

## Enfield Equality Impact Assessment (EqIA)

### Section 1 – Equality analysis details

<b>Title of service activity / policy/ strategy/ budget change/ decision that you are assessing</b>	<b>Edmonton Leisure Centre Investment and Management</b>
<b>Team/ Department</b>	<b>Sport &amp; Physical activity/ Parks, Leisure &amp; Culture</b>
<b>Executive Director</b>	<b>Perry Scott</b>
<b>Cabinet Member</b>	<b>Cllr Anyanwu</b>
<b>Author(s) name(s) and contact details</b>	<b>Matthew Watts</b>
<b>Committee name and date of decision</b>	<b>N/A – Portfolio decision</b>
<b>Date of EqIA completion</b>	<b>June 10<sup>th</sup> 2024</b>

<b>Date the EqIA was reviewed by Policy and Performance Manager</b>	
<b>Name of Head of Service responsible for implementing the EqIA actions (if any)</b>	<b>Matthew Watts</b>
<b>Name of Director who has approved the EqIA</b>	<b>Cheryl Headon</b>

The completed EqIA should be included as an appendix to relevant EMT/ Delegated Authority/ Cabinet/ Council reports regarding the service activity/ policy/ strategy/ budget change/ decision. Decision-makers should be confident that a robust EqIA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.

### Section 2 – Summary of proposal

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

**Please summarise briefly:**

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

**What is the proposed decision or change?**

- I. To authorise the Council's proposed capital investment into Edmonton Leisure Centre, which will unlock match funding from Greenwich Leisure Ltd.
- II. Approve to assign the Edmonton Leisure Centre lease from the Council to Greenwich Leisure Ltd. for the remaining term of the lease.
- III. To delegate to the Executive Director of Environment & Communities in consultation with the Director of Law & Governance authority to negotiate and agree the Heads of Terms with Greenwich Leisure Ltd. for the novation of the lease.

**What are the reasons for the reasons for the decision or change?**

Edmonton Leisure Centre has been closed since the 3<sup>rd</sup> December 2023 when management of the centre was passed from Fusion Lifestyle to Greenwich Leisure Ltd. At the point of transfer several new maintenance issues had developed at the centre, which led to the Council taking the decision to not reopen the centre when the other centres in the Council's portfolio reopened on the 7<sup>th</sup> December.

Since the decision was taken to close the centre, the Council has commissioned detailed intrusive surveys of the centre to understand the full scope of the maintenance liabilities and the cost to rectify them. The survey has highlighted that it will cost the Council £4.38m to address the maintenance liabilities currently affecting the centre.

Given the amount of funding required to address the issues, a range of options have been considered to enable the reopening of the centre and that offer the best value for Enfield's residents. The option that is recommended is to assign the lease for the leisure centre to GLL, and to joint fund the improvements required to reopen the facility. The full details of how the proposals would be funded are outlined in the confidential part 2 report.

**What outcomes are you hoping to achieve from this change?**

To enable the reopening of Edmonton Leisure Centre.

**Who will be impacted by the project or change?**

The Edmonton Community, given that the proposals would enable the reopening of Edmonton leisure Centre.

## Section 3 – Equality analysis

### 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.

#### Data Analysis:

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

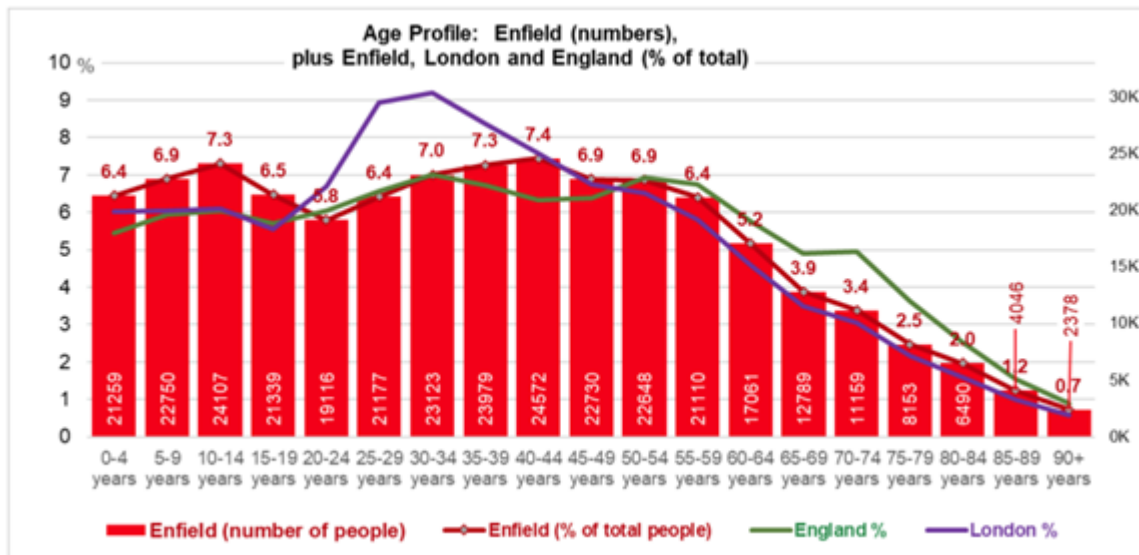
#### Age breakdown of Enfield's population<sup>1</sup>

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

As shown in the chart below,<sup>2</sup> Enfield has relatively high proportions of children

<sup>1</sup> [Enfield Borough Profile, 2023](#)

and young people under the age of twenty – higher than both London and England averages. The percentage of younger adults - aged 20 to 44 years - is significantly below that of London as a whole. Both the London area and Enfield have proportionately fewer older residents than the England average.



### Edmonton Leisure Centre

The proposals outlined within the report will benefit people of all ages given the range of services that will be provided at the centre. Some classes may suit specific age groups (e.g. body combat), but as a whole, the centre will provide a rounded programme with activities for people of all ages. The higher proportion of young residents will be catered for through the children’s services such as soft play and proposals to introduce bowling.

### Mitigating actions to be taken

N/A

### 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**

<sup>2</sup> [Enfield Borough Profile, 2023](#)

**[positive or negative]** on people with disabilities?

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

**Data Analysis:**

As of 2021, 13.6% of Enfield residents had a long-term health problem or disability.

According to Sport England’s Active Lives Survey people with a disability or a long-term health condition are less likely to be physically active than those without; Only 45% of those with a disability or long-term health condition did at least 150 minutes of physical activity each week, significantly lower than people without a disability or long-term health condition (66%).

Advice from the Chief Medical Officer (CMO) is that disabled children and young people should aim for 20 minutes of physical activity per day.

**Edmonton Leisure Centre**

Edmonton Leisure Centre is fully accessible to those with a disability and in a wheelchair. Adaptations including a central lift and a pool hoist ensure people with disabilities can access all areas of the centre.

The decision whether to assign the lease to GLL and to fund the reopening of the centre will enable those with disabilities to access the centre again and to start using its facilities.

**Mitigating actions to be taken**

To ensure the lift and pool hoist are repaired and operational as part of the programme of maintenance repairs.

**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 decision to reopen Edmonton Leisure Centre will have a positive impact on all residents and is not anticipated to have a differential impact on a person because they are transgender.

**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.

The decision to reopen Edmonton Leisure Centre will have a positive impact on all residents and is not anticipated to have a differential impact on a person because they are married or in a civil partnership.

**Mitigating actions to be taken**

N/A

**Pregnancy and maternity**

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

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

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

**Data Analysis:**

The ONS recorded 3,921 live births in 2022, where the mother's usual residence was Enfield.<sup>3</sup>

Keeping active during pregnancy is beneficial to both mother and baby/ babies pre

<sup>3</sup> ONS – Live Births by UK area of parent - <https://www.ons.gov.uk/peoplepopulationandcommunity/birthsdeathsandmarriages/livebirths>

and post-natal.

### Edmonton Leisure Centre

The reopening of the centre will support mothers to remain active during their pregnancy and to recover during post-natal. The range of services provided at the centre provide a range of opportunities for expectant mothers, or mothers and their babies or to remain active. Ahead of the closure there were women only sessions swimming sessions and it is envisaged that a similar offer will be provided once the centre reopens. The soft play also offers a range of opportunities for toddlers and young children to play.

### 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.

### Data Analysis:

We are increasingly one of the most diverse areas of London with all the benefits this brings our communities, culture, heritage and local economy. The breakdown of Enfield's population by ethnicity is shown below<sup>4</sup>.

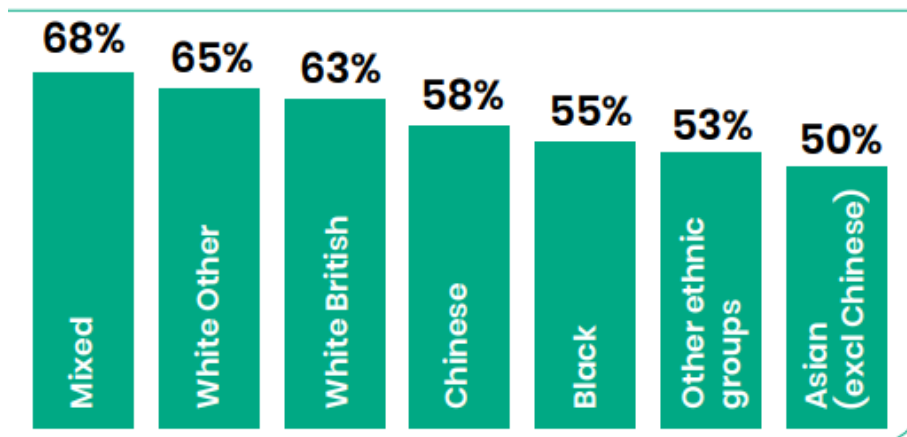
Ethnicity	Estimated population size	Percentage of total population
<b>Asian or Asian British</b>	<b>37,973</b>	<b>11.5%</b>
Bangladeshi	8,123	2.5%
Chinese	2,611	0.8%
Indian	11,870	3.6%
Pakistani	3,674	1.1%
Any other Asian background	11,615	3.5%
<b>Black, Black British, Caribbean or African</b>	<b>60,512</b>	<b>18.3%</b>
African	36,463	11%
Caribbean	16,990	5.1%
Any other Black, Black British or Caribbean	7,059	2.1%

<sup>4</sup> [Enfield Borough Profile, 2023](#)

background		
<b>Mixed or multiple ethnic groups</b>	<b>19,558</b>	<b>5.9%</b>
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%
<b>White</b>	<b>171,884</b>	<b>52.1%</b>
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%
<b>Other Ethnic Group</b>	<b>40,058</b>	<b>12.1%</b>
Arab	2,535	0.8%
Any other ethnic group	37,523	11.4%

According to Sport England’s Active Lives Survey there are differences in activity levels based on ethnic background.

The graphs below show the percentage of people from different ethnic backgrounds who do at least 150 minutes of activity per week.



**Edmonton Leisure Centre:**

The reopening of Edmonton Leisure Centre will benefit all of Edmonton’s residence irrespective of their race. However, with greater diversity in Edmonton, it can be argued that the reopening of the centre is imperative to address inactivity within ethnic minority groups.

**Mitigating actions to be taken**



Explore delivering targeted sessions for groups who are underrepresented, similar the Council’s Active Through Football programme that is already used to target women and girls from the Turkish and Kurdish community.

**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.

**Data Analysis:**

The 2021 Census data shows the diverse range of religions that are practised within Enfield<sup>5</sup>:

Religion	Proportion of Enfield population
<b>Christian</b>	46.4%
<b>Buddhist</b>	0.5%
<b>Hindu</b>	3.1%
<b>Jewish</b>	1.1%
<b>Muslim</b>	18.6%
<b>Sikh</b>	0.4%
<b>Other religion</b>	3.1%
<b>No religion</b>	19.8%
<b>Religion not stated</b>	7.0%

The data shows us that Christianity was the most common religion in the borough (46.4%). 18.6% of residents were of the Muslim faith, and 19.8% hold no religion or belief at all. Sikhs were the smallest group in the borough, composing 0.4% of the population, and people of ‘other religion’ made up 3.1%.

**Edmonton Leisure Centre:**

The decision to reopen Edmonton Leisure Centre will have a positive impact on all residents and is not anticipated to have a differential impact on a person because of their religion.

**Mitigating actions to be taken**

<sup>5</sup> [Enfield Borough Profile, 2023](#)

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.

**Data Analysis:**

The percentage of women (52%) is higher than the percentage of men (48%) in Enfield<sup>6</sup>.

According to Sport England's 2020/21 Active Lives Survey, men (63%) are more likely to be active than women (60%).

**Edmonton Leisure Centre:**

The reopening of the centre will benefit both females and males to become or remain active. The provision of the women only gym and targeted sessions for females will help to address the lower number of females that are active compared to males.

**Mitigating actions to be taken**

Introduce more women only sessions.

**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.

<sup>6</sup> Borough population 329,698 (Census 2021)

The 2021 census was the first-time respondents were asked about sexual orientation and was an optional question for those aged 16+.

The decision to reopen Edmonton Leisure Centre will have a positive impact on all residents and is not anticipated to have a differential impact on a person because 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 decision to reopen Edmonton Leisure Centre will have a positive impact on all residents and is not anticipated to have a differential impact on a person because they had a care experience.

**Mitigating actions to be taken**

N/A

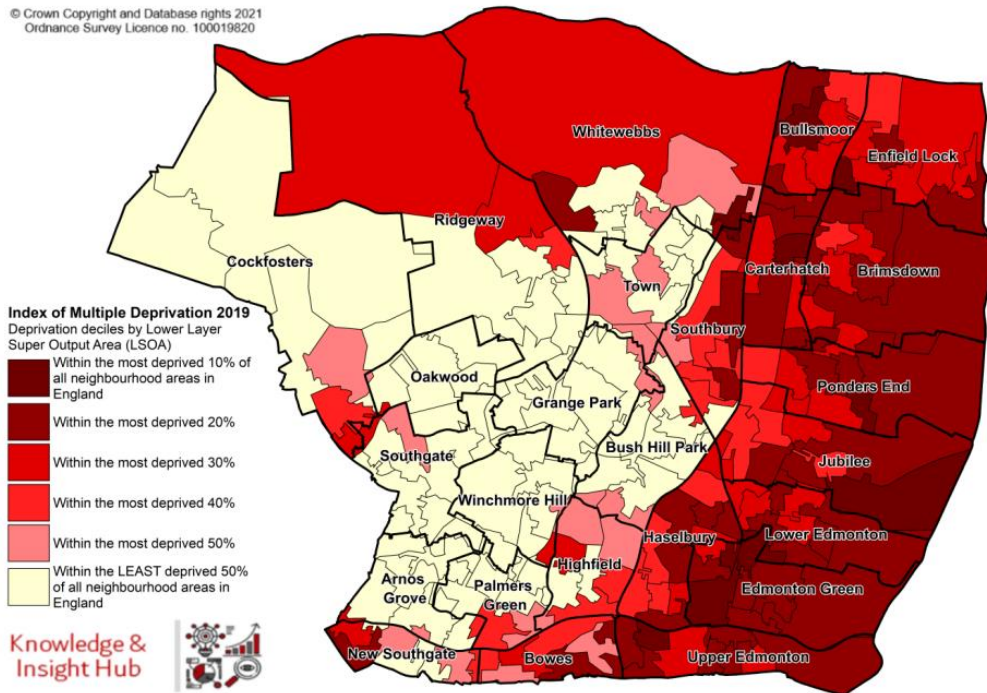
**Socio-economic deprivation**

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

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

As of 2019, Enfield was the 74<sup>th</sup> most deprived local authority in England overall and the 9<sup>th</sup> most deprived London borough.<sup>7</sup> Deprivation levels vary significantly across the borough. The figure below shows the deprivation levels across Enfield's 25 wards.



In 2021, 15.4% of households in the borough had an annual household income below £15,000. As of August 2021, 28.6% of households in Enfield were claiming Universal Credit.

Edmonton leisure Centre is in Edmonston Green Ward where all the super output areas fall within the 20% most deprived within the Country. The reopening of Edmonton Leisure Centre will enable these residents to positively benefit from a good value leisure offer within their neighbourhood. Consequently it is not envisaged that the reopening of the centre will positively impact people who are socio-economically disadvantaged.

#### **Mitigating actions to be taken.**

- Deliver a concessionary pricing structure to increase accessibility for low incomes to the borough's leisure centres
- Deliver training and apprenticeship opportunities within the leisure centres / outreach programmes
- Support projects that provide training and secure future skills for the young

<sup>7</sup> Enfield Council, [Borough Profile](#), 2021

and unemployed

## **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?

Participation at the borough's leisure centres is under constant monitoring and evaluation. Monthly reports are provided to the Council with participation data, although it does provide data on all groups with protected characteristics.

## **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