

## 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 you consulted and their views. Consider what this engagement showed us about the likely impact of the activity/ policy/ strategy/ budget change or decision on different groups.

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

**The completed EqIA should be included as an appendix to relevant EMT/ Delegated Authority/ Cabinet/ Council reports regarding the service activity/ policy/ strategy/ budget change/ decision. Decision-makers should be confident that a robust EqIA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.**

## SECTION 1 – Equality Analysis Details

|   |   |
|---|---|
| <b>Title of service activity / policy/ strategy/ budget change/ decision that you are assessing</b> | <b>Upton and Raynham/Exeter Road Development</b>          |
| <b>Lead officer(s) name(s) and contact details</b>  | <b>Max Houseago/Ronke Akingbade (Development Manager)</b> |
| <b>Team/ Department</b>   | <b>Housing and Regeneration</b>                           |
| <b>Executive Director</b>   | <b>Sarah Cary</b>   |
| <b>Cabinet Member</b>   |   |
| <b>Date of EqIA completion</b>  | <b>02/12/21</b>   |

## 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 part of the Council's plan to increase the amount of affordable housing in the borough. The decision will allow the award of the construction contracts for the proposed development.

The proposed contractor's Equality, Diversity and Inclusion Policy fully complies with the Equality Act 2010 and will be strictly followed by every employee and included as a performance indicator within the contract.

The development is estimated to provide an additional 263 units, these homes will ease pressure on the Council's housing needs register and provide housing for people in unsuitable housing or temporary accommodation:

- This supports the second objective in the Enfield poverty and inequality commission: When regenerating housing estates that are not fit for

habitation/purpose, planning should be granted on the proviso that the finished site provides additional genuinely affordable homes.

**Upton & Raynham Development**

To the east of Scott House, the Upton and Raynham scheme involves the demolition of Beck House and redevelopment of the space creating a row of three-story terrace houses along Upton Road, a high-quality courtyard space behind the terrace houses and a flatted development adjacent to the A406. To the west of Scott House, a podium will be provided for Scott house residents providing recreational and play space; three blocks of flats will also be created predominately for private sale.

The scheme will also provide high quality creative natural play space, amenity green space, a public square with retail units and a new entrance onto the Square from Scott House.

The scheme will deliver 134 homes comprising a mixture of one, two and three bed flats, maisonettes and houses; and three commercial units. 63 of the homes will London affordable rent, 29 shared ownership and 42 private sale.

**Exeter Road Development**

This proposal is to develop residential housing within the estate, the design and construction is to infill sites and roof top extensions. There is no proposal to demolish any blocks or displace any residents.

The development is estimated to provide an additional 129 homes comprising of 87 London affordable rent and 42 Shared ownership.

## 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 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.

**Consultation/Engagement**

Restriction on face to face engagement during the pandemic has meant that the approach to consultation was more complex than might normally be adopted.

Rather than a limited number of large consultation events, for Upton and Raynham, smaller meetings were held, primarily with Scott House residents, either on zoom or in the large hall of Angel Community Centre where social distancing could be observed. A staffed display was also on view at the Angel Community Centre where the general public could book “drop-in” and one to one sessions throughout September and October.

Digital and postal consultation also played an important part. due to the restriction caused by Covid-19, and the vulnerability of older residents to the virus,

For Exeter road, online events on zoom were held and supported by the distribution of newsletters and feedback forms for those that could not attend. Physical social distance consultations were also held in the Scout hall near the estate. A display of the design developments was also on during the physical consultations. The residents were also given the opportunity to talk through the design as it develops and give their feedback.

For the Upton and Raynham development, to counter this impact a website dedicated to the development was set up by Built ID, a specialist in digital consultation. The website displayed design proposals for the scheme and had surveys where stakeholders could comment on designs and provide their views on the changes that they would like to see in the area.

Feedback from older residents, and those with mobility issues, praised the digital platform. It enabled those who couldn’t view proposals in person, to see them and give their views online.

The overall consultation strategy with online and postal consultation, and staff available for face to face drop-ins at regular times and location over an extended period would have had a positive impact in terms of consultation for older and younger residents, providing a range of option that best suited individuals.

**Design**

The proposal is to develop more family housing on the estate, which will benefit young children and families. The proposals contain a wide mix of housing sizes, types and tenures to cater for as wide a range of residents as possible. This includes 1bed, 2bed, 3bed and 4 bed dwellings.

Both the communal spaces within the new buildings and the external spaces throughout the wider Estate have been designed to cater for residents of all ages and includes a series of dedicated play areas for children between 0-11 years old. Throughout the schemes, detailed design in the Upton scheme has also been developed to cater for older residents such as public seating with arm rests and staircases / pedestrian routes designed using appropriate visual contrast to provide for a range of visually impaired residents and visitors.

**During Construction**

During the construction phase, noise will be a disruption to all residents. Restricted pedestrian and vehicular access around the site will also affect all residents. However, noise, and restricted vehicle and pedestrian access will likely affect older residents (65+) in terms of being unsettled and difficulty getting out for a walk or to the shops or receiving visits. In terms of younger residents (0 – 16) and parents it will be slightly more difficult getting out to play

As part of the construction contract the appointed contractor will be required to undertake initiatives to support older, disabled and vulnerable people. Initiatives will be discussed with the contractor to ensure activities and funding is provided to ensure older residents are supported in meaningful ways during the construction phase.

**Post-Construction**

The built scheme will contain a wide mix of housing sizes, types and tenures to cater for as wide a range of residents and age groups as possible. This includes 1bed, 2bed, 3bed and 4 bed dwellings.

**Mitigating actions to be taken**

**Consultation/Engagement**

Continually review the age of responding consultees to ensure all age groups are included in the process. In addition, specifically consult with children as detailed design for the play areas is progressed.

**Design**

Through the process of completing technical design and planning conditions local residents will have the opportunity to comment. Detail design elements will also be developed in partnership with the relevant council department who have expertise in developing and maintaining buildings and public realm that fully address protected characteristics (i.e. the Council’s employees’ requirement specification

for affordable rent homes).and internal departments who will be maintaining the site.

### **During Construction**

Development of a comprehensive construction management plan will be required as a pre-construction condition that must be signed off by the LPA. The CMP will be required to address any specific issues that will significantly impact particular age groups and provide mitigation actions to address these impacts. The CMP will consider phasing and how ease of egress and access from the site for residents and construction traffic can be achieved, keeping both separate.

All the staff, operatives, subcontractors, and suppliers of the proposed contractor undergo Equality, Diversity and Inclusion Training. The training covers their policy, what is expected from the employees, what is expected from the contractor as an employer and their obligations under the current legislation.

The contractor has stated their commitment to maximising local labour opportunities on the projects, and ensure that the workforce represents the communities it serves. They will be working to target underrepresented groups

### **Post-Construction**

For the Upton site discussions are taking place regarding certain blocks being set aside for over 55s only. For the Exeter road development, it is proposed that the homes will be offered first to the residents of the estate who are in need of bigger homes or wheelchair accessible units.

### **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.

### **Consultation/Engagement**

Restriction on face to face engagement during the pandemic has meant that the approach to consultation was more complex than might normally be adopted.

For the Upton site, rather than a limited number of large consultation events, smaller meetings were held, primarily with Scott House residents, either on zoom

or in the large hall of Angel Community Centre where social distancing could be observed. A staffed display was also on view at the Angel Community Centre where the general public could book “drop-in” and one to one sessions throughout September and October.

Digital and postal consultation also played an important part. due to the restriction caused by Covid-19, and the vulnerability of older residents to the virus, To counter this impact a website dedicated to the development was set up by Built ID, a specialist in digital consultation. The website displayed design proposals for the scheme and had surveys where stakeholders could comment on designs and provide their views on the changes that they would like to see in the area.

Feedback from older residents, and those with disabilities and mobility issues, praised the digital platform. It enabled those who couldn't view proposals in person to see them and give their views online.

Questions regarding disability weren't asked of respondents and maybe needs to be considered. How those with cognitive and neurological disabilities are approached will be considered.

For Exeter road, online events on zoom were held and supported by the distribution of newsletters and feedback forms for those that could not attend. Physical social distance consultations were also held in the Scout hall near the estate. A display of the design developments was also on during the physical consultations. The residents were also given the opportunity to talk through the design as it develops and give their feedback

The consultation venues were wheel chair accessible venues to allow for resident with wheelchair and vulnerable residents to attend.

### **Design**

The proposal includes dedicated wheelchair accessible dwellings designed to fully meet Approved Document M4(3) requirements (10% of the proposed new dwellings).

All aspects of the schemes have been designed to ensure that new and retained dwellings and the spaces surrounding them will feel welcoming to residents and visitors alike. Level access is proposed within all public realm areas with clearly defined pathways to aid those with visual impairments and simple wayfinding integrated into the building and landscape proposals to help visitors and residents alike. All entrances to community spaces and shops and communal areas and service spaces used by residents (such as communal stairwell entrances, bin and bike stores) have all been designed to ensure they are accessed independently in the same way by all users regardless of mobility or other disabilities. This is to ensure that a hierarchy of users is strictly avoided in the way that buildings and spaces are used in all parts of the proposals.

Access to Scott House and the pedestrian pavements and bridge adjacent to the North Circular Road will also both be improved as part of the proposed works. The existing large steps/ramped area serving the raised ground floor entrance to Scott

House would be removed as part of the proposals, and the introduction of a new lower ground floor entrance to Scott House served by shorter, more gentle ramps set within a better overlooked, well-lit new landscaped public square, improving access and safety for existing residents. Similarly, the new landscaped square will also provide a more open, well overlooked ramped approach for pedestrians accessing the North Circular road and the bridge link located directly north of Scott House.

Access to the majority of new dwellings will also follow this approach and will provide level access to ground and upper floor dwellings,

**During - Construction**

During the construction phase, noise will be a disruption to all residents. Restricted pedestrian and vehicular access around the site will also affect all residents. Residents with mobility disability may be more restricted and this will have to be considered within the Construction Management Plan. Residents who may have cognitive and neurological disabilities might find the noise, disruption and activity unsettling

**Post-Construction**

The development will provide 10% wheelchair accessible homes which will benefit residents on the waiting list for such accommodation, that have family members with disabilities

**Mitigating actions to be taken**

**Consultation/Engagement**

Continue to engage with residents to identify family members with disabilities through ongoing surveys.

**Design**

Ensure the LBE accommodation occupational therapist continues to see and comment on accessible home layouts and technical designs.

**During Construction**

Ensure an LBE member of staff is located on site and accessible to local residents with disabilities, to solve any issues raised due to construction.

**Post-Construction**

Ensure the accommodation OT inspects all accessible properties during the snagging and handover process.

**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.

**Consultation/Engagement**

No residents were deemed to be excluded from the consultation process due to gender reassignment.

**Design**

The scheme design is not deemed to have impacted residents who are proposing to undergo, are undergoing, or have undergone gender reassignment.

**During Construction**

During the construction phase, noise will be a disruption to all residents. Restricted pedestrian and vehicular access around the site will also affect all residents. Any adverse impact of the construction will not be because of gender reassignment.

**Post-Construction**

The completed development is deemed to have no impact on residents due to gender reassignment.

**Mitigating actions to be taken**

**Consultation/Engagement**

No mitigation action deemed necessary.

**Design**

No mitigation action deemed necessary.

**During Construction**

No mitigation action deemed necessary.

**Post-Construction**

No mitigation action deemed necessary.

**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

**Consultation/Engagement**

No residents were deemed to be excluded from the consultation process due to gender reassignment.

**Design**

A range of home sizes (1 to 4 bed) have been designed in a range of tenure types (LAR, shared ownership and private sale) in various locations. This gives married residents, and those in civil partnership, a flexible choice of accommodation to suit their future aspiration, such as starting a family, and budget.

**During Construction**

During the construction phase, noise will be a disruption to all residents. Restricted pedestrian and vehicular access around the site will also affect all residents. Any adverse impact of the construction will not be due to a resident's marriage or civil partnership status.

**Post-Construction**

Couples will be able to choose from a range of sizes with the option of private sale or shared ownership. LAR homes will be provided to couples where appropriate through the Enfield Council allocations process.

**Mitigating actions to be taken**

**Consultation/Engagement**

No mitigation action deemed necessary.

**Design**

No mitigation action deemed necessary.

**Construction**

No mitigation action deemed necessary.

**Post-Construction**

No mitigation action deemed necessary.

**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

**Consultation/Engagement**

The use of online consultation techniques likely had a positive effect on those who are pregnant or have new-born babies and maybe restricted in terms of leaving their home. Online consultation would have given them an opportunity to view development proposals and give their views from the comfort of their home.

**Design**

As described in the sections regarding age and disability, movement and accessibility through the site has been extensively incorporated into the scheme. This will support those who are pregnant and those with prams or carrying a new-born child through the development.

**During Construction**

Noise disruption during the construction period may negatively impact pregnant mothers or families with new-born babies. Any impact on air quality caused by construction (such as dust) could impact the health of pregnant residents or new born babies. Development will restrict movement through the site due to hoarding and construction making it difficult for pregnant residents and those with new-born to get out and walk for exercise and fresh air; and to go to the shops for provisions.

**Post-Construction**

The completed scheme will provide a range of home sizes (1 to 4 bed) and range of tenure types (LAR, shared ownership and private sale) in various locations across the site. This gives those who have started, or are starting, a family a flexible choice of accommodation to suit their budget and future aspiration, such as having more children.

**Mitigating actions to be taken**

**Consultation/Engagement**

The original consultation did not identify those who were pregnant or had new-born babies. Moving forward, consultation through the detailed design process will attempt to identify those who are pregnant or with new-born babies, engage with them and identify their needs.

**Design**

No mitigation action deemed necessary.

**Construction**

Develop a comprehensive construction management plan that will provide ease of egress and access, manage noise levels, traffic movement, dust and any negative impact because of construction activities, and will have regard to the public-sector equality duty.

All the staff, operatives, subcontractors, and suppliers of the proposed contractor undergo Equality, Diversity and Inclusion Training. The training covers their policy, what is expected from the employees, what is expected from the contractor as an employer and their obligations under the current legislation.

There will be a specific section in the CMP regarding air pollution management and dust control.

Surveys will be undertaken in existing buildings to identify where there is asbestos. If asbestos will be removed this will be carried out in line with statutory requirements using airlocks, filters and dust vacuums and remove it from site.

A contaminated land survey will also be undertaken. Any contamination will be removed from site in a safe and controlled manner in line with statutory requirements.

**Post-Construction**

No mitigation action deemed necessary.

**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

**Consultation/Engagement**

For Upton site, the three dominant ethnicities in the ward are White British 15.1%, Black African 12.2% and Turkish 12.7%.

For the Exeter road site; the three dominant ethnic groups in the ward are white British 34%, Turkish 12% and Black African 11% The percentage of households without English as a first language was 14.5%

This raises the potential for language and cultural barriers preventing some residents from participating in the ongoing consultation and engagement process, even where it is online.

**Design**

For the Upton site, the proposed new larger family dwellings have been designed to be flexibly used and include two separate living spaces – i.e. kitchen diner and living room, to cater for the needs of a wider range of cultural preferences and to enable a range of activities.

The Exeter road development has 46% additional family units that will allow residents living in overcrowding to move to one of the family homes.

**During Construction**

No adverse impact is anticipated because of race in relation to the construction works.

**Post-Construction**

As with design, the layout of the delivered scheme will enable flexibility in the way people will want to live in their homes. This will support different domestic cultural ways of living.

**Mitigating actions to be taken**

**Consultation/Engagement**

Ensure relevant data is collected to give a baseline of the resident population within the area and help to tailor the communication and engagement. Monitor responses to consultation to identify if and where additional resources are needed to reach out to all sections of the community.

**Design**

No mitigation action deemed necessary.

**Construction**

No mitigation action deemed necessary, however the contractor has stated their commitment to maximising local labour opportunities on the projects, and ensure that the workforce represents the communities it serves. They will be working to target underrepresented groups

**Post-Construction**

No mitigation action deemed necessary.

**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.

**Consultation/Engagement**

Any adverse impact of the consultation will not be because of religion and belief For the Upton site, a mosque abuts almost directly onto the site that has a 4,000 capacity for congregational prayer. A specific consultation event took place with the mosque to highlight all the key developments taking place in Angel

Edmonton. This was led by the Leader, the Director of Housing and Regeneration and the Meridian Water Programme Director. The Upton and Raynham development was included in the consultation.

**Design**

The proposed new larger family dwellings have been designed to be flexibly used and include two separate living spaces – i.e. kitchen diner and living room, to cater for the needs of a wider range of cultural and religious preferences and to enable a range of activities.

**During Construction**

Any adverse impact of the construction will not be because of religion and belief

**Post-Construction**

As with design, the built units will be larger family dwellings that can be flexibly used; some units include two separate living spaces, kitchen diner and living room. This will cater for the needs of a wider range of cultural and religious preferences and to enable a range of activities.

**Mitigating actions to be taken**

**Consultation/Engagement**

No mitigation action deemed necessary.

**Design**

No mitigation action deemed necessary.

**Construction**

No mitigation action deemed necessary, however the contractor has stated their commitment to maximising local labour opportunities on the projects, and ensure that the workforce represents the communities it serves. They will be working to target underrepresented groups

**Post-Construction**

No mitigation action deemed necessary.

**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.

**Consultation/Engagement**

The diverse nature of the consultation with face to face appointments and displays and online displays and surveys was expected to achieve a fair balance

between males and females. However, statistics from the Upton site online consultation showed that of the 607 online consultees 47% were female and 53%, a variance of 6%.

Any adverse impact of the consultation will not be because of Sex

**Design**

The scheme design is not deemed to have impacted residents because of Sex.

**During Construction**

Any adverse impact of the construction will not be because of sex

**Post-Construction**

The completed development is deemed to have no impact on residents because of Sex.

**Mitigating actions to be taken**

**Consultation/Engagement**

The sex of consultees will continually be monitored to ensure that all people regardless of sex are fairly represented and involved in ongoing consultation.

**Design**

No mitigation action deemed necessary.

**Construction**

No mitigation action deemed necessary.

**Post-Construction**

No mitigation action deemed necessary.

**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.

**Consultation/Engagement**

No residents were deemed to be excluded from the consultation process due to sexual orientation.

**Design**

The schemes designs are not deemed to impact residents because of sexual orientation.

**During Construction**

During the construction phase, noise will be a disruption to all residents. Restricted pedestrian and vehicular access around the site will also affect all residents. Any adverse impact of the construction will not be because of sexual orientation.

**Post-Construction**

The completed development is deemed to have no impact on residents due to sexual orientation.

**Mitigating actions to be taken**

**Consultation/Engagement**

No mitigation action deemed necessary.

**Design**

No mitigation action deemed necessary.

**Construction**

No mitigation action deemed necessary.

**Post-Construction**

No mitigation action deemed necessary.

**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.

**Consultation/Engagement**

Upper Edmonton had the 3rd lowest average (median) household income of the 21 wards in Enfield as estimated by CACI in 2021. Average household income in the ward is below the median level for the borough as a whole and lower than the London average.

Analysis of the Indices of Deprivation (2019) by the LGA indicates that, within Enfield, Upper Edmonton is the second most deprived of the 21 wards in the Borough. The same analysis estimates that it is among the 10% most deprived wards in England.

Ward-level analysis of government statistics reveal that, as at 2019, 23% of households in the ward were in fuel poverty. This proportion was higher than both the borough and England averages.

The Enfield Highway ward had the 6th lowest median household income of the 21 wards in Enfield, as estimated by CACI in 2021. Average household income in the ward is below the median level for the borough, and lower than the London-wide median.

The Indices of Deprivation 2019 carried out by the Local Government Association indicates that, within Enfield, Enfield Highway is the 6th most deprived of the 21 wards in the Borough. The same analysis estimates that it is within the 20% most deprived wards in England. Analysis of government statistics<sup>4</sup> reveal that, as at 2019, 19.6% of households in the ward were in fuel poverty. This proportion was higher than both the borough and England averages.

Residents' socio-economic situation and their living conditions were a driving factor in making them voice their view in person or online.

**Design**

The design of the scheme will have a positive impact on people who are socio-economically disadvantaged for several reasons.

The scheme will comprise affordable units with allocations being made to socio-economically disadvantaged residents. The units will be tenure blind and built to a high specification. The environment/public realm in which the homes are built will be an attractive mixed tenure neighbourhood with extensive play areas, green space and trees with retail units within the public square.

**During Construction**

All contractors who have submitted tenders for the construction contract have been required to submit proposals for social value. This includes, but not exclusively:

- NT1 – A proportion of the work force to be employed via local labour.
- NT10 – Providing trainee apprenticeships for local young people.
- NT 11 – Providing support for young people into work.
- NT 12 – Providing meaningful work placements.
- NT 13 - Providing meaningful work placements that pay Minimum or National Living wage.
- NT18 – Spend a proportion of materials costs through the local supply chain to boost the local economy.
- NT19 - Spend a proportion of costs through local MSMEs to boost the local economy.
- NT 26 – Undertake initiatives to be undertaken or support to engage people in health interventions.

**Post-Construction**

The homes on the Upton site will be heated via the energetic district heating system and the Exeter road using Air source heat pumps, and all well insulated with MVHR. This will make them highly energy efficient and cost effective to heat.

A high proportion of residents living in and around the vicinity of the development are socio-economic disadvantaged. The impact of their situation is compounded by the current Upton site which is unsightly, derelict and a magnet for squatters, prostitution, drug dealing and taking, theft and violent crime. For the Exeter site there are a lot of anti-social behaviour reported by the police and residents. These issues create fear and anxiety.

The new developments are proposing to create an enjoyable place to live.

The schemes will potentially generate S106 funding that will be used benefit the local neighbourhood including education, health and amenity space.

**Mitigating actions to be taken.**

**During Construction**

The development proposal, and all associated measures in relation to social value, are mitigation to improve the situation of those who are socio-economically disadvantaged.

## 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?

### **Ongoing Consultation/Engagement**

Consultation with local residents, internal LBE departments will be ongoing through the planning determination period, planning conditions, technical design and construction. All consultation views and non-personal information will be logged for monitoring purposes. Details of individuals (such as age, race, sex, religious beliefs) will be non-intrusively asked of resident who are consulted, with no obligation to provide the information if not desired. Engagement approaches will be adjusted if required to ensure fair representation from the local community is achieved. Key community groups will be a main point of contact between LBE and the community. They work on behalf of the local community ensuring their needs are addressed as the council undertakes its work. They bring residents together to aid engagement and disseminate information. Supporting protected characteristics is included within the work they do. Non-personal data will be collected and reviewed to ensure protected characteristics are being appropriately represented in the engagement processes.

A range of consultation approaches were used to engage with residents, including:

- Online viewing of design proposals.
- Online surveys.
- Microsoft Teams meetings,
- Small group face to face consultation with display,
- One to one appointment
- Consultation event held outside the local shops.
- Meeting with local community group and TRA.

The range of approaches made the consultation very successful in reaching a large number of residents, gaining a large number of views and support the inclusion of protected characteristics.

### **Design**

With the planning application submitted, members of the public will be able to object to elements of, or all of, the planning submission. Objections will be recorded, reviewed and assessed, in particular with regard to any potential impact on any of the protected characteristics. If deemed relevant the planning department may seek amendments to the scheme accordingly.

Following from planning approval local residents will have an opportunity to review certain planning conditions that may affect them prior to submission (i.e. the construction management plan). In particular the residents of Scott House, Ashburton and Crediton who will be most affected by the building of the new development, and who's buildings will be incorporated into the development.

Local residents will also have the opportunity to comment on detailed design elements where relevant, such as public realm, where issues such as accessibility and disability compliance can be discussed. Detail design elements will be developed in partnership with the relevant council department who have expertise in developing and maintaining buildings and public realm that fully address protected characteristics (i.e. the Council's employers' requirement specification for affordable rent homes).

### **During Construction**

The Council will develop a comprehensive construction management plan with the contractor this will help to assess and mitigate the negative impact of the construction activities with particular regard to protected characteristics. The plan will need to be submitted and authorised before works start.

The Housing and regeneration team will be responsible for assessing and monitoring the impact of the construction activities.

The Council will also be working closely with the resident and the community to ensure that as lockdown eases there is more face to face consultation and the team will find ways to engage with residents who are less likely to participate. The Council will continue to monitor the Contractor's Equality, Diversity and Inclusion Policy through the review of the performance indicator within the contract.

### **Post-Construction**

On completion of the scheme, residents moving into the new affordable rent units will be monitored to ensure protected characteristics are acceptably represented in the allocations to the new homes. 10% of the homes will be wheelchair accessible and will be offered to residents with disabilities.

The marketing strategy for the private sale and shared ownership homes will be devised in such a manner to appeal to people from the widest possible social, cultural and ethnic backgrounds and sales will be monitored in terms of protected characteristics.

Face to face discussions will be offered to residents on low incomes or key workers interested in the shared ownership properties. Options will be investigated to see if these residents can be offered an affordable package that is reliable and achievable for them, and the council over, the short and long term.



**SECTION 5 – Action Plan for Mitigating Actions.**

| Identified Issue   | Action Required  | Lead officer                 | Timescale/By When | Costs | Review Date/Comments |
|--|--|------------------------------|-------------------|-------|----------------------|
| Egress and access into the estate and traffic movement during construction | Ensure adequate construction management plan is in place before works starts and it is monitored throughout construction | Max Houseago/Ronke Akingbade | Ongoing           |       | <b>Ongoing</b>       |
| Noise because of construction activities                                   | Ensure adequate construction management plan is in place before works starts and it is monitored throughout construction | Max Houseago/Ronke Akingbade | Ongoing           |       | <b>Ongoing</b>       |
| Dust generated because of construction                                     | Ensure adequate construction management plan is in place before works starts and it is monitored throughout construction | Max Houseago/Ronke Akingbade | Ongoing           |       | <b>Ongoing</b>       |
| Effective communication during construction                                | Work closely with resident and TRA to ensure that communication during the works are accessible to every resident.       | Max Houseago/Ronke Akingbade | Ongoing           |       | <b>Ongoing</b>       |