

Enfield Equality Impact Assessment (EqIA)

Introduction

The purpose of an Equality Impact Assessment (EqIA) is to help Enfield Council make sure it does not discriminate against service users, residents and staff, and that we promote equality where possible. Completing the assessment is a way to make sure everyone involved in a decision or activity thinks carefully about the likely impact of their work and that we take appropriate action in response to this analysis.

The EqIA provides a way to systematically assess and record the likely equality impact of an activity, policy, strategy, budget change or any other decision.

The assessment helps us to focus on the impact on people who share one of the different nine protected characteristics as defined by the Equality Act 2010 as well as on people who are disadvantaged due to socio-economic factors. The assessment involves anticipating the consequences of the activity or decision on different groups of people and making sure that:

- unlawful discrimination is eliminated
- opportunities for advancing equal opportunities are maximised
- opportunities for fostering good relations are maximised.

The EqIA is carried out by completing this form. To complete it you will need to:

- use local or national research which relates to how the activity/ policy/ strategy/ budget change or decision being made may impact on different people in different ways based on their protected characteristic or socio-economic status;
- where possible, analyse any equality data we have on the people in Enfield who will be affected eg equality data on service users and/or equality data on the Enfield population;
- refer to the engagement and/ or consultation you have carried out with stakeholders, including the community and/or voluntary and community sector groups you consulted and their views. Consider what this engagement showed us about the likely impact of the activity/ policy/ strategy/ budget change or decision on different groups.

The results of the EqIA should be used to inform the proposal/ recommended decision and changes should be made to the proposal/ recommended decision as a result of the assessment where required. Any ongoing/ future mitigating actions required should be set out in the action plan at the end of the assessment.

Section 1 – Equality analysis details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Local Heritage List Review
Team/ Department	Heritage Team, Strategic Planning and Design
Executive Director	Perry Scott
Cabinet Member	Leader of the Council
Author(s) name(s) and contact details	Nicholas Page Nicholas.page@enfield.gov.uk
Committee name and date of decision	n/a
Date of EqlA completion	24/04/2023 Updated 02/08/2024

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

The completed EqlA 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 EqlA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.

Section 2 – Summary of proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

Please summarise briefly:

What is the proposed decision or change?
What are the reasons for the decision or change?
What outcomes are you hoping to achieve from this change?
Who will be impacted by the project or change - staff, service users, or the wider community?

The Heritage Strategy 2019-2024 makes a commitment to “Maintain a list of assets of local heritage significance and consolidate the recognition of cultural heritage value”. To realise this objective, the Heritage Strategy recommends that LBE “review the local lists of heritage assets on an annual basis”. Due to the coronavirus pandemic, it has not been possible to undertake an annual review.

During 2022 the Heritage Team worked with The Enfield Society to review to current Local Heritage List. This was a comprehensive review of the whole list to account for the impact of the coronavirus pandemic.

The review was undertaken by trained volunteers and the draft Local Heritage List has been considered by a Local Heritage List Review Board made up from Council officers and representatives of The Enfield Society, Historic England and the volunteers.

The next step is to consult the public on the proposed revisions to the Local Heritage List. The consultation will be limited to included new entries, removals and significant amendments including changed boundaries. Minor amendments to correct or expand existing descriptions or change photographs will not form a part of the public consultation.

The consultation will be for 4 calendar weeks and is directed primarily to property owners and occupiers of affected addresses.

Owners and occupiers will be notified of the consultation by letter which will be addressed to the property (rather than individual). Where a large number of properties form a single ‘entry’ (E.g. a tower block with numerous flats) notice(s) will be placed in a suitably prominent location.

Consultation material will be hosted on LBE website with hard copies available upon request.

The primary method of providing feedback will be email, however, a postal address will also be provided.

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.

We recognise that not all age groups may have the skills or access to engage with digital elements. This may include accessing online consultation material and providing feedback via email.

Mitigating actions to be taken

To ensure that all can participate in this consultation, owners / occupiers will be given the option of providing comments via post rather than email. Upon request we can also provide hard copies to individuals without access to the internet.

Disability

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

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

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

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

The consultation material will be available as a written document available online. This may impact those who are visually impaired and those with learning difficulties.

Mitigating actions to be taken

A digital-first consultation will allow owners / occupiers to increase the text size, translate text and utilise technologies such as screen readers.

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.

No equality impacts have been identified at this stage that is specific to this equality group.

Mitigating actions to be taken

N/A

Marriage and Civil Partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people in a marriage or civil partnership?

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

No equality impacts have been identified at this stage that is specific to this equality group.

Mitigating actions to be taken

N/A

Pregnancy and maternity

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

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

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

No equality impacts have been identified at this stage that is specific to this equality group.

Mitigating actions to be taken

N/A

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.

No equality impacts have been identified at this stage that is specific to this equality group.

Mitigating actions to be taken

N/A

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.

No equality impacts have been identified at this stage that is specific to this equality group.

Mitigating actions to be taken

N/A

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.

No equality impacts have been identified at this stage that is specific to this equality group.

Mitigating actions to be taken

N/A

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**

<p>negative] on people with a particular sexual orientation?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p>
<p>No equality impacts have been identified at this stage that is specific to this equality group.</p>
<p>Mitigating actions to be taken</p>
<p>N/A</p>

<p>Care Experience</p> <p>This refers to a person who has spent 13 weeks or more in local authority care.</p>
<p>Will this change to service/policy/budget have a differential impact [positive or negative] on people with care experience?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p>
<p>No equality impacts have been identified at this stage that is specific to this equality group.</p>
<p>Mitigating actions to be taken</p>
<p>N/A</p>

<p>Socio-economic deprivation</p> <p>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.</p>
<p>Will this change to service/policy/budget have a differential impact [positive or negative] on people who are socio-economically disadvantaged?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p>
<p>We recognise that some people with a low income may not have access to the</p>

internet at home. This may affect accessing online consultation material and providing feedback via email.

Mitigating actions to be taken.

To ensure that all can participate in this consultation, owners / occupiers will be informed of the opportunity to access the internet and computers for free at their local library.

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?

We will not be capturing any personal data as part of this consultation. This will limit our ability to monitor (and subsequently review) the effects of this proposal.

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