

## Enfield Equality Impact Assessment (EqIA)

### Introduction

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

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

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

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

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

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

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

**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 1 – Equality Analysis Details

<b>Title of service activity / policy/ strategy/ budget change/ decision that you are assessing</b>	Statement of Community Involvement in Planning
<b>Lead officer(s) name(s) and contact details</b>	Hanan Osman- Senior Planning Officer Natalya Palit- Area Plans Manager May Hope- Plan Making Manager
<b>Team/ Department</b>	Place Department
<b>Executive Director</b>	Sarah Cary
<b>Cabinet Member</b>	
<b>Date of EqIA completion</b>	11/12/2020

## 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?

**Describe the change, why it is needed, what is the objective of the change and what is the possible impact of the change:**

This Equalities Impact Assessment/Analysis (EqIA) sought to ensure that document production and consultation on the new Statement of Community Involvement in Planning promotes equal opportunities.

All local authorities are required to produce a Statement of Community of Involvement and keep it updated. The first SCI was adopted in June 2006 and updated in November 2015. The 2015 update made a number of alterations to bring the statement in line with the changes in legislation related to policy making.

Further to this, in times of crisis such as a Global Pandemics, local authorities are required to implement temporary changes which affect the normal community consultation processes of planning policy documents and on various planning application types.

Since the publication the existing Statement of Community Involvement in November 2015, several changes to planning legislation, regulations and guidance has occurred which this SCI seeks to update. In addition, changes in current practices and technological advances including increased use and availability of electronic communications such as email, social media and the web/digital engagement platforms, which have changed the way in which residents and business engage in the planning process. Greater emphasis is placed on our consultation principles and how developers would need to engage with the local community before submitting a major planning application.

The new SCI has been prepared under the Planning and Compulsory Purchase Act 2004 (as amended) as required by S.18 of the Town and Country Planning (Local Planning) (England) Regulations 2012, the Town and Country Planning (Development Management Procedure) (England) Order 2010 and the National Planning Policy Framework (NPPF) 2012. The Council is under an obligation to ensure that the SCI is kept up to date. Not doing so would leave the Council open to challenge as to the processes it follows in preparing the Local Plan and in dealing with applications and appeals. In preparing the new SCI Officers have taken the opportunity to add further clarity to the regulatory guidance.

The new SCI seeks to ensure the active, meaningful and continued involvement of local communities and stakeholders in planning. It sets out a consultation strategy for the Council's planning functions including:

- How, when and who will be consulted throughout the preparation stages of the Local Plan and other planning documents with clear indication of opportunities for engagement;
- Current statutory procedures in dealing with planning applications and appeals which include provisions for consultation on planning applications again with clear indication of opportunities for engagement. It also specifies bodies to be consulted, depending on the type of planning application together with guidance on requirements for statutory notices to be served on adjacent premises regarding prior approvals for householder extensions;
- More expectations are also set out for how developers to engage with the local community before submitting a planning application;
- It references key changes in planning legislation, regulations and policy since the 2015 update including statutory changes to reflect the Housing and Planning Act 2016;
- It refers to The Neighbourhood Plan Act 2017 and describes the latest regulations, changes in national planning policy and guidance to provide the opportunity for community groups (as designated neighbourhood forums) to prepare their own neighbourhood plans. It also explains the roles of both the Neighbourhood Forum role and the Council alongside the key stages;
- It explains the temporary changes which affect the normal community consultation processes of planning policy documents and on various planning application types, as a result of the Global Pandemics;
- It outlines how we will consult on any changes to the Enfield community infrastructure levy in terms of how it is charged and administered following the recent amendments to the CIL regulations; and

- Finally, it sets out how the Council is exploring new ways to consult through the use of digital technology platforms to reach out to residents more effectively.

The Council is committed to treating everyone fairly and justly, whatever their race or background and wants to ensure that everyone gets an opportunity to be involved in the planning process.

The New SCI will strengthen the relationship with communities in Enfield in seeking to achieve fairness for all, growth and sustainability and strong communities within the context of providing the appropriate level of supporting infrastructure, and the development of strong and sustainable communities.

## SECTION 3 – Equality Analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (eg people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts, and, where possible, provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

**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.

There are no impacts on age that have been identified at this stage and that this Statement of Community Involvement in Planning does not proposed change to service/policy/budget. We seek meaningful engagement across all age groups mainly through using digital consultation especially during times pandemic local authorities are required to implement temporary changes which affect the normal community consultation processes of planning policy documents and on various planning application types.

**Mitigating actions to be taken**

We would meet with selected stakeholders and key interest groups (representing various groups), such meeting would be held face to face or online, however this is subject to restriction on public movement. This help provide identify key issues, getting key bodies involved and achieving consensus with other strategies and initiatives. We would also work with the Library Hubs and link to Digital Inclusion.

**Disability**

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

This could include:

Physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

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

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

There are no impacts on disability that have been identified at this stage. The New Statement of Community Involvement in Planning does not proposed change to service/policy/budget.

**Mitigating actions to be taken**

For public consultations, we will consider the needs of people with various physical disabilities, visual impairments and the deaf community.

### Gender Reassignment

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

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

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

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

### Mitigating actions to be taken

### Marriage and Civil Partnership

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

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

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

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

### Mitigating actions to be taken

### Pregnancy and maternity

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

giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

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

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

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

**Mitigating actions to be taken**

**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

There are no impacts on race that have been identified at this stage. The New Statement of Community Involvement in Planning does not proposed change to service/policy/budget.

**Mitigating actions to be taken**

**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.



There are no impacts on religion and belief that have been identified at this stage. The New Statement of Community Involvement in Planning does not proposed change to service/policy/budget.

**Mitigating actions to be taken**

**Sex**

Sex refers to whether you are a man or woman.

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

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

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

**Mitigating actions to be taken**

**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.

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

**Mitigating actions to be taken**

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**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.

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

**Mitigating actions to be taken.**

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## 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?

The effectiveness of the Council's approach to consultation in planning will be monitored through the Local Plan Monitoring Process. Throughout the preparation of the Local Plan an Equal Opportunities Monitoring form is produced for all Local Plan document consultations in both electronic and paper format. The number of returns to equalities monitoring forms is average and improvement to increasing returns and monitoring is being explored through each individual consultation. The number of monitoring form returns in the last financial year is not sufficient to conclude the impact of the service on the individual identified groups. As best practice, an EqIA is also prepared to accompany the production of new Local Plan and Supplementary Planning Documents. The general effectiveness of planning policies within the Local Plan is monitored yearly through the authorities Monitoring Report.

The Council publishes Authority Monitoring Reports (as required under Section 113 of the Localism Act, 2011) on a yearly basis. The Development management section also carries out regular monitoring of how effective a service it delivers in dealing with applications and appeals through the statutory processes.

## SECTION 5 – Action Plan for Mitigating Actions.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
It will be important to review and monitor the impact of new SCI on equalities issues once it is adopted.	To report on any equality matters raised, through individual Local Plan document consultations.	Hanan Osman	2020 onwards		The Council will ensure that Community Involvement in the preparation of the Local Plan and planning applications is in accordance with its policies on fairness and equalities.