

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

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| Title of service activity / policy/ strategy/ budget change/ decision that you are assessing | Decision to award 25-year lease for Whitewebbs Park Golf Course |
| Lead officer(s) name(s) and contact details | Mark Bradbury mark.bradbury@enfield.gov.uk |
| Team/ Department | Property and Economy – Place |
| Executive Director | Sarah Cary |
| Cabinet Member | Cllr Maguire |
| Date of EqIA completion | 5 November 2020 |

SECTION 2 – Summary of Proposal

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

It is proposed that the Council enter into an Agreement for Lease and subject to planning permission for the proposed use, approves the granting of a lease of a 25-year lease for the area of Whitewebbs Park Golf Course (WPGC) shown marked Area A on the attached plan to Tottenham Hotspur Ltd (THL).

On 11 April 2019, the Overview & Scrutiny Committee agreed to confirm the Portfolio decision KD4849, for the Authority to market WPGC, taking a flexible approach in order achieve a sustainable future that optimises delivery of the Council's Corporate Objectives.

Prior to the marketing of Whitewebbs Park, the Council engaged directly with stakeholders of the park, to inform them of the Councils plans to market the site and provide updates throughout the marketing process. The stakeholders engaged by the Authority were:

- Ward Councillors
- The Friends of Whitewebbs Park
- The Friends of Hilly Fields
- The Greenbelt Forum
- Whitewebbs Golf Club

- Whitewebbs Golf Course Users

Council officers prepared a vision document which outlined the Authority's objectives for the leasing of the site which was included in the marketing material. Stakeholders helped officers develop the stated ambitions and the scoring criteria for the bid assessment. As a result, bidders were required, to demonstrate as part of their Expressions of Interest, how they would support the Council's vision in the following categories:

- Retention or enhancement of public access
- Maintenance of woodland and open areas
- Range of activities
- Provision of refreshments and welfare facilities
- Community Engagement

Following the marketing process of the property, THL's submission achieved the highest evaluation score and was selected as the preferred bidder to award a 25-year lease for WPGC. The bid was underpinned by a masterplan which ensured that the Council's LBE's five stated objectives would be achieved across the WPGC site.

Ahead of the launch of the marketing programme, stakeholders were invited to suggest potential future leisure uses of the park, which were then included in the marketing material.

The Council will receive an annual lease payment, as well as a capital payment for improvement works to infrastructure within Whitewebbs Woods. The payments will ensure that the site is no longer a financial burden for the Council and will allow improvements to be made to the existing park infrastructure.

The proposal would see part of the lease site used as a football academy site and it is proposed that the remainder of the golf course area would be transformed to parkland with open access provided to park users. In addition, the lease will see the creation of a new café and community space, to replace the current mobile provision and dilapidated southern golf club house.

As a result of the lease, the site will no longer be used as a golf course. Currently, whilst the golf course is open for any person to pay and play, the golf course area is not accessible for non-golfing activities. Five golf courses will remain within the borough and additional community golf use provisions have been negotiated with Crews Hill Golf Course and Enfield Golf Course. The proposed change of use of part of the golf course to parkland will create an increased usable free green and open space for all members of the public.

As part of the proposals planning processes, there will be the usual statutory consultation period where the local community will have the opportunity to comment.

Under the proposed changes to the site, WPGC staff will be affected by the decision. The Council will ensure that it complies with its obligations under the Transfer of Undertakings (Protection of Employment) Regulations 2006 in respect of any staff who could potentially transfer to THL. Should TUPE not apply, a separate restructuring report will be produced, and the Council's Principles of Managing Re-organisations will be applied. This would include consultation with staff and trade unions in accordance with statutory regulations and Council guidelines. If redeployment proves unsuccessful, a redundancy payment and early retirement benefits will be payable as appropriate to eligible employees in accordance with the Council's current policy.

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.

No anticipated impact on this protected characteristic

Mitigating actions to be taken

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.

The proposal will ensure that improvements to infrastructure to provide accessibility to all residents.

Mitigating actions to be taken

Accessibility to be considered at the design stage of improvement works, including wheelchair accessible paths and sensory elements for visually impaired.

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 anticipated impact on this protected characteristic

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 anticipated impact on this protected characteristic

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 anticipated impact on this protected characteristic

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

Some of the most acute effects of deprivation are felt by black and minority ethnic communities living on a low income in urban areas. The poor quality of their local environment has a considerable impact on their health and wellbeing. Improving access to green spaces is likely to have a positive impact on the health and wellbeing on the grounds of race.

Mitigating actions to be taken

None

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.

No anticipated impact on this protected characteristic

Mitigating actions to be taken

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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.

THL wish to develop a women's football academy to sustain the growth in women's football, with a regionally significant facility that is dedicated to the development of women and girls' football from grassroots level – the two components feeding off one another. The facility would be the first of its kind in the UK and would be inspirational facility for female participation in sport.

The proposed Women's Football Academy will create a positive impact on women, by developing female football talent from U10 level, through U16 and U18 levels up to development squad (reserve team) level.

In addition to the development of academy talent, the facility will also enable the development of female grassroots football through a variety of THL and FA programmes, such as SSE Wildcats (age 5-11); Mini Soccer Teams (7-10); Youth Teams (11-16); FA Mars Just Play (16+); Soccercise (16+); 5s (16+); and Women's Walking Football (16+).

Mitigating actions to be taken

No action 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 anticipated impact on this protected characteristic

Mitigating actions to be taken

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 anticipated impact on this protected characteristic

Mitigating actions to be taken.

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?

Lease will be managed by Strategic Property Service and any requirements will managed through the usual lease management procedures.



SECTION 5 – Action Plan for Mitigating Actions.

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