

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	Enfield Chase Woodland Creation, Phase 3 – Rectory Farm
Team/ Department	Watercourses, Parks & Operations
Executive Director	Joanne Drew, Acting Executive Director of Place
Cabinet Member	Cllr Rick Jewell
Author(s) name(s) and contact details	Jamie Kukadia Jamie.kukadia@enfield.gov.uk 020 8132 0965
Committee name and date of decision	N/A

Date the EqIA was reviewed by the Corporate Strategy Service	15 December 2022
Name of Head of Service responsible for implementing the EqIA actions (if any)	Marcus Harvey
Name of Director who has approved the EqIA	Doug Wilkinson

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?

It is proposed to create 20 hectares of publicly accessible woodland on existing Council owned farmland at Rectory Farm, this builds on the 60 hectares of woodland that has been planted since 2020. This means that land that was under previous agricultural use will now come under the Parks Operations management portfolio. The new woodland will involve planting 34,000 trees and capture an additional 112 tonnes of carbon emissions per year. The new woodland is proposed to be planted in early 2023 with volunteers.

The cumulative impact of the woodland project helps to sequester carbon and reduce the impact of flooding in the southeast of the borough where most of the flood risk is concentrated. Consequently, the areas that have the highest flood risk are also areas of the highest deprivation and highest population density in Enfield. The project may therefore have a positive impact in terms of climate resilience for the wider borough.

The Equality Act 2010 prohibits direct and indirect discrimination on grounds of any protected characteristic in the provision of services and facilities. Local authorities managing blue and green spaces have a duty to advance equality of opportunity in access and quality of those spaces.

The woodland creation scheme aligns with the objectives of the Local Flood Risk Management Strategy (2016), Climate Change Action Plan (2021) and Blue & Green Strategy (2021).

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 proposals are expected to have a positive effect on age groups, as people of all age groups will have access to the woodland once it has established. The new woodland will improve access to nature which brings benefits to health and wellbeing.

In previous phases of the woodland creation project a 3.3km section of the London Loop was upgraded which allows better access to the woodland for schools (for outdoor classrooms), and more older people who may have found the previously muddy parts of the London Loop challenging.

Children and young people in Enfield are less likely to be physically active. In 2020/21, 31.8% of children and young people in Enfield did at least 60 minutes of physical activity each day, compared to 44.4% of children and young people in London and 44.6% nationally.¹ The project will improve access to the borough's Green Belt land, thereby increasing opportunities for recreational activities such as walking and enjoying nature.

The proportion of over 65s in Enfield has grown by 16% in the last ten years.² Due to time pressures and reduced staffing for this phase of woodland planting, engagement with schools has been minimal. However, greater consideration on how the wider project engages with young people and the elderly will be applied to future phases of the woodland creation.

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.

¹ Sport England Active Lives Survey

² ONS, [Population and household estimates, England and Wales: Census 2021](#)

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.

The future scope of the scheme will be to provide more formal paths, so parts of the woodland can be accessible to wheelchair users, as well as provide seating areas for rest. As highlighted above, in previous phases of the woodland creation project a 3.3km section of the London Loop was upgraded which allows better access to the woodland for schools (for outdoor classrooms), and more older people who may have found the previously muddy parts of the London Loop challenging.

Mitigating actions to be taken

The formal footpath designs will be reviewed and assessed in terms of accessibility for wheelchair users and those with physical impairments.

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.

The proposals are expected to positively impact all residents, regardless of gender identity. The project will create 20 hectares of publicly accessible woodland that will improve access to nature which brings benefits to physical and mental health and wellbeing, help to tackle climate change and improve the borough's climate resilience.

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.

The proposals are expected to positively impact all residents, regardless of marriage or civil partnership status. The project will create 20 hectares of publicly accessible woodland that will improve access to nature which brings benefits to physical and mental health and wellbeing, help to tackle climate change and improve the borough's climate resilience.

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 proposals are expected to positively impact all residents, regardless of whether they are pregnant or in the maternity period. The project will create 20 hectares of publicly accessible woodland that will improve access to nature which

brings benefits to physical and mental health and wellbeing, help to tackle climate change and improve the borough's climate resilience. Seating areas will be provided in the future, so there are places to rest.

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.

The proposals are expected to positively impact all residents, regardless of their race. The project will create 20 hectares of publicly accessible woodland that will improve access to nature which brings benefits to physical and mental health and wellbeing, help to tackle climate change and improve the borough's climate resilience.

Thames21 will be leading the volunteer planting events and have recently been working on the Restoring Enfield's Rivers project, which aims to help local people reconnect with nature. The project has engaged over 5,000 volunteers over the past three years from a variety of different backgrounds. The background and ethnicity of the volunteers was comparable to the variety of ethnic groups present in Enfield, and therefore we are confident that the volunteer tree planting events can appeal to Enfield's diverse population.

For example, 6.4% of the volunteers were from Black/Black British of Caribbean origin which aligns with 5.3% of Enfield's population from this background. However, 53% of the volunteers were from a White (of British origin) background, but this only makes up 35% of Enfield's population. It is therefore important that the volunteer events appeal to people of a variety of backgrounds.

Mitigating actions to be taken

Ensure that the volunteer planting is advertised and appeals to many people from different backgrounds.

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 proposals are expected to positively impact all residents, regardless of their religion or belief. The project will create 20 hectares of publicly accessible woodland that will improve access to nature which brings benefits to physical and mental health and wellbeing, help to tackle climate change and improve the borough's climate resilience.

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.

The proposals are expected to positively impact all residents, regardless of their sex. The project will create 20 hectares of publicly accessible woodland that will improve access to nature which brings benefits to physical and mental health and wellbeing, help to tackle climate change and improve the borough's climate resilience.

There may be opportunities to advance equality of opportunity for women. This could be done by ensuring there is open space within the woodland and along proposed footpaths to enable women to feel safer when walking through the area.

Mitigating actions to be taken

The final designs will be reviewed by Parks teams and Landscape architects in terms of access and safety.

Sexual Orientation

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

Please provide evidence to explain why this group may be particularly affected.

The proposals are expected to positively impact all residents, regardless of their sexual orientation. The project will create 20 hectares of publicly accessible woodland that will improve access to nature which brings benefit to physical and mental health and wellbeing, help to tackle climate change and improve the borough's climate resilience.

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.

Cumulatively the woodland creation, alongside other nature-based interventions such as ponds, wetlands and river restoration can significantly reduce the impact

of flooding in Edmonton, which is has the highest risk of flooding in the borough. The projects therefore may positively impact these communities and beyond, as they aim to improve the quality of blue and green spaces. The Blue and Green strategy also recognises the importance of blue and green spaces to mental and physical well-being. The woodland creation provides opportunities for people from all backgrounds to volunteer for tree planting events.

Car ownership in England depends heavily on household income. According to the Department for Transport's 2019 National Travel Survey, 45% of households in the lowest real income level quintile do not own a car or van compared with 14% of households in the highest real income level quintile.³

According to research undertaken by Transport for London, the most commonly used form of transport for Londoners with lower household incomes (below £20,000) is walking.⁴ 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. In addition, 42% of Londoners with a household income of less than £20,000 have household access to a car compared with 65% of Londoners overall, declining to 27% of Londoners in the lowest household income bracket (less than £5,000).

The woodland will be accessible via footpaths connecting to Crews Hill Station, as well as from the upgraded London Loop footpath which links to Cockfosters tube station. An access strategy for the wider woodland project taking into account future phases will be developed to ensure that it can be accessed via public transport and active travel.

Mitigating actions to be taken.

N/A

³ Department for Transport, [National Travel Survey](#), 2019

⁴ Transport for London, [Travel in London: Understanding our diverse communities](#), 2019

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 effects of the proposal will be reviewed by the following:

- Analysing the number and diversity of Enfield volunteers who participate in the tree planting events
- Monitoring the number of people that use the woodland once it has been established
- Modelling the flood risk and water quality benefits of the wider scheme
- Analysis of water quality improvements to affected watercourses

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
Considerations for visibility and disability access	Review designs in terms of disability access and safety	Jamie Kukadia (in consultation with Parks)	Pre-implementation of footpath works	Costs included in overall budget	03/04/2023
Considerations for safety for women	Review designs in terms of safety for women	Jamie Kukadia (in consultation with Parks)	Pre-implementation of footpath works	Costs included in overall budget	03/04/2023
Ensure that volunteer events appeal to people from different ages and backgrounds	Review engagement methods – ensure that the events are advertised through different media	Jamie Kukadia in consultation with Thames21	Pre-planting	Costs included in overall budget	27/01/2023
Consideration to connect with more elderly people and schools	Review engagement methods i.e. with schools, care homes etc. to broaden the age range of people engaged/volunteering for future phases	Jamie Kukadia in consultation with Thames21	Pre-planting for following phases	Costs included in future phases	01/09/2023

