

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 | Update to current Strategic Community Infrastructure Levy Spending Priorities |
| Team/ Department | Infrastructure Planning Team, Strategic Planning and Design Planning Service, Place Department |
| Executive Director | Sarah Cary, Executive Director for Place |
| Cabinet Member | Cllr Nesil Caliskan, Leader of the Council |
| Author(s) name(s) and contact details | Hayley Harding, Infrastructure Delivery Officer Hayley.Harding@enfield.gov.uk |
| Committee name and date of decision | Cabinet, 14th December 2022 |

| | |
|---|--|
| Date the EqIA was reviewed by the Corporate Strategy Service | TBC |
| Name of Head of Service responsible for implementing the EqIA actions (if any) | Helen Murch, Head of Strategic Planning and Design |
| Name of Director who has approved the EqIA | TBC |

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?

This EqIA covers the implications with regards to public sector Equalities Duty of approving the revised Strategic Community Infrastructure Levy spending priorities.

The Enfield Community Infrastructure Levy (LBE CIL) is collected and apportioned into three funding pots, as set out in the Community Infrastructure Regulations:

- Strategic CIL (SCIL) (85%)
- Neighbourhood CIL (NCIL) (15%); and,
- Administrative CIL (CIL Admin) (5%)

The Council collects the Community Infrastructure Levy (CIL) from liable developments in its area, the collection of the levy includes both Enfield CIL (LBE CIL) and Mayoral CIL(MCIL). The review of spending priorities applies only to the strategic portion of Enfield CIL as the council does not have input on how MCIL receipts are spent.

The proposed change relates to revisions to the current four spending priorities, published in the Infrastructure Funding Statement 20/21, that guide Strategic CIL allocation and spend on infrastructure projects that are to be delivered directly by the council.

It is recommended that these spending priorities should be updated to better align with the new Labour Manifesto pledges and capital programme.

The outcomes of the revisions to the current spending priorities should be to broaden the type and location of infrastructure projects that can be funded within the borough by Strategic CIL, supporting the accelerated delivery of infrastructure projects to mitigate the impact of development within the borough and reduce council borrowing.

The changes to the spending priorities will impact the wider community by supporting infrastructure delivery across the borough. The current priorities are town centre focused, the revised priorities broaden the geographical reach beyond town centres. The aim of Strategic CIL spending is to ensure that infrastructure

comes forward to mitigate against the impact of development which should benefit existing and new communities in within Enfield.

The draft spending priorities for the strategic portion of the Enfield Community Infrastructure Levy are:

- a) Investment green and blue infrastructure across the borough
- b) Investment in health, sport and leisure infrastructure across the borough
- c) Investment in public realm and environmental improvements across the borough, but especially in areas of regeneration and locations of commercial and industrial activity
- d) Upgrades to the cultural and community facilities across the borough
- e) Invest in sustainable transport infrastructure across the borough
- f) Invest in education facilities to support skills development and job training

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.

According to the 2021 Census, Enfield's population in March 2021 was estimated to be 330,000 (rounded to the nearest hundred).¹

Age breakdown of Enfield's population

| Age group | Enfield population |
|-----------|--------------------|
| 0-4 | 21,300 |
| 5-9 | 22,800 |
| 10-14 | 24,100 |
| 15-19 | 21,300 |
| 20-24 | 19,100 |
| 25-29 | 21,200 |
| 30-34 | 23,100 |
| 35-39 | 24,000 |
| 40-44 | 24,600 |
| 45-49 | 22,700 |
| 50-54 | 22,700 |
| 55-59 | 21,100 |
| 60-64 | 17,100 |
| 65-69 | 12,800 |
| 70-74 | 11,200 |
| 75-79 | 8,200 |
| 80-84 | 6,500 |
| 85+ | 6,400 |

The proposed changes are expected to have a positive impact on all age groups by broadening the type and location of infrastructure projects eligible to apply for Strategic CIL funding, delivering a variety of infrastructure projects to mitigate against the impact of development in an area. Any positive benefits related to projects in receipt of SCIL funding should be captured as a part of the project specific Equality Impact Assessment to be completed by the relevant Project Manager (Project owner).

¹ ONS, [Population and household estimates, England and Wales: Census 2021](#)

No negative impacts on protected age groups are anticipated and there is nothing proposed within the revised spending priorities to disadvantage one age group over another.

Air pollution

Young people are particularly vulnerable to the effects of air pollution. Long-term exposure to negative air quality can lead to reduced lung development, asthma, development problems and more wheezing and coughs in younger people.² Older people are also more vulnerable to the adverse effects of air pollution, partly because they are more likely to have multiple long-term conditions occurring at the same time. Exposure to air pollution is also associated with accelerated cognitive decline in older people and the increased risk of stroke.³

The proposed spending priority to invest in sustainable transport infrastructure across the borough seeks to support projects that will increase the use of sustainable transport options, encouraging sustainable transport in the borough supports the aims to reduce emissions and improve air quality which will benefit all residents but specifically young people who are vulnerable to the effects of air pollution.

Physical activity and childhood obesity

Children aged five to 18 are recommended to do at least 60 minutes of moderate intensity activity each day. In 2020/21, 31.8% of children and young people in Enfield were physically active, significantly lower than London (44.4%) and England (44.6%) averages.⁴ In 2019/20, 27% of children in Year 6 in Enfield were classified as obese, higher than London (23.7%) and national (21%) averages.⁵

As set out above, the activity and health of children in the borough compares less favourably than the London and National statistics. Therefore, the proposed spending priority to invest in health, sport and leisure infrastructure should specifically be off benefit to improving the health of children and young people in the borough.

Youth unemployment

People aged 35 and under in the borough are more likely to be unemployed than

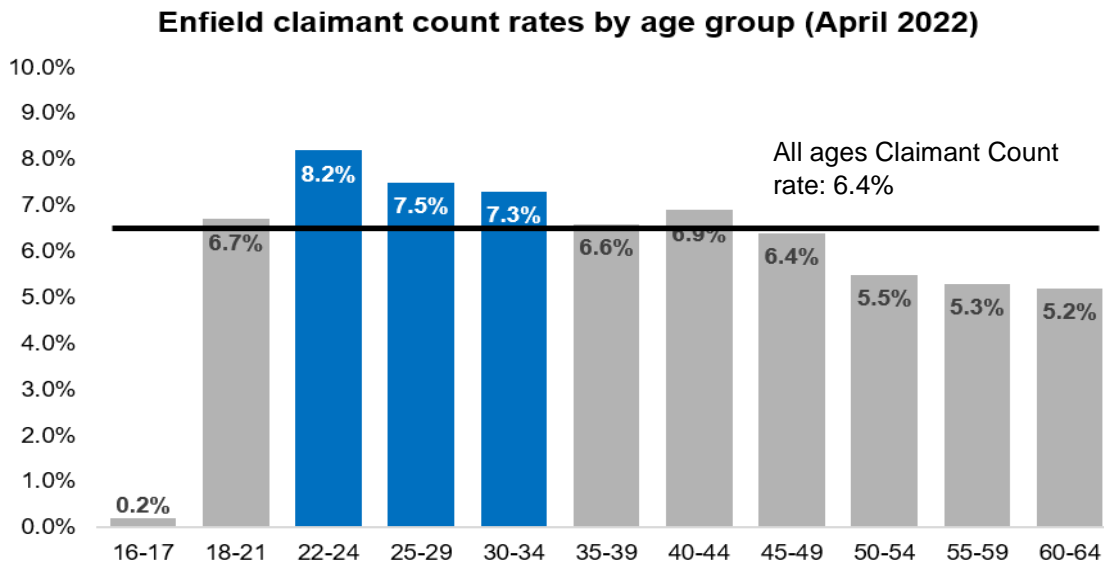
² Public Health England, [Health matters: air pollution](#), 2018

³ Impact on Urban Health, [Air pollution and older people](#)

⁴ Office for Health Improvement & Disparities, [Percentage of physically active children and young people](#), 2020/21

⁵ Office for Health Improvement & Disparities, Local Authority Health Profile, [Year 6: Prevalence of obesity](#), 2019/20

other age groups. People aged 22 to 24 are the most likely to be unemployed with a claimant count rate of 8.2.



The proposed spending priority to invest in education facilities to support skills development and job training should directly benefit people under 25. With the 22-24 age group most likely to be unemployed, projects that deliver opportunities supporting skills development and job training will be of benefit to this specific age group and aim to reduce levels of unemployment.

Mitigating actions to be taken

The six revised SCIL spending priorities aim to support the delivery of a wide range of infrastructure projects across the borough to meet the various needs of the borough’s communities. Each project applying for SCIL funding should have undergone its own EqlA prior to making an application for funding to ensure public sector Equality Duty is met on a project by project basis.

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.

At the 2011 Census, 47,979 Enfield residents (15.4% of the total) reported a long-term health problem or disability in response to the question, “Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?”. Respondents were invited to indicate the level to which their activities were limited. 52.5% of people with a disability or long-term health problem were of working age (16-64 years), with 43% of the total being aged over 65 years. The proposed changes are not expected to negatively impact on those with a disability.

More recent data on disability among the working age population estimated that in the year ending December 2020, 52,700 (nearly 25%) Enfield residents aged 16-64 had a disability, higher than London (17.9%) and England (22.4%).⁶

Employment

Disabled people in Enfield face lower levels of employment. In 2020/21, it is estimated that 38.2% of disabled people in Enfield were in employment, lower than London (55.1%) and national (55%) averages. People affected by disability have an employment rate that is 32.6 percentage points lower than that of people who are not affected by disability.⁷ In the UK, disabled people with severe or specific learning difficulties (26.2%) and autism (29.0%) had the lowest employment rates.⁸

In 2020/21, disabled people in the UK were more likely (11.3%) than non-disabled people (8.7%) to be employed in elementary occupations and were less likely to work in the three highest-skilled occupations. Disabled people were also more likely to work part-time (32.5%) than non-disabled people (21.8%).⁹

Education

In the UK disabled people aged 21 to 64 years were almost three times as likely to have no qualifications (13.3%) than non-disabled people (4.6%). Disabled people aged 21 to 64 years were also more likely to have GCSE grades C and higher as their highest form of qualification (23.3%), in comparison with non-disabled people (17.4%).¹⁰

The spending priority to invest in education facilities to support skills development and job training aims to have a beneficial impact on this groups where

⁶ Enfield Council, [Borough Profile](#), 2021

⁷ Department for Work and Pensions, [The employment of disabled people](#), 2021. N.B. At a local authority level the confidence intervals for this data are quite broad due to the relatively small sample sizes.

⁸ ONS, [Outcomes for disabled people in the UK](#), 2021

⁹ ONS, [Outcomes for disabled people in the UK](#), 2021

¹⁰ ONS, [Outcomes for disabled people in the UK](#), 2021

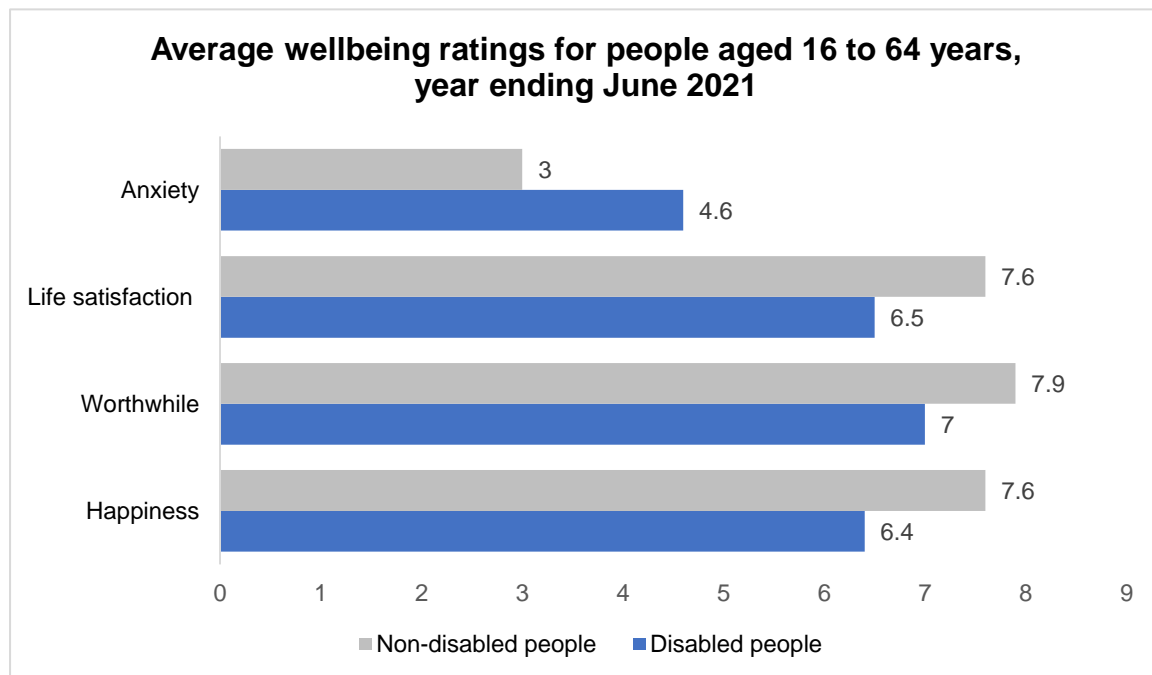
unemployment is high and educational attainment is lower as set out in the data above. The details of projects that might apply for SCIL funding are not known but applications will be expected demonstrate how this group may be impacted and employment and educational outcomes improved as a part of the application process for funding.

Mental health and wellbeing

According to national data from 2021, on average disabled people aged 16 to 64 years had poorer ratings than non-disabled people on all four personal wellbeing measures, with the greatest disparity in average anxiety levels.¹¹

The four personal wellbeing measures are as follows:

- Life satisfaction (out of 10, higher numbers equal better wellbeing)
- Feeling that the things done in life are worthwhile (out of 10, higher numbers equal better wellbeing)
- Happiness yesterday (out of 10, higher numbers equal better wellbeing)
- Anxiety yesterday (out of 10, higher numbers equate to poorer wellbeing)



According to national data from 2020/21, loneliness was significantly higher for people with a limiting long-term illness or disability. 41% of people with a limiting long-term illness or disability reported feeling lonely 'often/always' or 'some of the

¹¹ ONS, [Outcomes for disabled people in the UK](#), 2021

time', compared to 21% for people without a limiting long-term illness or disability.¹²

The spending priority to upgrade cultural and community facilities across the borough should benefit disabled groups, while the specific projects applying for SCIL funds are not known, cultural and community facilities play an important role as places to meet and socialise, tackling loneliness and isolation which is noted as being significantly higher within this group.

Mitigating actions to be taken

The six revised SCIL spending priorities aim to support the delivery of a wide range of infrastructure projects across the borough to meet the various needs of the borough's communities. Each project applying for SCIL funding should have undergone its own EqlA prior to making an application for funding to ensure public sector Equality Duty is met on a project by project basis.

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.

Detailed statistics around the proportion of residents in Enfield who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex are not currently available, albeit national statistics indicate this could be as high as 1% of residents. The proposed priorities are not expected to impact materially on this protected group.

Mitigating actions to be taken

The six revised SCIL spending priorities aim to support the delivery of a wide

¹² Department for Digital, Culture, Media & Sport, [Community Life Survey](#), 2020/21

range of infrastructure projects across the borough to meet the various needs of the borough's communities. Each project applying for SCIL funding should have undergone its own EqlA prior to making an application for funding to ensure public sector Equality Duty is met on a project by project basis.

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.

The proposals are not expected to have an impact on those who are married or in a civil partnership.

Mitigating actions to be taken

None. The proposals are considered to have a positive impact on all groups referred to above. Each project applying for SCIL funding should have undergone its own EqlA prior to making an application for funding to ensure public sector Equality Duty is met on a project by project basis.

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 proposals are not expected to have a negative impact on those who are pregnant or in the maternity period.

There is a growing body of evidence that links maternal exposure to air pollution and adverse pregnancy outcomes such as miscarriage, low birth weight and pre-term birth.¹³

The spending priority to invest in green and blue infrastructure and sustainable transport infrastructure across the borough could support infrastructure delivery that will benefit this specific group with sustainable transport measures aiming to reduce transportation emissions across the borough and therefore reducing levels of air pollution.

Mitigating actions to be taken

None. The revised spending priorities are considered to have a positive impact on all groups noted above. Each project applying for SCIL funding should have undergone its own EqlA prior to making an application for funding to ensure public sector Equality Duty is met on a project by project basis.

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.

Based on Enfield's own 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.

National statistics highlight that unemployment is higher among people from ethnic minority backgrounds.¹⁴ The introduction of a new Strategic Spending Priority to

¹³ Royal College of Obstetricians and Gynaecologists, [Outdoor air pollution and pregnancy in the UK](#), June 2021

¹⁴ <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/employmentandemployeetypes/datasets/labourmarketstatusbyethnicgroupa09>

Invest in education facilities to support skills development and job training is expected to have a positive effect on communities disproportionately affected by unemployment where applications for projects meeting this spending priority are successful in securing SCIL funding.

Air pollution

According to analysis by the Greater London Authority (GLA), areas in London where people from a non-white¹⁵ background are more likely to live are more likely to have higher levels of air pollution. In 2019, annual average concentrations of nitrogen dioxide were on average between 16 and 27 per cent higher in areas where non-white people were most likely to live compared with areas where white people were most likely to live.¹⁶

The proposed spending priority to invest green and blue infrastructure and sustainable transport infrastructure across the borough seeks to support projects that will increase the use of sustainable transport options, encouraging sustainable transport in the borough supports the aims to reduce emissions and improve air quality. This aims to benefit all residents but should specifically benefit people from a non-white background in Enfield who are most likely to be impacted by living in areas with higher levels of air pollution.

Access to green space

National research highlights inequality in access to green space. A survey carried out by walking charity Ramblers and YouGov in 2020 found that people who identify as being from a Black, Asian or minority ethnic background (39%) are less likely to live within a 5-minute walk of a green space than people from White ethnic backgrounds (58%).¹⁷ People from Black, Asian or minority ethnic backgrounds (46%) also reported being less likely to have a variety of different green spaces within walking distance of where they live than people from White ethnic backgrounds (58%).

The proposed spending priority to invest in green and blue infrastructure across the borough will support the Council to improve and increase access to higher quality greenspace in the borough. This should in benefit groups where access to green and blue infrastructure is limited. While specific project applications for SCIL funding and locations in the borough cannot be known at this stage it is expected that projects shall demonstrate how people from Black, Asian or minority

¹⁵ Several terms are routinely used by government departments, public bodies and the media to refer to the collective ethnic minority population. This report reflects the language and terminology originally used in the studies to which we refer. However, we fully recognise the importance of the heterogeneity within these terms.

¹⁶ Greater London Authority, [Air Pollution and Inequalities in London: 2019 update](#), 2021

¹⁷ Ramblers, [The grass isn't greener for everyone: Why access to green space matters](#), 2020

ethnic backgrounds are likely to benefit from the project to be delivered, in general projects must demonstrate how they mitigate the impact of development in the borough and the demands placed on infrastructure by development led population growth.

Mitigating actions to be taken

None. The revised spending priorities are considered to have a positive impact on all groups noted above. Each project applying for SCIL funding should have undergone its own EqlA prior to making an application for funding to ensure public sector Equality Duty is met on a project by project basis.

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.

The revised spending priorities include provision for upgrades to cultural and community facilities across the borough to mitigate the impact of development led population growth in its area, this may include multifaith spaces depending on the project applications for Strategic CIL.

Mitigating actions to be taken

None. The revised spending priorities are considered to have a positive impact on all groups noted above. Each project applying for SCIL funding should have undergone its own EqlA prior to making an application for funding to ensure public sector Equality Duty is met on a project by project basis.

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.

In 2020, 50.5% of the population was female and 49.5% was male. Males outnumber females in every individual year of age up to 27 years, with women outnumbering men in virtually every age thereafter.

According to data from March 2022, more women (27%) than men (16%) reported they had experienced at least one form of harassment in the previous 12 months.¹⁸ The revised and updated SCIL spending priorities includes Investment in public realm and environmental improvements across the borough, but especially in areas of regeneration and locations of commercial and industrial activity. While improvements will be determined on a project by project basis it is anticipated that this will support and encourage the provision of a safer public realm and a positive impact is anticipated in terms of women's safety as a result.

Mitigating actions to be taken

There is nothing in the revised Strategic CIL spending priorities that will benefit or disadvantage either group over the other. As set out above, a positive impact in terms of women's safety is identified in terms of projects that might come forward to deliver public realm improvements. Each project applying for SCIL funding should have undergone its own EqIA prior to making an application for funding to ensure public sector Equality Duty is met on a project by project basis.

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.

There is no reliable data available on this protected characteristic on a ward basis or borough wide basis. However, emerging experimental statistics relating to

¹⁸ ONS, [Perceptions of personal safety and experiences of harassment, Great Britain](#): 16 February to 13 March 2022

sexual identity are available nationally and at a regional level. In 2016, estimates from the Annual Population Survey (APS) showed that 93.4% of the UK population identified as heterosexual or straight and 2.0% of the population identified themselves as lesbian, gay or bisexual (LGB). This comprised of:

- 1.2% identifying as gay or lesbian
- 0.8% identifying as bisexual
- A further 0.5% of the population identified themselves as “Other”, which means that they did not consider themselves to fit into the heterosexual, bisexual, gay or lesbian categories

Therefore, assuming that the proportion of lesbian, gay and bisexual people in Enfield lies somewhere between the London and England average, the number would be between 9,000 and 12,700.¹⁹

The proposals are not expected to have a negative impact on this protected characteristic.

Mitigating actions to be taken

No impacts are expected under this protected characteristic. Each project applying for SCIL funding should have undergone its out EqlA prior to making an application for funding to ensure public sector Equality Duty is met on a project by project basis.

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.

According to research undertaken by Transport for London in 2019, the most commonly used form of transport for Londoners with lower household incomes (below £20,000) is walking. The bus is the next most commonly used form of transport with 69% of people with lower household incomes taking the bus at least once a week compared to 59% of all Londoners. Investment in active travel would therefore be expected to have a positive impact as it will make walking and cycling

¹⁹ Enfield Council, [Borough Profile](#), 2021

more convenient and safer, alongside good public transport routes.

The spending priorities seek to support the allocation of SCIL to infrastructure with:

1. Investment in green and blue infrastructure across the borough.
2. Investment in health, sport and leisure infrastructure across the borough.
3. Investment in public realm and environmental improvements across the borough, but especially in areas of regeneration and locations of commercial and industrial activity.
4. Upgrades to the cultural and community facilities across the borough.
5. Invest in sustainable transport infrastructure across the borough
6. Invest in education facilities to support skills development and job training

The revised spending priorities should enable a greater range of infrastructure projects seeking SCIL funding to come forwards that will mitigate against the impact of development and address inequalities in the borough related to socio-economic deprivation.

Air pollution

According to an analysis commissioned by Greater London Authority argues that communities which have higher levels of deprivation are more likely to be exposed to higher levels of air pollution. In 2019, the mean annual average NO₂ concentration for the most deprived areas was 3.8 µg/m³, 13% higher than for the least deprived areas.²⁰

The spending priorities to invest in green and blue infrastructure and sustainable transport infrastructure across the borough should enable investment in projects that will address improvements to air quality in the borough, the location of projects that seek SCIL funding are unknown at this stage but are expected to demonstrate how they will address socio-economic inequalities in the borough.

Enfield has historically had lower employment and economic activity rates than London and UK. *Unemployment*

As of April 2022, 6.4% of Enfield's working-age population are officially unemployed, higher than London (5.1%) and UK (4.0%) averages.²¹ Enfield's unemployment rate is the sixth highest of the 33 London boroughs.

Unemployment is estimated to be highest in the five wards of Lower Edmonton (10%), Edmonton Green (9.6%), Ponders End (9.1%), Haselbury (8.4%) and Upper Edmonton (8.2%).²² Unemployment rates are estimated to be lowest in Bush Hill Park (2.9%), Grange Park (3%), Town (3.3%), Oakwood (3.5%) and

²⁰ Logika Noise Air Quality Consultants, [Air Pollution and Inequalities in London: 2019 update](#), 2021

²¹ Enfield Council, Knowledge and Insight, May 2022

²² Enfield Council, May 2022

Arnos Grove (3.6%).

Investment in education facilities to support skills development and job training should benefit Enfield residents and specifically those who are unemployed. The location of projects that may seek SCIL funding to secure project delivery is not yet known but are expected to demonstrate how they will address socio-economic inequalities in the borough.

Health inequalities

Health inequalities exist between the east and west of the borough. As of 2021, a man living in Upper Edmonton can expect to live 7.3 years less than a man living in Grange ward. A woman living in Upper Edmonton can expect to live 8.5 years less than a woman living in Highlands ward.²³

As of 2021, a man living in Edmonton Green can expect to live 12.4 years less in good general health than a man living in Grange ward. A woman living in Edmonton Green can expect to live 13.9 years less in good general health than a woman living in Grange ward.

All proposed spending priorities aim to support investment for a broader range of infrastructure projects across the borough with the aim of enhancing Enfield as a place to live while also addressing and improving current inequalities and life chances within the borough.

Mitigating actions to be taken.

There is nothing within the revised SCIL spending priorities that is expected to negatively impact on socio-economic deprivation. Each project applying for SCIL funding should have undergone an EqIA prior to making an application for funding to ensure the public sector Equality Duty is met on a project by project basis.

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?

²³ ONS, [Life expectancy by census ward](#). N.B. data is not yet available for the new wards

Projects put forward for SCIL funding must be approved for delivery and signed off by the Director of the relevant service prior to making an application to the Infrastructure Planning Team. It is expected an EqlA will have been undertaken as a part of the Council's processes for the project to have been approved for delivery.

Project Managers must submit a proforma to the Infrastructure Planning Team. The proforma is used to assess a projects suitability for strategic CIL funding and ongoing monitoring for compliance. The proforma asks the applicant to submit information on equality analysis, this should include confirmation that an Equality Impact Assessment has been undertaken and updated as necessary.

All allocations and spend in relation to SCIL is reported on an annual basis and much be made publicly available by the 31st December of each year under the current CIL Regulations (2010) which gives transparency to the type of and location of projects that have recieved Strategic CIL.

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 |
|------------------|-----------------|--------------|-------------------|-------|----------------------|
| | | | | | |
| | | | | | |
| | | | | | |