

Enfield Council Predictive Equality Impact Assessment/Analysis

NB if there is likely to be an impact on different groups of staff as a result of this proposal, please also complete a restructuring predictive EQIA form

Department:	Place	Service:	Estate Regeneration
Title of decision:	Cabinet	Date completed:	
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1 Type of change being proposed: (please tick)

Service delivery change/ new service/cut in service	X	Policy change or new policy		Grants and commissioning		Budget change	
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2 Describe the change, why it is needed, what is the objective of the change and what is the possible impact of the change:

We are proposing to regenerate the Joyce Avenue and Snells Park estates in Upper Edmonton. Physically, many of the dwellings are becoming dated and there are numerous defects developing that will ultimately require a comprehensive refurbishment of the accommodation. This is an expensive proposition for the Council and will negatively impact on leaseholders through large major works bills which could lead to financial duress.

In addition, there are persistent problems with ASB, prostitution and drug dealing on the estates and many residents are scared to go out at night. The layout of the estates, particularly around Joyce Avenue is such that there are many unseen areas which facilitate crime and lower level nuisance issues such as public urination. There have been recent occurrences in the area of violent crime against the person, and the neighbourhood is known for gang activity.

A further strand to the proposals is to increase the overall supply of affordable homes in the borough to alleviate overcrowding and reduce the number of families currently housed in temporary accommodation.

The Estate Regeneration Team propose to comprehensively redevelop the estate with a particular focus on designing out crime, increasing supply of affordable homes and transforming the public realm including the adjacent High Street. The approach is summarised below in four main elements:

I A safe and child friendly neighbourhood

- High quality public and private open areas with much needed play spaces for children.
- Enhanced security by designing-out unseen spaces and limiting street parking as far as possible.
- More dwellings will be provided at ground floor level to increase natural surveillance and extra security features built into homes.

II More and quality housing for local people

- Cohesive and distinctive design of homes.
- Combat overcrowding. The additional affordable housing units created will be allocated according to Enfield's housing policies.
- A phased approach to allow different architects to design each phase and bring variety and creativity while maintaining an overall design integrity.

III Encourage local residents and businesses to stay and thrive

- Improve access to the High Street to encourage footfall and trade, supporting local businesses.
- Move some of the shop frontages back to create an urban square which would give some much-needed breathing space to the High Street and create an area for outdoor seating and attract new businesses to serve the incoming community.
- Develop a shared equity offer that works for resident leaseholders and encourages them to remain local residents.
- Proposals to offer existing private tenants first refusal on market and discount market rent homes, helping the existing community to remain together.
- Develop a strong and sustainable place-keeping strategy to ensure tighter control of parking, landscape management, refuse and street cleaning. The anticipated higher service charge density in the new development should help to provide the necessary funding to maintain the public spaces and common areas.

IV Council takes the lead.

- The Council wishes to retain as much control as possible over securing the best outcomes for residents. It is therefore proposed that it takes the role of lead developer. Given the long-term nature of the project, a key strategy will be to retain as much flexibility as possible over the composition of future phases. Markets and funding regimes will change over time but retaining overall control of the project allows opportunities that present themselves in the future to be seized. A phase by phase approach allows each phase to be tailored to demand and funding opportunities prior to the work being tendered.

In addition, there will be employment and training opportunities for residents, both during the construction phase where people will be able to acquire trade skills, and after through work on a revived High Street. It is further hoped that some new dedicated flexible employment space for new business and sole traders can be created to promote employment growth.

Finally, it may also be helpful to look at this redevelopment as adding to the positive schemes taking shape at Meridian Water and directly to the south in Haringey within their High Road West regeneration strategy.

3	Do you carry out equalities monitoring of your service? If No, please state why?
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The Estate Regeneration Team is not required to directly undertake equalities monitoring of residents.

The function of the service is to identify estate redevelopment opportunities where a positive impact can be made for all residents both in terms of their current housing situation and their overall life chances.

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4. Equalities Impact

Indicate Yes, No or Not Known for each group

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[illegible]

If Yes answered to questions 3-6 above – please describe the impact of the change (including any positive impact on equalities) and what the service will be doing to reduce the negative impact it will have.

There are a number of principles underpinning our proposals designed to ensure that none of the existing service users are negatively impacted by our plans:

- We will communicate and update our plans through a comprehensive engagement and consultation exercise that will allow residents to articulate their preferences and influence the design and execution of the final plans
- We are required to ensure that none of the residents affected are worse off either socially, materially or financially because of our plans
- Improving our residents' direct living environment through new and improved housing and by helping households out of temporary accommodation into high quality permanent housing
- Much improved public open space and public realm with play facilities for children, areas for adults to relax and of higher ecological value
- Secure private open space either through individual gardens or communal gardens that are private to block residents and allow safe areas for children to play
- Reduced traffic movements in and around the estate through reduced parking availability and improved cycling and walking facilities to discourage short car journeys
- Reduced energy bills and fuel poverty
- Improved access to services and transport links on the High Street
- Our proposals will be tenure blind to eliminate social division and promote equality
- A reduction of crime and the fear of crime through good practice design, improve security and better lighting
- All subject to consultation and a resident's ballot to approve our plans, and to ensure that our proposals are carried through to delivery as required by the GLA

*If you have ticked yes to discrimination, please state how this is justifiable under legislation.

Estate renewal programmes will replace poor quality housing and improve the quality of the environment, provide opportunities for community development, skills and employment opportunities.

It may be more difficult for single parent households to manage the move – costs will be reimbursed but the organisation of removals,

disconnection and reconnection of services, furnishing etc

Single parent households may struggle to cope with a requirement to move home less well than two parent households. Moving home involves costs, which are paid, and organising removals, connections and disconnections, forwarding mail, and furnishing a new home. As Single parent households are more likely to be headed by a woman, this proposal may have a greater impact on women, than men.

The disruption involved in moving can be particularly difficult or distressing in older age, older residents may have to rely on others to help them. All new homes will be constructed to lifetime homes standards and will be adaptable for elderly or disabled residents. A proportion of the homes may also be specifically constructed as sheltered accommodation and discussions are ongoing internally with the Director of Health and Adult Social Care.

This EQIA identifies positive and negative impacts for all members of the community, and a disproportionate impact on some people sharing protected characteristics - older people, female headed single parent households, and households containing someone with a disability. These issues will be addressed in any redevelopment plans agreed after a resident's ballot.

5. Tackling Socio-economic inequality Indicate Yes, No or Not Known for each group	Communities living in deprived wards/areas	People not in employment, education or training	People with low academic qualifications	People living in social housing	Lone parents	People on low incomes	People in poor health	Any other socio-economic factor Please state;
Will the proposal specifically impact on communities disadvantaged through the following socio-economic factors?	YES	YES	YES	YES	YES	YES	YES	
Does the service or policy contribute to eliminating discrimination, promote equality of opportunity, and foster good relations between different groups in the community?	YES	YES	YES	YES	YES	YES	YES	
Could this proposal affect access to your service by different groups in the community?	NO	NO	NO	NO	NO	NO	NO	

If Yes answered above – please describe the impact (including any positive impact on social economic inequality) and any mitigation if applicable.

***Demographic information obtained from the Knowledge and Insight Hub, Ward Profile: Upper Edmonton 2019**

Communities living in deprived wards/areas

Upper Edmonton is one of the most deprived wards in the borough and is within the 10% most deprived wards in England. The ward falls below the averages for the borough and London on a number of deprivation indicators such as unemployment and life expectancy.

The redevelopment of Joyce and Snells and the development of Meridian Water in the same ward will bring billions of pounds of investment into the area. This will not only secure significant quantities of high-quality affordable and private housing but will inevitably attract other inward investment to the area.

The expected result of this investment will be to contribute to making the ward a happier, healthier and more dynamic place to live and work and will help to balance life outcomes for residents between the east and west of the borough.

People not in employment, education or training

The ward falls below the borough averages for residents with lower level qualifications and higher-level qualifications and above average for residents with no qualifications. The effect if this is to reduce work opportunities and access to better paid employment. Through the redevelopment of the estate, there will be work and training opportunities for local residents in connection with the construction trade. This will include obtaining NVQ level qualifications and apprenticeship schemes for trades.

As a Council-led development, Enfield will be able to set the terms for such work and training opportunities through local labour initiatives in our construction contracts and associated partnering arrangements. The wider investment in the area is expected to boost the high street and create further end use employment opportunities.

The new station at Meridian Water and other projects that are underway with TFL will aim to increase the frequency of services into and out of London and with associated improved connectivity with the London Underground and Overground hubs. This makes the ward more attractive to inward investment from businesses to the borough creating further work and training opportunities.

People with low academic qualifications

For the reasons set out above, the redevelopment will provide opportunities for work and training in the construction trade. The construction trade as a whole suffers from a shortage of skilled workers and crafts people; and it is often this vocational type of work that suits candidates who have attained lower or no formal academic qualifications.

People living in social housing

This project directly affects people living in social housing. The proposed renewal of all the social housing on the existing estate will entitle every current social housing tenant a brand-new energy efficient home that meets their housing needs. The regeneration will also be an opportunity to re-plan the estate to design out crime and provide much improved green spaces.

Lone parents

The percentage of lone parents in this ward is higher than the borough average and represents around 23.4% of households. Lone parents in social rented accommodation will be offered a brand new social rented home that meets their housing needs. It is also proposed that tenants of non-resident landlords (which will include lone parents) on the estate will be offered first choice of intermediate housing such as homes let at London Living Rents or Shared Ownership subject to qualifying criteria; or in the newly built private rented homes on the estate at market or discount market rents.

It is further proposed that on the new estate the Council will remain Landlord regardless of tenure; and for the rented tenures, offer longer tenancies with controlled rent increases and professional management services. It is envisaged these interventions will help provide stable housing choices and enable families to put down more permanent roots in the community.

People on low income

Upper Edmonton is estimated to have the 3rd lowest median household income of the borough's 21 wards with average household incomes below the median for both Enfield and London as a whole. It is proposed that there will be long-term training and employment opportunities in connection with the redevelopment of the estate, and the associated improvements to the adjacent high street will provide additional employment opportunities. Improved housing conditions and the proposed longer tenancies for the (Council owned) private rental properties will help to bring more stability to people's lives and enable them to focus on work opportunities.

Other socio-economic factors

Health and disability

Within the proposals are a major emphasis on high quality open spaces and interventions to encourage residents to walk, cycle or use public transport as an alternative to private car use. It is also hoped that a more attractive, safer feeling external environment will encourage residents to go outdoors more frequently to help combat loneliness and social isolation as well as increasing exercise levels.

All flat blocks will feature lifts and increased numbers of ground floor dwellings to help elderly and disabled residents to access and egress their homes more easily.

The new homes themselves will have much better heating and ventilation and provide a healthier internal environment in which to live

Culture and Leisure

Current proposals are examining the feasibility of introducing an 'arts' building that will encompass community facilities, library service, meeting space, café and exhibition space – all linked to a new square directly off the high street. This will allow events to take place that

require both indoor and outdoor space and will be the year-round cultural hub for the estate. This is intended to complement an invigorated high street in increase the overall appeal of Fore Street as a destination retail and leisure area. Resident from Joyce and Snells will be at the heart of these changes.

6. Review

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

Estate ballot

We are required to undertake a ballot of residents and obtain a majority in favour of our plans. This means that residents will be widely consulted and have the opportunity to directly influence plans for their new estate. The ballot will also entail the Council putting together a Landlord Offer document that details resident's housing options and compensation for disturbance and homelessness. A positive ballot outcome will be an endorsement for our estate plans and Landlord Offer.

Planning application

Resident consultation and engagement will continue throughout the planning application process so that they can further shape their new estate. This period will provide an opportunity for ongoing feedback to our plans and proposals and will encourage residents to take ownership of their new estate as it develops.

Development phases

At the end of each development phase – currently anticipated 11 phases in total – there will be surveys at practical completion when residents move in and at the end of the defect liability period (12 months into tenancy) to ascertain what they think of their new homes. Feedback from these surveys will be used to make changes and improvements in the subsequent phases of development through a process of continual improvement.

The resident's steering group will continue throughout the development as a forum, and it is hoped that a strong resident's association will develop to feed back on management and maintenance issues post occupation.

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Action plan template for proposed changes to service, policy or budget

Title of decision:...Cabinet Approval.....

Team:...Housing and Regeneration..... Department: Place.....

Service Manager:...Ed Richards/Nick Weston... ..

Identified Issue	Action Required	Lead Officer	Timescale/ By When	Costs	Review Date/ Comments

Please insert additional rows if needed

Date to be Reviewed:

APPROVAL BY THE RELEVANT DIRECTOR - NAME: Ed Richards... **SIGNATURE**.....

This form should be emailed to joanne.stacey@enfield.gov.uk and be appended to any decision report that follows.