

Appendix 5

Equalities Impact Assessment

SECTION 1 – Equality Analysis Details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Borough Capital Programme 2022/23 Highways and Street Scene, Flood Alleviation and Alleygating
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Team/ Department	Highway Services
Executive Director	Sarah Cary
Cabinet Member	Deputy Leader
Date of EqIA completion	Rev 2: 11/03/22

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?

What is the proposed decision or change?

Planned maintenance of highway assets, particularly carriageways, footways and structures, flood alleviation schemes and alleygating from the approved Borough Capital Programme.

What are the reasons for the decision or change?

Ongoing annual planned maintenance programme to maintain and improve the highway and watercourses network and increase the number of gated alleyways.

What outcomes are you hoping to achieve from this change?

Intervention to prevent further deterioration of the highway assets and improved service life, reduce risk of flooding and implement alleygating.

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

The services delivered are universal services, in that they are intended to benefit

all highway users, including all of the groups in the protected characteristics.

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.

Enfield has relatively high proportions of children and young people under the age of twenty – higher than both London and England averages. Both the London area and Enfield have proportionately fewer older residents than the England average.¹ However Enfield's older population is set to increase by 15% to 50,200 in 2025.²

Flood alleviation schemes reduce the likelihood and mitigate the impact of flooding, which affects everyone in the flood zone, but it is expected that this may have a greater impact on older and vulnerable residents, due to additional needs.

The continued planned maintenance of parks and playground infrastructure ensures that facilities remain open and operational for all users, but in particular young people who benefit from play facilities and open spaces for play and recreation.

The highest percentages of walking and cycling can be seen in those aged under 16, with 37 per cent of all trips made on foot or by bike. Those aged 65 and over have the lowest levels of walking and cycling, with 27 per cent of all trips, but the highest percentage of trips driven (or as a passenger in a car or van) at 52 per cent.

The delivery of the highway capital programme and continued planned maintenance makes a significant contribution to improving access to the highway and local transport, minimising the occurrence of potholes and other trip hazards. The improvement to highway and footpath surfaces will be beneficial to residents of all ages and especially older people, who can be more susceptible to trips and falls due to defects.

However, access and orientation during maintenance works can be more difficult for older persons. Therefore, all works on site and temporary measures will meet guidance, adapted to the specific location, providing temporary crossing points, ramps, barriers with tapping rails etc.

People of young and old age are more vulnerable to poor air quality.³ For young children negative air quality can lead to reduced lung development and for the elderly this can lead to a range of long-term health problems. The creation of wetlands, improved green spaces and the planting of trees and

¹ Borough Profile 2021

² Older People JSNA, Enfield Council, 2021

³ https://www.london.gov.uk/sites/default/files/air_quality_for_public_health_professionals_-_city_of_london.pdf

<p>shrubs will help to improve air quality, which will disproportionately benefit these age groups. Furthermore, improvements to highway and footpath surfaces will make sustainable travel more accessible, safe and attractive, ultimately reducing emissions from private vehicles.</p> <p>The completion of the alley gating programme will enhance community safety and help to reduce the risk of crime against vulnerable people who are affected by illness, disability and frailty. There is strong evidence that alley gating reduces burglary and disorder and increases the perception of safety and satisfaction within the area of residence.</p>
<p>Mitigating actions to be taken</p>
<p>No further mitigating action identified.</p>

<p>Disability</p> <p>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.</p> <p>This could include: Physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.</p>
<p>Will the proposed change to service/policy/budget have a differential impact [positive or negative] on people with disabilities?</p>
<p>Please provide evidence to explain why this group may be particularly affected.</p>
<p>At the 2011 Census, 47,979 Enfield residents (15.4% of the total) reported a long-term health problem or disability. 52.5% of people with a disability or long-term health problem were of working age (16-64 years), with 43% of the total aged over 65 years.</p> <p>The delivery of the highway capital programme and continued planned maintenance makes a significant contribution to improving access to the highway and local transport, minimising the occurrence of potholes and other trip hazards. Persons with a disability may be more reliant on this infrastructure to be in good condition to access jobs and local facilities and to be independent travellers and can be more susceptible to trips and falls due to defects. Therefore, improvement of surfaces, in particular, will make a positive contribution.</p> <p>Flood alleviation schemes reduce the likelihood and mitigate the impact of flooding, which affects everyone in the flood zone, but it is expected that this may have a greater impact on disabled residents, due to additional needs.</p> <p>However, access and orientation during maintenance works can be more difficult for persons with a disability. Therefore, all works on site and temporary measures will meet accessibility guidance, adapted to the specific location, providing temporary crossing points, ramps, barriers with tapping rails etc.</p> <p>The completion of the alley gating programme will enhance community safety</p>

and help to reduce the risk of crime against vulnerable people who are affected by illness, disability and frailty. There is strong evidence that alley gating reduces burglary and disorder and increases the perception of safety and satisfaction within the area of residence.
Mitigating actions to be taken
No further mitigating action identified.

Gender Reassignment
This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.
Will this change to service/policy/budget have a differential impact [positive or negative] on transgender people?
Please provide evidence to explain why this group may be particularly affected.
It is considered that this proposal is unlikely to have a disproportionate impact on the grounds of Gender Reassignment.
Mitigating actions to be taken
N/A

Marriage and Civil Partnership
Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, whereas 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 of the grounds of Marriage and Civil partnership.
Mitigating actions to be taken
N/A

Pregnancy and maternity
Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Will this change to service/policy/budget have a differential impact [positive or negative] on pregnancy and maternity?
Please provide evidence to explain why this group may be particularly affected

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

The delivery of the highway capital programme and continued planned maintenance makes a significant contribution to improving access to the highway and local transport.

Pregnant women and women in the early months after birth, who may also have other young children, as well as a new-born baby, to look after, as a family group may need to take extra care, both when walking on the footway and crossing a road. They can be more susceptible to trips and falls and defects could impede their passage. Therefore, improvement of surfaces, in particular, will make a positive contribution.

However, access and orientation during maintenance works can be more difficult for new parents with prams. Therefore, all works on site and temporary measures will meet accessibility guidance, adapted to the specific location, providing temporary crossing points, ramps, barriers with tapping rails etc.

Improvements to air quality, as a result of improved green spaces, wetlands and increased active travel, are likely to disproportionately benefit infants and children who are more vulnerable to breathing in polluted air than adults due to their airways being in development, and their breathing being more rapid than adults.

Mitigating actions to be taken

No further mitigating action identified.

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 Enfield Ethnicity estimates are produced in-house, using data from the 2011 Censuses and the 2019 School Census conducted by the local education authority (LEA). Based on these estimates, residents from White British backgrounds make up 35.3% of Enfield's inhabitants with other White groups (including White Irish) combined at 26.4%. Mixed Ethnic Groups account for 5.5%, Asian Groups for 11.0% and Black groups for 17.9% of Enfield's population.⁴

The proposals will improve conditions for pedestrians and cyclists, by reducing potholes and trip hazards. This will disproportionately benefit ethnic groups

⁴ Borough Profile 2021

who are disproportionately likely to walk, ('Asian or Asian British', 'Mixed or multiple ethnic groups' and 'Other Ethnic Groups'), as well as 'Black and Black British' and 'Other Ethnic Groups' who are disproportionately likely to use public transport (as every public transport journey starts or ends on foot or cycle).

With the exception of 'Other Ethnic Groups', car usage in Enfield is high, particularly for 'Gypsy or Irish Travellers' and 'Mixed or multiple ethnic groups'. Therefore, improvements to highways, reducing potholes, will be beneficial to all ethnic groups. However, it should be note that reducing car dominance and car usage is a key aspect of Enfield's broader strategy.

Evidence shows that the worst air pollution levels in England were seen in ethnically diverse neighbourhoods, defined as those where more than 20 per cent of the population are non-white.⁵ The creation of wetlands, improved green spaces and the planting of trees and shrubs will help to improve air quality, which will benefit all ethnic groups. Furthermore, improvements to highway and footpath surfaces will make sustainable travel more accessible, safe and attractive, ultimately reducing emissions from private vehicles.

In England, Black people are nearly four times as likely as White people to have no access to outdoor space at home (37% compared with 10%).⁶ Therefore, improvements to parks and playgrounds will benefit those without access to garden spaces and provide opportunities for physical activity

Mitigating actions to be taken

No further mitigating actions identified.

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.

During construction works, access by road or footway to places of worship may be interrupted. Therefore, construction will have clear plans and liaison will take place where local places of worship which may be impacted. We will maintain access to places of worship.

Mitigating actions to be taken

No further mitigating actions identified.

⁵ <https://www.imperial.ac.uk/news/163408/ethnic-minorities-deprived-communities-hardest-pollution/>

⁶ <https://www.ons.gov.uk/economy/environmentalaccounts/articles/oneineighbritishhouseholdshasnogarden/2020-05-14>

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.

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).

Walking is the most commonly used type of transport by females, making up 33 per cent of all trips. This is 5 per cent higher than males. On average, females drive slightly less than males, making up 44 per cent of trips vs 46 per cent with males.

Female Londoners take more trips on a weekday than male Londoners, 2.5 compared to 2.3.⁷ This pattern however is reversed amongst older adults, with older female Londoners taking fewer weekday trips than older male Londoners, 2.0 compared to 2.2. It is important to recognise that females are more likely than males to be travelling with buggies or caring for frail relatives, and this can affect transport choices.

The delivery of the highway capital programme and continued planned maintenance makes a significant contribution to improving access to the highway and local transport, minimising the occurrence of potholes and other trip hazards. This likely to have a more positive impact on women, who may be more reliant on this infrastructure to be in good conditions, for cycling and walking. Therefore, improvement of surfaces, in particular, will make a positive contribution.

However, access and orientation during maintenance works can be more difficult for parents with prams and buggies or those caring for frail relatives, which is statistically more likely to be women. Therefore, all works on site and temporary measures will meet accessibility guidance, adapted to the specific location, providing temporary crossing points, ramps, barriers with tapping rails etc.

Mitigating actions to be taken

No further mitigating actions identified.

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.

⁷ <https://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf>

<p>Will this change to service/policy/budget have a differential impact [positive or negative] on people with a particular sexual orientation?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p>
<p>It is considered that this proposal is unlikely to have a disproportionate impact on the grounds of Sexual Orientation.</p>
<p>Mitigating actions to be taken</p>
<p>N/A</p>

<p>Socio-economic deprivation</p> <p>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.</p>
<p>Will this change to service/policy/budget have a differential impact [positive or negative] on people who are socio-economically disadvantaged?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p>
<p>In Fairer Enfield 2021-25, our Equality, Diversity and Inclusion Policy, Enfield Council commit to implementing the socio-economic duty. We commit to treating everyone equally regardless of socio-economic status and will work to eliminate discrimination and disadvantage caused by a person's socio-economic status.</p> <p>People in semi-skilled and unskilled manual occupations, casual workers and those who are unemployed are almost three times as likely as those in managerial, administrative, professional occupations to be without a garden (20% compared with 7%).⁸</p> <p>The provision of local public open spaces and associated facilities is of greater importance to those lower socio-economically disadvantaged. The continued planned maintenance of parks and playground infrastructure ensures that facilities remain open and operational.</p> <p>The planned highway maintenance programme will improve the road and footway surfaces, enabling journeys for the whole community. Better surfaces benefit those more reliant on walking, cycling and accessing public transport. It encourages healthier forms of travel.</p> <p>The flood alleviation and wetland schemes align with the objectives of the Local Flood Risk Management Strategy (2016), Climate Change Action Plan (2021) and Blue & Green Strategy (2021). The southeast of the borough is where most of the flood risk is concentrated and consequently, the areas that have the highest flood risk are also areas of the highest deprivation and highest population density in</p>

⁸

<https://www.ons.gov.uk/economy/environmentalaccounts/articles/oneineightbritishhouseholdshasnogarden/2020-05-14>

Enfield. The cumulative impact of these schemes will help to reduce the impact of flooding in the southeast of the borough

Mitigating actions to be taken.

No further mitigating actions identified.

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?

Monitoring throughout the programme and where appropriate, further Predictive Equalities Impact Assessments will be carried out for specific schemes to ensure compliance to the Equalities Act 2010.

This will be monitored by the Head of Service for the programme and project engineers for individual schemes.

SECTION 5 – Action Plan for Mitigating Actions.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
Construction work near places of worship	Planning of individual schemes to minimise impact and liaison with affected parties.	Project engineer for scheme	In scheme planning stage and when local engagement programmed	-	
Provision of barriers, ramps etc during works	Regular inspection during works and instructions to contractors	Project engineer for scheme and site supervision staff	During scheme delivery	-	