is recommended that LB Enfield monitors the performance of these spaces with particular regard paid to how elderly users use and perceive these spaces.
- Ensure plants within the new rain garden planting areas are non-toxic.

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.

Evidence Base

According to the data from Census 2021, Enfield has 86.4% of residents stating that they have no limitations on their activities. This is similar to the London average and slightly higher than England (82.7%). 13.6% of the population of Enfield stated that they were limited by a long-term health problem or disability.

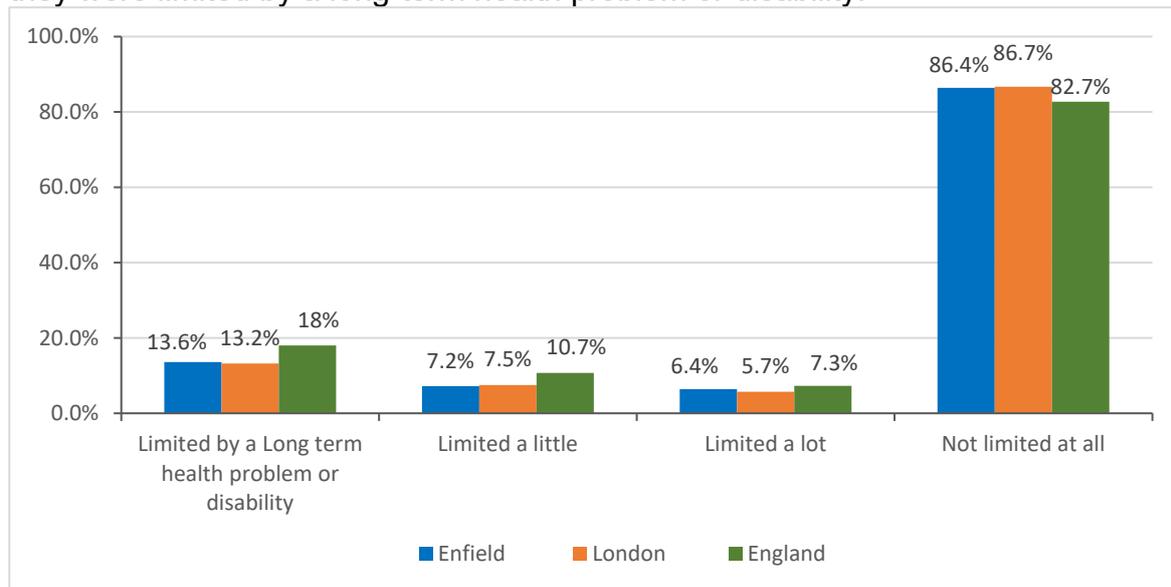


Figure 10: Proportion of those limited with long term health problems or disabilities Source: Census 2021⁸

Disability types stated by those who live in Enfield and have a disability affecting daily travel (including old age) is shown in Figure 11. Mobility impairment represents the highest proportion (77%) followed by impairment due to mental health (12%). It should be noted that this data is based on a small sample, therefore results should be taken as a general indication only. It is important to note that various physical and mental disabilities can lead to travel limitations.

⁸ [Census - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

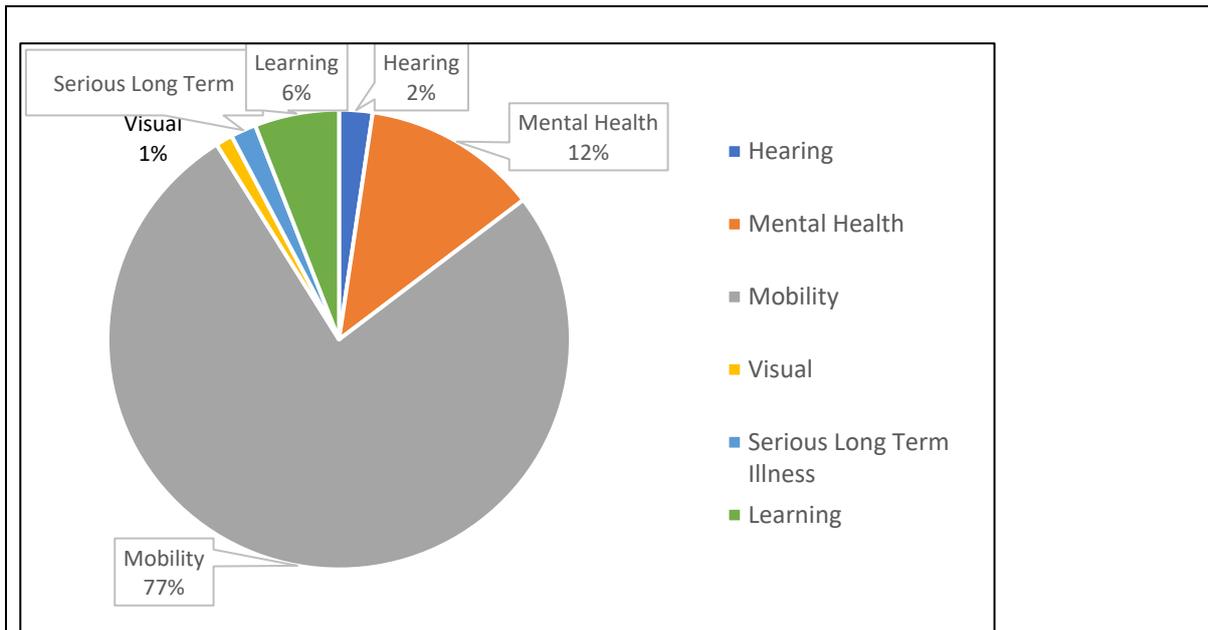


Figure 11: Disability types stated by those with a disability affecting travel

Source: LTDS (2016/17, 2017/18 and 2018/19)⁹

Focusing solely on cyclists who have a disability, the Wheels for Wellbeing annual survey¹⁰ shows that 72% of disabled cyclists use their bike as a mobility aid, and 75% found cycling easier than walking. Survey results also show that 24% of disabled cyclists' bike for work or to commute to work and many found that cycling improves their mental and physical health. Inaccessible cycle infrastructure was found to be the biggest barrier to cycling.

Mode split for people with a physical or mental disability is shown Figure 12. When compared to the LTDS mode split of trips made by all people, car use for those with disabilities is lower (42.6% compared to 45%), bus use is greater (17.5% compared to 13.7%) and walking is marginally higher (31.1% compared to 30.8%).

⁹<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/bulletins/2011census/2013-05-16>

¹⁰ Wheels for Wellbeing Annual Survey 2018: <https://wheelsforwellbeing.org.uk/wp-content/uploads/2019/04/Survey-report-final.pdf>

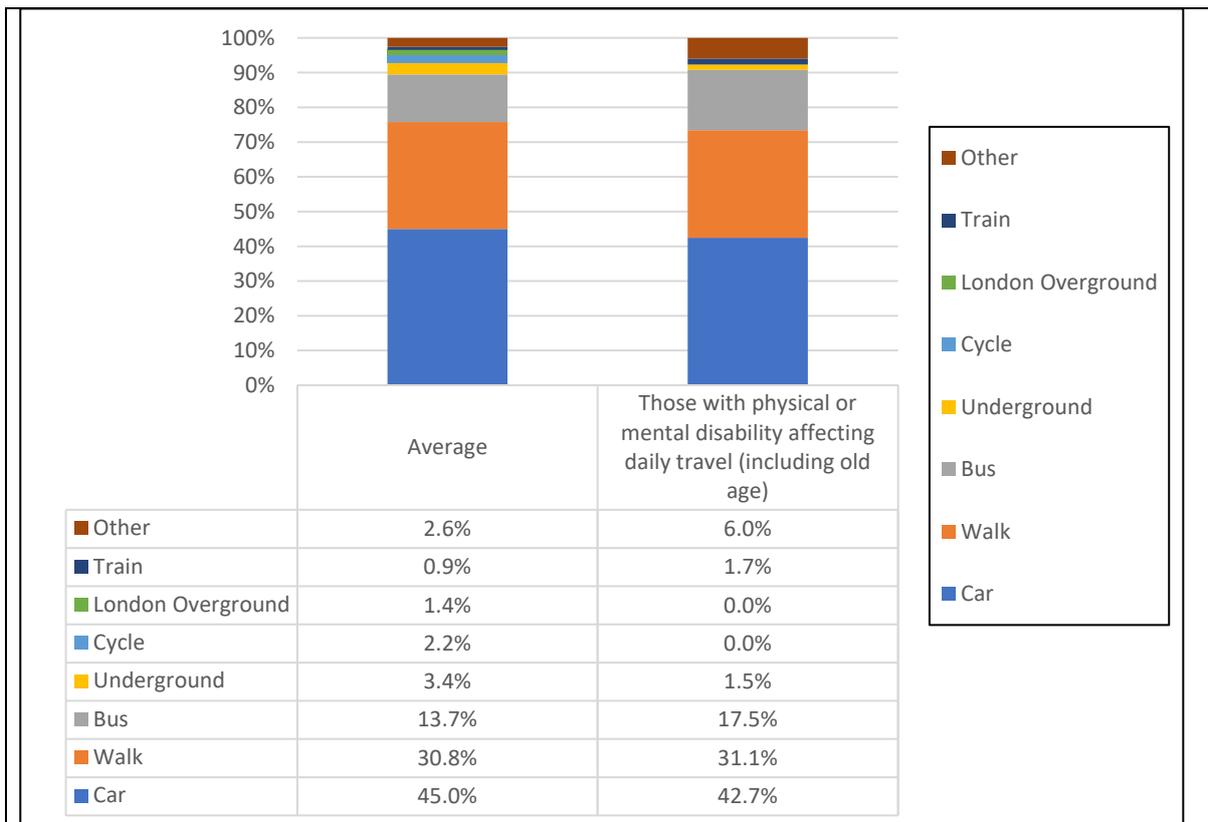


Figure 12: Mode split by those with a physical or mental disability affecting daily travel – Enfield

Source: LTDS (2016/17, 2017/18 and 2018/19)¹¹

Differential impact assessment

Assessment of Phase 1 scheme interventions

Little Park Gardens eastern end closure and new public realm creation

- Additional seating within the public realm will be particularly beneficial for those with mobility impairments and enable them to make longer or more frequent walking journeys. Spending time outdoors, potentially socialising during that time and enjoying the improved environment, can lead to the improved mental health for all.

Implementation of diagonal path across Library Green linking the two new crossing points at Church Street / Sarnesfield Road junction and on Cecil Road across Library Green

¹¹ <https://tfl.gov.uk/corporate/about-tfl/how-we-work/planning-for-the-future/consultations-and-surveys#on-this-page-1>

- This new 3m wide path should have a positive impact on those with mobility related disabilities. The surfacing proposed for this path is suitable for those in wheelchairs and is resin bound and should be non-slip.

Relocation of the crossing point on Cecil Road and upgrading it to being a signalised Toucan crossing

- Currently the crossing point on Cecil Road is a Zebra crossing. This will be replaced and moved to the west so that it aligns with the new diagonal path crossing Library Green and so connecting this route with Town Park. This will be a positive impact for all pedestrians and cyclists using the area. It will be of particular benefit to those who may be considered more vulnerable road users such as those with some types of disability such as visual and mobility impairment.



Figure 9a: Visualisation of new Toucan crossing in Cecil Road



Figure 9b: Existing view of Cecil Road showing telecommunications pole (right)

- However, in order to provide for the pedestrian desire line between the park and the library, the location of the new Toucan crossing has meant that an existing bush at the southern-western corner of the library green is proposed to be removed/ cut back and an existing BT telecommunications pole will be in conflict with those using the crossing. This may affect everyone but particularly those with visual impairments who would not expect this obstruction to be present (it is extremely close to the tactile paving). Figures 9a and 9b show the proposed new crossing with the current location of the pole. It is however proposed to relocate the pole from its current location with the new location being currently agreed on with BT.
- Overall, improved safety through the introduction of pedestrian crossings, and / or improved perception of safety is expected to have a positive impact on all groups, particularly those who may have a disability, and this may encourage more active travel within this group.

Disabled parking bays

- Phase 1 of this scheme proposes to introduce changes to waiting and loading arrangements across the town, including reduced single yellow lines and a number of dedicated disabled parking bays. There will be 3 spaces in Church Street, 4 in Little Park Gardens and 3 in Sarnesfield Road. These proposed dedicated disabled parking spaces will have a positive impact on blue badge

holders who struggle to find available and accessible parking around the town centre. An advantage of dedicated disabled bays is that they are only for those with blue badges whereas yellow lines can also be used by other vehicles for loading purposes.

Engagement

- A participant of one of the workshops representing the National Autistic Society made a point regarding lighting. The point was that those with autism can find that their senses are overloaded, and that bright lighting can lead to physical stress. It was noted that any proposed lighting should be designed taking into account requirements for adequate lighting and ensuring the area is not excessively lit when not required.
- The same participant asked that the forthcoming statutory consultation includes communication information in an 'easy to read' format which is available on request.

Statutory consultation responses

The following responses were received during the statutory consultation period and have implications for this protected group.

Motorcycle parking

- One respondent requested the following, *“Please review where the delivery drivers are going to park currently it is a nightmare. Think about the disabled and how people will be able to access them.”* The objection is related to the introduction of motorcycle parking in Burleigh Way.

General

- This resident viewed the proposals as positive. They said, *“Much needed face lift for the vulnerable better crossing provisions and disability access. Opens up the park entrance. Brings a much more user friendly experience for pedestrians. Opens up the high street to cyclists.”*

Mitigating actions to be taken

- Motorcycle parking in Burleigh Way – designers to investigate whether this is the most appropriate location in view of the objections listed above and consider alternative locations. Council needs to monitor and enforce anti-social behaviour relating to motorcycles in this area.
- Designers must liaise with BT in order to agree a new location of the existing BT telecommunications pole. The alternative would be to relocate the new crossing, but this would impact on the desire line of those moving through the space.

- The path through Library Green should use non-slip material.
- The lightning design team have been consulted regarding lighting levels and they will ensure that appropriate standards will be followed.
- The Council will continue to ensure that future consultation and engagement information is available in accessible formats and that printed information is available on request.
- The Department for Transport's 'Inclusive Mobility' guidance will be considered by the designers.

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.

Evidence base

There is no data available on the numbers of people in the area under this protected characteristic.

The 2021 Census asked a voluntary question on gender identity to respondents aged 16 years or over. 91.42% of Enfield residents aged 16 years and over responded to the question.

Table 6 below shows gender identity in Enfield based on the responses received.

Table 6: Gender identity of Enfield population aged 16 years and over
(source: Census 2021)

Gender Identity	Enfield population aged 16 years and over	Percentage of residents aged 16 years and over
Gender identity the same as their sex registered at birth	232,329	90.34%
Gender identity different from their sex registered at birth but no specific identity given	1,652	0.64%
Trans woman	518	0.2%
Trans man	486	0.19%
Non-binary	74	0.03%
Another gender identity	58	0.02%
Did not answer	22,065	8.58%

There have been 14 transgender hate crime offences reported in Enfield in 2022/23 compared with 2021/22, an increase of 40%. There was also an increase in this form of hate crime across the whole of London of 9% during the same time period.

Table 7: Transgender hate crime Enfield and London, 2021 – 2023¹²

	Enfield		% Difference	London		% Difference
	Aug 2021- July 2022	August 2022- July 2023		Aug 2021- July 2022	August 2022- July 2023	
Transgender hate crime	10	14	40%	420	458	9%

It is believed that it is unlikely that the introduction of Phase 1 of this scheme will unduly impact people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex. However, this EqIA should be considered an iterative document, and should consultation/engagement identify any specific issues then they can be investigated, and mitigations recorded here.

There were no responses received related to this protected characteristic during the statutory consultation.

Mitigating actions to be taken

- To review and address any feedback related to this protected group during the statutory consultation.

¹² Performance report for scrutiny, Enfield council August 2023.

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 believed that it is unlikely that the introduction of Phase 1 of this scheme will have a disproportionate impact on grounds of Marriage and Civil partnership. However, this EqIA should be considered an iterative document, and should consultation/ engagement identify any specific issues then they can be investigated, and mitigations recorded here.

There were no responses received related to this protected characteristic during statutory consultation.

Mitigating actions to be taken

- None

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.

Evidence Base

The General Fertility Rate (GFR) in Enfield was 58.0 per 1000 women aged 15-44 in 2021, slightly above the London GFR of 56.1% that year, and slightly lower than outer London GFR of 62.8 of the same year.

Table 8: Birth and Fertility rates (2021, ONS¹³)

Area	Live births 2016	Live births 2021	GFR 2021
Enfield	5,000	3,936	58.0
London	128,803	110,961	56.1
Outer London	78,707	67,841	62.8

Source: ONS¹⁴

Differential impact assessment

Assessment of Phase 1 scheme interventions

- The interventions which include the implementation of new pedestrian crossings and raised tables at junctions will enable those who are pregnant or moving around with children and/ or with prams/ pushchairs, to walk through the area more safely and confidently.
- In the short to medium term the scheme may adversely increase congestion on the surrounding road network as construction takes places, and some traffic may reassign from roads within the study area. As such the scheme could negatively impact journey times.
- More seating within the public realm as well as outside of entrance to Town Park will be beneficial to those who are pregnant or with children, enabling them to make longer walking journeys confidently by providing places to rest.

¹³ <http://www.ons.gov.uk/ons/rel/vsob1/birth-summary-tables--england-and-wales/index.html>

¹⁴ <http://www.ons.gov.uk/ons/rel/vsob1/birth-summary-tables--england-and-wales/index.html>

Improvements at Little Park Gardens (proposed new pocket park) will also provide opportunity for incidental play.

There were no responses received related to this protected characteristic during statutory consultation.

Mitigating actions to be taken

- All additional pedestrian space should be accessible to everyone, including parents with prams or pushchairs. This means ensuring new surfaces are flush with existing pavements or providing dropped kerbs and ramps. Street furniture and bollards should also be designed and regularly monitored to prevent them from creating obstacles or narrowing passage for pram and pushchair users.
- If the bench is implemented, ensure that the gap in the proposed semi-circular bench is wide enough to park a pram/ pushchair or wheelchair, so that someone accompanying that child in the buggy (or person in a wheelchair) can sit next to them on the bench.

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.

Evidence base

Figure 13 presents the population of the study area by ethnicity. Based on data from Census 2021, 64% of the study area's residential population is 'White', making it the most common ethnicity in the area. It is higher than the average across the borough but lower than the England average (81%).

The second most populous ethnicity is 'Black/African/Caribbean/Black British', of which 11% of the population identify. This is followed by 'Mixed or Multiple ethnic groups', at 9% of the study area's population.

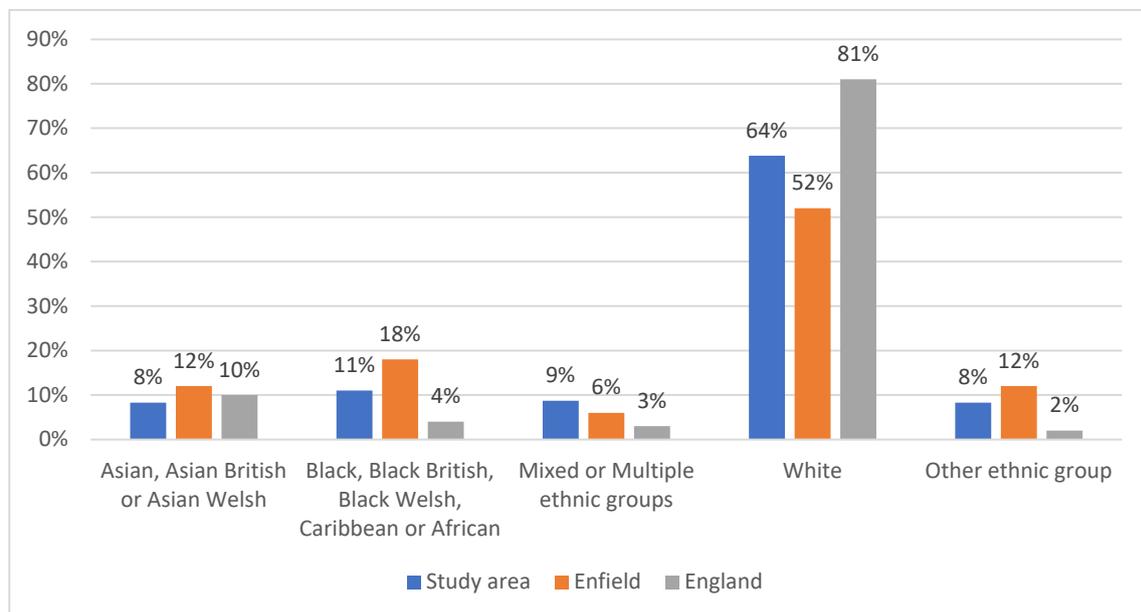


Figure 13: Population of the study area by ethnicity compared to Enfield and England average

Source: Census 2021¹⁵

Table 9 presents the population of Town and Grange Park wards where the study area is included, as well as the borough of Enfield, by ethnicity, based on Census

¹⁵ Build a custom area profile - Census 2021, ONS

2021 data. According to the table below, the 'White' ethnic group constitutes of 63%, 61.9% and 52.1% of the total population respectively, making it the most common ethnicity. The second most significant group for the Town and Grange Park ward is 'Asian or British Asian' with a percentage of 7.6% and 9.4% respectively whilst 'Black, Black British, Caribbean or African' is the second most significant group for the Borough (18.3%).

Table 9: Population of Town and Grange Park wards and Enfield by ethnicity based on Census 2021¹⁶ data.

Ethnicity	Town ward		Grange Park ward		Borough of Enfield	
	Estimated population size	Percentage of total population	Estimated population size	Percentage of total population	Estimated population size	Percentage of total population
Asian or Asian British	1,019	7.6%	886	9.4%	37,973	11.5%
Bangladeshi	146	1.1%	39	0.4%	8,123	2.5%
Chinese	152	1.1%	88	0.9%	2,611	0.8%
Indian	347	2.6%	420	4.5%	11,870	3.6%
Pakistani	66	0.5%	95	1%	3,674	1.1%
Any other Asian background	308	2.3%	244	2.6%	11,615	3.5%
Black, Black British, Caribbean or African	817	6%	390	4.2%	60,512	18.3%
African	311	2.3%	138	1.5%	36,463	11%
Caribbean	450	3.3%	211	2.3%	16,990	5.1%
Any other Black, Black British or	56	0.4%	41	0.4%	7,059	2.1%

Caribbean background						
Mixed or multiple ethnic groups	912	6.8%	486	5.1%	19,558	5.9%
White and Black Caribbean	253	1.9%	131	1.4%	5,165	1.6%
White and Black African	119	0.9%	51	0.5%	2,994	0.9%
White and Asian	201	1.5%	150	1.6%	3,818	1.2%
Any other Mixed or multiple ethnic background	339	2.5%	154	1.6%	7,581	2.3%
White	8,512	63%	5,782	61.9%	171,884	52.1%
English, Welsh, Scottish, Northern Irish or British	6,994	51.8%	4,702	50.3%	103,140	31.3%
Irish	525	3.9%	356	3.8%	5,969	1.8%
Gypsy or Irish Traveller	0	0	6	0.1%	374	0.1%
Roma	30	0.2	25	0.3%	1,121	0.3%
Any other White background	963	7.1%	693	7.4%	61,280	18.6%

Other Ethnic Group	292	2.2%	290	3.1%	40,058	12.1%
Arab	67	0.5%	41	0.4%	2,535	0.8%
Any other ethnic group	225	1.7%	249	2.7%	37,523	11.4%

Based on average travel modes from the LTDS data presented in Figure 14, in Enfield all ethnic groups except for 'Other Ethnic Group' are more than likely to drive or be driven in a 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%. It is important to note that the sample size of LTDS data is small, therefore these percentages may not precisely reflect the travel behaviours of each ethnic group.

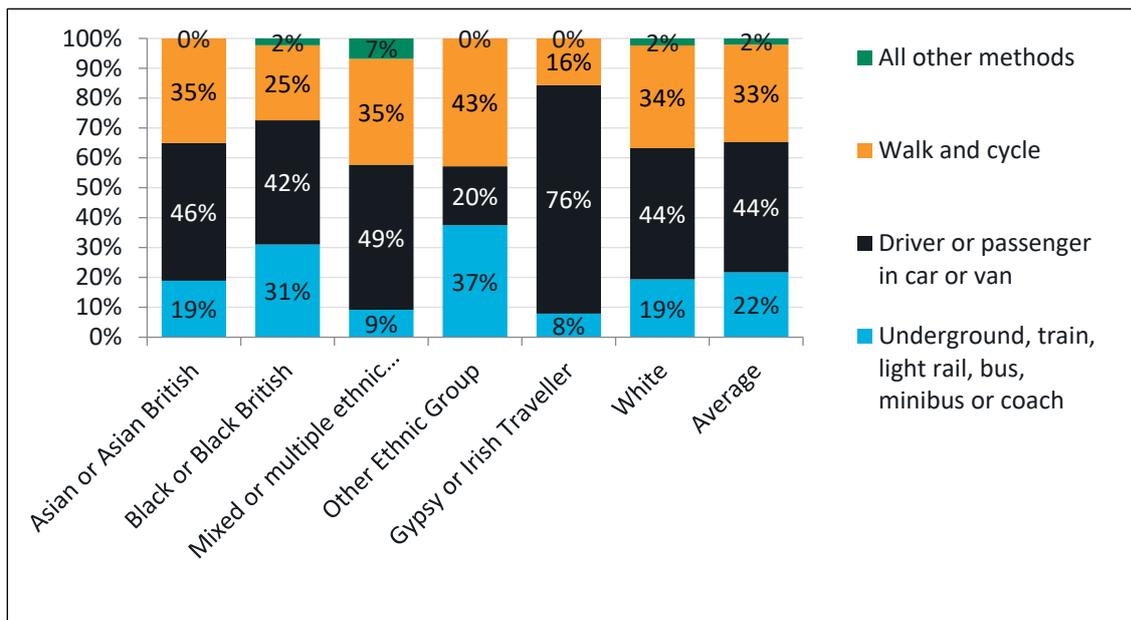


Figure 14: Mode share by ethnicity in Enfield

Source: LTDS (2018/19)¹⁷

Assessment against scheme interventions

Bus Services During Construction

- Road or lane closures during construction may cause temporary disruption to bus services within the scheme extent. This may have a disproportionately negative impact on 'Other Ethnic Group' and 'Black and Black British' people

¹⁷ <https://tfl.gov.uk/corporate/about-tfl/how-we-work/planning-for-the-future/consultations-and-surveys#on-this-page-1>

who are more likely to use buses as their primary method of travel than any other ethnic group. This may make some of their journey slightly longer.

- In the Borough of Enfield, a number of different languages are commonly spoken, with adults who speak English at home is 76%. Where English is not understood well, residents may be unable to understand the proposals being put forward, particularly during construction, where bus stops may be temporarily moved, or routes temporarily diverted. The engagement materials as well as any future traffic management plans, can be provided in languages and formats to anyone who enquires about them.

There were no responses received related to this protected characteristic during statutory consultation.

Mitigating actions to be taken

- Monitor any future engagement responses from those belonging to different ethnic groups raising issues that have not been identified before. There is often poor awareness of local walking and cycling schemes amongst those who rarely walk, cycle, or travel outside their immediate area, particularly in those who do not speak English at all, or it is not their first language. As such, all consultation and engagement communications should aim to ensure that these groups are reached, for example by offering materials in appropriate languages and or engaging through relevant community organisations. Visuals and graphical representation of the proposed changes will enable a better understanding of the proposals.

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.

Evidence base

Figure 15 presents Census 2021 data on religion and belief in Enfield. Enfield is a predominantly Christian borough, with 46% of the population identifying as Christian. 27% of people do not follow a religion or did not state a religion. 19% of residents identify as Muslim, making it the second most common religion or belief. Enfield is also home to smaller proportions of residents compared to the other faiths including Buddhist (1%), Hindu (3%), Jewish (1%) and Sikh (0.4%).

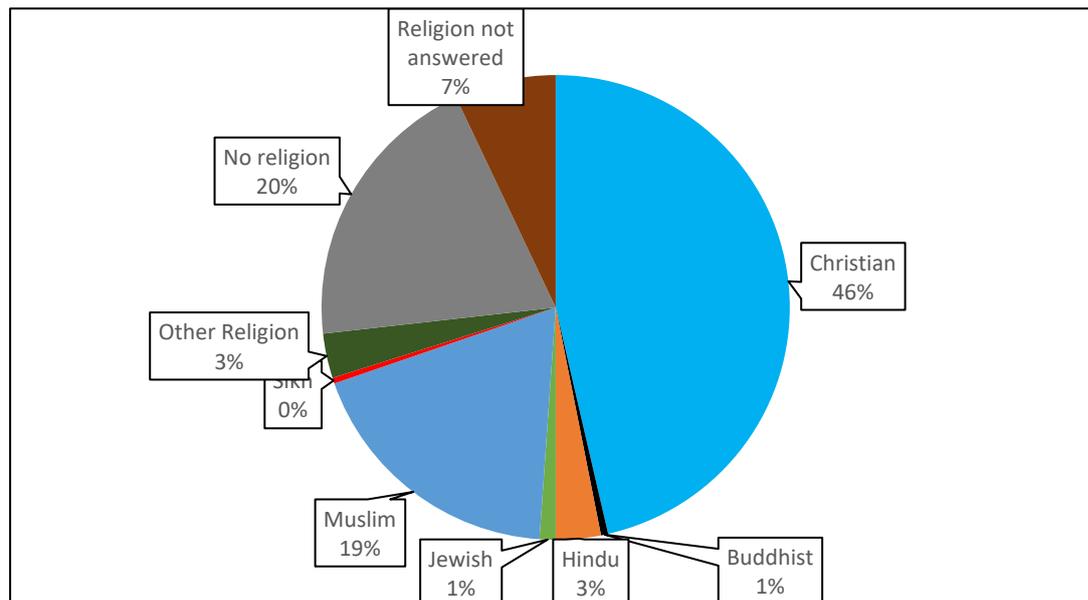


Figure 15: Breakdown of religion/belief within Enfield 2021

Source: Census 2021¹⁸

Figure 16 presents data from Census 2021 data on religion and belief within the study area. This demonstrates a higher proportion for the Christian and no-religion proportions, with smaller proportions of Muslim and other religions.

¹⁸

<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationandhouseholdestimatesenglandandwalescensus2021>

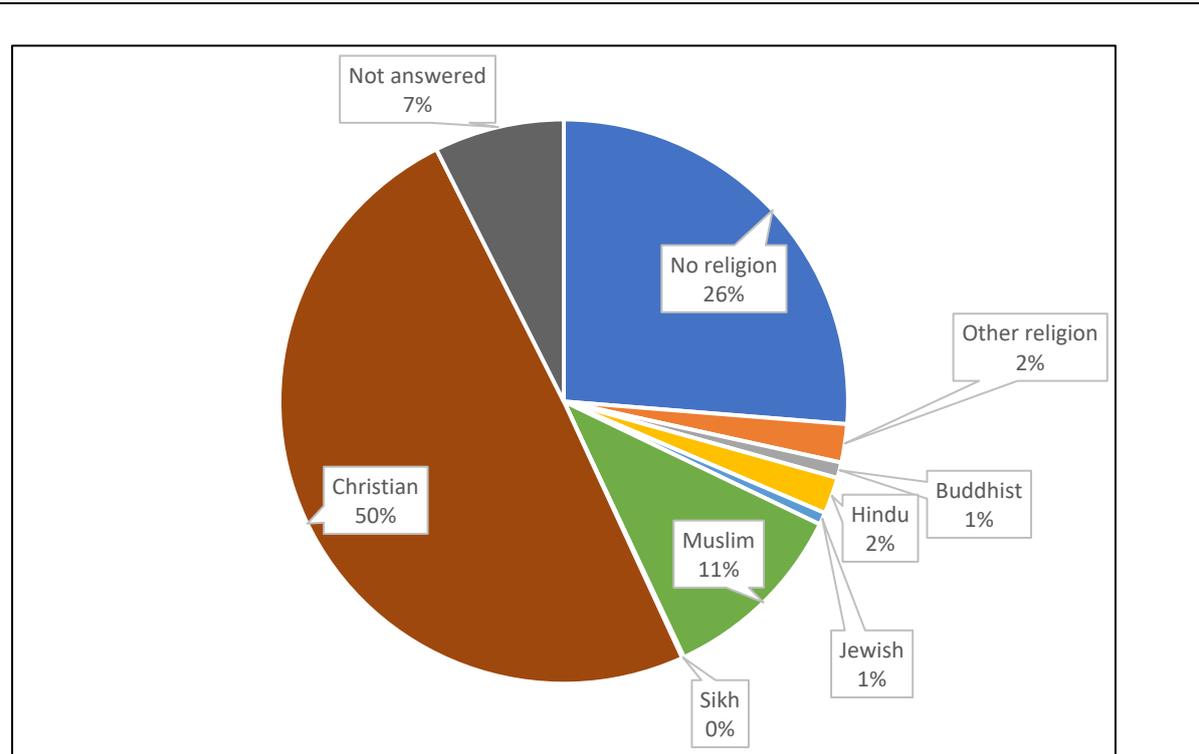


Figure 16: Breakdown of religion/belief within the study area

Source: Census 2021¹⁹

It is believed that it is unlikely that the introduction of Phase 1 of this scheme will unduly impact people on the grounds of their religion or belief. However, this EqIA should be considered an iterative document, and should consultation/ engagement identify any specific issues then they can be investigated, and mitigations recorded here.

There were no responses received related to this protected characteristic during statutory consultation.

Mitigating actions to be taken

- None.

¹⁹ Build a custom area profile - Census 2021, ONS

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.

Evidence base

Across Enfield, 47.7% of residents identify as male and 52.3% as female. This is consistent with the smaller 'study area', according to Census 2021 data.

Table 10 below shows sex composition based on data from Census 2021. Females are slightly higher than the borough average while men are slightly lower than that.

Table 10: Sex composition based on data from Census 2021 for the study area and Borough average²⁰

Distribution by sex	Study area (%) in 2021	Borough of Enfield (%) in 2021
Female	53.1%	52.3%
Male	46.9%	47.7%

Figure 17 presents the mode share by sex in Enfield. Walking is the most used type of transport by females, making up 33% of all trips. This is 5% higher than males. On average, females drive slightly less than males, making up 44% of trips vs 46% with males. Females also use the bus more than males (15% vs 13%).

²⁰ Build a custom area profile - Census 2021, ONS

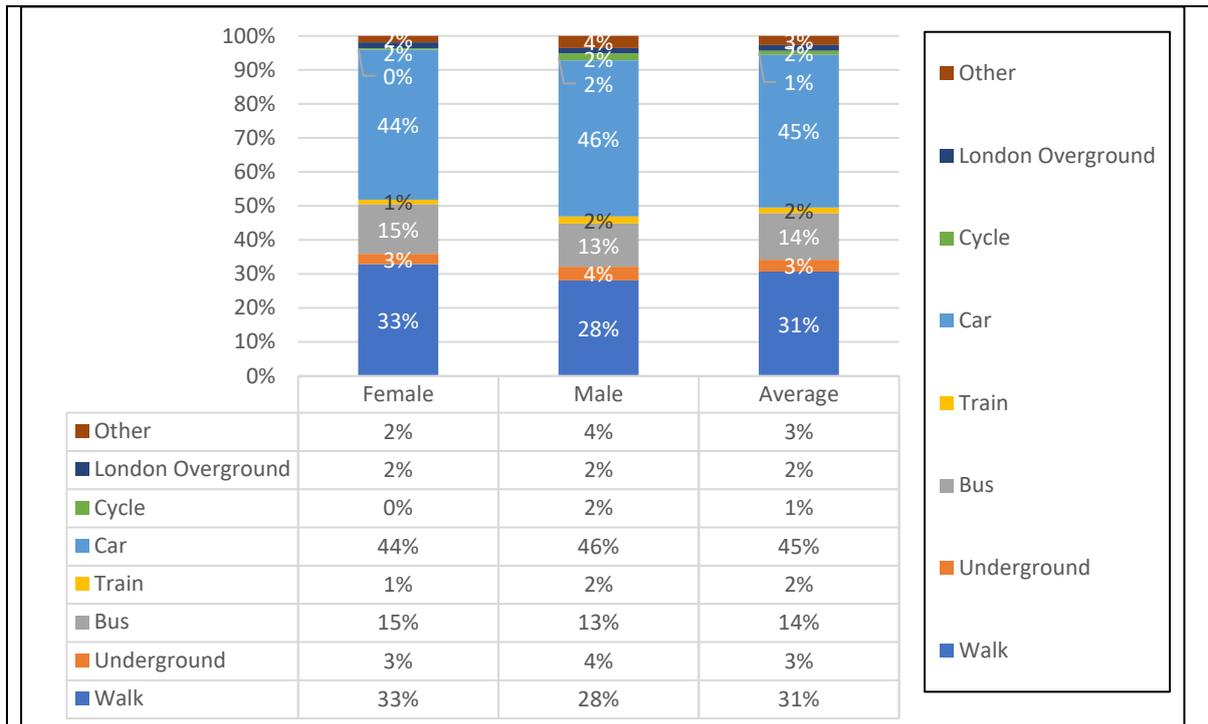


Figure 17: Mode share by sex in Enfield

Source: LTDS (2016/17, 2017/18 and 2018/19)²¹

Across Greater London, research undertaken by TfL shows walking is the most commonly used type of transport by females (95% walk at least once a week). Females are also more likely to use buses than males (62% compared with 56%) but are less likely to use other types of transport including the Tube (38% of women compared with 43% of males).

Female Londoners take more trips on a weekday than male Londoners, 2.5 compared to 2.3²². 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 and/or shopping, and this can affect transport choices.

Females aged 17 or over who are living in London are less likely than males to have a full driving licence (58% compared with 72%) or have access to a car (63% of all females compared with 66% of all males). These factors are likely to be related to the frequency of car use as a driver.

79% of females in London report being able to ride a bike, compared with 91% of males²³.

²¹ <https://tfl.gov.uk/corporate/about-tfl/how-we-work/planning-for-the-future/consultations-and-surveys#on-this-page-1>

²² <https://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

²³ <http://content.tfl.gov.uk/attitudes-to-cycling-2014-report.pdf>

Women's travel needs are more complex than men's due to a range of factors; the increased likelihood of travelling with a buggy and/or shopping affects the travel choices women make, women are also more likely to be carers of children, older people, sick and disabled further affecting the choices they make.

Female Londoners are less likely to travel by bicycle than male Londoners, 10% of females make a weekly trip by bike compared to 17% of males. 75% of women in London can ride a bike compared to 88% of men. TfL's research shows that women in London are put off cycling due to fear of collisions, too much traffic and lack of confidence.

Differential impact assessment

[Assessment of Phase 1 scheme interventions](#)

Little Park Gardens eastern end closure and new public realm creation

- A recent report, 'Safety in public space: Women, girls and gender diverse people, Good growth by design' published by the GLA in 2022 acknowledges that 'concerns around personal safety are a pervasive everyday experience of women, girls and gender diverse people in our city'. The same report outlines that gender-based violence and harassment is common in public spaces, with 71% of women in the UK having experienced some form of sexual harassment in a public space, this rises to 86% among women aged 18-24. There is therefore a risk that the new public realm area could attract anti-social behaviour that may create an intimidating environment that may disproportionately affect women. However an increased footfall and improvement of the area, is likely to provide natural resilience in this location.

Mitigating actions to be taken

- Engage with the Metropolitan Police and monitor crime and anti-social behaviour within the area after implementation.
- Monitor recorded crimes in the area.

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.

Evidence base

There is no data available on the numbers of people in the area under this protected characteristic. However, the Government's Treasury Department estimated that 6% of the UK population was lesbian, gay and bisexual in 2005, when conducting research into the impact of the Civil Partnerships Act.

A Greater London Authority (GLA) estimate suggests that the figure in London is in the region of 10% (*Assessment of the GLA's impact on lesbian, gay and bisexual equality, GLA, 2011*²⁴). Using the Office for National Statistics' ward-level population estimates from mid-2018 (the latest available), and assuming that people who are LGBTQ+ are equally distributed throughout Enfield, this would equate to approximately 1,346 people who identify as LGBTQ+ in Grange ward, 1,517 in Town and 33,387 in Enfield as a whole.

Those who identify as LGBTQ+ can be disproportionately impacted by personal security issues and can be greater targets of anti-social behaviour and other types of crime.

The Census 2021 asked a voluntary question on sexual orientation for all respondents aged 16 years or over. In Enfield, 90.3% of residents aged 16 and over responded to this question. Table 11 below shows sexual orientation in the Borough of Enfield based on the responses received.

Table 11: Sexual orientation of Enfield population aged 16 years and over based on Census 2021²⁵ data.

Sexual orientation (Census 2021)	Enfield population aged 16 years and over	Percentage of Enfield residents aged 16 years and over
Straight or heterosexual	226,705	88.15%
Gay or lesbian	2,342	0.91%
Bisexual	2,073	0.81%
Pansexual	944	0.37%

²⁴ https://www.london.gov.uk/sites/default/files/assessment_of_glas_impact_on_lgb_equality.pdf

²⁵ ONS, [Sexual orientation, England and Wales: Census 2021](#)

Asexual	74	0.03%
Queer	35	0.01%
All other sexual orientations	151	0.06%
Not answered	24,858	9.67%

Differential impact assessment

- Possible increases in pedestrian and cycling numbers can help to reduce the levels of crime, through an increase in natural surveillance. Lighting is also being improved as part of the proposals, particularly in Library Green to further improve safety. Implementing these measures may be likely to help to deter some people from committing a crime. Consequently, these proposals could have a significant positive impact on this protected group, who are more likely to experience unwanted sexual behaviour.

There were no responses received related to this protected characteristic during statutory consultation.

Mitigating actions to be taken

- None.

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.

Evidence Base

Children and young people come into care for a number of reasons and at different ages, some stay in care for a short time while others may stay permanently. Most looked after children live with foster families. While a child or young person remains in care, they are a 'looked after child or young person'. The Council has a duty to look after them in the best possible way and provide the services they need to do well in all areas of life.²⁶

Figure 18²⁷ shows the numbers of 'looked after' children under the age of 18 in Enfield over the last 5 years.

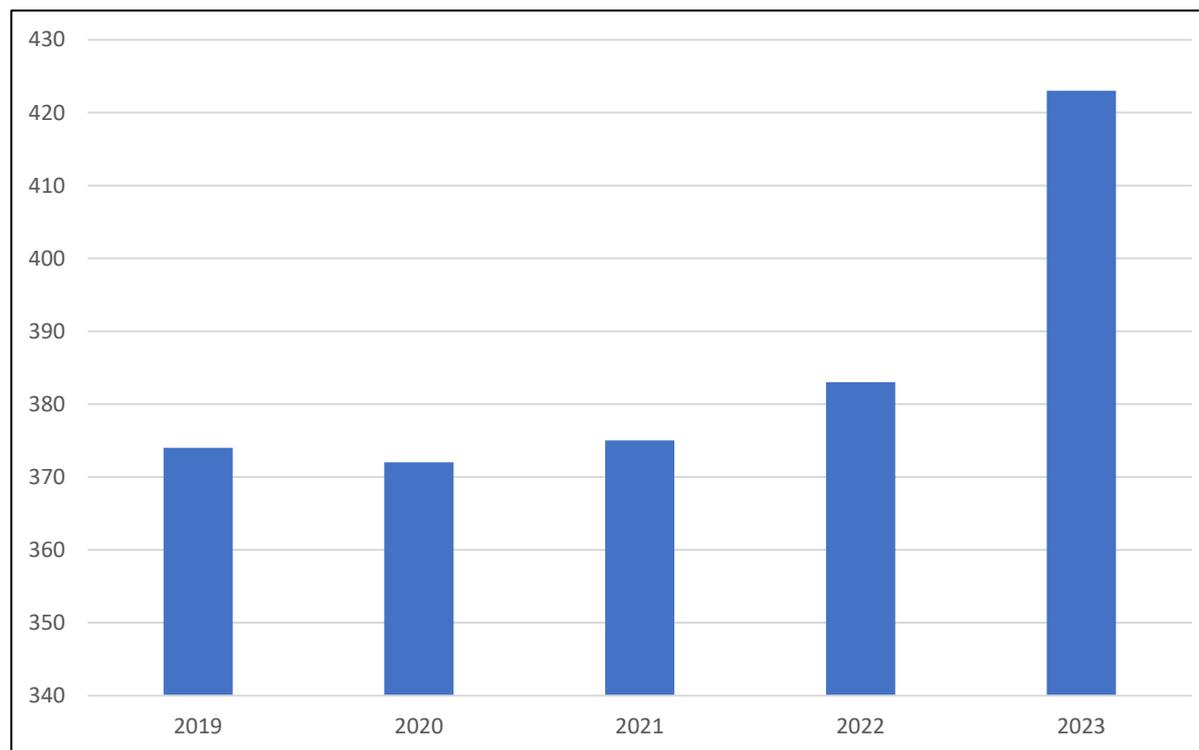


Figure 18: Numbers of 'children looked after' in Enfield on 31 March each year by reporting year

Enfield's Draft Looked After Children Strategy 2023-2028 sets the overarching vision and priorities for looked after children and care leavers.

²⁶ [LAC service \(enfield.gov.uk\)](https://enfield.gov.uk/lac-service)

²⁷ Gov.uk Explore education statistics: <https://explore-education-statistics.service.gov.uk/find-statistics>

Impacts

It is not thought that there would be a specific disproportionate impact on children or young people in care although as discussed in the 'Age' section above, the fully pedestrianised space created in Little Park Gardens is likely to particularly benefit children as a whole (although more likely younger children under 11) as the new street furniture will enable those with children to mingle and rest in a space previously dominated by vehicles.

There were no responses received related to this protected characteristic during statutory consultation.

Mitigating actions to be taken

- None.

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.

Evidence base

The Indices of Deprivation 2019, published by the Ministry of Housing, Communities and Local Government (now the Department for Levelling Up, Housing and Communities) measure relative deprivation in neighbourhood areas. These are ranked and sorted into deciles of relative deprivation.

The map below illustrates the level of deprivation each neighbourhood area of a ward is. The darker the shading, the higher the relative deprivation levels. This presents a visual representation of deprivation across Enfield. Town ward has a mixture of low and moderate deprivation levels and is among the least deprived 50% of all wards in England. Grange Park has low relative deprivation levels and is among the 30% least deprived wards in England. In broad terms the eastern areas of Enfield have more levels of deprivation, whereas the west and northwest areas have the least.

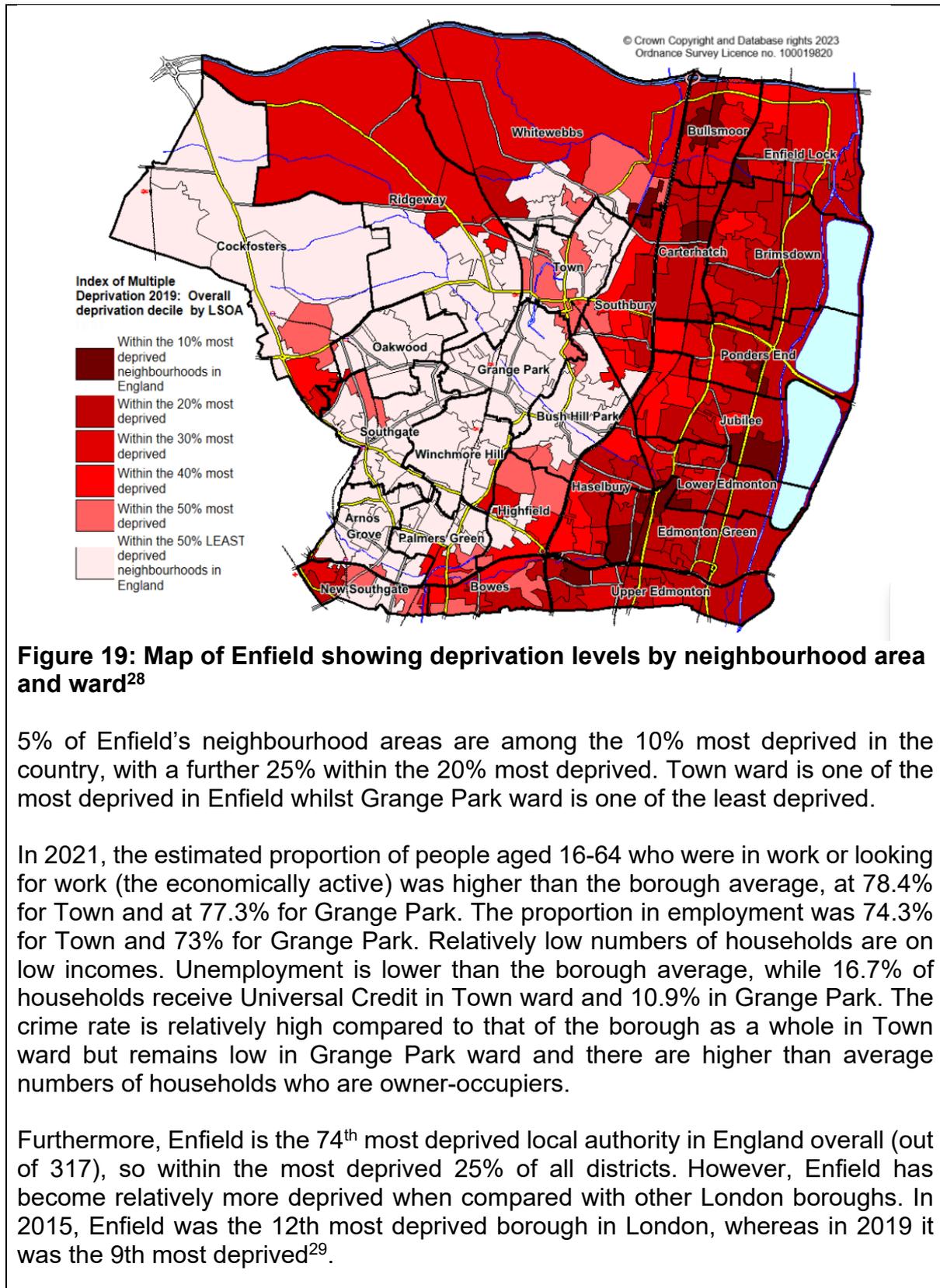


Figure 19: Map of Enfield showing deprivation levels by neighbourhood area and ward²⁸

5% of Enfield’s neighbourhood areas are among the 10% most deprived in the country, with a further 25% within the 20% most deprived. Town ward is one of the most deprived in Enfield whilst Grange Park ward is one of the least deprived.

In 2021, the estimated proportion of people aged 16-64 who were in work or looking for work (the economically active) was higher than the borough average, at 78.4% for Town and at 77.3% for Grange Park. The proportion in employment was 74.3% for Town and 73% for Grange Park. Relatively low numbers of households are on low incomes. Unemployment is lower than the borough average, while 16.7% of households receive Universal Credit in Town ward and 10.9% in Grange Park. The crime rate is relatively high compared to that of the borough as a whole in Town ward but remains low in Grange Park ward and there are higher than average numbers of households who are owner-occupiers.

Furthermore, Enfield is the 74th most deprived local authority in England overall (out of 317), so within the most deprived 25% of all districts. 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 deprived²⁹.

²⁸ [Ward Profile - Town 2023 \(enfield.gov.uk\)](https://enfield.gov.uk/ward-profile-town-2023)

²⁹ [Enfield Borough Profile 2023](https://enfield.gov.uk/enfield-borough-profile-2023)

Table presents the percentage of households without access to a car or van based on data from Census 2021. The study area has a slightly higher percentage of households without access to a car or van compared to Enfield, slightly lower compared to London and significantly higher than the England and Wales average.

Table 12: Percentage of households with cars or vans in the study area, Enfield, London and England and Wales (Census 2021³⁰)

Car Ownership (Census 2021)	Study area (%)	Enfield (%)	London (%)	England and Wales (%)
No cars or vans in household	37	31	42	23
1 car or van in household	47	44	40	41
2+ cars or vans in household	16	25	18	35

The Census 2021 data for household composition in Enfield indicates that the percentage of lone parent households with dependent children in England remains at 11.8%.

According to Census 2021³¹, Enfield's employment rate continues to track below that of London. Enfield has a lower proportion of full-time employees than London as a whole (64.7% vs 72.0%), but a higher proportion of part-time employed people (35.3% vs 28.0%). Enfield has a higher proportion of people who are economically inactive due to being long-term sick or disabled (4.2% vs 3.6%).

Enfield's median household income in 2018 (according to CACI 2018 data) was £34,000, lower than the Outer London average. According to CACI Ltd estimate³², the average (mean) household incomes increased from £42,790 to £49,200 between 2021 and 2022, while the median average rose from £35,303 to £41,149 (17%).

There were no responses received related to this protected characteristic during statutory consultation.

Mitigating actions to be taken.

- It is recommended that the benefits of this scheme are advertised, with a specific focus on reaching those with lower household incomes. This may include events in the community or advertising in local community centres,

³⁰ Build a custom area profile - Census 2021, ONS

³¹ https://www.nomisweb.co.uk/sources/census_2021/report?compare=E09000010

³² [Enfield Borough profile 2022](#)

leisure centres or shops. Ensuring people are aware of the upgrades to cycling infrastructure will increase the chances of people using it.

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?

This Equality Impact Assessment is not a static document and will continue to be updated while the scheme is developed, taking into account both the ongoing scheme design as well as any feedback received from stakeholders.

Extensive engagement, including with public and multiple stakeholders has been undertaken, including four stages of engagement carried out on the entirety of this scheme. Summary reports and details of these engagement can be found in the main scheme EqIA report and on the project page.

Two further engagement workshops have taken place in January 2024, prior to the statutory consultation. These workshops included members of ENAS and One to One Enfield. The scheme design team presented the key aspects of Phase 1 and comments were invited and recorded.

The statutory consultation on Phase 1 of the Enfield Town Liveable Neighbourhood scheme has been carried out between February 7th until March 3rd 2024. This EqIA has been further updated since the results from the statutory consultation have been received, particularly comments from the respondents have been added to each relevant protected group. During this time, two further groups namely Enfield Wheelchair Users and Enfield Disability Action have been contacted for a response; unfortunately, no response has been received from either group.

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
Unidentified issues	Monitor and review feedback from the public engagement and professional stakeholders during consultations	Agnieszka Jezierska	Statutory consultation period	TBC	Action now closed
Visibility of the benefits that the scheme will deliver	It is recommended that the benefits of this scheme are advertised, with a specific focus on reaching those with lower households' incomes. This may include events in the community or advertising in local community centres, leisure centres or shops. Ensuring	Agnieszka Jezierska	Pre-scheme implementation and during scheme as well as post implementation to promote new infrastructure	TBC	

	people are aware of the upgrades to cycling infrastructure will increase the chances of people using it.				
Planting	Ensure plants chosen for the rain gardens are non-toxic	Agnieszka Jezierska	Design stage	TBC	
Cycle use through the new pocket park in Little Park Gardens and Library Green.	Ensure that shared space areas and cycle tracks are clearly demarcated through signage, tactile paving and with a change of colour/material. It is recommended that LB Enfield monitors the performance of these spaces with particular regard paid to how elderly users use and perceive these spaces.	Agnieszka Jezierska	Design stage and ongoing	TBC	

BT Telecommunications pole location in Cecil Road and conflict with proposed Toucan crossing	Mitigation for pole – liaison with BT to agree details of the relocation of the pole. This is being actioned ahead of the implementation stage.	Agnieszka Jeziarska	Design stage	TBC	
Lighting	The lightning design team have been consulted regarding lighting levels and design team will ensure that appropriate standards will be followed.	Agnieszka Jeziarska	Design stage	TBC	
Accessibility	The Department for Transport's 'Inclusive Mobility' guidance will be considered by the designers.	Agnieszka Jeziarska	Design stage	TBC	

<p>Motorcycle parking in Burleigh Way</p>	<p>Motorcycle parking in Burleigh Way – designers to investigate whether this is the most appropriate location in view of the objections listed above and consider alternative locations. If implemented, the council should monitor and enforce anti-social behaviour relating to motorcycles in this area.</p>	<p>Agnieszka Jezierska</p>	<p>Design and post-implementation</p>	<p>TBC</p>	
<p>Public space at the eastern end of Little Park Gardens</p>	<p>Monitor use of this public space once implemented with regards to anti-social behaviour and how well the area is used.</p>	<p>Agnieszka Jezierska</p>	<p>Design and post-implementation</p>	<p>TBC</p>	

Appendix 1: Designs for Enfield Town Phase 1

