

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 e.g. 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.

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 1 – Equality Analysis Details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	SCHOOLS CAPITAL PROGRAMME STRATEGIC DELIVERY PLAN 2023/24 - 2024/25
Lead officer(s) name(s) and contact details	Neil Best Head of Education Strategic Resourcing & Partnerships neil.g.best@enfield.gov.uk Bob Seera Head of Capital Delivery bob.seera@enfield.gov.uk
Team/ Department	Strategy and Resources
Executive Director	Tony Theodoulou
Cabinet Member	Cllr Abdul Abdullahi
Date of EqIA completion	24 January 2023

SECTION 2 – Summary of Proposal

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

Please summarise briefly:

What is the proposed decision or change?

What are the reasons for the decision or change?

What outcomes are you hoping to achieve from this change?

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

The Council as Corporate Landlord is responsible for major works to address the condition of community and foundation schools. Such works mainly relate to building structure, roof replacement and electrical and mechanical services. When renewing building elements and services the designs take account of the latest technology and energy saving improvements to contribute towards the Climate Change Agenda by replacing life expired building elements with new more efficient equipment and materials.

The Education Strategic Resourcing & Partnerships Team (ESRP) are working collaboratively with the Construction Maintenance and Facilities Management Team (CMFM) and the Climate Action & Sustainability Team to look at how Public Sector Decarbonisation Scheme (PSDS) funding can be utilised to support the delivery of condition/maintenance projects, where life expired elements can be replaced with low carbon options to help reduce the carbon emissions from our schools. Building condition surveys which are underway will be considering decarbonisation/energy saving opportunities to access PSDS funding to support project delivery.

The positive impacts of the programme include:

- To increase the offer of pupil places for children and young adults, in particular those with SEND.
- To address the suitability and condition issues of the current buildings used for providing education to pupils.

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 (e.g. 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.

The schools will predominantly be used by pupils and staff. The age profile of school pupils ranges from 3- to 19-year-old.

There are proportionately more children and young people under 20 in Enfield than in both London and England overall. The current Enfield School population includes 56,157 pupils: in 67 primary, 18 secondary ,4 All through, 1 Pupil Referral Unit and 7 special schools.

The Council has an overriding statutory duty to provide sufficient pupil places to meet anticipated demand.

In 2021, 4.6% of 16-17-year olds were not in education, employment or training (NEET) or their activity was not known. This is slightly higher than the London average (4%) but lower than the national average (5.5%)

The programme will positively benefit children and young people in education through the improvement of the availability of school places and the improvement and construction of school buildings.

Mitigating actions to be taken

As outlined in the report, the programme will deliver additional school classrooms, units and buildings that will increase the number of SEND pupil places available across the Borough to help meet the demand and ensure more children with Special Needs have access to in borough quality education.

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.

The programme will positively benefit children and young people with special educational needs and disabilities through the improvement of the availability of school places, and the improvement and construction of school buildings.

As previously reported to Cabinet there has over the last five years been significant increase in demand for high needs placements, particularly in ASD and SEMH. In the current climate of financial reductions, the biggest potential risk to the Council in regard to children with Education, Health and Care plans (EHCP), is the growing cost of special school placements, particularly in transport costs.

The demand for special school places continues to grow and outstrip available Enfield special school places with additional on-cost associated with out of Borough placements and transport.

The percentage of pupils with EHCP has risen nationally to 4.0% of the total pupil population from 3.7% in 2021 and after remaining constant at 2.8% between the period 2007 to 2017 and SEND support has increased slightly to 12.6% compared with 12.2% with the previous year.

The 2021/22 data shows that Enfield's total pupil population has decreased while at the same time there was a significant increase in the number of pupils with EHCPs but a slight reduction in pupils identified as SEND support. Table 1 provides a summary.

Table 1: Number of Pupils with SEND

Enfield	2021/22	%
SEND Support	5,899	10%
Statement or EHCP	2,792	5%
No SEND	47,897	85%
Total no of Pupils	56,588	

Source: ONS Special educational needs and disability (SEND) 2022

The 2021/22 estimated cost for Out of Borough placements as of August 22 are in Table 2 below.

Table 2: Out of Borough Estimated Costs 2021/22	
School Type	Cost
Special School	£2,453,570
Mainstream Schools	£1,398,730
Pupil Referral Unit	£0
Independent Day	£6,630,267
Post 16	£925,000
Independent Residential	£1,588,012
Total	£12,995,579

The key strategy related in the report is providing additional special school places to the most vulnerable children with complex needs.

Mitigating actions to be taken

As outlined in the report, the programme will deliver additional school classrooms, units and buildings that will increase the number of SEND pupil places available across the Borough to meet demand and ensure more children and young people have benefit from SEND specific school adaptations in order to receive a quality education.

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.

Census 2021 data reveal how gender identity varied across England and Wales.

The percentage of the population aged 16 years and over who reported that their gender identity was different from their sex at birth was slightly higher in England (0.55%) than it was in Wales (0.40%).

Within England, the region with the highest percentage who reported that their gender identity was different from their sex at birth was London (0.91%), and the region with the lowest percentage was the South West (0.42%).

Compared with England and Wales as a whole, London had higher percentages of people who identified as a trans man (0.16%), who identified as a trans woman (0.16%), and who answered “No” but did not provide a write-in response (0.46%).

For Enfield, please find the responses below in Table 3

Gender identity categories	No of People	%
Gender identity the same as sex registered at birth	23,2329	90.34 %
Gender identity different from sex registered at birth but no specific identity given	1,652	0.64%
Trans woman	518	0.20%
Trans man	486	0.19%
Non-binary	74	0.03%
All other gender identities	58	0.02%
Not answered	22,065	8.58%
Total	25,7182	

There will be no differential impact on this group. The programme will positively benefit all regardless of their gender identity, through the improvement of the availability of SEND places and improvement and construction of school buildings.

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 UK 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

According to the 2021 census since 2011, the percentage of usual residents in England and Wales, aged 16 years and over who were married or in civil partnerships has decreased, from 46.8% in 2011 to 44.6% in 2021. The percentage who were never married and never been in a civil partnership has increased, from 34.6% in 2011 to 37.9% in 2021.

In Enfield Table 4 below gives a breakdown.

Marital and civil partnership status categories	No of People	%
Does not apply	72,802	22.06%
Never married and never registered a civil partnership	104,650	31.71%
Married: Opposite sex	109,611	33.22%
Married: Same sex	463	0.14%
In a registered civil partnership: Opposite sex	251	0.08%
In a registered civil partnership: Same sex	256	0.08%
Separated, but still married	7,435	2.25%
Separated, but still in a registered civil partnership	31	0.01%
Divorced	21,371	6.48%
Formerly in a civil partnership now legally dissolved	36	0.01%
Widowed	13,060	3.96%
Surviving partner from civil partnership	18	0.01%
Total	329,984	

There will be no differential impact on this group. The programme will positively benefit all regardless of whether they are married or in a civil partnership through the improvement of the availability of SEND places and improvement and construction of school buildings.

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 programme will positively benefit all regardless of whether they are pregnant or on maternity leave, through the improvement of the availability of SEND places and improvement and construction of school buildings.

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

Below in Table 5 is the number of people with SEND in Enfield broken down by their ethnicity:

Ethnicity	No SEN	SEN Support	Statement or EHCP
Any Other Ethnic Group	4,958	482	252
Asian/Asian British	4,207	304	192
Black/ Black British	10,044	1,455	796
Mixed Background	5,384	614	340
White British	8,165	1,114	593
White Other	15,139	1,930	619
Grand Total	47,897	5,899	2,792

Source: ONS Special educational needs and disability (SEND) 2022

Annual data as of April 2020, of Enfield young people aged 16-19 Not in Education, Employment or Training (NEETS) is in Table 6 below.

Ethnicity	NEETS	%
Asian	1,635	6%
Black or Black British	9,430	34%
Mixed	2,476	9%
Other Ethnic Group	1,366	5%
White	12,431	45%
Grand Total	27,338	100%

The programme will positively benefit all regardless of their ethnicity or nationality, through the improvement of the availability of SEND places and improvement and construction of school buildings.

Mitigating actions to be taken

N/A

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.

According to the 2021 Census, for the first time in a census of England and Wales, less than half of the population (46.2%, 27.5 million people) described themselves as "Christian", a 13.1 percentage point decrease from 59.3% (33.3 million) in 2011; despite this decrease, "Christian" remained the most common response to the religion question.

London remains the most religiously diverse region of England in 2021, with over a quarter (25.3%) of all usual residents reporting a religion other than "Christian"; the North East and South West are the least religiously diverse regions, with 4.2% and 3.2%, respectively, selecting a religion other than "Christian".

For Enfield, see table 7 below;

Religion Categories	No of People	%
Christian	153015	46.371%
Buddhist	1716	0.520%
Hindu	10231	3.100%
Jewish	3713	1.125%
Muslim	61477	18.630%
Sikh	1199	0.363%
Other religion: Alevi	7883	2.389%
No religion: Agnostic	128	0.039%
No religion: Atheist	42	0.013%
No religion: Free Thinker	3	0.001%
No religion: Humanist	69	0.021%
No religion: No religion	65000	19.698%
Other religion: Baha'i	39	0.012%
Other religion: Believe in God	25	0.008%
Other religion: Brahma Kumari	2	0.001%
Other religion: Deist	13	0.004%
Other religion: Druid	4	0.001%
Other religion: Druze	4	0.001%
Other religion: Eckankar	1	0.000%
Other religion: Heathen	9	0.003%
Other religion: Jain	903	0.274%
Other religion: Mixed Religion	140	0.042%
Other religion: Mysticism	1	0.000%
Other religion: Occult	3	0.001%
Other religion: Other religions	663	0.201%
Other religion: Own Belief System	7	0.002%
Other religion: Pagan	146	0.044%
Other religion: Pantheism	10	0.003%
Other religion: Rastafarian	84	0.025%
Other religion: Ravidassia	4	0.001%
Other religion: Reconstructionist	1	0.000%
Other religion: Satanism	10	0.003%
Other religion: Scientology	6	0.002%
Other religion: Shamanism	3	0.001%
Other religion: Shintoism	9	0.003%
Other religion: Spiritual	174	0.053%
Other religion: Spiritualist	90	0.027%
Other religion: Taoist	10	0.003%
Other religion: Traditional African Religion	22	0.007%
Other religion: Universalist	6	0.002%
Other religion: Wicca	21	0.006%
Other religion: Witchcraft	2	0.001%

Other religion: Yazidi	6	0.002%
Other religion: Zoroastrian	47	0.014%
Religion not stated	23041	6.983%
Total	329982	

The programme will positively benefit all regardless of their religion or belief, through the improvement of the availability of SEND places and the improvement and construction of school buildings.

Mitigating actions to be taken

N/A

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.

According to the 2021 census there were 30,420,202 women (51.0% of the population) and 29,177,340 men (49.0%) in England and Wales.

In Enfield, Females make up 52.3% of Enfield's population overall, whilst Males make up 47.7%. Males outnumber females in every individual year of age up to 20 years, with women outnumbering men in virtually every age thereafter.

The programme will positively benefit all regardless of their sex, through the improvement of the availability of SEND places, improvement, and construction of school buildings.

Mitigating actions to be taken

N/A

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.

Sexual orientation is an umbrella term covering sexual identity, attraction, and behaviour. For an individual respondent, these may not be the same. For example, someone in an opposite-sex relationship may also experience same-sex attraction, and vice versa.

The question on sexual orientation was new for Census 2021. In total, 44.9 million people answered the question (92.5% of the population aged 16 years and over).

In total for England and Wales:

- 43.4 million people (89.4% of the population aged 16 years and over) identified as straight or heterosexual
- 748,000 (1.5%), described themselves as gay or lesbian
- 624,000 (1.3%) described themselves as bisexual person
- 165,000 (0.3%) selected "Other sexual orientation"

For Enfield. See Table 8 below;

Sexual orientation categories	No of People	%
Straight or Heterosexual	226,705	88.15%
Gay or Lesbian	2,342	0.91%
Bisexual	2,073	0.81%
Pansexual	944	0.37%
Asexual	74	0.03%
Queer	35	0.01%
All other sexual orientations	151	0.06%
Not answered	24,858	9.67%
Total	257,182	

The programme will positively benefit all regardless of their sexual orientation, through the improvement of the availability of SEND places and the improvement and construction of school buildings.

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.

The Indices of Deprivation (including the Index of Multiple Deprivation) is compiled every four years by the Ministry of Housing, Communities and Local Government. It measures relative levels of deprivation in 32,844 small neighbourhood areas (Lower-layer Super Output Areas, or LSOAs) in England.

The Indices of Deprivation are based on 39 indicators, which are organised across 7 distinct domains of deprivation. Each is weighted in accordance with its impact upon overall deprivation, with Income and Employment deprivation domains carrying the greatest weights. The domains are:

- **Income** – the proportion of the population experiencing deprivation relating to low income. This domain has two supplementary indices:
 - ❖ **Income Deprivation Affecting Children Index (IDACI)** – evaluates the proportion of children aged 0-15 living in an income-deprived household
 - ❖ **Income Deprivation Affecting Older People Index (IDAOPI)** – measures the proportion of people aged 60+ experiencing income deprivation
- **Employment** – the proportion of working-age people excluded from the labour market
- **Education** – The lack of attainment and skills in the local population
- **Health** – The risk of premature death and impaired quality of life as a consequence of poor physical or mental health
- **Crime** – The risk of personal and material victimisation at local level
- **Barriers to Housing & Services** – Measures the physical and financial accessibility (or lack thereof) of housing and local services
- **Living Environment** – The quality of both the ‘indoor’ and ‘outdoor’ local environment.

It should be noted that the IoD are a measure of deprivation only and cannot be used to estimate relative affluence. Furthermore, the indices are relative measures and do not estimate absolute deprivation nor changes in absolute deprivation over time.

Enfield's ranking compared with 317 other local authorities in England dropped from 2015 to 2019: Enfield is the 74th most deprived local authority in England overall (out of 317), so still within the most deprived 25% of all districts.

Enfield's average deprivation score has not worsened in those four years.

However, Enfield has become relatively more deprived when compared with other London boroughs.

In 2015, Enfield was the 12th most deprived borough in London, whereas in 2019 it was the 9th most deprived.

Image 1 below is a combination table, highlighting the total number of SEND pupils in Enfield by ward, compared with the IMD average score of that ward and their respective number of children aged 16 and under, living in Absolute low-income families.

Image 1:

Ward	IMD Score	SEN Pupils	Number of Children (aged under 16) living in Absolute low income families
Edmonton Green	41.92	678	1157
Upper Edmonton	36.20	570	1003
Turkey Street	35.26	598	708
Lower Edmonton	35.18	668	932
Ponders End	34.48	641	684
Enfield Highway	33.32	586	712
Jubilee	32.60	525	654
Enfield Lock	32.22	752	702
Haselbury	31.79	550	787
Southbury	29.06	529	537
Chase	25.92	421	390
Bowes	21.15	214	431
Palmers Green	20.34	306	413
Southgate Green	16.88	214	341
Highlands	16.02	306	220
Cockfosters	15.97	171	294
Southgate	13.75	255	277
Bush Hill Park	13.74	266	225
Town	13.25	339	239
Winchmore Hill	12.86	212	205
Grange	12.33	239	177

As the colour indicates above, the columns showing red indicates the wards with the highest-level deprivation, number of children living in absolute low-income families and the highest numbers of pupils with SEND in the borough, highlighting a correlation between SEND pupils being significantly overrepresented in the most deprived parts of the borough.

The programme will positively benefit all regardless of their socio-economic status, through the improvement of the availability of SEND places and the improvement and construction of school buildings.

Mitigating actions to be taken.

N/A

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?

Annual review of programme delivery.

SECTION 5 – Action Plan for Mitigating Actions.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
Programme delivery targets	Annual project and programme review	Bob Seera Head of Capital Delivery	April 2024		