

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 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 because 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	Distribution of Welcome Back Funding (WBF) and Additional Restrictions Grant (ARG) funding to local businesses
Lead officer(s) name(s) and contact details	Sam Buckley Sam.Buckley@enfield.gov.uk
Team/ Department	Economic Development – Place
Executive Director	Sarah Cary
Cabinet Member	Cllr Mary Maguire
Date of EqIA completion	27th October 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?

This is to distribute 2.5 million pounds of government funding to local businesses to support our high street and encourage the return of customers to our local shops. This is from 2 government backed schemes and funds that have specific guidance on what can be done with the money. These are the Additional Restrictions Grant (ARG) and Welcome Back Funding (WBF). The aim of this funding is to support the local economy and business that have been hard hit through the Covid pandemic. There are restrictions on what we can do with the money through dedicated government guidance and we must have an application scheme and open procurement for anything that we do. The aim is to boost our town centres and support local businesses. The Business community and local economy are the intended recipients of this funding.

This will be achieved through a series of direct grants to business sectors that have been hard hit by the pandemic, Business support and mentorship and

training programmes, and festival and town centre activity.

The Business Support Activity is a key deliverable for us. This will be contracted out to be run by partner organisations. Through the contract and associated contract management we will ensure that there is a clear equality focus and that all training and mentorship programmes are inclusive and accessible with a clear focus on underrepresented groups. The Business support activity will include

Business start-up project to provide dedicated training, mentoring, and advice for new entrepreneurs across the Borough. The programme will involve a mentoring element, upskilling residents to develop their new business in Enfield. The programme will be borough-wide and will concentrate on residents that have started their own business but need to develop the skills to grow

Business support for scale-up programme. The aim of the project will be to support businesses to identify and exploit opportunities to grow, to ensure they are up to date with the latest leadership and management thinking, to help to find new markets and to learn how to utilize the mediums and identify and access growth finance.

Creative entrepreneurship will be vital as part of the new economic landscape in Enfield. This is a bespoke support for young people aged 18 plus looking to enter the creative sector.

We will also look at how residents can access the business support schemes on offer and benefit from the training and support by ensuring that that the training is accessible in a variety of formats. This will include making reasonable adjustments for residents to ensure any application form and the full benefits of the training and support schemes are accessible and inclusive

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.

Age

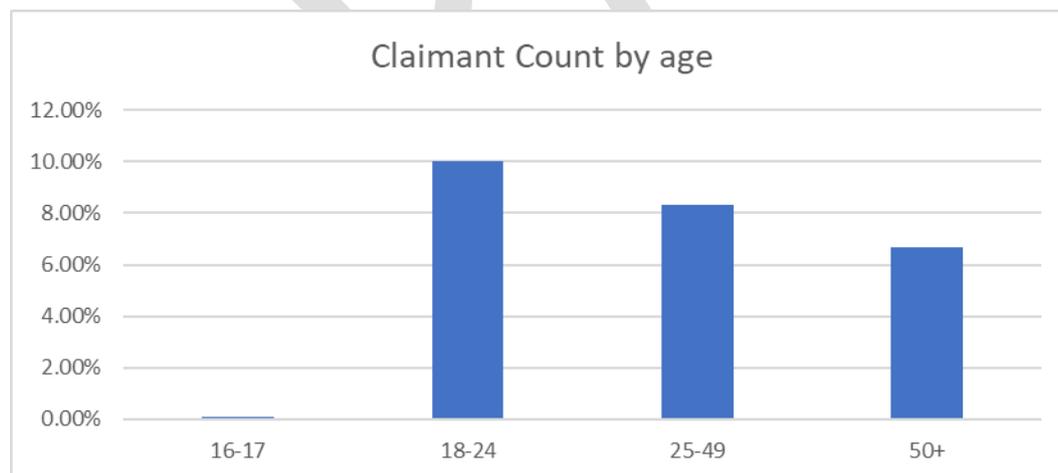
This can refer to people of a specific age e.g. 18-year olds, or age range e.g. 0-18 year olds.

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.

Our Business Support scheme and training programmes will be open to all businesses and prospective business owners in the borough. There is no age limit for business owners to access to these schemes.

When considering the impact on different age groups, we are aware of national statistics that show the average age of a business owner is 51. However, we are keen to engage and offer support to young people 18+ that are wishing to set up a business and provide support to young people that may not be in Education, Employment or Training (NEET). Youth unemployment in Enfield is a major issue. Young people in Enfield are disproportionately impacted by unemployment, with 12.3% of 18-21-year olds and 14.1% of 22-24-year olds unemployed and claiming Jobseekers' Allowance or Universal Credit. As shown by the chart below, the percentage of population claiming Job Seeker Allowance or Universal Credit is highest amongst young people aged 18.24. Therefore, we want to support young people to access high quality employment and innovation through supporting business start-ups.



As of Q4 2020/21, 4.6% of 16-17-year olds were not in education, employment or training or their activity was not known. This is slightly higher than the London average (6%) but lower than the national average (9.3%). Qualitative data shows that young people are acutely aware of the impact of Covid-19 on their employment opportunities. More than a quarter of 16-to-25-year olds in London feel that their future career prospects have already been damaged by the

coronavirus pandemic, while 46% say that finding a job now feels impossible.³ Our business support schemes would have a focus on engaging and assisting young people back into the work

Mitigating actions to be taken

- We will be using equalities monitoring data to evaluate and track the impact of the grant on different protected characteristics and to help better tailor support in the future

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.

Our Business Support scheme and training programmes will be open to all businesses and prospective business owners in the borough including business owners that have a disability. There is limited data held on the disability profile of business owners and entrepreneurs, however we do know that disabled residents are disproportionately impacted by unemployment. The latest local data from 2019 showed that only 42.6% of disabled persons in Enfield were in employment. This is lower than the national average, which estimates 53.2% of disabled persons are in employment.¹ This will include making reasonable adjustments for disabled residents to ensure any application form and the full benefits of the training and support schemes are accessible and inclusive.

Mitigating actions to be taken

- We will be using equalities monitoring data to evaluate and track the impact of the grant on different protected characteristics and to help better tailor support in the future.

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.

¹ National Population Survey, 2019

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.

Our Business Support scheme and training programmes will be open to all businesses in the borough including prospective business owners this will include residents who are proposing to undergo, are undergoing, or have undergone gender reassignment. We will use equalities monitoring to ensure that our support schemes are accessible to Trans people.

Mitigating actions to be taken

- We will be using equalities monitoring data to evaluate and track the impact of the grant on different protected characteristics and to help better tailor support in the future.
- We will ensure that providers of the training have up to date equalities training and are aware of the underrepresented groups in Enfield

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

There is no impact anticipated. Our Business Support scheme and training programmes will be open to all business owners and prospective business owners in the borough, regardless of their marital/ civil partnership status.

Mitigating actions to be taken

- We will be using equalities monitoring data to evaluate and track the impact of the grant on different protected characteristics, and to help better tailor support in the future

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

Our Business Support scheme and training programmes will be open to all business and prospective business owners in the borough, regardless of whether they are pregnant or expecting a baby.

We are aware of challenges that new mothers would face returning to the workplace. The national data shows that fewer than one-in-five of all new mothers, and 29% of first-time mothers, have a full-time job after maternity leave. We believe these schemes, one of which will focus on business start-ups can support parents and new mothers back into the workplace, to create and develop their own business. We would ensure that the training and mentorship is flexible in delivery such as being online to enable new mothers to balance childcare requirements

Mitigating actions to be taken

- We will be using equalities monitoring data to evaluate and track the impact of the grant on different protected characteristics, and to help better tailor support in the future

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

Our Business Support scheme and training programmes will be open to all business owners and prospective business owners in the borough, regardless of their race. This will have a positive impact. Looking at available national datasets, 5.1% of UK small and medium enterprise (SME) employers were majority-led by ethnic minorities (excluding White minorities) we would like to encourage growth and innovation and entrepreneurs further from ethnic minorities. We would like local business owners to fully reflect the ethnic profile of the borough. The table below provides the latest population estimates by ethnicity in Enfield.

Ethnicity	Estimated population size	% of total population
White British	118,466	35.3%
White Irish	7,309	2.2%
Greek	4,549	1.4%
Greek Cypriot	16,302	4.9%
Turkish	24,209	7.2%
Turkish Cypriot	6,432	1.9%
Kurdish	4,264	1.3%
White Other	25,381	7.6%
White & Black Caribbean	4,664	1.4%
White and Asian	4,348	1.3%
White and Black African	2,471	0.7%
Other mixed	6,890	2.1%
Indian	11,937	3.6%
Pakistani	2,829	0.8%
Bangladeshi	6,432	1.9%
Chinese	2,732	0.8%
Other Asian	12,852	3.8%
Somali	9,157	2.7%
Other Black African	24,763	7.4%
Black Caribbean	17,725	5.3%
Other Black	8,357	2.5%
Other Ethnic Group	13,354	4.0%

We will achieve this by engaging with targeted communications with relevant organisation through marketing and national and local organisation to encourage all businesses from all races to participate in these schemes

We recognise that we don't have a complete local data set so will be collecting information on the ethnicity of business owners as we roll out the support and mentorship through our business support programme to build upon the data that we have on Business Owners in our Economic Development FAME database (this database contains details of business in the Borough), following the necessary GDPR requirements and procedures. This indicates the majority of business owners and business start-ups are owned by individuals from a White British nationality

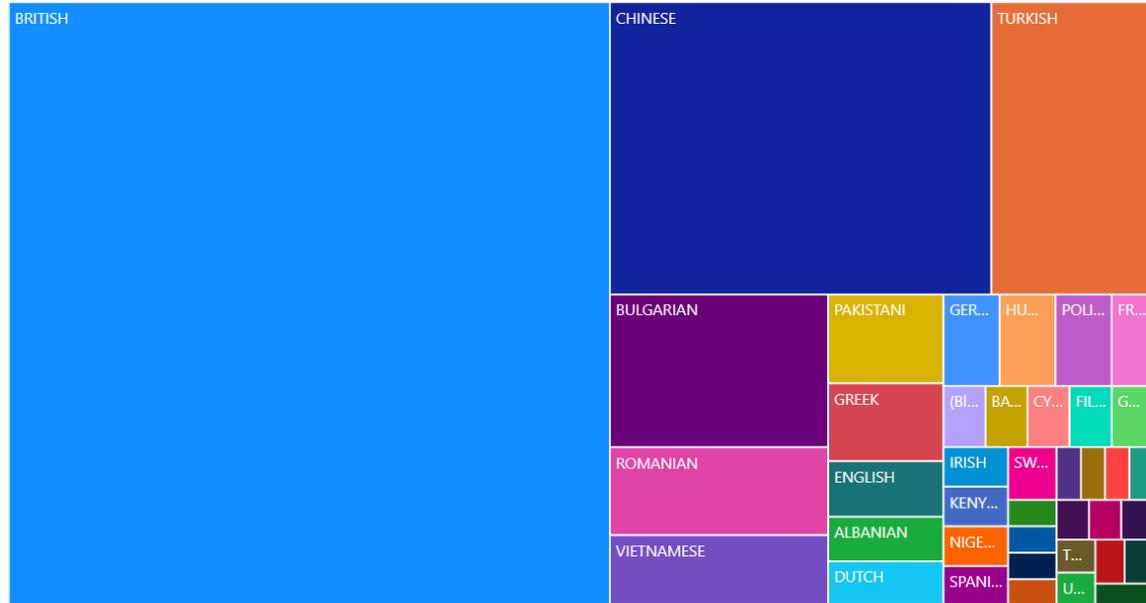
Nationality of First Director for businesses registered in Companies House in Enfield

Nationality of First Director in BankSearch data

Source: Companies House registrations data provided by Simon at BankSearch

Detail: Nationality

Frequency: Monthly



Mitigating actions to be taken

- We will be using equalities monitoring data to evaluate and track the impact of the grant on different protected characteristics and to help better tailor support in the future.

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.

All our Business Support scheme and training programmes will be open to all business owners and prospective business owners in the borough, regardless of their religion and beliefs.

Mitigating actions to be taken

- We will be using equalities monitoring data to evaluate and track the impact of the grant on different protected characteristics, and to help better tailor support in the future.

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.

Our Business Support scheme and training programmes will be open to all business owners and prospective business owners in the borough regardless of their sex.

When considering the impact on business owners that are male and female, we are aware that locally 15% of business owners are female. There is an increasing trend of female entrepreneurs that we wish to encourage, and 32% of all new small businesses were formed by women in 2020. We wish to encourage more women into businesses through our dedicated start up and creative business support programmes. This will be achieved through clear marketing and communication programmes targeting females into the support programmes that we have on offer.

Mitigating actions to be taken

- We will be using equalities monitoring data to evaluate and track the impact of the grant on different protected characteristics and to help better tailor support in the future.

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.

There is no impact anticipated. All our Business Support scheme and training programmes will be open to all business owners and prospective business owners in the borough, regardless of their sexual orientation. We will use equalities monitoring to ensure that our support schemes are accessible to business owners regardless of their sexual orientation.

Mitigating actions to be taken

- We will be using equalities monitoring data to evaluate and track the impact of the grant on different protected characteristics, and to help better tailor support in the future.

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.

Positive impact anticipated. All our Business Support scheme and training programmes will be open to all business owners and prospective business owners in the borough but we would like to support areas of high deprivation.

The Indices of Multiple Deprivation 2019 placed Enfield as the 74th most deprived borough in England, and the 9th most deprived in London. Pockets of High deprivation can be found in the east of the borough where small neighbourhoods feature amongst the 10% most deprived in England.

We would look to target communities that have high levels of deprivation and encourage businesses to engage with our support schemes to generate further innovation and growth in these communities.

Recent data in September 2021 show that Upper Edmonton had the highest number of start-ups, Ponders End had the least and we wish to encourage a more equitable split, to ensure that the whole borough benefits from economic growth.

Mitigating actions to be taken.

- We are developing a series of business support schemes, we will be targeting business owners from areas of high deprivation and using GIS software to map our engagement and success in achieving this. This is part of our contract management with the contractors that have won the tenders to deliver business support in that they must target specific parts of the borough and we have data sharing agreements in place to be able to identify the postcodes that businesses come from

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 Head of Service will be monitoring the impact. All the activities have measurable outcomes that we can track and monitor to ensure that we are reaching vulnerable groups of individuals and providing support where it is needed. Where we have gone out to procurement or delivered partnerships with other organisations they are all subject to rigorous contract management which includes a monthly review on data to ensure that they are targeting the parts of the borough (from a location and equalities angle) that we wish and that they can evidence the impact that they are having. All data is monitored monthly. Some of this data will then feature in corporate reporting at a Department Management Team (DMT) and then an Executive Management Team (EMT) level.

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SECTION 5 – Action Plan for Mitigating Actions.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
Not enough information known on some protected characteristics	Further Data and Research needed and collecting this information from business as we engage with them through this funding	Sam Buckley	March 2022	None – met through intelligence gathering	Review at monthly intervals
Evidencing impact of the successful delivery of the ARG and business support schemes	Setting up robust kPIS that allow us to monitor the effectiveness of these schemes	Sam Buckley	December 2021	None – developing a Performance management framework.	Review at monthly intervals
A retrospective EqlA will be completed after 1 year in March 2023.	A retrospective EqlA will be completed after 1 year in March 2023.	Sam Buckley	March 2023	None	