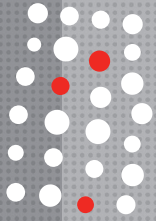


IMPROVING
ENFIELD



North East Enfield
Predictive Equality
Impact Assessment
(EQIA) – Equality Analysis

Proposed Submission Stage

February 2014

| | |
|--|---|
| Proposed change to service/policy | North East Enfield Area Action Plan Proposed Submission Draft Part of Enfield's Local Plan February 2014 |
| Officer completing the assessment | Ismail Mulla Principal Planning Policy Officer |
| Extension Number | 3490 |
| Service | Strategic Planning and Design |
| Department | Regeneration, Leisure and Culture |
| Date impact assessment completed | February 2014 |

Section 1 – About the service, policy and proposed change

Q1. Please provide a brief description of the service and policy

The Area Action Plan for the North East Enfield (NEE) area is a statutory planning document that will form part of the Enfield Local Development Plan. It is specifically designed to:

- Stimulate regeneration or enhancement;
- Guide both public and private investment that will see significant change for communities within a specific area;
- Protect areas sensitive to change;
- Resolve conflicting objectives in an area to development pressures, and
- Provide robust policies to help ensure that future development and investment meets the needs of existing and communities.

The AAP sets out a regeneration framework for the North East Enfield area including, how much new housing will be built and what type, the potential employment generation, new community facilities and services and improvements to roads, walking and cycling routes.

Q2. Please provide a brief description of the proposed change(s) to the service and policy

The NEAAAP provides a more detailed and area-specific planning policy and development framework for this part of the borough. It informs adopted Core Strategy Policy 40 North East Enfield and 41 Ponders End.

New development proposals coming forward within the NEE area will be expected to accord with the policies and proposals contained within the NEAAAP unless other material planning considerations indicate otherwise.

The AAP aims to create sustainable communities of the future and provided specific planning and regeneration guidance for development proposals such as where new housing and jobs should be located, as well as improvements to open spaces and public transport connections and additions to community facilities and local services.

It is a new document and therefore does not change an existing policy or service.

Q3. Does equalities monitoring of your service show that the beneficiaries in terms of the recipients of the service, policy and the proposed change, include people from the following groups?

The North East Enfield Area Action Plan is intended to benefit all members of the community. The Ponders End area is identified as a regeneration priority on account of the comparatively high levels of deprivation and the opportunities for change. The AAP aims to create more sustainable communities with better quality housing, new jobs, an attractive environment, more local services and community facilities and improved walking and cycling links.

At the start of the AAP process, demographic data was collected in relation to the residents of the area as part of the Sustainability Appraisal. This determined which groups to target for community engagement and to also help assess the equalities considerations that the AAP proposals should account for. These are summarised under the protected characteristics set out below.

| | |
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| | <p>See Appendix 1 for detailed information on the policies of the AAP and their potential impact on different equalities groups.</p> |
| R | <p>YES</p> <p>Certain ethnic groups may also have specific requirements that need to be addressed in the NEEAAP. For example larger family groups may choose to live in the same household so larger houses with gardens are sought in the area.</p> <p>The AAP aims to improve residents' access to employment opportunities however the types of jobs created in the area may also affect different ethnic groups. If English is not the first language of some residents this will impact on the type of jobs they are eligible for.</p> <p>New community facilities will also need to consider the particular requirements of ethnic groups such as existing and new religious premises, particular childcare needs of some ethnic minorities and care for the elderly, as it is acknowledged needs will vary between groups.</p> |
| D | <p>YES</p> <p>There are a higher proportion of disabled people and residents with long-term illnesses in parts of the AAP area than in the borough as a whole. The type of new housing provided will need to account for this and ensure that wheelchair accessible homes are provided with easy access to car parking spaces. The affordability of new housing also needs to be considered for disabled people as the earning potential of some residents may be reduced if they are unable to work due to their disability.</p> <p>The NEEAAP will account for the needs of disabled residents when considering improvements to pedestrian links in the area. Wheelchair accessible venues will be selected for consultation events and meetings with the local community.</p> |
| G | <p>YES</p> <p>Some women, particularly those from certain ethnic groups, may feel unsafe walking around the area, especially at night. Current crime and fear of crime data shows that most incidences occur around housing estates, around rail stations and local centres. The NEEAAP will need to address these issues by improving the design of public realm and within new developments to increase natural surveillance, lighting and encourage more legible and open routes. This can be achieved by creating a community focal points and encouraging more evening activity such as cafes and restaurants.</p> <p>Public realm improvements such as street lighting and better designed pedestrian routes can also help to reduce crime and fear of crime. The types of jobs created in the area will also need to account for the needs of women who may have childcare responsibilities during the day and subsequently require more flexible working options.</p> |
| A | <p>YES</p> <p>Current data shows that there are less people in younger and older age groups than in the rest of the borough and that there are a higher number of</p> |

| | |
|---|--|
| | <p>16-44 year olds. The type of housing provided in the area will need to consider the needs of the elderly population particularly in relation to accessibility of homes.</p> <p>Public transport, pedestrian and cycle routes will also need to be considered as both younger and older people may be less likely to drive. The future improvement and provision of community facilities for all residents will also be addressed in the NEEAAP.</p> |
| F | <p>YES</p> <p>The faith of some people may impact on their housing needs as certain residents may choose to live with extended family members. There is a general need for larger family housing units within the AAP area as recognised the adopted Core Strategy 2010. Certain faith groups may also require community facilities to meet their needs such as faith premises.</p> |
| S | <p>YES</p> <p>Members of the Lesbian, Gay, Bisexual (LGB) community may often feel vulnerable in certain situations, in particular relating to public transport and walking around the area.</p> <p>The NEEAAP can help to reduce this vulnerability by making the area more pedestrian friendly to walk around, creating community hubs and increasing natural surveillance through design.</p> |
| T | <p>YES</p> <p>Members of the transgender community may often feel vulnerable in certain situations, in particular relating to public transport and walking around the area.</p> <p>The NEEAAP can help to reduce this vulnerability by making the area more pedestrian friendly to walk around, creating community hubs and increasing natural surveillance through design.</p> |
| M | <p>YES</p> <p>The NEEAAP can help to reduce this vulnerability by making the area more pedestrian and family friendly to walk around, creating community hubs and increasing natural surveillance through design.</p> |
| P | <p>YES</p> <p>The NEEAAP will account for the needs of pregnant women when considering improvements to pedestrian links in the area. Accessible venues will be selected for consultation events and meetings.</p> |
| Q4. If you answered 'no' to any of the groups listed in Q3, please state why? | |
| N/A | |
| Q5. How will the proposed change eliminate discrimination, promote equality of opportunity, or promote good relations between groups in the community? | |

The vision and spatial strategy recognise the diversity within the communities in the North East Enfield area and the need to reduce inequalities that exist and deliver new housing, jobs and supporting infrastructure. The approach is closely linked to Enfield's Sustainable Community Strategy in promoting social inclusion, tackling deprivation.

The cumulative impact of delivering the policies of the NEEAAP aims to ensure equitable outcomes for all groups in the community through coordinated delivery of social, economic, health educational, physical and environmental infrastructure.

Section 2 – Consultation and communication

Q6. Please list any recent consultation activity with disadvantaged groups carried out in relation to this proposal

| | |
|----------|--|
| R | <p>Enfield Racial Equality Council Workshop – Community House - 2nd July 2012 and thereafter through community-wide engagement activity such as:</p> <ul style="list-style-type: none"> • Community Lunch Event 29th September 2012; • Enfield Highway Area Forum 2nd October 2012; • Enfield Highway Area Forum 16th January 2014; <p>See attached Consultation Statement for further details</p> |
| D | Through community-wide consultation no specific targeted activity undertaken |
| G | Through community-wide consultation no specific targeted activity undertaken |
| A | <p>Over 50s Forum Newsletter and presentations 16th August 2013, 4th October 2012 and 22nd November 2012</p> <p>Workshops with students from Oasis Academy Enfield - 10th October 2012, 6th December 2012 and 18th April 2013</p> |
| F | Through community-wide consultation no specific targeted activity undertaken |
| S | Through community-wide consultation no specific targeted activity undertaken |
| T | Through community-wide consultation no specific targeted activity undertaken |
| M | Through community-wide consultation no specific targeted activity undertaken |
| P | Through community-wide consultation no specific targeted activity undertaken |

Q7. Please state how you have publicised the results of these consultation exercises, and what action you have taken in response

| | |
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| R | <p>Consultation events have been publicised on the Council's website, Our Enfield and individual newsletters of representative organisations such as Enfield Voluntary Action. A summary document questionnaire and leaflets promoting consultation events were circulated in the area to residents and businesses. A Consultation Statement publicising a summary of the comments received during the NEEAAP- Interim Direction Document stage is also available to view on the Council's website.</p> |
| D | As above |
| G | As above |

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| A | As above |
| F | As above |
| S | As above |
| T | As above |
| M | As above |
| P | As above |

Section 3 – Assessment of impact

Q8. Please describe any other relevant research undertaken to determine any possible impact of the proposed change

The extensive amount of community engagement work carried out on the draft NEEAAP helped to assess the potential impact of the policies and proposals on different groups and the results of the consultation on the draft plan have supported the content of the Proposed Submission Draft NEEAAP.

We also prepared a Sustainability Appraisal of the NEEAAP which is a process to assess the potential economic, social and environmental impacts of the proposals.

As different proposals and projects come forward in the NEEAAP it will be necessary to assess their impact on different equalities groups and local residents. Individual project EQIAs may also be required.

See Appendix 1 for detailed information on the NEEAAP policies and proposals and their potential impact on different equalities groups.

Q9. Please list any other evidence you have that the proposed change may have an adverse impact on different disadvantaged groups in the community

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|----------|---|
| R | See Appendix 1 for detailed information on the NEEAAP policies and proposals and their potential impact on different equalities groups. |
| D | As above |
| G | As above |
| A | As above |
| F | As above |
| S | As above |
| T | As above |
| M | As above |
| P | As above |

Q10. Could the proposal discriminate, directly or indirectly, and if so, is it justifiable under legislation?

The policy structure of the NEEAAP is designed to be inclusive of all equality groups in the area. However there is the possibility of potential indirect discrimination through individual project proposals that come forward. This will be addressed through close monitoring and evaluation on a site by site proposal basis.

Q11. Could the proposal have an adverse impact on relations between different groups? If so, please describe

The policy structure of the NEEAAP is designed to be inclusive of all equality groups in the area. There are no immediate adverse impacts from the proposals. However this will be monitored through the delivery and implementation process of individual projects.

Q12. How could this proposal affect access to your service by different groups in the community?

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| R | NEEAAP has been prepared to be an accessible document for all members of the community. The consultation process on the document has made the service area become more accessible to different equality groups. See Appendix 1 for detailed information on the NEEAAP policies and proposals and their potential impact on different equalities groups. |
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| D | As above |
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| G | As above |
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| A | As above |
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| F | As above |
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| S | As above |
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| T | As above |
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| M | As above |
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| P | As above |
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Q13. How could this proposal affect access to information about your service by different groups in the community?

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|----------|---|
| R | The demographic data showed that there are large numbers of Turkish and Bangladeshi residents in the area. In terms of consultation on the previous draft NEEAAP, we made available interpreters at specific consultation events to ensure residents were able to participate in the consultation. NEEAAP has been prepared to be an accessible document for all members of the community. The consultation process on the document has made the service area become more accessible to different equality groups. |
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| D | Wheelchair accessible venues were selected for consultation events and meetings with the local community at the previous stage of consultation. NEEAAP has been prepared to be an accessible document for all members of the community. The consultation process on the document has made the service area become more accessible to different equality groups. |
|----------|--|

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| G | NEEAAP has been prepared to be an accessible document for all members |
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| | of the community. The consultation process on the document has made the service area become more accessible to different equality groups. |
| A | NEEAAP has been prepared to be an accessible document for all members of the community. The consultation process on the document has made the service area become more accessible to different equality groups. We held engagement activities aimed specifically at young people through schools and youth groups and elderly people through community groups. |
| F | NEEAAP has been prepared to be an accessible document for all members of the community. The consultation process on the document has made the service area become more accessible to different equality groups. The consultation on the previous draft was publicised with the various faith groups in the area. |
| S | NEEAAP has been prepared to be an accessible document for all members of the community. The consultation process on the document has made the service area become more accessible to different equality groups. |
| T | NEEAAP has been prepared to be an accessible document for all members of the community. The consultation process on the document has made the service area become more accessible to different equality groups. |
| M | NEEAAP has been prepared to be an accessible document for all members of the community. The consultation process on the document has made the service area become more accessible to different equality groups. |
| P | NEEAAP has been prepared to be an accessible document for all members of the community. The consultation process on the document has made the service area become more accessible to different equality groups. |

Section 4 – Tackling socio-economic inequality

Q14. Will the proposal in any way specifically impact on communities disadvantaged through the following socio-economic factors? Please explain below. If it does not, please state how you intend to remedy this (if applicable to your service), and include it in the action plan

Communities living in deprived wards/areas

The NEEAAP policy approach is inclusive and recognises the key elements of the vision to create sustainable communities of the future in the North East Enfield area.

Addressing the years of blight and poor environment in parallel with tackling deprivation issues in the area will bring positive impacts for equality groups.

The spatial framework will allow comprehensive delivery of new development that meets the needs of the demographic in the area.

There is recognition of strengthening the area's three neighbourhood places of Ponders End, Enfield Highway and Enfield Wash, located along the spine of the area, the Hertford Road (A1010), each of which are centred on clusters of commercial activity which provide sustainable locations for higher density new developments that will bring with them the opportunity to provide new local facilities and employment.

People not in employment, education or training

The NEEAAP policy approach recognises that the future economic prosperity and diversity of the area is vital. By identifying the potential opportunity sites for development and improving the existing employment areas will enable a strong economy to develop that can provide employment opportunities for all sections of the community including all equalities groups.

The AAP identifies a range of mixed use development sites across the NEEAAP and highlights the prospect of potential job creation opportunities for local residents. Improving economic opportunities within the NEEAAP area will particularly help those of working age currently on Job Seekers Allowance and the younger population seeking job opportunities close to home. These wide ranging opportunities are considered important to help mitigate against the potential loss of floorspace for more traditional manufacturing based activities in the area.

People with low academic qualifications

Improvements in educational infrastructure, creating a positive learning environment and improving the overall quality of life in the area will help achieve higher educational attainment levels.

The policy approach of the NEEAAP is consistent with the Council's Core Policy and is intended to meet the range of identified educational needs of children and young people. The policy will positively impact the lives of children and young people and those on low incomes.

The policy approach ensures appropriate provision is made for additional school places required to meet increased demand as sites are developed and families move in.

People living in social housing

The overall policy approach of the NEEAAP will ensure a positive cumulative impact for people in social housing by providing a range of services that will improve the quality of life in the area.

Meeting the future housing needs in the borough is a Council priority. The NEEAAP policy approach seeks to identify potential refurbishment and new residential/mixed use development opportunities in the area. The approach is inclusive to all groups and communities and seeks to create a balanced approach to future residential development by matching new housing with existing and projected household profiling.

Developers will have to take full account of the Core Strategy policy requirement to provide 40% affordable housing across the housing sites within the AAP area and the need to provide sufficient larger units that can meet the needs of family housing.

Lone parents

The NEEAAP policies are inclusive of all groups in the area. The cumulative impact of policies on lone parent families will be positive with improvements to a range of social infrastructure.

People on low incomes

The cumulative impact of the NEEAAP objectives will ensure equitable outcomes for people on low incomes in the community through coordinated delivery of social, economic, educational, physical and environmental infrastructure.

The vision and spatial strategy recognise the diversity within the communities in the North East Enfield area and the need to reduce inequalities that exist and deliver new housing and jobs. The approach is closely linked to Enfield's Sustainable Community Strategy in promoting social inclusion and tackling deprivation.

People in poor health

The NEEAAP policy approach seeks to ensure that there is adequate healthcare provision appropriate to the need and location and will have a positive impact on all equality groups in the area. Particularly the elderly and disabled groups who require good access to primary care services.

Through the early stages of consultation of NEEAAP the potential detrimental impact of new development and its corresponding additional draw on local health services was highlighted.

The Proposed Submission NEEAAP has responded by identifying suitable areas to deliver healthcare facilities and the Council will work with service providers to enable delivery of such facilities in conjunction with new development that will improve the overall health of people in this area.

Any other socio-economic factor

NO

Section 5 – Impact on staff

Q15. How have you consulted, or otherwise engaged with, all relevant staff about this proposal (including any staff on sickness or maternity leave)?

The NEEAAP has been available for comment to all relevant departments/staff throughout the various stages of preparation.

A dedicated NEEAPP officer steering group was set up with representation from a number of Council departments as required.

Q.16 If your proposal involves a staff restructuring, how have you discussed this with relevant trade unions?

Not Applicable

Q17. Does job matching of existing staff against the new proposed staff structure, following any assimilation process, indicate that any particular groups of staff are adversely affected more than others?

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|----------|-----------|
| R | NO |
| D | NO |
| G | NO |
| A | NO |
| F | NO |
| S | NO |

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| T | NO |
| M | NO |
| P | NO |
| Q.18 Are there any proposed changes to working hours, work locations or duties likely to have a negative impact on particular groups of staff? | |
| R | NO |
| D | NO |
| G | NO |
| A | NO |
| F | NO |
| S | NO |
| T | NO |
| M | NO |
| P | NO |

Section 6 - Miscellaneous

Q19. Do you plan to publicise the results of this assessment? Please describe how you plan to do this

The results of this assessment will be published alongside the NEEAAP and made available on the Council's website.

Q20. How and when will you monitor and review the effects of this proposal?

The implementation and success of NEEAAP policies will be monitored through the Local Plan Monitoring process.

Action plan template for proposed changes to service, policy

Proposed change to, or new, service, policy: **North East Enfield Area Action Plan (NEEAAP) Proposed Submission Draft, February 2014**

Team: **Strategic Planning and Design**

Department: **Regeneration, Leisure and Culture (RLC)**

Service manager: **Joanne Woodward**

| Issue | Action required | Lead officer | Timescale | Costs | Comments |
|---|--|--|-----------|-------------------|----------|
| Cabinet/Council approvals – six-week statutory consultation | Following approval of this version of the AAP targeted consultation with stakeholders in the area will be arranged | Ismail Mulla – Principal Planning Policy Officer | | Local Plan Budget | |
| Further proposed recommended changes to the Area Action Plan following consultation | Following consultation any significant changes will be set out in a separate document | Ismail Mulla – Principal Planning Policy Officer | | Local Plan Budget | |
| Submission to the Secretary of State and Examination in Public | The AAP with all supporting documentation will be submitted and tested through examination. This may involve representations from third parties | Ismail Mulla – Principal Planning Policy Officer | | Local Plan Budget | |
| Inspector's Report - potential changes and Adoption Process | The report will draw conclusions from the examination process and make recommendations. The AAP will be finalised taking account of recommendations and | Ismail Mulla – Principal Planning Policy Officer | | Local Plan Budget | |

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| | then taken through the Council adoption process | | | | |
| Monitoring the delivery of individual projects and assessing the impact of proposals | Individual projects will be progressed working with landowners and developers taking account of the adopted AAP policies. | Ismail Mulla – Principal Planning Policy Officer | | Regeneration Capital Budget | |

APPROVAL BY THE RELEVANT ASSISTANT DIRECTOR - NAME: Neil Rousell SIGNATURE

Are groups affected because of:
(Key: Yes or No and +/- impact and O = Neutral)

Appendix 1: Assessment of North East Enfield Area Action Plan Vision, Spatial Strategy and Policies

Part A: Chapter 3 - Vision and Objectives

| The Overall Vision and Objectives 2032 | | | | | | | | | |
|--|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
| Vision and Objectives | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |

Commentary: The vision and spatial strategy recognise the diversity within the communities in the North Circular Road area and the need to reduce inequalities that exist and deliver new housing and jobs. The approach is closely linked to Enfield's Sustainable Community Strategy in promoting social inclusion, tackling deprivation.

The cumulative impact of the objectives aims to ensure equitable outcomes for all groups in the community through coordinated delivery of social, economic, educational, health, physical and environmental infrastructure.

Part B: Chapter 4 - Movement

| Policy 4.1 Encouraging Modal Shift | | | | | | | | | |
|------------------------------------|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
| Policy 4.1 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |

Commentary: The policy approach encourages all residents to use more sustainable forms of transport over the private car. The most obvious effect will be improved access to throughout the area, including to the retail areas, community facilities, employment areas and the parks and open spaces within the area. Additional positive impacts include improving the health and well-being of the population by encouraging the community to use more active forms of transport

Are groups affected because of:
(Key: Yes or No and +/- impact and O = Neutral)

such as walking and cycling. By encouraging people to use more public transport, air quality within the area should improve as people will be discouraged from using the private car.

All groups should be positively impacted by these improvements, particularly those that are less car-dependent and rely on safe passage by foot, cycle and public transport such as young people and the elderly.

| Policy 4.2 Improving the Quality of the Pedestrian and Cycling Environment | | | | | | | | | |
|---|-------------|-------------------|---------------|------------|--------------|---------------------------|--------------------|-----------------|------------------|
| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
| Policy 4.2 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |

Commentary: The policy approach of improving the quality of the pedestrian and cycling environments within the North East Enfield area will have a positive impact on all groups. Improvements in the quality of the environment will encourage people to walk or cycle particularly for shorter journeys. This will also have a positive impact on the health and well-being of the community, encouraging people to be more physically active within the area. The environmental improvements should also lead to cars being used less for shorter journeys thus having a positive impact upon air quality and helping to mitigate against climate change through a reduction in greenhouse gas emissions.

| Policy 4.3 The Northern Gateway Access Package | | | | | | | | | |
|---|-------------|-------------------|---------------|------------|--------------|---------------------------|--------------------|-----------------|------------------|
| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
| Policy 4.3 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |

Commentary: The policy approach includes a package of projects to improve access and connectivity in North East Enfield for all groups, businesses and visitors. In particular it will help to support the economic viability of the employment areas within the NEE and overall make the area more accessible. There will also be positive impact on the air quality in this area leading to improved health and well-being of all groups.

Are groups affected because of:
(Key: Yes or No and +/- impact and O = Neutral)

Policy 4.4 West Anglia Mainline Enhancements

| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
|-------------|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Policy 4.4 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |

Commentary: The West Anglia Mainline Enhancements project will have a positive impact on all groups in the NEE area. It will increase capacity on the train line and faster for more frequent access to Central London and further afield. In addition the improved service is likely to improve the economic viability of the retail and commercial employment areas.

Policy 4.5 - 4.9 Improved Cycle Routes

| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
|-------------|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Policy 4.5 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |
| Policy 4.6 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |
| Policy 4.7 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |
| Policy 4.8 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |
| Policy 4.9 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |

Commentary: Improved cycle links within the North East Enfield area will have a positive impact on all groups. In particular, the positive impact on the health and well-being of the community, encouraging people to be more physically active for shorter journeys within the area. By improving cycle access across the area this will also have an indirect effect of improving the viability of the retail areas by improving access to the local centres.

Are groups affected because of:
(Key: Yes or No and +/- impact and O = Neutral)

| Policy 4.10 A1010 Hertford Road | | | | | | | | | |
|---------------------------------|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
| Policy 4.10 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |

Commentary: The improvements to Hertford Road will have a positive impact on all groups. The scheme will be designed with specific users in mind, meaning that it is likely to present a safer environment as the road will be designed appropriately for the different modes of transport. Improving the environment for pedestrians and cyclists will also have a positive impact on health and well-being and help to improve air quality as people use private cars less for shorter journeys.

| Policy 4.11 - 4.13 Improvements to the Bus Services | | | | | | | | | |
|---|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
| Policy 4.11 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |
| Policy 4.12 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |
| Policy 4.13 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |

Commentary: Improvements to the bus services in the NEE area will have a positive impact for all groups. It will encourage residents to use the private car less and as such have additional benefits in terms of having a positive impact on air quality and helping to mitigate against climate change through the reduction in greenhouse gases. There is also likely to be a positives outside of the NEE area as the bus services serve the wider area also. All groups aim should be positively impacted by these improvements, particularly those that are less car-dependent and rely on safe passage by public transport such as young people and the elderly.

Are groups affected because of:
(Key: Yes or No and +/- impact and O = Neutral)

Policy 4.14 Design of the Road Network

| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
|-------------|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Policy 4.14 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |

Commentary: The policy approach will have positive impacts on all groups and will mainly relate to improvements in access throughout the area. This will also have a knock on effect of making for a more pleasant environment which will help to encourage walking and cycling throughout the area and positive impact on health and well-being.

Part B: Chapter 5 - Housing

Policy 5.1 - 5.2 Affordable Housing and Mix of Housing Types

| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
|-------------|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Policy 5.1 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |
| Policy 5.2 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |

Commentary: The policy relates to the provision of affordable housing in a mix of sizes linked to the housing need of the population. It will have a positive impact on all groups and will help to provide sustainable, decent homes for the community within the NEEAAP.

Are groups affected because of:
(Key: Yes or No and +/- impact and O = Neutral)

| Policy 5.3 Improving the Public Realm | | | | | | | | | |
|---------------------------------------|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
| Policy 5.3 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |

Commentary: Well-designed routes and public realm will encourage more people within the area to walk and use spaces thus having a positive impact on health and well-being. Creating positive and attractive spaces for people to use could also help to reduce anti-social behaviour and fear of crime.

Part B: Chapter 6 Employment and Retail Parks

| Policy 6.1 Improving Existing Employment Areas | | | | | | | | | |
|--|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
| Policy 6.1 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |

Commentary: Improving the employment areas will help to ensure that there is varied and suitable employment for all groups, ensuring that the area remains economically viable. Attracting people to the area for work will also potentially have a knock on effect on improving the viability and success of some of the retail areas. Improvements could also potentially happen to some of the buildings which could increase their energy efficiency and thus have a positive impact on addressing the effects of climate change.

| Policy 6.2 Improving the Great Cambridge Road and Martinbridge Trading Estate | | | | | | | | | |
|---|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
| | | | | | | | | | |

Are groups affected because of:
(Key: Yes or No and +/- impact and O = Neutral)

| | | | | | | | | | |
|-------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Policy 6.2 | O | O | O | O | O | O | O | O | O |
|-------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|

Commentary: The improvements to the above industrial estate will be contributing to the future economic vitality of the area and providing employment within the NEE area.

| Policy 6.3 Improving Retail Parks | | | | | | | | | |
|--|-------------|-------------------|---------------|------------|--------------|---------------------------|--------------------|-----------------|------------------|
| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
| Policy 5.3 | O | O | O | O | O | O | O | O | O |

Commentary: This policy aims to ensure that new retail development within the NEE area will not have a detrimental effect on the local centres within the area. This policy will have a positive impact upon the economic vitality of the area and provides the necessary fail safes to ensure that the existing local centres will remain economically viable. The policy also recognises the economic importance of the larger scale retail in the area.

Part B: Chapter 7 Community Facilities and Services

| Policy 7.1 Providing Community Facilities | | | | | | | | | |
|--|-------------|-------------------|---------------|------------|--------------|---------------------------|--------------------|-----------------|------------------|
| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
| Policy 7.1 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |

Are groups affected because of:
(Key: Yes or No and +/- impact and O = Neutral)

Commentary: Providing community facilities within the NEE area will have a positive impact on all groups. This primarily relates to improving access for the population to health and community facilities.

Part B: Chapter 8 Green Network and Food Growing

| Policy 8.1 Enhance Existing Open Space | | | | | | | | | |
|--|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
| Policy 8.1 | O | O | O | O | O | O | O | O | O |

Commentary: This policy proposes improvements to existing open spaces to provide facilities need for all groups in the area. This has a positive effect by improving accessibility to open spaces through making them more attractive and useable by the community. This will then have an added on benefit of improving health and well-being by encouraging people to use these facilities more.

| Policy 8.2 Providing New Open Space | | | | | | | | | |
|-------------------------------------|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
| Policy 8.2 | O | O | O | Y+ | O | O | O | O | O |

Commentary: This policy approach will encourage the community and especially young people and children to be more active therefore having a positive impact on health and well-being.

Policy 8.3 Joining Green Spaces Together

Are groups affected because of:
(Key: Yes or No and +/- impact and O = Neutral)

| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
|-------------|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Policy 8.3 | O | O | O | O | O | O | O | O | O |

Commentary: The network of spaces will have a positive impact on health and well-being by improving access to green spaces for all groups. The policy approach will increase the biodiversity of the area by allowing for a greater area for wildlife to use. It will also improve air quality and help to address the effects of climate change. Depending on how the spaces are designed they will also help to positively manage water within the area, by allowing more natural infiltration to take place.

| Policy 8.4 Encouraging Local Food Growing | | | | | | | | | |
|---|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
| Policy 8.4 | O | O | O | Y+ | O | O | O | O | O |

Commentary: Involving more of the community in food production helps to encourage healthy lifestyles and will add to the sense of community in the area. Involving local schools will help with educational achievement and could potentially have a knock on effect of reducing anti-social behaviour. Using land to grow food will also have positive benefits in terms of dealing with the effects of climate change.

Part B: Chapter 9 Sustainable Energy

Are groups affected because of:
(Key: Yes or No and +/- impact and O = Neutral)

| Policy 9.1 Sustainable Energy | | | | | | | | | |
|-------------------------------|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
| Policy 9.1 | O | O | O | O | O | O | O | O | O |

Commentary: The Combined Heat and Power network would help to provide more efficient heat and power to the community providing positive impacts in terms of the provision of sustainable and decent homes.

Part C: Chapter 10 Ponders End High Street and Central Area

| Policy 10.1 – 10.2 Ponders End | | | | | | | | | |
|--------------------------------|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
| Policy 10.1 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |
| Policy 10.2 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |

Commentary: The regeneration of the Ponders End Central area will have a positive impact on all groups. In particular the transformation of Ponders End High Street will have positive benefits in terms of improving the economic viability of the High Street, providing jobs and a more pleasant environment for the area.

Part C: Chapter 11 Ponders End South Street, Alma Estate and Station

Are groups affected because of:
(Key: Yes or No and +/- impact and O = Neutral)

| Policy 11.1 – 11.3 Ponders End South Street, Alma Estate and Station | | | | | | | | | |
|--|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
| Policy 11.1 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |
| Policy 11.2 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |
| Policy 11.2 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |

Commentary: The regeneration of the Alma Estate will have a positive impact on all groups. The regeneration encompasses a variety of measures that will contribute to the regeneration of the area including providing new sustainable homes in a suitable location for residential development. The regeneration project will also improve access in the area and uplift the High Street to add to the economic vitality of the area.

Part C: Chapter 12 Ponders End Waterfront

| Policy 12.1 Ponders End Waterfront | | | | | | | | | |
|------------------------------------|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
| Policy 12.1 | O | O | O | O | O | O | O | O | O |

Commentary: The provision of high quality employment facilities will help to support the economic viability of the area and contribute to the supply of jobs in the area. Improving routes and access to the waterfront will also contribute to health and well-being by encouraging the population to use this valuable asset.

Part C: Chapter 13 Enfield Highway Local Centre

Are groups affected because of:
(Key: Yes or No and +/- impact and O = Neutral)

Policy 13.1 Enfield Highway Local Centre

| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
|-------------|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Policy 13.1 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |

Commentary: A comprehensive street design scheme for the Enfield highway Local Centre will have a number of positive impacts. Improving the environment and public realm of these areas will encourage people to use the local facilities therefor encouraging their on-going economic viability. Creating a more positive environment will also potentially have a positive impact on health and well-being.

Part C: Chapter 14 Enfield Wash Local Centre

Policy 14.1 -14.2 Enfield Highway Local Centre

| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
|-------------|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Policy 14.1 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |
| Policy 14.2 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |

Commentary: Improving the environment of the local centre at Enfield Wash will have a number of positive effects, similar in nature to those at the Enfield Highway Local Centre. The redevelopment of the Co-operative site would also have a positive effect in that it will increase the economic viability of the area. The site could also potentially provide new homes for the community.

Part C: Chapter 15 Turkey Street Station and Conservation Area

Policy 15.1 Turkey Street Station and Conservation Area

Are groups affected because of:
(Key: Yes or No and +/- impact and O = Neutral)

| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
|-------------|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Policy 15.1 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |

Commentary: Improvements to the public realm environment around Turkey Station will improve accessibility within the area, helping to encourage modal shifts to more sustainable forms of transport. This will also have an indirect effect by improving the accessibility to other destination such as community facilities and services.

Part C: Chapter 16 Southbury Station Area

| Policy 16.1 Southbury Station Area | | | | | | | | | |
|------------------------------------|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
| Policy 16.1 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |

Commentary: Improvements to the public realm environment around Southbury Station will improve accessibility within the area, helping to encourage modal shifts to more sustainable forms of transport. This will also have an indirect effect by improving the accessibility to other destination such as community facilities and services.

Part C: Chapter 17 Enfield Lock Station Area

| Policy 17.1 – 17.2 Enfield Lock Station Area | | | | | | | | | |
|--|--|--|--|--|--|--|--|--|--|
|--|--|--|--|--|--|--|--|--|--|

Are groups affected because of:
(Key: Yes or No and +/- impact and O = Neutral)

| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
|-------------|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Policy 17.1 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |
| Policy 17.2 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |

Commentary: In the short term the effect of improving the area around the Enfield Lock Station will be similar in nature to the improvements to the other stations in the NEE Area. In the longer term the effect that the removal of the level crossing will have would mean a greater positive impact, in particular, it will help improve access to employment by providing an increased frequency of trains.

Part C: Chapter 18 Enfield Lock Conservation Area

| Policy 18 Enfield Lock Conservation Area | | | | | | | | | |
|--|------|------------|--------|-----|-------|--------------------|-------------|----------|-----------|
| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
| Policy 18.1 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |

Commentary: The improvements proposed at the Enfield Lock Conservation Area will improve accessibility around the area for pedestrians. This will have a number of positive effects including encouraging people to use other forms of transport than the private car and increasing physical activity. Improvements to the Conservation Area will also encourage the community to engage with the historic environment of the NEE Area.

Are groups affected because of:
(Key: Yes or No and +/- impact and O = Neutral)

Part C: Chapter 19 Brimsdown Station Area

| Policy 19.1 – 19.2 Brimsdown Station Area | | | | | | | | | |
|--|-------------|-------------------|---------------|------------|--------------|---------------------------|--------------------|-----------------|------------------|
| Communities | Race | Disability | Gender | Age | Faith | Sexual Orientation | Transgender | Marriage | Pregnancy |
| Policy 19.1 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |
| Policy 19.2 | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ | Y+ |

Commentary: In the short term the improvements to Brimsdown Station Area would have a similar impact on the sustainability objectives as the improvements to the other stations in the North East Enfield area. In the longer term the removal of the level crossing at Brimsdown Station would have a similar effect to the removal of the crossing at Enfield Lock with the improved rail services making the area more attractive to investors therefore improving the economic vitality of the area.

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