

# 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

<b>Title of service activity / policy/ strategy/ budget change/ decision that you are assessing</b>	Revising decision-making arrangements and assessment criteria ahead of a second round of Neighbourhood Community Infrastructure Levy (NCIL) funding (known locally as the Enfield Neighbourhood Fund)
<b>Team/ Department</b>	<b>Place (administered within People)</b>
<b>Executive Director</b>	<b>Sarah Cary</b>
<b>Cabinet Member</b>	<b>Cllr Nesil Caliskan</b>
<b>Author(s) name(s) and contact details</b>	Andrew Lawrence, Service Manager – Children and Public Health Commissioning Tel: 020 8132 0378 <a href="mailto:andrew.lawrence@enfield.gov.uk">andrew.lawrence@enfield.gov.uk</a>
<b>Committee name and date of decision</b>	

<b>Date the EqIA was reviewed by the Corporate Strategy Service</b>	<b>July 2022</b>
<b>Name of Head of Service responsible for implementing the EqIA actions (if any)</b>	<b>Doug Wilson</b>
<b>Name of Director who has approved the EqIA</b>	<b>Sarah Cary (Place)</b>

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?

The neighbourhood portion of the Enfield CIL can be used to fund a wide range of projects that relate to the provision of infrastructure or address the demands arising from development in an area. Examples include but not limited to:

- cultural spaces and cafes;
- youth facilities;
- public realm works (e.g. street furniture);
- drainage improvements (e.g. SUDS);
- pedestrian and cycle routes;
- community events (e.g. festivals and galas) in association with long term regeneration programmes (e.g. town centres);
- community gardens/orchards;
- skills and training hubs (e.g. digital technology); and
- security measures to reduce crime and anti-social behaviour (e.g. CCTV).

The spending of CIL money is highly regulated under the CIL Regulations 2010. This reports demonstrates how we have thought about local implications within the context of this rigid framework.

The Enfield Neighbourhood Fund provides a mechanism for the Council to invite applications and award funding from the Neighbourhood Community Infrastructure Levy.

In Round 1 the Council made available £700,000, which was split equally between internal LBE bids and external voluntary and community sector bids. A total of £237,730 was awarded to internal bids, with a further £349,548 being awarded to community organisations.

In Round 1 submissions were assessed according to criteria taken from the recommendations of the Enfield Poverty and Inequality Commission. A review of this round of funding by the NCIL Board found that the criteria had an overly wide scope, leading to inconsistent quality and costs across bids. It was therefore

decided at a subsequent meeting of the Executive Management Team (EMT) that the criteria would be rewritten with a sharper focus on Council Priorities, as set out in the Council Plan 2020-22.

The new criteria are set out in Cabinet Report KD 5458.

It is felt that aligning to these criteria will help bidders to better align their projects to the key Council priorities and improve the quality of applications.

The Enfield Neighbourhood Fund aims to recognise the local issues of communities in the borough and give representative groups the opportunity to respond to the challenges of development by improving facilities and providing services that meet the needs of residents at a very localised level.

The outcomes of Round 1 (detailed in Cabinet Report KD 5458) show that fund is capable of improving the local environment and services for service users and the wider community e.g. creation of community spaces, wetlands, access to health foods, refurbishment of community facilities, volunteering opportunities.

## 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)**

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**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.

This is expected to provide a positive benefit.

In Enfield, 27.2% of the population is aged between 0-19 years old, meaning that Enfield has a significantly larger proportion of young people when compared to other London boroughs.

The provision of health streets, parks and community spaces delivered by local organisations applying for the fund is expected to benefit residents of all ages – particularly the older and younger age groups.

**Mitigating actions to be taken**

In addition to internal projects, the external element of the fund will be open to all voluntary and community sector organisations.

We will promote the fund and provide support to ensure that organisations are able to deliver high quality bids, focused on the needs of local neighbourhoods. We will do this by building on our work from Round 1, which included engaging Enfield Voluntary Action to run workshops for community groups. These were attended by over 70 organisations in Round 1.

A monitoring officer within the Strategy and Service Development Team will also ensure that equality strands are reviewed as part of the ongoing monitoring arrangements under the conditions of grant, and this will be reported to and overseen by the NCIL Board, with annual reports to Cabinet.

Internal and external projects will be managed with the same degree of rigour and using the same processes to ensure high quality and fair service delivery.

**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.

This is expected to provide a positive benefit.

Enfield has 48,000 residents with a disability.

The criteria for application are derived from the Council Plan and continue to expect that inclusion is considered with projects. Examples of this already exist from Round 1, with the development of a playground with accessible equipment for people with disabilities.

**Mitigating actions to be taken**

In addition to the mitigating actions above, we will promote the fund via our local disability groups.

**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.

This is expected to provide a positive benefit.

GIRES (Gender Identity Research Society) estimate that in the UK around 1% of the population experience some degree of gender non-conformity. If the distribution of among Enfield's population were typical of GIRES' national research, this would equate to around 3,500 individuals with some degree of gender-non-conformity.

The likelihood of projects specific to this protected group is lower than some others, but it is hoped that through the inclusivity of bids this group will benefit.

**Mitigating actions to be taken**

In addition to the mitigating actions above, we will ensure that the fund is promoted through Enfield LGBT Network, a key partner on the borough's Voluntary Sector Strategy Group.

### **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.

This is expected to provide a positive benefit.

As with other protected characteristics, it is considered unlikely that bids will be put forward specifically for this group; however, the inclusivity and breadth of bids expected should be positive for all benefitting communities.

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

Through our monitoring we will hope to gain insights into the needs of specific communities and whether these are being effectively addressed. This will be used to shape future funding rounds.

### **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.

This is expected to provide a positive benefit.

There is potential for the fund to be used to set up complementary early help support services at a local level, which could provide support to families, mothers and children during their early years. This may include access to support groups in local community venues.

Round 1 included successful bids to support people into work, a strand of this being mothers returning to the workplace.

**Mitigating actions to be taken**

Through our monitoring we will hope to gain insights into the needs of specific communities and whether these are being effectively addressed. This will be used to shape future funding rounds.

**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.

This is expected to provide a positive benefit.

A localised approach to providing services and facilities, delivered by or in partnership with voluntary sector organisations, will encourage an approach tailored to individual communities. Enfield's diverse population is represented through such organisations, and we feel this understanding will ensure cultural benefits.

**Mitigating actions to be taken**

Through our monitoring we will hope to gain insights into the needs of specific communities and whether these are being effectively addressed. This will be used to shape future funding rounds.

**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.

This is expected to provide a positive benefit.

Round 1 included a number of successful bids from religious organisations. These were generally organisations that, whilst representative of a particular religious group, were creating projects for the benefit of the wider community.

It is envisaged that such projects, particularly those improving community sites, will continue in the next round.

**Mitigating actions to be taken**

Through our monitoring we will hope to gain insights into the needs of specific communities and whether these are being effectively addressed. This will be used to shape future funding rounds.

**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.

This is expected to provide a positive benefit.

As with other protected characteristics and, as encapsulated in the aims of the Fund, we expect proposals to come forward that benefit both genders.

**Mitigating actions to be taken**

Through our monitoring we will hope to gain insights into the needs of specific communities and whether these are being effectively addressed. This will be used to shape future funding rounds.

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### **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.

This is expected to provide a positive benefit.

We know that in London around 4% of the population identifies as either gay, lesbian, bisexual or 'other' and whilst we presently have no specific data for Enfield it is unlikely to be significantly different from the London average.

The likelihood of projects specific to this protected group is not known, but it is hoped that through the inclusivity of bids this group will benefit.

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

Through our monitoring we will hope to gain insights into the needs of specific communities and whether these are being effectively addressed. This will be used to shape future funding rounds.

In addition to the mitigating actions above, we will ensure that the fund is promoted through Enfield LGBT Network, a key partner on the borough's Voluntary Sector Strategy Group.

### **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.

This is expected to provide a positive benefit.

We know that socio-economic deprivation and the concentration of it across the borough is significant and creates many differentials in people's quality of life. Enfield is the 9<sup>th</sup> most deprived borough in London.

The fund is explicit in asking how poverty and inequality in our borough will be addressed in prospective bids (the Enfield Poverty and Inequality Commission findings are directly referenced).

**Mitigating actions to be taken.**

We believe the correct delivery of the fund and the guidance and assessment processes attached means the bids that can address socio-economic deprivation across the borough stand a high chance of success. We should be able to clearly evidence this as we deliver the fund on behalf of the local authority.

## **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?

Governance and oversight of the fund is set out in KD 5458, and quarterly performance monitoring is already established for Round 1. This ensures that projects are delivered against agreed outcomes and allows us to work with the delivery partner to agree improvement plans if required.

The Strategy and Service Development Team in the People Directorate is responsible for carrying out this monitoring function and reporting back to the NCIL Board and Cabinet.

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## **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
Assessment of bids	Panel to score bids and make recommendations for approval	Doug Wilson – People Directorate	December 2022	In budget	Q1 2023/24 by lead officer
Need to regularly evaluate impact of the Fund and its outcomes	Review approved bids and consider implications for future guidance	Andrew Lawrence / Matt Casey – People Directorate	June 2023	In budget	Q4 2023/24 by lead officers
Reporting requirement to brief Cabinet Member and senior management on progress against targets	Give 6 monthly update briefings to lead Cabinet Member and annual update to EDI Board	Doug Wilson / Andrew Lawrence – People Directorate	Q2 2023/24	In budget	Q4 2023/24 by lead officers
Publish details on the Fund on the Council website	1.Ensure publication of awards 2.Publish evaluation report	Doug Wilson / Andrew Lawrence – People Directorate	1. Q4 2022/23 2. Q3 2023/24	In budget	Q4 2023/2024 by lead officers