

APPENDIX 2

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 and 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	Independent Living Strategy (ILS) Report Number 0030
Lead officer(s) name(s) and contact details	Lia Markwick 02083796148
Team/ Department	Service Development
Executive Director	Tony Theodoulou
Cabinet Member	Cllr Cazimoglu
Date of EqIA completion	15/11/21 Updated 17-03-22

SECTION 2 – Summary of Proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

Please summarise briefly:

What is the proposed decision or change?
 What are the reasons for the decision or change?
 What outcomes are you hoping to achieve from this change?
 Who will be impacted by the project or change - staff, service users, or the wider community?

What is the proposed decision or change?

The development of an Independent Living Strategy to set out headline priorities for supporting independent living among adults and older people with support and care needs over the next 5 years (2022-2027).

This will include priorities to support:

- People with learning disabilities
- People with Autism
- People with mental health support needs
- Older people with support and care needs
- Young adults in transition to adult services
- People with physical disabilities and sensory impairment
- Carers

What are the reasons for the decision or change?

The purpose of developing this strategy is to set out headline priorities for supporting independent living among adults and older people with support and care needs over the next 5 years (2022-2027). The strategy is intended to reflect local and national drivers to better support independence, choice and control for people with social care needs. This includes the National Disability Strategy and the most recent Adult Social Care White Paper, People at the Heart of Care (2021)

What outcomes are you hoping to achieve from this change?

Through the development of an ILS we seek to Improve opportunities for independent living among adults and older people with support and care needs.

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

Primarily service users of adult social care including people with learning disabilities, people with autism, people with physical disabilities, people with mental health support needs, older people with support and care needs and their carers.

SECTION 3 – Equality Analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (eg people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts, and, where possible, provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

Age

This can refer to people of a specific age e.g. 18-year olds, or age range e.g. 0-18 year olds.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)?

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

Yes. The strategy will focus on priorities to improve independent living for Young People in Transition (16-18) Adults (18-64) and Older Adults (65+).

As at 2020, Enfield's population aged 16-17 was estimated to be 8,466, representing 2.5% of the total population (333,587).

As at 2020, Enfield's adult population aged 18-64 years was estimated to be 205,400, representing 61%% of the total population (335,500).

The number of people aged 65 years and over living in the borough is set to rise by 51% the next 20 years from 45,200 (2020) to 68,400 (2040)¹.

For this reason, these groups are likely to impacted more than those 0-16 years, as this strategy focuses on priorities for these age groups.

Mitigating actions to be taken

None to be taken.

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?

¹ [https://www.poppi.org.uk/index.php?pageNo=314&areaID=8342&loc=8342%](https://www.poppi.org.uk/index.php?pageNo=314&areaID=8342&loc=8342%25)

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

People with learning disabilities, autism, physical disabilities, mental health support needs, and older people with support and care needs and their carers are likely to be impacted by the strategy as the strategy focuses on priorities for improving independence for these service user groups specifically.

Baseline estimates indicate that in 2019, 5,297 people aged 18-64 had a learning disability. This represents 2.4% of Enfield's population aged 18-64 years.

It is estimated that there are currently 2,459 adults (aged 18+) with autism in Enfield. This includes all spectrum of Autism. With the increase in population, the number of people with Autism is predicted to gradually increase to 3,101 by 2035.

In 2019, 34,727 people aged 18-64 predicted to have a Common Mental Health Disorder in the borough.

In 2019 it is projected that 16,148 people aged 18-64 had a moderate physical disability and 4,658 had a serious physical disability.

The number of people aged 65 years and over living in the borough is set to rise by 51% the next 20 years from 45,200 (2020) to 68,400 (2040)².

Mitigating actions to be taken

Given the likely differential impact on people with disabilities, we shall seek to engage people with disabilities from the start, to enable a ILS driven by people with disabilities. Actions will include:

- Engagement of Partnership Boards to include people with disabilities and their carers from inception.
- Accessible / Easy Ready early consultation to support involvement.

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.

GIRES (Gender Identity Research and Education Society) estimate that in the UK around 650,000 people, 1% of the population, experience some degree of gender

² [https://www.poppi.org.uk/index.php?pageNo=314&areaID=8342&loc=8342%](https://www.poppi.org.uk/index.php?pageNo=314&areaID=8342&loc=8342%20)

non-conformity. If these numbers are correct, and if Enfield's total population of 333,869 were exactly typical of that population, this will equate to 3,339 individuals with some degree of gender non-conformity.

Anyone can find themselves discriminated against on the basis of their sexual orientation, but discrimination is more common against people who are lesbian, gay, bi and trans (LGBT).³

We want all LGBT people in Enfield to feel included, valued and safe.

The Council is committed to making Enfield a fairer place where, all people have equal outcomes, are treated with dignity and respect, are included, and live in a borough where diversity is celebrated.

Mitigating actions to be taken

We do not anticipate any negative impact on transgender people.

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

In the UK marriage or civil partnerships are legal for those over the age of 16, with consent from parents or guardians required for those under the age of 18.⁴

Mitigating actions to be taken

We do not anticipate negative differential impacts on those who are in a marriage or civil partnership.

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

³https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/722314/GEO-LGBT-Survey-Report.pdf

⁴ <https://www.gov.uk/marriages-civil-partnerships>

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 ILS is intended to set out priorities to improve independent living for all adults and older people with adult social care needs, including people who are pregnant or on maternity.

Mitigating actions to be taken

We do not anticipate it to have any negative differential impact on those who are pregnant.

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

In respect of Ethnic Diversity, Enfield Council estimates that 34.8% of the borough's population were of white British ethnicity in 2017 (down from 40.5% at the time of the 2011 census). Enfield is notable for a particularly large 'white other' population. In 2017, 23.1% of the population came under this category which included what are probably still the largest Turkish, Turkish Cypriot, Greek and Greek Cypriot communities in England, as well as sizeable communities from a number of countries in eastern Europe. 18.3% of the population were estimated to come from a black ethnic group.

National data indicates that rates of mental illness for people BAME backgrounds are sometimes greater than for white people ⁵

⁵ Cabinet Office. *Race Disparity Audit Summary Findings from the Ethnicity Facts and Figures website*. October 2017 (revised March 2018). Para 2.24

Research also indicates that health inequalities can be exacerbated for people with disabilities from BAME groups.⁶

Mitigating actions to be taken

We will continue to promote a culture of inclusivity and encourage participation from people of all races and ethnicities without fear of discrimination.

We will promote our four core values that we believe are essential for creating a fairer Enfield:

- Diversity
- Inclusion
- Equal Opportunities
- Dignity and Respect

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.

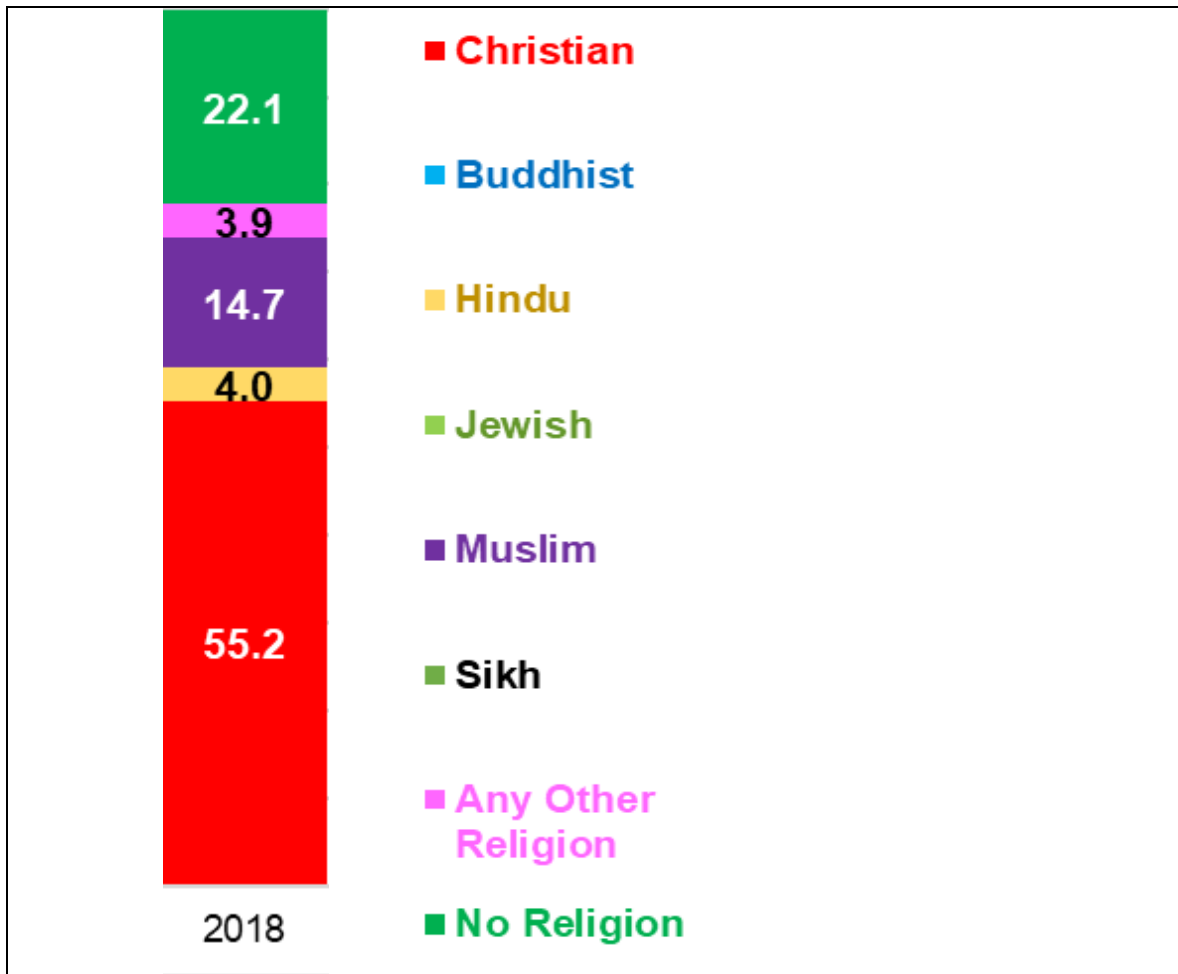
Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

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

The Annual Population Survey has estimated Enfield's religious profile up to the end of 2018:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/686071/Revised_RDA_report_March_2018.pdf (Accessed 14th June 2021).

⁶ <https://www.mencap.org.uk/blog/double-discrimination-healthcare-inequalities-facing-people-learning-disability-black-asian>



The ILS will seek to ensure the rich diversity, culture and heritage of our community is celebrated. We set out to ensure that all people receiving adult social care and their carers are treated equally and with dignity and respect, and feel confident to express their views without fear of discrimination.

Mitigating actions to be taken

We are committed to our four core values that we believe are essential for creating a fairer Enfield:

- Diversity
- Inclusion
- Equal Opportunities
- Dignity and Respect

The ILS being developed to be inclusive and treat all people it represents fairly and equally.

Early consultation will be considerate of all communities in Enfield and be

respectful of all religions.

Sex

Sex refers to whether you are a man or woman.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on men or women?

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

The ILS is being developed to represent all people with adult social care needs and therefore we do not anticipate any negative impact on any person based on sex.

Mitigating actions to be taken

We do not anticipate it to have any negative differential impact based on whether someone is a man or a woman.

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 Council is committed to making Enfield a fairer place where, all people have equal outcomes, are treated with dignity and respect, are included, and live in a borough where diversity is celebrated.

Anyone can find themselves discriminated against on the basis of their sexual orientation, but discrimination is more common against people who are lesbian, gay, bi and trans (LGBT).⁷

Mitigating actions to be taken

We do not anticipate any negative impact on young people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

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 the Index of Multiple Deprivation as compiled by the DCLG in 2019, Enfield has become relatively more deprived in comparison to other London boroughs. In 2015, Enfield was the 12th most deprived borough in London, by 2019 it was the 9th most deprived

The development of the ILS is intended to positively impact those who are disadvantaged due to socio-economic factors, as themes for development include, for example, income maximisation, training and employment, specialist housing.

Mitigating actions to be taken.

We do not anticipate any negative impact on young people who are socio-economically disadvantaged.

⁷https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/722314/GEO-LGBT-Survey-Report.pdf

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?

An action plan will be developed as part of the ILS . This action plan will be monitored to review actions taken to deliver priorities and monitor impact of the ILS. Updates will be shared with governance groups, including the Service Development and Procurement Board in Adult Social Care which will be responsible for assessing the effects of this proposal.

SECTION 5 – Action Plan for Mitigating Actions.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
Reaching Older People, People with Disabilities and BAME Groups to hear views on priorities on Strategy	<ul style="list-style-type: none"> - Engage LD, OP, PD, MH < Carers Partnership Boards - Undertake Focus Groups - Develop Accessible materials for consultation including 'easy read' options. 	Lia Markwick	Ongoing until Strategy Completion		May 2022 prior to public consultation.