

## 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>	Enfield Chase Landscape Recovery Project
<b>Team/ Department</b>	Watercourses, Parks & Operations
<b>Executive Director</b>	Sarah Cary, Director of Place
<b>Cabinet Member</b>	Cllr Rick Jewell
<b>Author(s) name(s) and contact details</b>	Jamie Kukadia <a href="mailto:Jamie.kukadia@enfield.gov.uk">Jamie.kukadia@enfield.gov.uk</a> 020 8132 0965
<b>Committee name and date of decision</b>	N/A

<b>Date the EqIA was reviewed by the Corporate Strategy Service</b>	<b>10 February 2023</b>
<b>Name of Head of Service responsible for implementing the EqIA actions (if any)</b>	<b>Marcus Harvey</b>
<b>Name of Director who has approved the EqIA</b>	<b>Doug Wilkinson</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?

It is proposed to investigate opportunities for landscape restoration measures in rural areas of Enfield by working with land managers in parks and tenanted farms to evaluate the potential restoration of rivers, wetlands, woodland and grassland habitats with the ambition to reduce downstream flooding, improve water quality, create and improve habitats for wildlife and reconnect people with nature.

The project aims to build on and draw together existing projects including Enfield Chase Woodland Creation and Salmons Brook Natural Flood Management, as well as working towards delivery of a long-term Landscape Recovery scheme.

The cumulative impact of these interventions has a significant impact in reducing the risk 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 landscape recovery project will be developed with three main themes in mind: People, Nature and the Economy, and is intended to 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.

## 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.

**Borough-wide data**

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

**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

Enfield has higher proportions of residents aged under 20 than regional and national averages. The proportion of over 65s in Enfield has grown by 16% in the last ten years.

**Enfield Chase Landscape Recovery Project**

The project is expected to develop proposals for future landscape recovery. As part of this an access strategy will be developed with input from a stakeholder

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

advisory board. This board will have representatives from local groups and will take into account accessibility issues for both the elderly and those with young children.

The intention is that the areas included for landscape recovery will be accessible to the public, including access for all age groups particularly as access to nature provides significant brings benefits to health and wellbeing.

Elements of access such as wheelchair accessible pathways, formal paths, resting places and short walk loops will be considered for older users, as well as natural play features and outdoor classrooms for younger users.

Consideration will also be made during the development phase of the project with respect to engagement and volunteering opportunities for different age groups, such as planting events, nature walks and outdoor classroom activities with local school groups, youth centres, care homes and hospitals.

**Mitigating actions to be taken**

Advisory board to be set up and take into consideration access and usability for different age groups

**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.

**Borough-wide data**

According to the 2021 Census, 44,876 (13.6%) in Enfield reported a disability.<sup>2</sup>

**Enfield Chase Landscape Recovery Project**

The project is expected to develop proposals for future landscape recovery. As part of this an access strategy will be developed with input from a stakeholder

<sup>2</sup> ONS, Disability, England and Wales: Census 2021

advisory board. This board will have representatives from local groups and will take into account accessibility issues for those with different abilities such as formal footpaths, toilets etc.

Consideration will also be made during the development phase of the project with respect to engagement and volunteering opportunities for people with different abilities, such as planting events, nature experiences (bird watching, tree bathing etc.)

**Mitigating actions to be taken**

Advisory board to be set up and take into consideration access and usability for those with disabilities.

**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.

**Borough-wide data**

For the first time in 2021, the Census asked a voluntary question on gender identity to respondents aged 16 years or over. People were asked “Is the gender you identify with the same as your sex registered at birth?” and had of the option of selecting “Yes”, or selecting “No” and writing in their gender identity.<sup>3</sup>

In Enfield 91.42% of residents aged 16 years and over responded to the question.

Gender identity	Enfield population aged 16 years and over	Percentage of residents aged 16 years and over
<b>Gender identity the same as their sex registered at birth</b>	232,329	90.34%
<b>Gender identity different from their sex</b>	1,652	0.64%

<sup>3</sup> ONS, [Gender identity, England and Wales: Census 2021](#)

<b>registered at birth but no specific identity given</b>		
<b>Trans woman</b>	518	0.2%
<b>Trans man</b>	486	0.19%
<b>Non-binary</b>	74	0.03%
<b>Another gender identity</b>	58	0.02%
<b>Did not answer</b>	22,065	8.58%

### Enfield Chase Landscape Recovery Project

The proposals are expected to positively impact all residents, regardless of gender reassignment. The project will create publicly accessible nature spaces 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 publicly accessible nature spaces 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 have had a baby. The project will create publicly accessible nature spaces 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 considered as part of the development of the access strategy.

**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.

**Borough-wide data**

*Census 2021 ethnicity data<sup>4</sup>*

<sup>4</sup> ONS, [Ethnic group: England and Wales, Census 2021](#)

Ethnicity	Estimated population size	Percentage of total population
<b>Asian or Asian British</b>	<b>37,973</b>	<b>11.5%</b>
Bangladeshi	8,123	2.5%
Chinese	2,611	0.8%
Indian	11,870	3.6%
Pakistani	3,674	1.1%
Any other Asian background	11,615	3.5%
<b>Black, Black British, Caribbean or African</b>	<b>60,512</b>	<b>18.3%</b>
African	36,463	11%
Caribbean	16,990	5.1%
Any other Black, Black British or Caribbean background	7,059	2.1%
<b>Mixed or multiple ethnic groups</b>	<b>19,558</b>	<b>5.9%</b>
White and Black Caribbean	5,165	1.6%
White and Black African	2,994	0.9%
White and Asian	3,818	1.2%
Any other Mixed or multiple ethnic background	7,581	2.3%
<b>White</b>	<b>171,884</b>	<b>52.1%</b>
English, Welsh, Scottish, Northern Irish or British	103,140	31.3%
Irish	5,969	1.8%
Gypsy or Irish Traveller	374	0.1%
Roma	1,121	0.3%
Any other White background	61,280	18.6%
<b>Other Ethnic Group</b>	<b>40,058</b>	<b>12.1%</b>
Arab	2,535	0.8%
Any other ethnic group	37,523	11.4%

### Enfield Chase Landscape Recovery Project

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

Consideration will be made on how the landscape recovery project can engage with people from a variety of backgrounds that is representative of the population of Enfield.

**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.

**Borough-wide data**

Religious profile of Enfield (2021 Census) <sup>5</sup>

Religion	Proportion of Enfield population
Christian	46.4%
Buddhist	0.5%
Hindu	3.1%
Jewish	1.1%
Muslim	18.6%
Sikh	0.4%
Other religion	3.1%
No religion	19.8%
Religion not stated	7.0%

**Enfield Chase Landscape Recovery Project**

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

<sup>5</sup> ONS, [Religion, England and Wales: Census 2021](#)

<b>Mitigating actions to be taken</b>
N/A

<b>Sex</b>
Sex refers to whether you are a female or male.
Will this change to service/policy/budget have a <b>differential impact [positive or negative]</b> on females or males?  Please provide evidence to explain why this group may be particularly affected.
<b>Borough-wide data</b>
According to Census 2021 data, 52% of Enfield's population is estimated to be female and 48% male. <sup>6</sup>
<b>Enfield Chase Landscape Recovery Project</b>
The proposals are expected to positively impact all residents, regardless of sex. The project will create publicly accessible nature spaces which brings benefits to physical and mental health and wellbeing, help to tackle climate change and improve the borough's climate resilience.
Through the development of the wider scheme, 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.
<b>Mitigating actions to be taken</b>
The final designs will be reviewed by Parks teams and Landscape architects in terms of access and safety.

<sup>6</sup> ONS, [Population and household estimates, England and Wales: Census 2021](#)

## 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.

## Borough-wide data

For the first time in 2021, the Census included a voluntary question on sexual orientation for all respondents aged 16 and over.<sup>7</sup> The different sexual orientations that people could choose from included:

- Straight or heterosexual
- Gay or lesbian
- Bisexual
- Other sexual orientation (respondents were then asked to write in the sexual orientation with which they identified)

In Enfield, 90.3% of residents aged 16 and over responded to this question.

Sexual orientation	Enfield population aged 16 years and over	Percentage of Enfield residents aged 16 years and over
<b>Straight or heterosexual</b>	226,705	88.15%
<b>Gay or lesbian</b>	2,342	0.91%
<b>Bisexual</b>	2,073	0.81%
<b>Pansexual</b>	944	0.37%
<b>Asexual</b>	74	0.03%
<b>Queer</b>	35	0.01%
<b>All other sexual orientations</b>	151	0.06%
<b>Not answered</b>	24,858	9.67%

## Enfield Chase Landscape Recovery Project

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

<sup>7</sup> ONS, [Sexual orientation, England and Wales: Census 2021](#)

**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.

**Borough-wide data**

As of 2019, Enfield was the 74<sup>th</sup> most deprived local authority in England overall and the 9<sup>th</sup> most deprived London borough.<sup>8</sup>

**Enfield Chase Landscape Recovery Project**

Cumulatively the nature-based interventions such as woodland creation, 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.

The scheme will also be developed to ensure better accessibility to this nature space for those that live in the east of the borough.

**Mitigating actions to be taken.**

N/A

<sup>8</sup> Enfield Council, [Borough Profile](#), 2021

## 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 proposal is to conduct a feasibility study for the large-scale landscape restoration of Enfield Chase. During the development phases, the following will be considered:

- Developing an access strategy taking into account disabilities, age groups and pregnant women/women on maternity
- Engagement with people from different backgrounds, disabilities and age groups
- Understanding ways to address health inequalities through the scheme
- 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	Develop designs in terms of disability access and safety	Jamie Kukadia and Ian Russell (in consultation with Parks)	TBC	Costs included in overall budget	<b>TBC</b>
Considerations for safety for women	Develop designs in terms of safety for women	Jamie Kukadia and Ian Russell (in consultation with Parks)	TBC	Costs included in overall budget	<b>TBC</b>
Ensure that volunteer events appeal to people from different ages and backgrounds	Develop engagement methods – ensure that future events are advertised through different media	Jamie Kukadia and Ian Russell in consultation with Thames21	TBC	Costs included in overall budget	<b>TBC</b>
Consideration to connect with more elderly people and schools	Develop engagement methods i.e. with schools, care homes etc. to broaden the age range of people engaged/volunteering for future phases	Jamie Kukadia and Ian Russell in consultation with Thames21	TBC	Costs included in future phases	<b>TBC</b>