

## 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 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>Dugdale Refurbishment</b>
<b>Lead officer(s) name(s) and contact details</b>	<b>Rebekah Polding</b> <a href="mailto:rebekah.polding@enfield.gov.uk">rebekah.polding@enfield.gov.uk</a> <b>07894 700931</b>
<b>Team/ Department</b>	<b>Cultural Development</b> <b>Property and Economy</b> <b>Place</b>
<b>Executive Director</b>	<b>Sarah Cary</b>
<b>Cabinet Member</b>	<b>Councillor Ian Barnes</b>
<b>Date of EqIA completion</b>	<b>22/02/2022</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?

The proposal is to refurbish the Dugdale Arts Centre, improving its capacity as a sustainable placemaking cultural hub for Enfield Town.

The proposal responds to the need and opportunity created by the conversion of floors one and two of Thomas Hardy House to a Children and Family Services Hub, including:

- addressing the need to make Museum of Enfield a central feature,
- to create a full size, environmentally friendly commercial kitchen able to serve 75 covers and provide revenue for the service,
- to create an outward-facing and engaging approach to the centre which makes use of the surrounding public realm
- retaining existing theatre whilst creating new cultural spaces including permanent and temporary museum exhibition display, education space, pop-up retail point for local creative businesses, gallery area and flexible seating and performance areas.

The proposal will deliver an improved visitor experience at the Dugdale Arts Centre, improved visibility of the museum, capacity to deliver additional programming day and

evening including for schools, a sustainable income stream to support cultural activity, a public welcome to Enfield Town Centre and a key cultural and community anchor point for a revitalised Enfield Town, including its evening economy.

Staff, service users and the wider community will be impacted. The DAC will have new office spaces and operational capabilities for staff to manage. Service users will have an improved experience including new entryways and flow around the building, additional cultural opportunity and new locally-sourced and sustainable food offer including evening dining. Wider community will benefit from the improved public realm and welcome to Enfield Town, with a boosted evening economy.

## 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.

People of all ages will be able to access and benefit from the refurbishment of the Dugdale Arts Centre. There have always been and will continue to be cultural offers and activities for all age groups at the Dugdale Arts Centre, including performances for families with young children and content delivered by and enjoyed by older people.

The refurbished centre will continue to offer programming and a welcome to all age groups.

There are proportionately more children and young people under 20 in Enfield than in both London and England overall. While, the percentage of over 65s in Enfield is still lower than in England overall.<sup>1</sup> However, Enfield's over 65 population is predicted to grow by 23% in the next 10 years and is the part of our population projected to grow fastest.

Children and young people in education may also particularly benefit from this proposal as it includes opportunities for school trips and educational engagement.

The architect brief includes the importance of an inclusive welcome to all age groups, with appropriate provision for e.g. older people with mobility or sight impairments or the safety and enjoyment of young children on site.

### Mitigating actions to be taken

No mitigating action 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.

We anticipate that the refurbishment to the Dugdale will have a positive impact on people affected by disability. As part of its inclusive approach the Dugdale Arts Centre welcomes

<sup>1</sup> <https://new.enfield.gov.uk/services/your-council/borough-and-wards-profiles/borough-profile-2020-your-council.pdf>

people with all abilities who will be able to participate in the cultural offer and activities.

Estimates from 2020 indicate that, among working-age people (aged 16-64 years) in Enfield, 53,000 had some level of disability – around 25% of the working-age population<sup>2</sup>.

### **Physical access into the building and activities**

Access to the Dugdale Centre and the activities on offer for people with physical disabilities will need to be taken into consideration in the design process to ensure all residents can access the building.

### **Mental health**

In Enfield, around a fifth of adults are estimated to have depression or anxiety, while one tenth of children and young people are estimated to have a mental health disorder. This comes at both a human and financial cost: the estimated annual cost of common mental disorders (depression or anxiety) in Enfield is £98 million. In addition, as the number of people with long term conditions increases and with an ageing population who may experience high levels of physical inactivity and social isolation, innovative and effective treatments is necessary. Engagement in art and culture can help manage mental-ill health and support recovery<sup>3</sup>, as well as creating space for social connection.

### **Mitigating actions to be taken**

We will ensure that there is full wheelchair access and that a wide range of disabilities are considered and addressed in design, including accessible signage and careful sound design.

The Council's disability advisory group are meeting with architects in March 2022 to review and comment on plans.

### **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.

We do not have robust local data with regard to gender reassignment, however GIRES estimates that around 650,000 people in the UK, 1% of the population, are estimated to experience some degree of gender non-conformity. If GIRES' estimates are correct and the distribution among Enfield's population were typical of their national research, this would equate to around 3,350 individuals with some degree of gender non-conformity.

Having facilities that everyone can use – like gender-neutral single stall toilets and

<sup>2</sup> 2021 borough profile. <https://new.enfield.gov.uk/services/your-council/borough-and-wards-profiles/borough-profile-2021-your-council.pdf>

<sup>3</sup> Coulton, S., Clift, S., Skingley, A. & Rodriguez, J. Effectiveness and cost-effectiveness of community singing on mental health related quality of life of older people: randomised controlled trial. Br. J. Psychiatry J. Ment. Sci. 207, 250–255 (2015)

changing rooms with private space makes life easier for many people, including families, people with disabilities and many LGBTQ+ people. If access to public toilets is restricted for trans peoples' this can severely limit their ability to live their lives freely.<sup>4</sup>

**Mitigating actions to be taken**

The new toilets in the Dugdale Arts Centre will be gender neutral. This addresses issues that people who have undergone or undergoing gender assignment may face in public toilet facilities. As part of its inclusive approach the Dugdale Arts Centre welcomes all people whether or not they have undergone or are undergoing gender reassignment so that they can participate in the cultural offer and activities being delivered through the refurbishment.

**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 proposal is unlikely to have a disproportionate impact on the grounds of Marriage and Civil partnership.

**Mitigating actions to be taken**

No mitigating action 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

The refurbishment to the Dugdale Arts Centre will have a positive impact on all people including those who are pregnant or going through the maternity period. The refurbishment will ensure that a range of recreational and cultural activities are available that will appeal to a wide range of people, including people who are pregnant or going through the maternity period.

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

<sup>4</sup> <https://www.stonewall.org.uk/truth-about-trans#public-toilets>



pregnant and maternal people who reside in Enfield than the national average.

**Toilet facilities**

Females have more reasons and take longer to use a toilet than men, for example due to periods or pregnancy, and the lack of equality in toilet provision for females is well-recognised<sup>5</sup>.

British Toilet Association advises that for every 10,000 people using an area, there should be at least one unisex baby-changing facility. Alternatively, changing units should be provided in both the male and female washrooms.<sup>6</sup>

**Mitigating actions to be taken**

The toilets in the Dugdale centre are publicly accessible (not just to paying customers).

The centre also regularly hosts a Breastfeeding Mums Café session and will continue to do so following refurbishment.

**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

The refurbishment to the Dugdale Arts Centre will have a positive impact on all people including people from different ethnicities or national origins.

The redesign of Museum of Enfield will place a greater emphasis on the history of Enfield's people than was possible with the previous arrangement. The diversity of our community will, be more fully represented and will provide a more positive, inclusive welcome. This includes the opening temporary exhibition, Stories of Enfield, which features heritage work from 15 different community groups including several groups based on race.

**Mitigating actions to be taken**

No mitigating action to be taken.

**Religion and belief**

Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.

<sup>5</sup> <https://www.kingsfund.org.uk/blog/2019/04/do-we-care-enough-public-toilets>

<sup>6</sup> <http://www.btaloos.co.uk/>

<p>Will this change to service/policy/budget have a <b>differential impact [positive or negative]</b> on people who follow a religion or belief, including lack of belief?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p>
<p>The refurbishment of the Dugdale Centre will have a positive impact on all residents regardless of their religion or belief. The refurbishment will ensure that a range of recreational and cultural activities are available that will appeal to a wide range of people.</p>
<p><b>Mitigating actions to be taken</b></p>
<p>No mitigating action identified.</p>

<p><b>Sex</b></p> <p>Sex refers to whether you are a female or male.</p>
<p>Will this change to service/policy/budget have a <b>differential impact [positive or negative]</b> on females or males?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p>
<p>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).</p> <p>The refurbishment of the Dugdale Centre will have a positive impact on all residents regardless of their sex. The refurbishment will ensure that a range of recreational and cultural activities are available that will appeal to a wide range of people, regardless of their sex.</p> <p><b>Toilet and baby changing provision</b></p> <p>Some females have more reasons and take longer to use a toilet than males, for example due to periods or pregnancy, and the lack of equality in toilet provision for females is well-recognised.</p> <p>The British Toilet Association advises that for every 10,000 people using an area, there should be at least one unisex baby-changing facility. Alternatively, changing units should be provided in both the male and female washrooms.<sup>7</sup></p>
<p><b>Mitigating actions to be taken</b></p>
<p>The new toilets in the Dugdale Arts Centre will be gender neutral. This removes any inequality between provision for male and female customers and will have a positive impact for all.</p>

<sup>7</sup> <http://www.btaloos.co.uk/>

**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.

The refurbishment of the Dugdale Centre will have a positive impact on all residents regardless of their sexual orientation. The refurbishment will ensure that a range of recreational and cultural activities are available that will appeal to a wide range of people, regardless of their sex.

**Mitigating actions to be taken**

No mitigating action 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.

The service being retendered is for any vulnerable female from any socio-economic group who requires support from domestic abuse.

The refurbishment of the Dugdale Centre will have a positive impact on all residents regardless of their socio-economic circumstance. The refurbishment will ensure that a range of recreational and cultural activities are available that will appeal to a wide range of people. The extended cultural offer will particularly benefit people from low income or deprived communities in Enfield.

**Mitigating actions to be taken.**

No mitigating action 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?

The service is monitored on a quarterly basis. Attendance figures will be reviewed to ensure that no fewer customers than previously attend the centre. Provision for young people is monitored specifically and will also be checked to ensure that there is no diminution in service.

Responsibility will lie with the Head of Cultural Development and Dugdale Programme Manager.

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

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