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.

Section 1 – Equality analysis details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Amendments to existing permanent Quieter Neighbourhoods
Team/ Department	Healthy Streets
Executive Director	Sarah Cary
Cabinet Member	Cllr Rick Jewell
Author(s) name(s) and contact details	Richard Eason
Committee name and date of decision	

Date the EqIA was reviewed by the Corporate Strategy Service	25 Aug 2022
Name of Head of Service responsible for implementing the EqIA actions (if any)	N/A
Name of Director who has approved the EqIA	Richard Eason

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 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?

Enfield Council implemented two Quieter Neighbourhoods (QNs) in summer 2020 as a trial, the Bowes Primary Area QN (Bowes QN) and the Fox Lane Area QN (Fox Lane QN). Following a period of community feedback and monitoring, each QN was made permanent early in 2022. During the trial periods, some enhancements and associated activities were identified. The Council has been progressing these and are now proposing to:

- Make the necessary traffic management orders (TMOs) to:
- Convert four fixed (bollard) modal filters to camera enforced modal filters by introducing a 'no motor vehicles' restriction. This is proposed at the following locations: Maidstone Road, Selborne Road, Oakfield Road and The Mall.
- Introduce exemptions for Blue Badge holders and Dial-a-Ride vehicles to the existing camera enforced modal filters on Fox Lane, Meadway and Conway Road, and extend exemptions to the locations listed in 2a(i).
- Carry out monitoring on selected roads outside of the QN areas.
- Continue with small scale and minor improvements across both QNs (as outlined at para 25).
- Recommend that the potential alterations to the layout of the Bowes Primary Area QN (Bowes QN) are not taken forward.
- Recommend that the potential of altering the modal filter on the Meadway is not taken forward.
- Continue to engage and coordinate with Haringey Council as they deliver the Bounds Green Low Traffic Neighbourhood (LTN) adjacent to the Bowes QN.

The EqIA process during the trial periods considered the impacts of the establishment of the QNs. The EqIAs for each QN area were included within the portfolio reports recommending that the trials be made permanent. Now that the QNs are permanent, this EqIA focusses on the impacts of the proposed changes to the QNs. Of the above listed items, those most likely to have impacts on protected characteristics are the introduction of permits for Blue Badge holders, exemptions for Dial-a-Ride vehicles, and converting several fixed (bollard) filters to camera controlled. The remaining listed items are not considered to have any significant disproportionate impacts on people with protected characteristics and therefore are typically not explicitly addressed within this EqIA.

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 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.

Detailed information and guidance on how to carry out an Equality Impact Assessment is available here. (link to guidance document once approved)

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.

The mean age of Enfield's wards tends to vary by location within the borough. The northern and eastern wards have some of the lowest mean ages in Enfield and the southern and western wards have some of the highest mean ages. Table 1 presents the age distribution across the wards where they overlap the permanent QN areas of Fox Lane and Bowes Primary.

Table 1: Age distribution by ward and Borough average

Age distribution	Arnos Grove (%)	Bowes (%)	New Southgate (%)	Palmers Green (%)	Southgate (%)	Winchmore Hill (%)	Borough of Enfield (%)
0-4	5.3	6.7	6.6	6.5	6.1	6.5	7.0
5-14	11.9	11.6	11.3	10.2	12.9	11.4	14.5
15-24	8.8	10.3	10.0	9.8	9.7	9.2	11.4
25-34	13.4	18.9	20.4	17.6	14.6	13.4	14.5
35-44	14.4	15.8	18.1	17.1	16.4	15.2	14.6
45-54	13.6	13.2	13.1	13.6	13.7	14.9	13.4
55-64	13.1	10.7	9.5	11.7	10.8	12.6	11.1
65-74	9.8	7.0	6.2	7.4	7.3	8.9	7.0
75+	9.6	5.7	4.8	6.1	8.5	8.0	6.4

Source: ONS mid-year estimate 2020

London Travel Demand Survey data from 2016-2019 shows that in general, younger people in Enfield walk and cycle more, and drive less than their elderly counterparts. Those aged 65 and over have the lowest levels by age group of walking and cycling, with 27% of all trips, but the highest percentage of trips driven (or as a passenger in a car or van) at 52%.

The proposals are considered to have a positive impact on older people, in particular those aged 85 or over who currently use, or may use in future, Dial-a-Ride services. Those aged 85 or over are automatically eligible to become a member to use Dial-a-Ride services (https://tfl.gov.uk/modes/dial-a-ride/).

Amending the TMOs as part of these proposals introduces an exemption for Dial-a-Ride vehicles from existing camera enforced modal filters, and from the existing fixed (bollard) filters which are being converted to camera enforced.

Older people who have a disability and live within the QN areas may also benefit from exemptions for Blue Badge holders.

Mitigating actions to be taken

N/A

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.
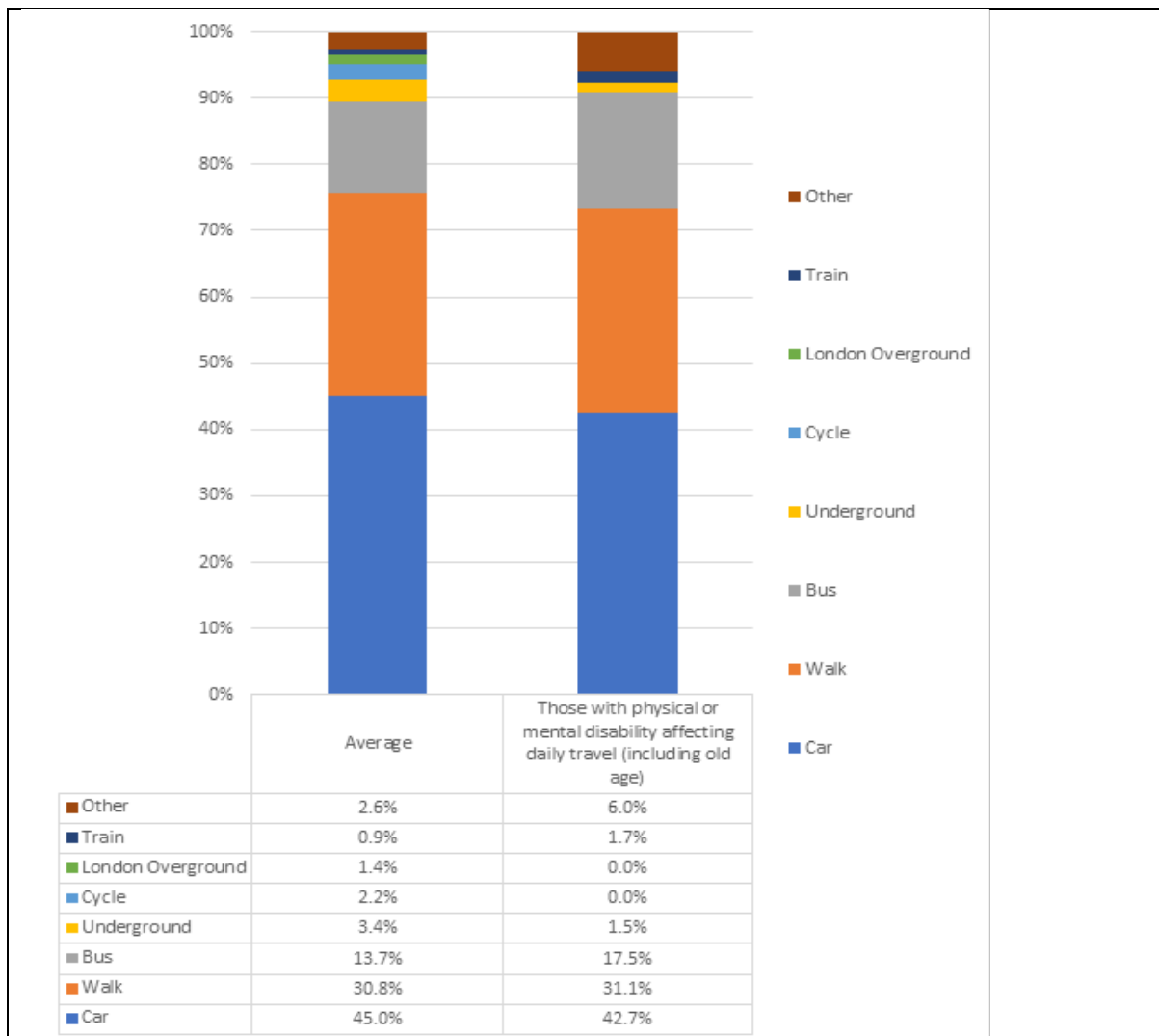
This could include: physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

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.

Mode split for people with a physical or mental disability is shown in in Figure 1. When compared to the London Travel Demand Survey mode split of trips made by all people, car use for those with disabilities is lower, bus use is greater and walking is marginally higher.

Figure 1: Mode split by those with a physical or mental disability affecting daily travel

	Average	Those with physical or mental disability affecting daily travel (including old age)
■ Other	2.6%	6.0%
■ Train	0.9%	1.7%
■ London Overground	1.4%	0.0%
■ Cycle	2.2%	0.0%
■ Underground	3.4%	1.5%
■ Bus	13.7%	17.5%
■ Walk	30.8%	31.1%
■ Car	45.0%	42.7%

Source: LTDS (2016/17, 2017/18 and 2018/19)

With regards to Blue Badge holders, there are approximately 250 Blue Badge holders within the Bowes QN area and approximately 200 within the Fox Lane QN area.

As a result of the consultation and Equalities Impact Assessment during the trial periods of the Bowes and Fox Lane QNs, it was recommended to consider measures to improve access for residents with disabilities and of those with caring responsibilities through potential exemptions.

The Council has now taken steps to exempt Dial-a-Ride vehicles from all camera enforced modal filters within the QNs, and to provide exemptions for permit holders. These changes were introduced to the Bowes QN in June 2022, and are now planned to be rolled out in the Fox Lane QN.

The current approach to permits allows Blue Badge holders residing within the QN area to apply for a permit to nominate one vehicle to be exempt from camera enforced filters within their 'home QN'. The permit could apply to the Blue Badge

holder's own vehicle or they could nominate someone else's vehicle where a user of that vehicle has a role in the care of a Blue Badge holder within a QN. This approach has been selected based on feedback received and is similar to the approach taken in several other London boroughs. It also considers the aim to maintain the low traffic environment of the QNs and the Council's current operational capabilities. Blue Badge holders living in the QN area will be able to benefit from quicker and more direct journeys to their home.

The proposed changes to convert some modal filters to a camera enforced filter and introduce permits are expected to have a positive impact on some disabled people, who will be able to pass through the filter into a low traffic area. This will improve journey times for those who need a motor vehicle to make shorter journeys in the immediate area on a frequent basis.

The Blue Badge scheme provides an administratively efficient mechanism for identifying those with disabilities residing in the QN area for whom an exemption is required, and for implementing the exemption. In person support is available via Enfield's Parking Shop for those who cannot apply using the accessible website. Persons residing within the QN area who are disabled but do not hold a Blue Badge will not experience a change, similarly those Blue Badge holders who do not live within the QN area. However, the wider approach to exemptions is being reviewed, and further categories may be added. Implementing the proposals now does not preclude the Council's ability to make changes in future.

Mitigating actions to be taken

None – but note that the wider approach to exemptions is being reviewed, and further categories may be added.

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 the proposed amendments to the Bowes and Fox Lane QNs are unlikely to have a disproportionate impact on 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, 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 the proposed amendments to the Bowes and Fox Lane QNs are unlikely to have a disproportionate impact on grounds of gender reassignment.

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.

It is considered that the proposed amendments to the Bowes and Fox Lane QNs are unlikely to have a disproportionate impact on grounds of pregnancy and maternity.

Mitigating actions to be taken
N/A

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.
It is considered that the proposed amendments to the Bowes and Fox Lane QNs are unlikely to have a disproportionate impact on grounds of race.
Mitigating actions to be taken
N/A

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.
It is considered that the proposed amendments to the Bowes and Fox Lane QNs are unlikely to have a disproportionate impact on grounds of sex.
Mitigating actions to be taken
N/A

Sex
Sex refers to whether you are a female or male.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on females or males?
Please provide evidence to explain why this group may be particularly affected.

It is considered that the proposed amendments to the Bowes and Fox Lane QNs are unlikely to have a disproportionate impact on grounds of sex.

Mitigating actions to be taken
N/A

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.

It is considered that the proposed amendments to the Bowes and Fox Lane QNs are unlikely to have a disproportionate impact on grounds of sexual orientation.

Mitigating actions to be taken
N/A

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.
It is considered that the proposed amendments to the Bowes and Fox Lane QNs are unlikely to have a disproportionate impact on grounds of socio-economic deprivation.
Mitigating actions to be taken.
N/A

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 number of Blue Badge holders within the Bowes QN area is approximately 250 and within the Fox Lane area approximately 200. The number of applications made to Enfield Council for a permit can be reviewed periodically to review uptake of the permits.   Residents at any time can continue to email healthystreets@enfield.gov.uk to provide feedback about any Healthy Streets projects, including Quieter Neighbourhoods or via their local Ward Councillor. Engagement with emergency services continues on an ongoing basis. Feedback received by the Council will be reviewed.

Section 5 – Action plan for mitigating actions

Any actions that are already completed should be captured in the equality analysis section above. Any actions that will be implemented once the decision has been made should be captured here.

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

EqIA template approved by EMT 16th June 2020