

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 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 e.g. 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

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Bowes Primary & Surrounding Streets Quieter Neighbourhood Area
Lead officer(s) name(s) and contact details	Richard Eason
Team/ Department	Place – Healthy Streets
Executive Director	Sarah Cary
Cabinet Member	Deputy Leader Cllr Barnes
Date of EqIA Commencement	23rd April 2021
Last Updated	7th June 2021

SECTION 2 – Summary of Proposal

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

Please summarise briefly:

What is the proposed decision or change?

What are the reasons for the decision or change?

What outcomes are you hoping to achieve from this change?

Who will be impacted by the project or change - staff, service users, or the wider community?

The consultation survey for this project ran from 28 September 2020 to 2 May 2021. Consultation analysis was ongoing during this period and a report (referred to as 'Consultation Analysis' in this EqIA) provides a detailed analysis and summaries of the responses. In recognition of comments from disabled people and carers during the consultation period, an additional consultation exercise was launched in March

2021 which specifically targeted disabled people, carers, those receiving care, and Blue Badge holders that live within the Bowes Primary area.

Residents in the Bowes Primary & Surrounding Streets Quieter Neighbourhood Area have raised concerns with Enfield Council over traffic issues in the area for many years. In 2018, MP Bambos Charalambous presented a petition to Parliament on behalf of the Bowes ward, calling for a live trial of a low traffic neighbourhood. This petition was signed by 377 local residents. In response to this petition, in 2019 the Council engaged residents in the Bowes Primary & Surrounding Streets Quieter Neighbourhood Area through a Perception Survey to better understand the issues that they were experiencing.

In total 263 residents participated and provided these top responses:

- Concerns about streets being used as rat-runs.
- Concerns about speed and volume of traffic; and
- Concerns about pollution.

78 per cent of participants thought vehicle speeds are a serious problem and 87 per cent of participants said the volume of traffic is a serious problem¹.

The full findings from the survey can be found at <https://letstalk.enfield.gov.uk/BowesQN>

Enfield Council has implemented various restriction points with the intention to:

- 1) deny a route to motorised through-traffic along Warwick Road and connecting estate roads
- 2) deny a route to motorised through-traffic along the northern section of Palmerston Road and connecting estate roads.

The Council extended into the Enfield part of Brownlow Road, and the estate to the east, the 20mph speed limit to complement the same speed limits in the adjacent areas to the south of A406 to the south and west. This offers better consistency to drivers and should reduce the sense of traffic domination on Brownlow Road. A second phase is planned to remove through-traffic, except buses, on Brownlow Road by way of a further restriction point on Brownlow Road and potentially a point closure on Westbury Road which will be subject to where the bus gate on Brownlow Road will be located.

Warwick Road, Palmerston Road and their connecting estate roads are unclassified roads. They are typically narrow and have close-fronting homes. Through traffic is better accommodated on the perimeter roads that border the area, namely: A406 North Circular Road, A105 Green Lanes, and A109 Bounds Green Road. Removing through traffic within these neighbourhoods has established more attractive conditions for walking and cycling within the neighbourhood, with modal filters for cycling at the closure points further boosting the convenience of cycling over car use for local trips. Access for buses is also

¹ <https://letstalk.enfield.gov.uk/2794/widgets/9476/documents/4491>

planned to be maintained on Brownlow Road which further priorities use of public transport of private car.

Lowering the level of traffic on Palmerston Road aims to make it better suited for on-road cycling, helping complete a cycle route into Haringey that already links to Palmers Green and Enfield Town to the north. Reducing the overall volume of traffic to levels that better match the character of these narrow, densely populated streets also aims to improve air quality within the zone.

These proposals followed ongoing engagement with London Fire Brigade, London Ambulance Service and Metropolitan Police as well as Enfield Waste Collection services. Camera controls, rather than a physical barrier, are included on Warwick Road to avoid hindering emergency access and waste collection services in and out of the estate to/from the south and reducing response times. In this regard the proposals represent an improvement over the existing width restriction. Where closure points and islands are placed, the removal of some adjacent kerbside parking/loading space will be required so that parking does not foul access around narrowed sections of road or occupy space needed to be left clear for drivers to turn vehicles around. The proposals, including the localised parking controls, are supported by experimental traffic orders so that the Council can assess their impact further, consider representations and make amendments if necessary.

A conscious decision has been made to trial the proposals experimentally. Experimental traffic orders allow for schemes to be implemented and a consultation to take place whilst they are live. This allows a true consultation to take place in respect of the actual impact. During the experiment, changes can be made to the measures in place and the law requires further consultation following changes before any scheme can be converted to a permanent scheme.

The effects of the implementation are being monitored throughout the experimental phase. The authority does not currently have data for people passing through the scheme area and any protected characteristics they may have; so the ward profile for the Bowes Ward has been used as the basis for demographic data.

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 (e.g. 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.

Information has been gathered regarding groups with protected characteristics in Enfield as a whole, and for Bowes specifically (referred to as the ‘Study area’). London Travel Demand Survey (LTDS) and Census 2011 data have been the two primary data sources, though other data sources have been used, and are referenced throughout. For each protected characteristic, data has been collected and analysed, with comparisons made at borough, regional and national level where relevant.

The project team consider that there would be no disproportionate impact on Gender Reassignment, Sexual Orientation or Marriage and Civil Partnerships as protected groups, therefore they have been excluded from the assessment. This is based on the evidence from consultation responses which show no clear trends or patterns

indicating an issue in these protected characteristic groups. The project team will reassess this if deemed necessary.

Age

This can refer to people of a specific age e.g. 18-year olds, or age range e.g. 0 – 18-year olds.

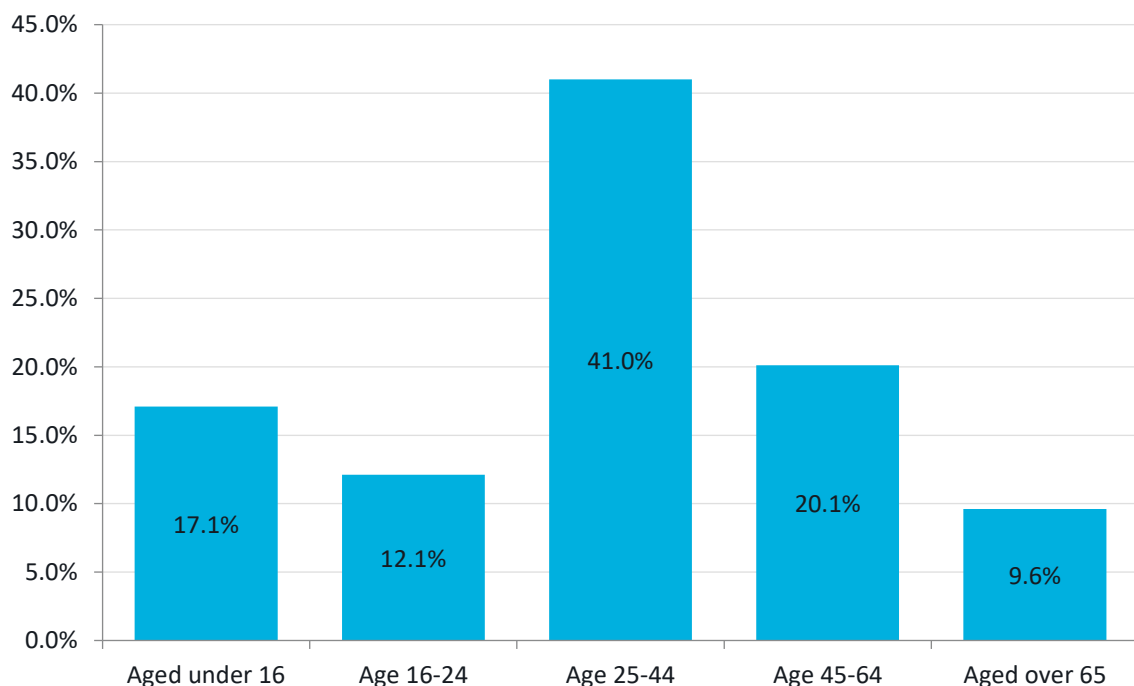
Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)?

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

Evidence base

As demonstrated within Figure 1, the majority of residents within Bowes are aged 25-44, making up 41 per cent of all residents. There is an almost even split of those aged older and younger than that age bracket, with 29.2 per cent aged under 24, and 29.7 per cent aged over 45.

Figure 1: Age distribution within study area

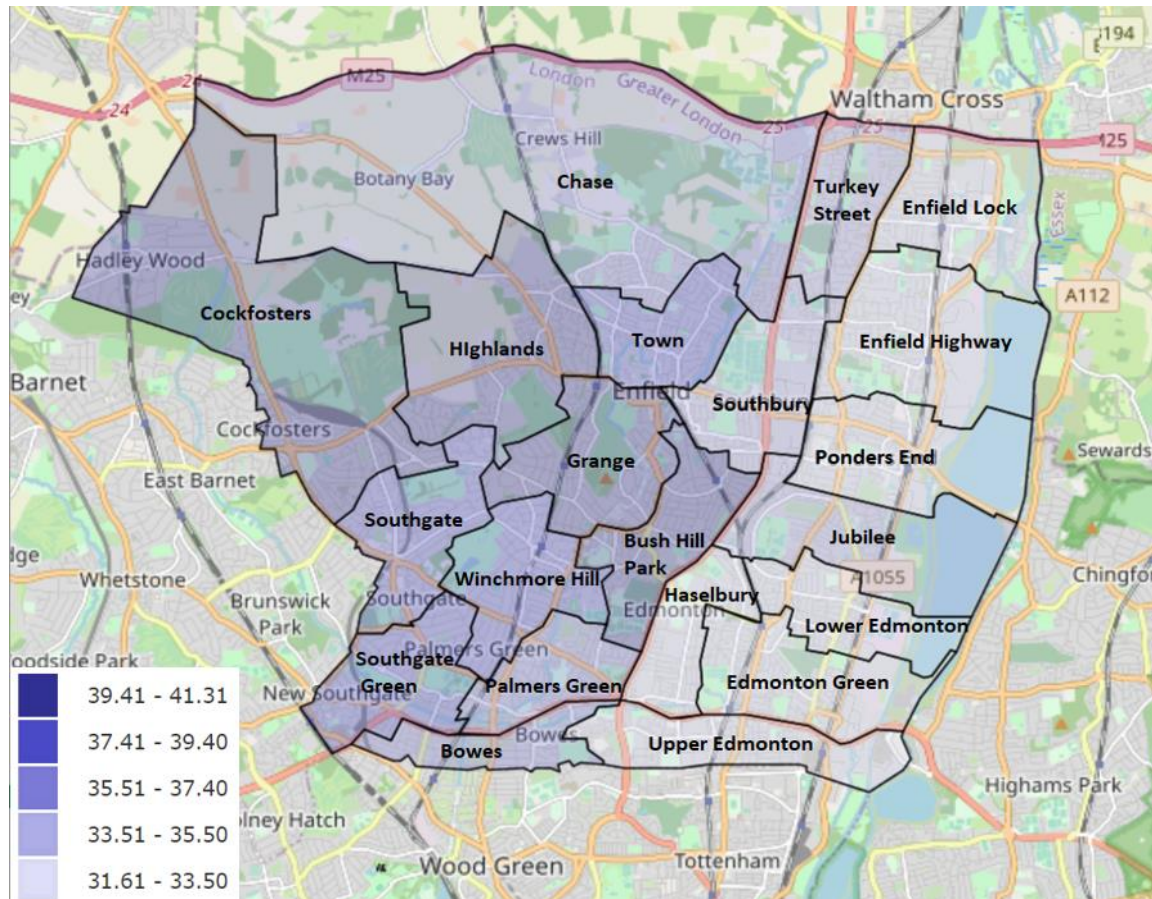


Source: UK Census 2011

Figure 2 presents the spatial distribution of the mean age across Enfield's wards. A clear trend can be observed whereby the northern and eastern wards have some of the lowest mean ages in Enfield and the southern and western wards some of the

highest. Bowes, located in the southwest of Enfield, has one of the oldest mean ages in the borough.

Figure 2: Mean age by ward in Enfield



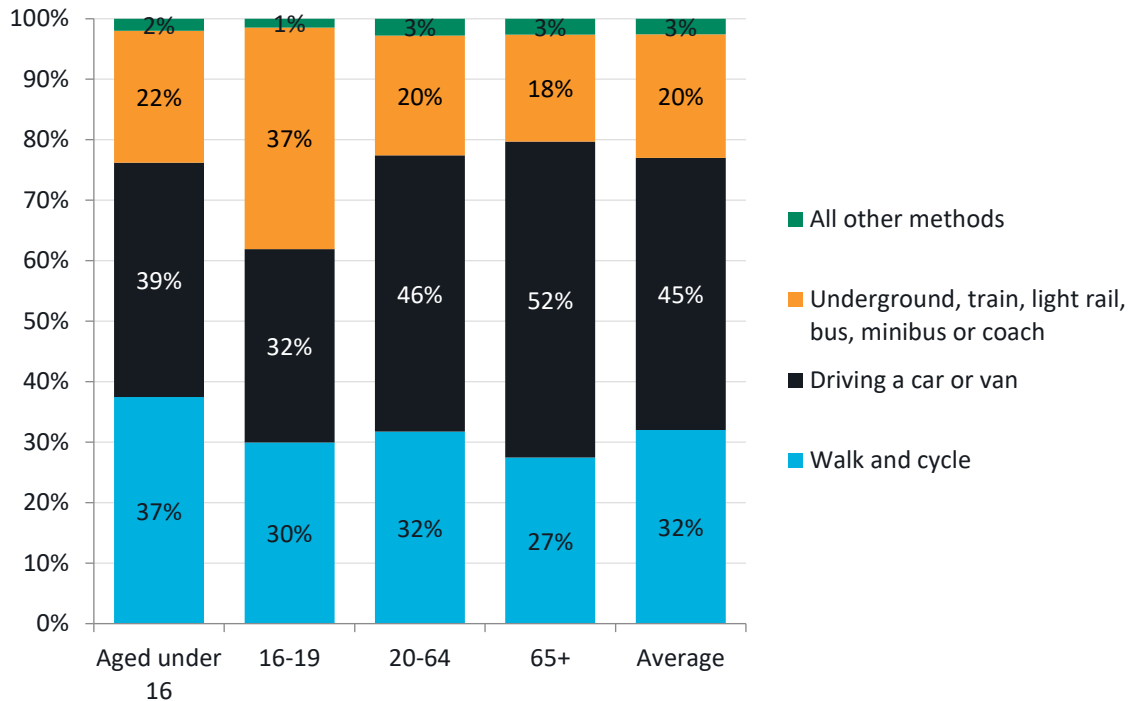
Source: UK Census 2011

Figure 3 presents LTDS data on how people travel around Enfield within each age category.

In general, younger people in Enfield walk and cycle more, and drive less than their elderly counterparts. The highest percentages of walking and cycling can be seen in those aged under 16, with 37 per cent of all trips made on foot or by bike. Those aged 65 and over have the lowest levels of walking and cycling, with 27 per cent of all trips, but the highest percentage of trips driven (or as a passenger in a car or van) at 52 per cent. Public transport use is disproportionately higher in 16 to 19-year-old group, making up 37 per cent of all journeys. This is 15 per cent higher than the nearest age group (those aged under 16). Furthermore, as per the latest data from 2016, the average age to start driving in the UK was 26, and this is expected to have reduced further over the previous five years².

² <https://www.insurancefactory.co.uk/news/August-2016/Average-age-to-start-driving-increases-to-26>

Figure 3: Mode share by Age in Enfield



Source: LTDS (2016/17, 2017/18 and 2018/19)

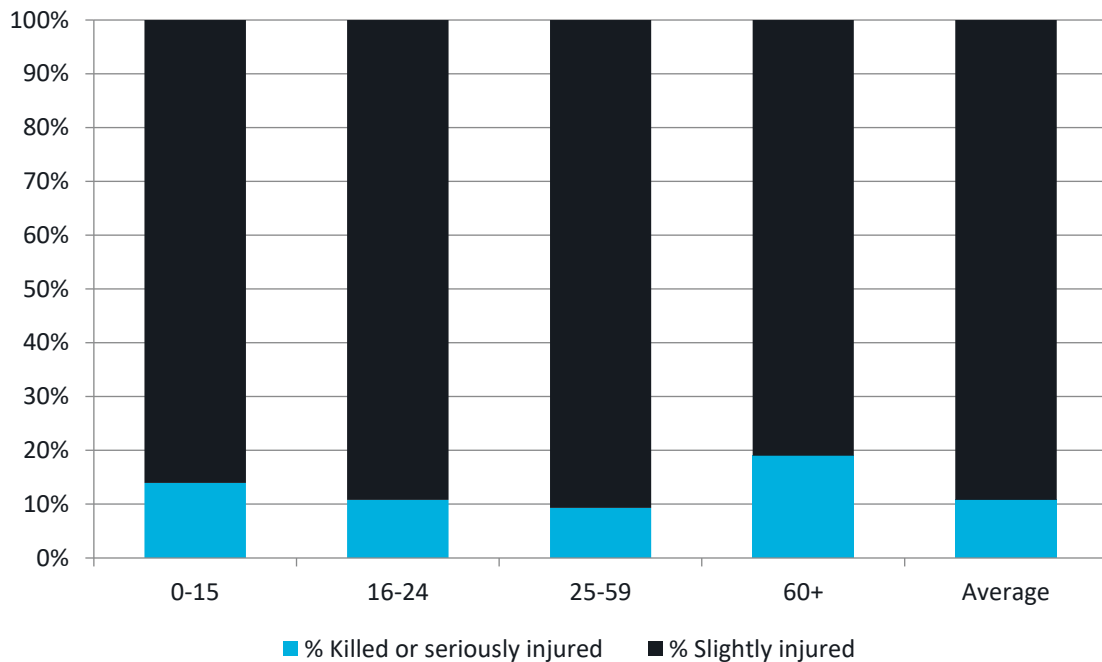
The proportion of Killed or Seriously Injured (KSIs) and Slightly Injured casualties per age category is shown in Figure 4 below. KSIs are higher than average for those age 60 and over (19 per cent) and those aged Under 16 (14 per cent). As such, this indicates that these age groups are disproportionately more likely to suffer more severe consequences if they are a casualty in a collision.

Across the UK, 10-14 age group road accidents make up over 50% of all external causes of death. 15-19 years olds experience almost double the risk of death from road traffic accidents (82.5 deaths per million population) in comparison to the general population (42.2 deaths per million population). For males in this age group the risk is higher still at 127.3 deaths per million population³.

3

http://www.racfoundation.org/assets/rac_foundation/content/downloadables/road%20accident%20casualty%20comparisons%20-%20box%20-%2020110511.pdf

Figure 4: Percentage killed or seriously injured by Age in Enfield



Source: DfT Road traffic statistics (2019)

Differential impact assessment

- People of young and old age are more vulnerable to poor air quality⁴, and Bowes has one of the oldest mean ages in Enfield. The delivery of this Quieter Neighbourhood aims to enable mode shift, ultimately reducing emissions from private vehicle use and increasing active modes of travel, benefit these age groups disproportionately through improved air quality.
- Younger people in Enfield are less likely to drive than older people in the borough, are more likely to walk and cycle. Improvements to volumes of traffic in Bowes will benefit those who already cycle, and therefore may disproportionately benefit younger people. However, the improvements are also likely to benefit those who do not currently cycle by providing safer and more attractive conditions to do so. This may allow for a selection of residents which is more evenly dispersed across the age groups to partake in active travel modes – and reaping the health benefits associated with a more active lifestyle. Therefore, while the changes may initially disproportionately benefit younger people, over time there may be longer term benefits across the age groups that rectifies this initial imbalance.
- Reductions in motor vehicle traffic are expected to create safer streets with an improved experience for pedestrians – such as reduced noise and air pollution and reduced fear of being involved in a collision. These improvements to the walking environment are likely to disproportionately benefit those who are aged 16 and under who currently make 37 per cent of

journeys by walking (or to a lesser degree, cycling). Furthermore, those aged 16-19 who make 37 per cent of trips by public transport are also likely to disproportionately benefit, as every public transport journey starts or ends on foot or cycle. The scheme should also reduce northbound bus journey times due to the reduction of through traffic in the area which will benefit younger age groups who make the majority of their trips via public transport or walking/cycling.

- On the contrary, this scheme may cause increased congestion in the short to medium term on arterial roads as traffic is reassigned from minor roads within Bowes. As such, these impacts may disproportionately impact younger age groups.
- Older people are more likely to suffer from slight mobility impairments due to aging, which do not fall under the disability PCG. This can include slower movement and reaction time, and some may use mobility aids for walking. A reduction in motor vehicle traffic is likely to be particularly beneficial for those who require extra time to cross the street due to physical or visual impairments.
- The Quieter Neighbourhood measures will significantly reduce the volumes of traffic through the area, reducing the threat caused by motor traffic, particularly from larger vehicles such as vans or HGVs who can no longer pass through the area. While these improvements are likely to benefit all ages groups, as those aged under 16 and over 60 are disproportionately killed or seriously injured by motor traffic, they are likely to benefit the most from the changes.
- While these measures are likely to create safer, healthier streets for residents of Enfield, they may lead to longer journey times for people who rely on private cars, taxis or Dial-a-Ride. The scheme may also lead to short- or medium-term delays to motor traffic on arterial roads as traffic is reassigned from minor roads in Bowes. Private cars, taxis or Dial-a-Ride are particularly popular for people aged 65 and over. Travelling can also be uncomfortable for some people, particularly for the elderly, therefore extended journey times could exacerbate this issue.
- It is noted that some people may be more likely to use a private car as travel patterns and preferences change due to the pandemic. This may lead to increased journey times for those who rely on private cars, taxis or Dial-a-Ride.
- The Consultation Analysis report highlighted an under-representation of younger people responding to the consultation, and an over-representation of older people. In the 2011 Census, those aged 16-29 and 30-39 made up 25 per cent and 21 per cent of all age groups, however in the survey, only 4

⁴ https://www.london.gov.uk/sites/default/files/air_quality_for_public_health_professionals_-_city_of_london.pdf

per cent of respondents said they were aged 16-29, and 16 per cent aged 30-39. In older people, the opposite trend can be seen. In the Census 2011, 14 per cent of people stated they were aged between 40-49, 10 per cent between 50-59, and 6 per cent between 60-69, however the survey received 29 per cent, 22 per cent and 20 per cent of responses from those age groups, respectively.

- The Consultation Analysis report also highlighted some of the opposition to the scheme related to the impacts of the scheme on mobility and alternatives to private car use. 44 responses (out of 447 open question responses to the corresponding question) referred to public transport or active travel not being a suitable alternative due to disability or age (of these, 13 were disabled, and 16 were aged over 60).

Mitigating actions to be taken

- Any future engagement should target those aged under 40 (and especially under 30) who have been highly under-represented, to gain better insights into whether there are any specific disproportionate impacts (either positive or negative) on younger people. This could be achieved through measures such as targeted advertising on social media, or at locations frequented by the younger generation such as leisure centres or gyms.
- Continue to monitor bus journey times using TfL bus journey time data, and consider mitigation measures if there is an impact.
- Investigate the impact on local private hire vehicle and taxi with respect to journey times, cost and accessibility.

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.

Evidence base

In Enfield, Census 2011 data shows that 81.1 per cent of residents feel that they have no limitations on their activities. This is slightly higher than both England and Wales (79.8 per cent) but lower than in Greater London (83.2 per cent). 18.9 per cent of the population of Enfield stated that they were limited by a long-term health problem or disability. In Bowes ('Study area') this percentage is lower, at 15.9 per cent of the population.

Figure 5 presents this data.

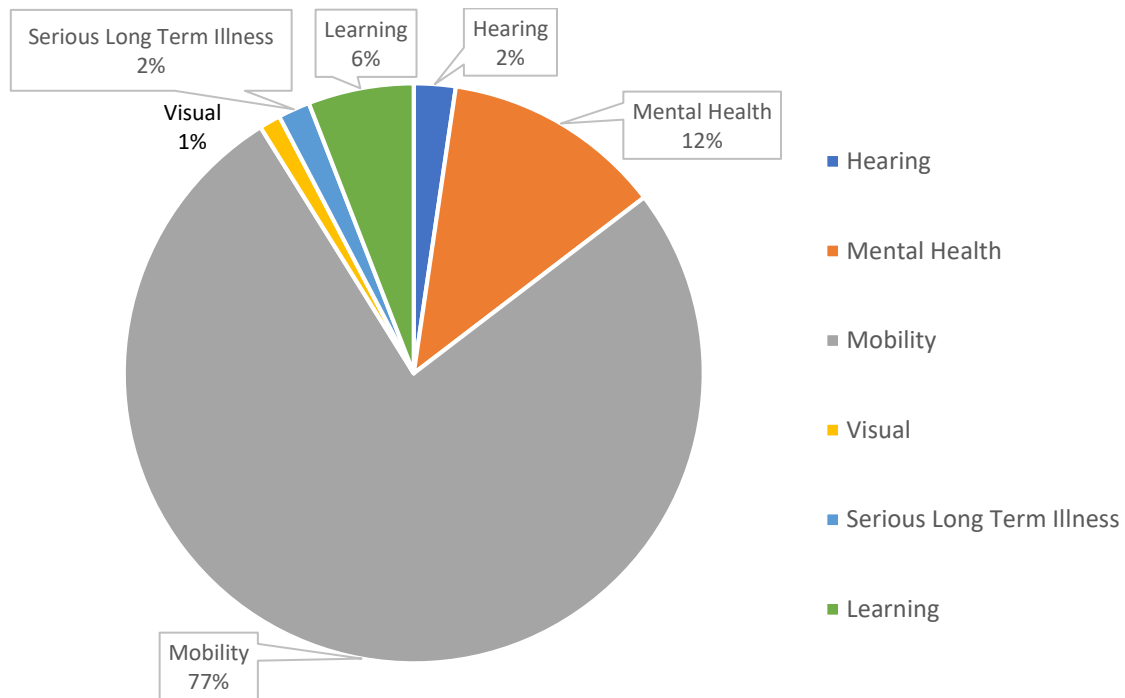
Figure 5: Percentage limited by a long-term health problem or disability in Enfield



Source: UK Census 2011

Disability types stated by those who live in Enfield and have a disability affecting daily travel (including old age) is shown in Figure 6 below. Mobility impairment represents the highest proportion (77 per cent) followed by impairment due to mental health (12 per cent). It should be noted that this data is based on a small sample, therefore results should be taken as a general indication only. It is important to note that various physical and mental disabilities can lead to travel limitations.

Figure 6: Disability types stated by those with a disability affecting travel

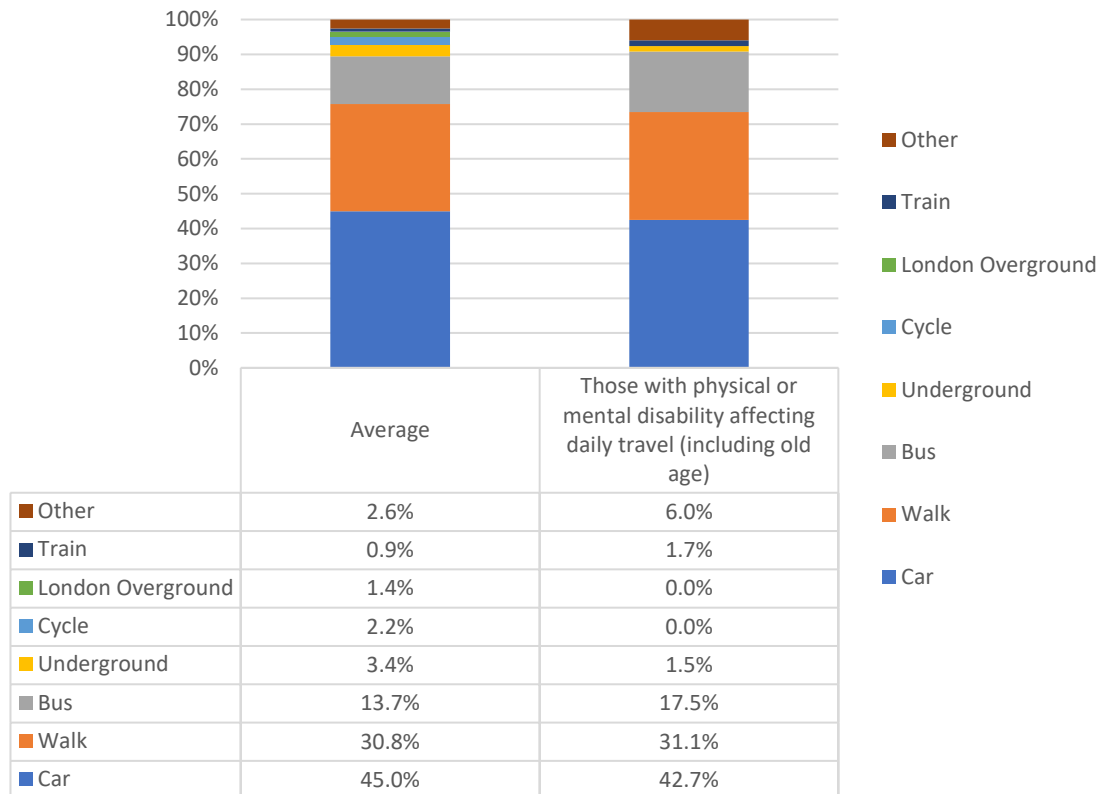


Source: LTDS (2016/17, 2017/18 and 2018/19)

Focusing solely on cyclists who have a disability, the Wheels for Wellbeing annual survey⁵ shows that 72 per cent of disabled cyclists use their bike as a mobility aid, and 75 per cent found cycling easier than walking. Survey results also show that 24 per cent of disabled cyclists' bike for work or to commute to work and many found that cycling improves their mental and physical health. Inaccessible cycle infrastructure was found to be the biggest barrier to cycling.

Mode split for people with a physical or mental disability is shown in Figure 7. When compared to the LTDS mode split of trips made by all people, car use for those with disabilities is lower (42.6 per cent compared to 45 per cent), bus use is greater (17.5 per cent compared to 13.7 per cent) and walking is marginally higher (31.1 per cent compared to 30.8 per cent).

Figure 7: Mode split by those with a physical or mental disability affecting daily travel



Source: LTDS (2016/17, 2017/18 and 2018/19)

Let's Talk is the software platform engagement is conducted on. It meets and exceeds WCAG 2.1, the current global web accessibility standard⁶.

Text, graphics and figures should be able to be read by screen readers, and all content should be made available in alternative formats for those with visual impairments. Braille can be made available on request (though it is acknowledged that only a small proportion of visually impaired people use braille) or the opportunity offered to speak to someone over the phone or in person about the scheme.

Differential impact assessment

- Improved cycling conditions will benefit disabled cyclists and could potentially encourage people with disabilities to try cycling, if their disability allows. Some disabled people rely upon cycling as their primary means of mobility.
- The project aims to decrease motor vehicle traffic creating a safer environment, particularly for disabled people who are more likely to be

⁵ Wheels for Wellbeing Annual Survey 2018: <https://wheelsforwellbeing.org.uk/wp-content/uploads/2019/04/Survey-report-final.pdf>

⁶ <https://www.w3.org/TR/WCAG/>

pedestrians. Quieter roads will also benefit those whose physical impairments necessitate more time to cross the road, or whose mobility aids may require use of the road, such as mobility scooters.

- Quieter Neighbourhoods may negatively impact on journey times for those with mobility impairments who may find it more difficult to walk or cycle, and therefore prefer the use of door-to-door transport services such as private cars, taxis or Dial-a-Ride.
- Visually impaired people will be pedestrians in the affected area, users of public transport or passengers in other vehicles. Visually impaired people will have varying degrees of ability to see the changes in the environment around them. This will include changes to traffic flows or directions of traffic. Although likely to benefit from decreased traffic flows, the initial change could be confusing.
- Within the Bowes area is Bowes Primary School which hosts Special Educational Needs children and has an Additionally Resourced Provision for pupils with autism. Some children may experience discomfort with the changes to the local environment especially where this may cause a change in route.
- Any changes or removal of the scheme may disproportionately impact residents with certain impairments or disabilities as adapting to changes in their environment can present challenges.
- Reduction to through-traffic is likely to reduce conflict between different road users on the whole. This will create a safer environment, particularly those with physical disabilities. Quieter streets also mean that those traveling with wheelchairs or mobility scooters are able to use the roadway if they choose to circumvent blockages across the pavement (e.g. if the pavement is too narrow to navigate due to bins).
- Findings from the March 2021 disabled people/Blue Badge holder consultation showed that disabled people had concerns about reaching locations such as Bounds Green Group Practice, Bounds Green Underground station, North Middlesex Hospital, Brownlow Road pharmacy and dentists within the area. It was noted that they perceived increases in journey times, increases in traffic, and some responses referred to respondents being unable or finding it much harder to visit friends or family, or to welcome visitors to their own home.
- The March 2021 disabled people/Blue Badge holder consultation showed that carers also had concerns about reaching similar destinations, including North Middlesex Hospital, the GP on Gordon Road (Bounds Green Group Practice) as well as a pharmacy or pharmacies in the area. There was a noted perceived increase in journey times, as well as responses referring to

respondents finding it harder to access healthcare or for carers to gain access to patients.

- Findings from the March 2021 disabled people/Blue Badge holder consultation showed that the responses recorded in the September 2020 to May 2021 Consultation Analysis were broadly representative of the types of disabilities that people have within Bowes. While those who identified as having a learning disability/difficulty appears to be under-represented in the March 2021 survey, it is possible that a percentage of these people chose the option of 'Other'. It is understood that this may be caused in part by the electronic survey only allowing respondents to select a single disability, rather than multiple, therefore they chose 'Other' and listed numerous disabilities.

Mitigating actions to be taken

- Investigate the impact on local private hire vehicle and taxis with respect to journey times, cost and accessibility.
- Maintain contact with Bowes Primary School to discuss any changes and to review impacts.
- Identify travel patterns to local hospitals to monitor whether the scheme is having a disproportionate impact on those who make regular essential trips by car. This could be reviewed via focus groups with disabled residents.
- If any changes to the scheme or its removal is recommended, consideration should be given to residents who may have challenges adapting to changes in their surroundings.

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.

It is considered that this scheme is unlikely to have a disproportionate impact on grounds of Gender Reassignment.

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

It is considered that this scheme is unlikely to have a disproportionate impact on grounds of Marriage and 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

Evidence base

The birth rate in Enfield was 15.1 births per 1000 people in 2016, approximately 28 per cent above the national average that year of 11.8, though on par with the Outer London average of 15.0 per 1000 people. Therefore, there are statistically more likely to be pregnant and maternal people who reside in Enfield than the national average, however this is near equal to Outer London.

Differential impact assessment

- Reduction to through-traffic is likely to reduce conflict between different road users on the whole. This will create a safer environment, particularly for pregnant people and parents with infants and/or young children. This will also provide benefits to pedestrians travelling with prams who require additional time to navigate curbs when crossing the street. Quieter streets also mean that those traveling with prams are able to use the roadway if they choose to circumvent blockages across the pavement (e.g. if the pavement is too narrow to navigate due to bins).
- The implementation of the Quieter Neighbourhood+ scheme, may negatively impact on car journey times for a portion of those who are pregnant and with parents with infants and/or young children who may find it more difficult to walk or cycle, and therefore prefer the use of door-to-door transport services such as private cars, taxis or Dial-a-Ride.
- Improvements in air quality are likely to disproportionately benefit infants and children who are more vulnerable to breathing in polluted air than adults due to their airways being in development, and their breathing being more rapid than adults.
- Expectant mothers and mothers who have recently given birth may have increased numbers of medical appointments. Where this travel is made by car it may take slightly longer, but where the journey is walked or cycled through the experimental area, it is likely to be less polluted and have reduced volumes of traffic. Furthermore, exposure to poor air quality while at home should reduce over time as a result of mode shift away from private car trips.
- The Consultation Analysis showed that across all genders, the proportions of responses from people pregnant or with young children stating they had experienced a 'somewhat negative' or 'very negative' impact were very similar to those who were not pregnant or with young children.

Mitigating actions to be taken

- Monitor responses from this demographic throughout the monitoring and evaluation phase.

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

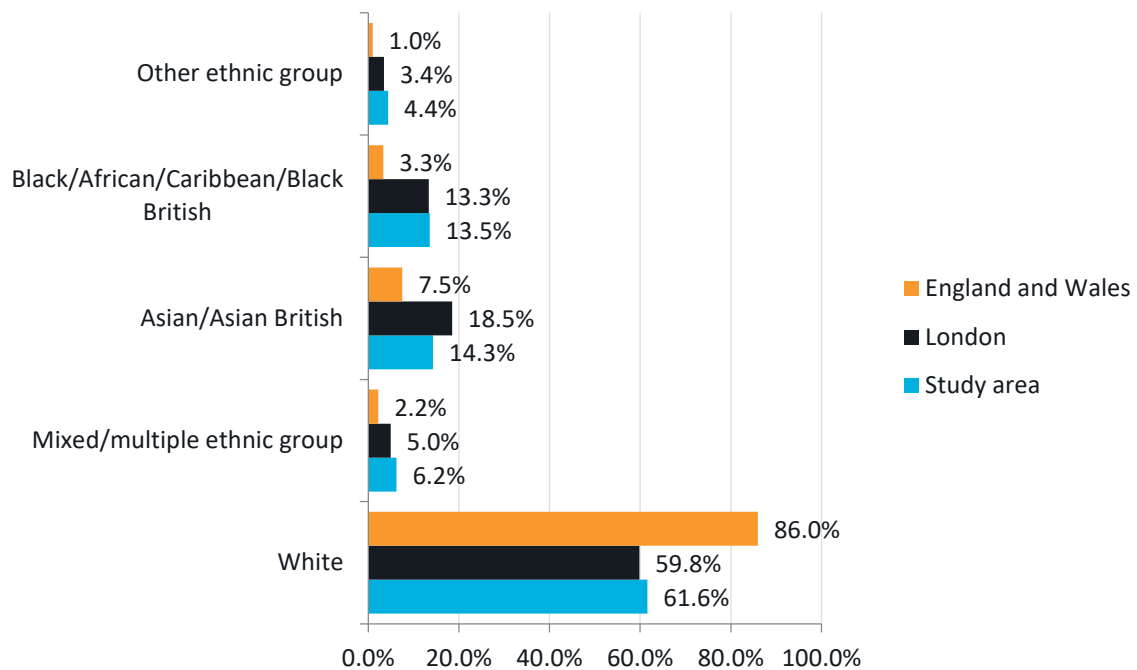
Evidence base

Figure 8 presents the population of Bowes ('Study area') by ethnicity. Based on Census 2011 data, 61.6 per cent of Bowes residential population is 'White', making it the most common ethnicity in the area. This is very similar to the average across London, with Bowes being 1.8 per cent higher than the average across London of 59.8 per cent.

The second most populous ethnicity is 'Asian/Asian British', of which 14.3 per cent of the population identify. This is only 0.8 per cent higher than the next most populous ethnicity 'Black/African/Caribbean/Black British' at 13.5 per cent of the population.

Within the Bowes ward 23.3 per cent of households do not have English as a first language – with Polish, Turkish, Greek, and Gujarati comprising the most common languages otherwise spoken.

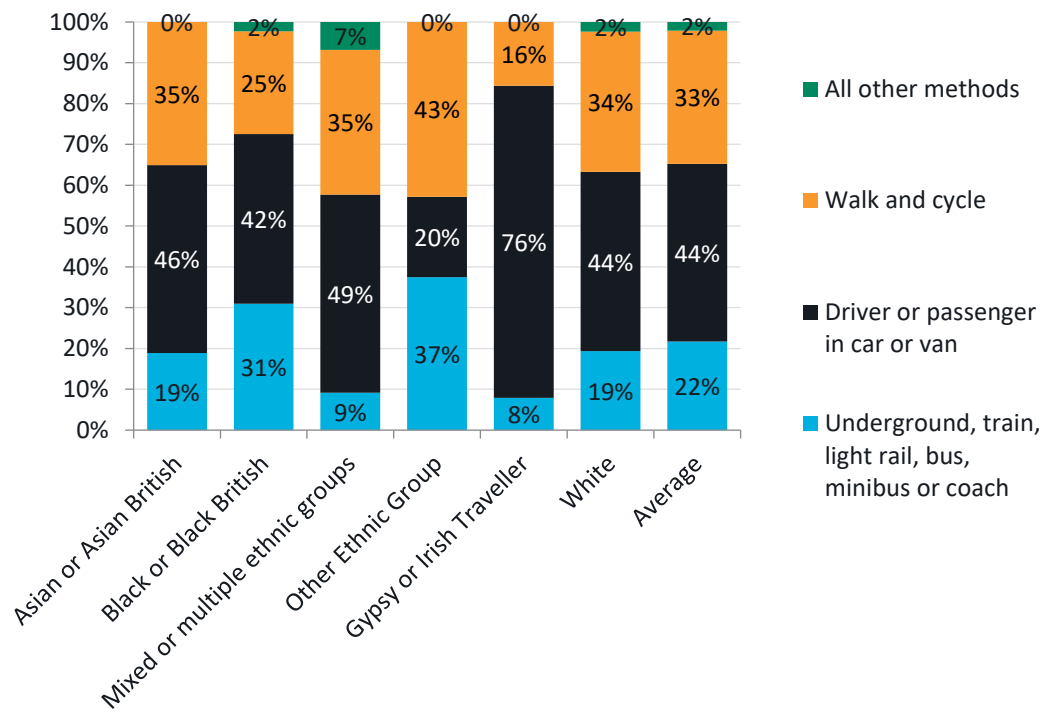
Figure 8: Population of Study area by ethnicity (versus London; England and Wales)



Source: UK Census 2011

Based on average travel modes from the LTDS data presented in Figure 9, in Enfield all ethnic groups except for 'Other Ethnic Group' are more than likely to drive or be driven in a car or van than use any other mode. 'Other Ethnic Group', 'Asian or Asian British' and 'Mixed or multiple ethnic groups' are most likely to walk and cycle, with a mode share of between 35 and 43 per cent. It is important to note that the sample size of LTDS data is small, therefore these percentages may not accurately reflect the travel behaviours of each ethnic group.

Figure 9: Mode share by ethnicity in Enfield



Source: LTDS (2018/19)

Differential impact assessment

- The proposed measures are likely to improve conditions for pedestrians and cyclists, by reducing conflicts with motorised vehicles. This will disproportionately benefit ethnic groups who are disproportionately likely to walk ('Asian or Asian British', 'Mixed or multiple ethnic groups' and 'Other Ethnic Groups'), as well as 'Black and Black British' and 'Other Ethnic Groups' who are disproportionately likely to use public transport (as every public transport journey starts or ends on foot or cycle). On the contrary, this scheme may cause increased congestion in the short to medium term on arterial roads as traffic is reassigned from minor roads within Bowes. As such, these impacts may disproportionately impact 'Black and Black British' and 'Other Ethnic Groups' who are disproportionately likely to use public transport.
- With the exception of 'Other Ethnic Groups', car usage in Enfield is high, particularly for 'Gypsy or Irish Travellers'. For this reason, the scheme may disproportionately affect this ethnic group – such as causing slightly longer journey times for trips made by car. This could have some financial impacts such as increased cost of travel and increased commuting times. However, the delivery of this scheme has the potential to offer genuine alternatives to car journeys and reduce the reliance on cars within this ethnic group.

- It is important to note that reducing car dominance and car usage is a key aspect of Enfield's broader transport strategy, and as such it is acknowledged that this disproportionate impact is necessary to facilitate a shift across Enfield to more sustainable, healthy and equitable modes.
- The Consultation Analysis highlighted that the proportions of responses from Mixed, Asian and Black respondents was lower than might be expected from the 2011 Census, with Black respondents particularly under-represented (only 1 per cent responding to the consultation identified as Black vs 14 per cent identifying as Black the Census 2011).
- The Consultation Analysis also show that a higher proportion of responses from people from Asian backgrounds said that the scheme had 'very negatively' or 'somewhat negatively' impacted them (70%) than average (51%). The White ethnic group showed the highest level of positive impacts, with 28% of responses stating that the schemes had impacted them 'very positively' or 'somewhat positively'.

Mitigating actions to be taken

- There is often poor awareness of local walking and cycling schemes amongst those who rarely walk, cycle or travel outside their immediate area, particularly in those who do not speak English at all, or it is not their first language. As such, all future consultation and engagement communications should continue to ensure that these groups are reached, for example by offering materials in appropriate languages and or engaging through relevant community organisations.
- It is recommended that Enfield officers work internally with the Gypsy Roma Traveller (GRT) lead to discuss the unique characteristics of this ethnic group. Consideration should be given as to how schemes could assist with reducing car usage and encouraging modal shift.
- Continue to monitor bus journey times using TfL data, and consider mitigation measures if there is an impact.

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.

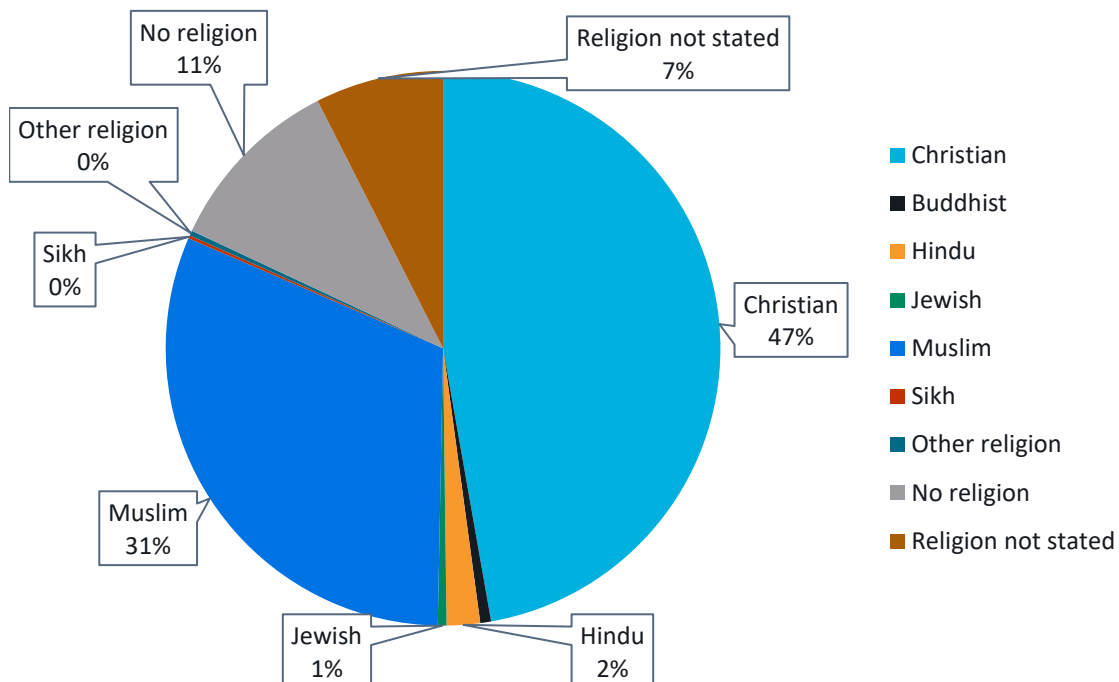
Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

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

Evidence base

Figure 10 presents Census 2011 data on religion and belief in Enfield. Enfield is a predominantly Christian borough, with 54 per cent of the population identifying as Christian. 23 per cent of people do not follow a religion or did not state a religion. 17 per cent of residents identify as Muslim, making it the second most common religion or belief. Enfield is also home to smaller proportions of residents compared to the other faiths including Buddhist (0.6 per cent), Hindu (3.5 per cent), Jewish (1.4 per cent) and Sikh (0.3 per cent)

Figure 10: Breakdown of religion/belief within Enfield



On certain dates and at certain times of the day, religious services and observances can have an impact on travel patterns. Places of worship and faith-based schools are major destinations for large populations from different groups. There are several places of worship in the Bowes area which have been identified and outlined below. Access to these places of worship will be fully maintained, but the route by motor vehicle may change due to the restrictions in place. It is acknowledged that the

route taken by worshippers accessing places of worship outside the Bowes area may also change.

Palmers Green & Southgate Synagogue

Anyone now arriving to the Synagogue by car from the York Road is prevented from driving to the site up Brownlow Road. However, there is currently limited parking provision at the Synagogue (3 vehicles approx.) and two bus stops are located outside the Synagogue. There is no additional nearby parking apparent and the residential premises nearby have significant crossovers. The scheme should also reduce northbound bus journey times due to the reduction in through traffic.

St Michael at Bowes

Located at junction at Palmerston Road and Whittington Road. Reasonable off-road parking available. Attendees by car now have to leave using the same route as when arriving to the church, as they would be unable to exit from Palmerston Road onto the Westbound North Circular. This may increase some journey times for those travelling by car.

Trinity-at-Bowes Methodist Church

Located on Palmerston Road and adjacent to North Circular. TfL made recent changes as part of which they have prohibited turning left into Palmerston Road when travelling Westbound on A406. There is a reasonable parking provision at the church, and so whilst leaving the church would present a slightly longer journey time, the arrival would be swifter owing to less traffic attempting to join the North Circular from Palmerston Road.

Riverside Community Church

Only on-street parking apparent. Positioned near the end of Russell Road. Attendees by car now have to leave using the same route as when arriving to the church, as they would be unable to exit from Palmerston Road onto the Westbound North Circular.

Elim Pentecostal Church

Only on-street parking apparent. Positioned near the end of Russell Road. Attendees by car now have to leave using the same route as when arriving to the church, as they would be unable to exit from Palmerston Road onto the Westbound North Circular.

Nanak Darbar North London

Only on-street parking apparent. Positioned in High Road New Southgate. From the centre of the Quieter Neighbourhood is around a one-mile journey.

St Marys Church

Limited on street parking. Trinity Road has a historic modal filter in place which prevents through-traffic.

Differential impact assessment

- Improving conditions for walking and cycling is likely to positively benefit those who follow a religion and regularly attend places of worship. Destinations such as this are generally local and have large walking and cycling catchments. Although it is acknowledged that this scheme is likely to increase journey times for some worshippers who drive to their place of worship, they can still access their destination as they could before the scheme.
- Religious commitments can sometimes leave little time for sporting activities, for example, as young Asian Muslims attend mosque after school, they do not have much leisure time as those from non-religious backgrounds⁷. Therefore, creating environments that enable and encourage people to cycle more often can lead to exercise being built into their day, rather than having to go out of their way to achieve it.
- The Consultation Analysis highlighted that there was potential under-representation of those with a religious belief in the consultation period. The proportion of people who identified as having no religion (and the proportion of those not answering the question) is a much higher percentage than what was captured within the 2011 Census. The proportion of responses from Christians, Hindus and Muslims are all lower than would be expected from the 2011 Census data. This may be affected by ward-specific changes since the Census was collected in 2010.

Mitigating actions to be taken

- Any future engagement should target places of worship to review the specific needs of their religious community.
- Any future engagement should target places of worship that were under-represented within the initial consultation period.

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?

⁷ <http://content.tfl.gov.uk/barriers-to-cycling-for-ethnic-minorities-and-deprived-groups-summary.pdf>

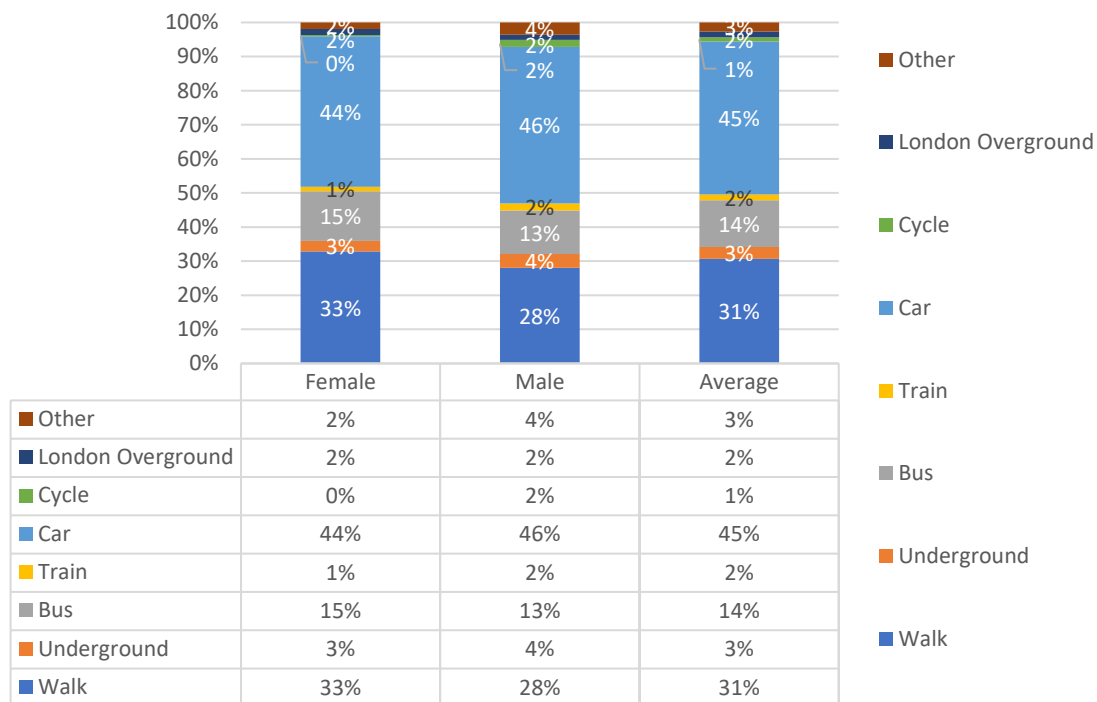
Please provide evidence to explain why this group may be particularly affected.

Evidence base

According to the Census 2011, in Enfield 48.9 per cent of residents identify as male and 51.1 per cent as female. This is very similar to the percentage split for London as a whole (49 per cent male, 51 per cent male).

Figure 11 presents the mode share by sex in Enfield. Walking is the most commonly used type of transport by females, making up 33 per cent of all trips. This is 5 per cent higher than males. On average, females drive slightly less than males, making up 44 per cent of trips vs 46 per cent with males. Females are also use the bus more than males (15 per cent vs 13 per cent).

Figure 11: Mode share by sex in Enfield



Source: LTDS (2016/17, 2017/18 and 2018/19)

Across Greater London, research undertaken by TfL shows walking is the most commonly used type of transport by females (95 per cent walk at least once a week). Females are also more likely to use buses than males (62 per cent compared with 56 per cent) but are less likely to use other types of transport including the Tube (38 per cent women compared with 43 per cent males).

Female Londoners take more trips on a weekday than male Londoners, 2.5 compared to 2.3⁸. This pattern however is reversed amongst older adults, with older female Londoners taking fewer weekday trips than older male Londoners, 2.0 compared to 2.2. It is important to recognise that females are more likely than males to be travelling with buggies and/or shopping, and this can affect transport choices.

Females aged 17 or over who are living in London are less likely than males to have a full driving licence (58 per cent compared with 72 per cent) or have access to a car (63 per cent of all females compared with 66 per cent of all males). These factors are likely to be related to the frequency of car use as a driver.

79 per cent of females in London report being able to ride a bike, compared with 91 per cent of males⁹.

Differential impact assessment

- Females are less likely to drive in Enfield and are more likely to walk than males. They are also less likely to cycle. Improvements made to the safety and convenience of cycling to reduce the barriers to cycling disproportionately faced by females and increase the percentage of females choosing to cycle.
- Females are more likely to use the bus than males. As many public transport journeys start or end on foot or cycle, improvements in safety and convenience to these networks will improve their access to public transport services. On the contrary, this scheme may cause increased congestion in the short to medium term on arterial roads as traffic is reassigned from minor roads within Bowes. As such, these impacts may disproportionately impact females who use buses more often than males.
- Increasing residents' access to favourable cycling conditions is likely to disproportionately benefit females, particularly due to higher number of trips they make on a daily basis compared to males, as well as their role in taking children to and from educational and recreational facilities. The intervention would reduce a significant barrier to cycling.
- Following the recent murder of Sarah Everard, a national movement highlighted the concerns of women and how safe they feel at particular times of the day, notably at night. Reduced volumes of motor vehicle traffic create a significantly quieter environment which can heighten the apprehension of threat. This perception particularly impacts women making trips by foot or bicycle, as part of a public transport journey or a trip on its own. There is some concern that this perceived risk impacts women's willingness to make

⁸ <https://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

⁹ <http://content.tfl.gov.uk/attitudes-to-cycling-2014-report.pdf>

trips by active travel modes after dark. In contrast, an academic report¹⁰ however suggested a positive improvement in the measured crime rate after introducing low traffic neighbourhoods. The report examined the impact on street crime of introducing low traffic neighbourhoods in Waltham Forest which was associated with a 10% decrease in total street crime, with significant decreases in violence and sexual offences specifically, and this effect increased with a longer duration since implementation.

Mitigating actions to be taken

- Continue to monitor bus journey times using TfL data, and consider mitigation measures if there is an impact.
- Continue to engage with the Metropolitan Police and monitor crime and anti-social behaviour within the QN area since implementation.

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.

It is considered that this scheme is unlikely to have a disproportionate impact on grounds of Sexual Orientation.

Mitigating actions to be taken

N/A

¹⁰ <https://findingspress.org/article/19414-the-impact-of-introducing-a-low-traffic-neighbourhood-on-street-crime-in-waltham-forest-london/>

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?

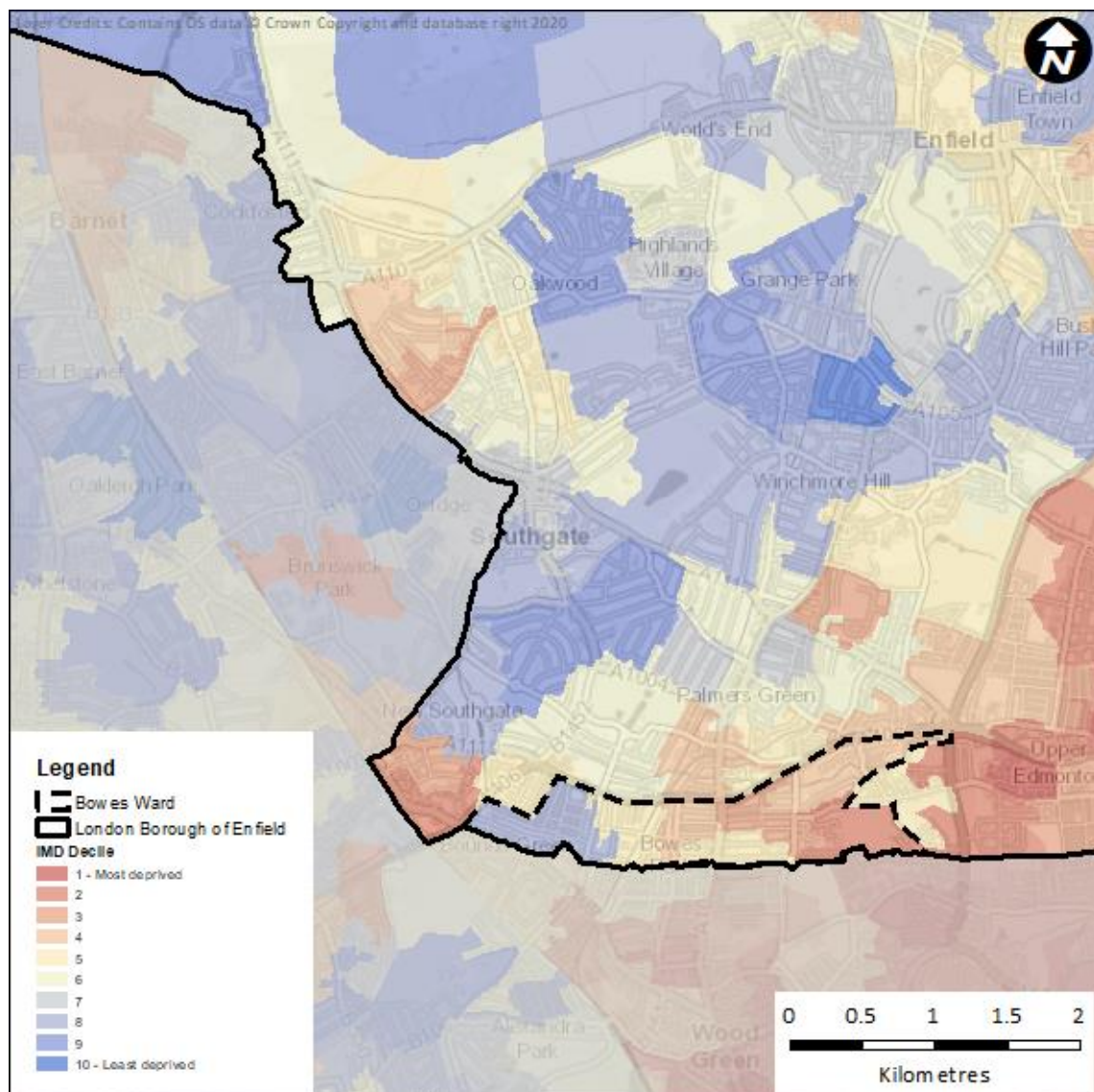
Please provide evidence to explain why this group may be particularly affected.

Evidence base

As outlined within the Enfield Transport Plan (2019), Enfield is one of the most deprived Outer London boroughs. Enfield is now the 12th most deprived London borough, whereas it was 14th in 2010. The Borough's overall ranking in the 2015 Indices of Multiple Deprivation remained unchanged from 2010 at 64th most deprived out of 326 English local authorities

Figure 12 presents a visual representative of deprivation across Enfield. Bowes sits within the southwest of Enfield. In broad terms the eastern areas of Enfield have more levels of deprivation, whereas the west and northwest areas have the least. However, Figure 12 shows that the area of interest has a diverse spread of deprivation levels – with the western portion of the area being one of the least deprived within the borough, and the rest of the scheme sitting between 5 and 3 on the IMD Decile, making it some of the most deprived.

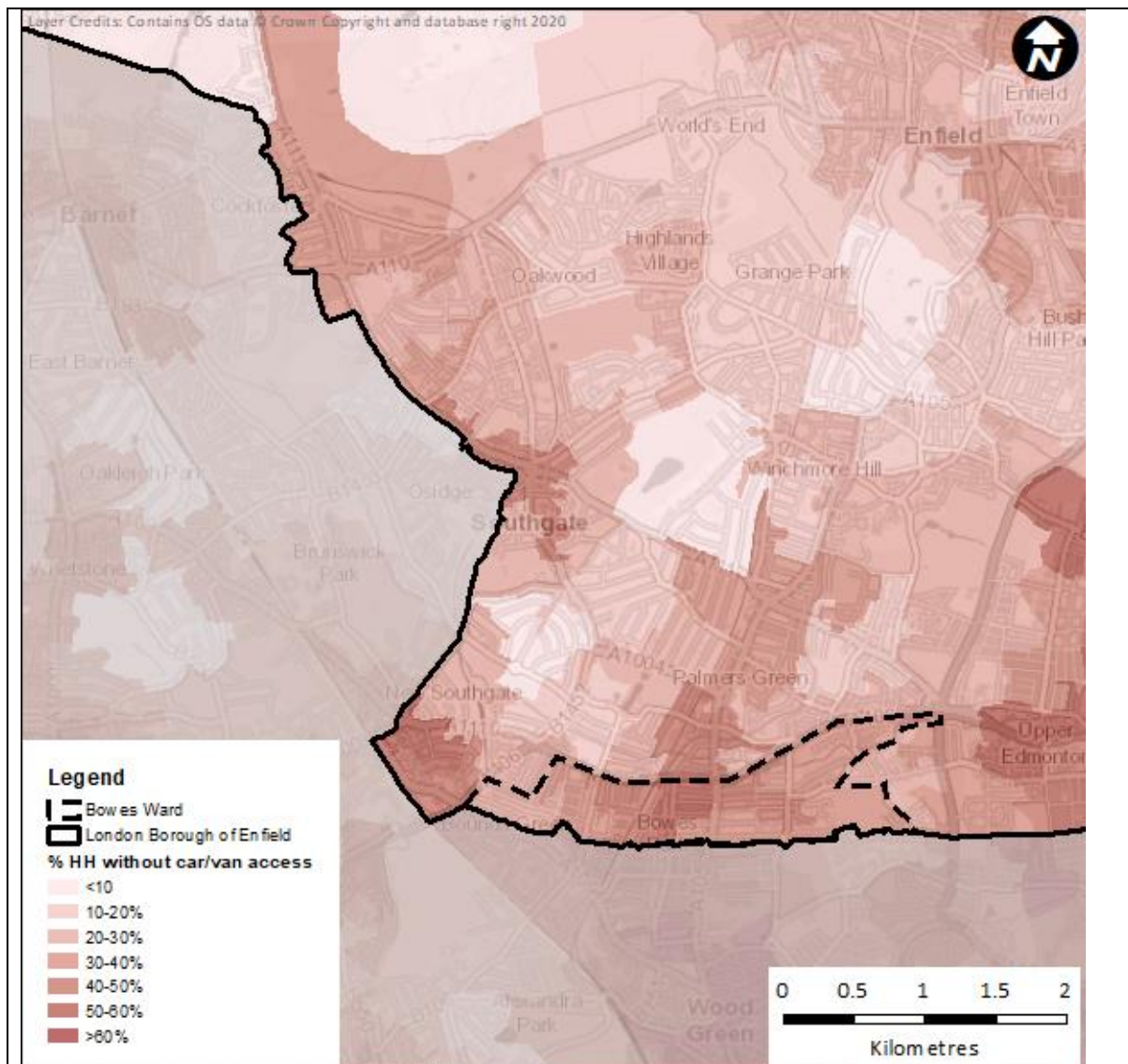
Figure 12: Deprivation in Enfield



Data source: Department for Communities and Local Government 2019

Figure 13 presents the percentage of households without access to a car or van. Across the borough, areas with lower access to a car or van broadly correlate with indices of deprivation. This is reflected within the scheme area, as there are lower levels of access to car/van in the eastern portion – which is also the area with the highest levels of deprivation. The rest of the scheme areal has average levels of access to a car or van at around 30-50 per cent without access.

Figure 13: Percentage of Enfield Households Without Access to a Car or Van



Data source: UK Census 2011

TfL research shows that low income Londoners also tend to travel less frequently than Londoners overall – 2.2 trips per weekday on average compared to 2.4 among all Londoners. Among this group, a greater proportion of journeys are completed for the purposes of shopping and personal business: 31 per cent for Londoners with household income of less than £20,000 compared with 22 per cent all Londoners (in line with 31 per cent and 22 per cent observed in 2013/14)¹¹.

Londoners in lower income households are the most likely equality group to use the bus at least weekly; seven in 10 Londoners in households with an annual income of less than £20,000 do so (69 per cent).

Differential impact assessment

¹¹ <https://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

- While Bowes is not one of the most deprived areas in Enfield, nor does it have the highest levels of households without access to a car/van, there is still a significant percentage of residents in this category. Cycling and walking present a low-cost form of transport and can connect people safely and quickly to local centres, as well as to stations as part of multi-modal longer distance journeys (e.g. into inner London). As such, the Quiet Neighbourhood improvements to Bowes will benefit cycling and walking and therefore are likely to disproportionately benefit those without access to cars.
- Primary roads are more likely to experience the impacts of reassigned traffic in the short term. These roads may have pockets of dense housing on them and so the impact on the residents needs to be considered.
- People on lower incomes are less likely to be able to afford to adapt to the measures (e.g. buying a new bike), therefore may not experience the full benefits of the scheme compared to those from higher income backgrounds. This may mean that those on higher incomes disproportionately benefit from the scheme.

Mitigating actions to be taken.

- It is recommended that the benefits of this scheme are advertised, with a specific focus on reaching those with lower households' incomes. This may include events in the community or advertising in local community centres, leisure centres or shops. Ensuring people are aware of the upgrades to cycling infrastructure will increase the chances of people using it.
- Specific consideration should be given to where traffic is likely to be reassigned to, to review the impact on adjacent properties when reviewing traffic data. This includes consideration for impact on buses which people from more disadvantaged areas are more likely to use more frequently.
- Encourage lower income households to make use of free bike repair services, such as Dr Bike, and opportunities to access affordable cycles, such as second hand bike markets.

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 project aims to improve conditions for those already walking and cycling and also to help make non-car transport options more attractive by them safer, more accessible, and ultimately, more convenient. It is acknowledged that these improvements come at an ongoing inconvenience to drivers. The altering of traffic flow will add some level of complication to trips and will increase the length of many car journeys made through the study area. However, access to all locations is maintained. This impact will be felt disproportionately by individuals who rely upon cars as their primary or only mode of transport, which is common for elderly or disabled people and certain ethnic groups. It is important to carry out quality consultation with those who rely upon cars to minimise any adverse impacts.

The monitoring and evaluation for this project is critical for many of the recommendations set out in this EqIA. Alongside consultation and engagement, these are the primary means of monitoring benefits and disbenefits of the project. Activities include monitoring of traffic volumes including bus journey times, air and noise quality, and engagement with emergency services. Consultation and engagement activities are planned to reflect relevant recommendations in this EqIA. The outcomes of monitoring, consultation and engagement will help to inform whether the project has been successful in achieving its objectives and in identifying, and if possible mitigating, the potential inequalities raised in this EqIA.

This EqIA is not a static document will continue to be developed during the course of this project.

SECTION 5 – Action Plan for Mitigating Actions.

Protected Characteristic	Identified Issue	Action Required/Comments	Lead officer	Timescale /By When	Costs	Review Date/ Comments
Age	Under-representation of younger people in consultation responses	Any future engagement should target those aged under 40 (and especially under 30) who have been highly under-represented, to gain better insights into whether there are any specific disproportionate impacts (either positive or negative) on younger people. This could be achieved through measures such as targeted advertising on social media, or at locations frequented by the younger generation such as leisure centres or gyms.	Christina Gordon	During-scheme monitoring	Included within scheme budget	Ongoing
Age	Traffic reassignment onto main roads may delay bus services, affecting younger people in particular	Continue to monitor bus journey times using TfL bus journey time data, and consider mitigation measures if there is an impact.	Christina Gordon	During-scheme monitoring	Included within scheme budget	Ongoing
Age Disability	Longer journey times for people who rely on private cars, taxis or Dial-a-Ride.	Investigate the impact on local private hire vehicle and taxi with respect to journey times, cost and accessibility.	Christina Gordon	During-scheme monitoring	Included within scheme budget	Ongoing

Disability	Consultation showed that disabled people had concerns about reaching locations such as hospitals, pharmacies and dentists within the area.	Identify travel patterns to local hospitals to monitor whether the scheme is having a disproportionate impact on those who make regular essential trips by car. This could be reviewed via focus groups with disabled residents.	Christina Gordon	During-scheme monitoring	Included within scheme budget	Ongoing
Disability	Some children may experience discomfort with the changes to the local environment especially where this may cause a change in route.	Maintain contact with Bowes Primary School to discuss any changes and to review impacts.	Christina Gordon	During-scheme monitoring	Included within scheme budget	Ongoing
Disability	Changes or removal of the scheme may present challenges for people with certain disabilities.	If any changes to scheme or its removal is recommended, consideration should be given to residents who may have challenges in their surroundings.	Christina Gordon	During-scheme monitoring	Included within scheme budget	Ongoing
Race	Consultation analysis highlighted that the proportions of responses from Mixed, Asian and	Any future engagement to target community organisations.	Christina Gordon	During-scheme monitoring	Included within scheme budget	Ongoing

	Black respondents was lower than might be expected from the 2011 Census.					
Race	Car usage in Enfield is high, particularly for 'Gypsy or Irish Travellers'. For this reason, the scheme may disproportionately affect this ethnic groups – such as causing longer journey times for trips made by car.	It is recommended that Enfield officers work internally with the Gypsy Roma Traveller (GRT) lead to discuss the unique characteristics of this ethnic group. Consideration should be given as to how schemes could assist with reducing car usage and encouraging modal shift.	Christina Gordon	During-scheme monitoring	Included within scheme budget	Ongoing
Race	Traffic reassignment onto main roads may cause short term delays to bus services, affecting 'Other Ethnic Groups' in particular.	Continue to monitor bus journey times using TfL data, and consider mitigation measures if there is an impact.	Christina Gordon	During-scheme monitoring	Included within scheme budget	Ongoing
Religion and belief	Consultation analysis highlighted that	Any future engagement should target places of worship that were under-	Christina Gordon	During-scheme monitoring	Included within	Ongoing

	there was potential under-representation of those with a religious belief in the initial consultation period.	represented within the initial consultation period.			scheme budget	
Religion and belief	The scheme is likely to increase journey times for some worshippers that live within the QN	Any future engagement should target places of worship to review the specific needs of their religious community.	Christina Gordon	During-scheme monitoring	Included within scheme budget	Ongoing
Sex	Traffic reassignment onto main roads may cause short term delays to bus services, affecting females in particular	Continue to monitor bus journey times using TfL data, and consider mitigation measures if there is an impact.	Christina Gordon	During-scheme monitoring	Included within scheme budget	Ongoing
Sex	Public perception of personal security due to the reduced 'passive surveillance' of passing motor traffic.	Continue to engage with the Metropolitan Police and monitor crime and anti-social behaviour within the QN area since implementation.	Christina Gordon	During-scheme monitoring	Included within scheme budget	Ongoing

Socio-economic deprivation	People on lower incomes are less likely to be able to afford to adapt to the measures (e.g. buying a new bike).	Encourage lower income households to make use of free bike repair services, such as Dr Bike, and opportunities to access affordable cycles, such as second hand bike markets.	Christina Gordon	During-scheme monitoring	Included within scheme budget	Ongoing
Socio-economic deprivation	Reassignment of motor traffic may disproportionately impact those on lower incomes who are more likely to live on busier roads.	Specific consideration should be given to where traffic is likely to be reassigned to, to review the impact on adjacent properties when reviewing traffic data. This includes consideration for impact on buses which people from more disadvantaged areas are more likely to use more frequently.	Christina Gordon	During-scheme monitoring	Included within scheme budget	Ongoing