

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 Conservation Grazing
Team/ Department	Watercourses, Parks & Operations
Executive Director	Simon Pollock, Interim Executive Director of Environment and Communities
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	X April 2023
Name of Head of Service responsible for implementing the EqIA actions (if any)	Marcus Harvey
Name of Director who has approved the EqIA	Cheryl Headon

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 introduce Conservation Grazing to improve the management of grassland at selected parks in the London Borough of Enfield by reintroducing grazing cattle. The project will be delivered in phases, the first phase will be within a 4Ha area within Forty Hall park. If the first phase is successful, the Conservation Grazing area could be expanded and the reintroduction of the cattle could also extend to Trent Park and Whitewebbs Park, which are all within or adjacent to Sites of Importance for Nature Conservation (SINCs). The project will be delivered in partnership with Capel Manor College who run Forty Hall Farm and manage the cattle.

Conservation Grazing is a sustainable management technique, promoting the restoration of natural process known to significantly improve grassland habitats and biodiversity. This may reduce the frequency of use or need for mechanical equipment, that can traditionally be carbon intensive, damaging to habitats, may compromise historic structures and can be expensive.

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.

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

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.

The Conservation Grazing project will not involve changes to the access of the park for any users, and therefore the project will not have a negative impact on older residents.

The proposals are expected to positively impact all residents, regardless of age. The project will improve and extend important grassland habitats, including the restoration of wildflower areas, which brings benefits to physical and mental health and wellbeing. Through more sustainable management of these landscapes by adopting Conservation Grazing, the project may also help to tackle climate change and improve the borough's climate resilience.

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.

This could include: physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

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

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 proposals are not expected to impact those with disabilities. There were concerns of how dogs may interact with the cattle, which might raise concerns with individuals with requiring Guide Dogs. However, the cows being introduced to the parks are particularly docile and are used to dogs and people. The intention of the project is to positively impact all residents, regardless of disability. The project will improve and extend important grassland habitats, including the restoration of wildflower areas, which brings benefits to physical and mental health and wellbeing. Through more sustainable management of these landscapes by adopting Conservation Grazing, the project may also help to tackle climate change and improve the borough's climate resilience.

Mitigating actions to be taken

Through further public engagement e.g. "meet the cattle days", understand if there are any Guide Dog users that may utilise the parks and understand their needs.

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 reassignment. The project will improve and extend important grassland habitats, including the restoration of wildflower areas, which brings benefits to physical and mental health and wellbeing. Through more sustainable management of these landscapes by adopting Conservation Grazing, the project may also help to tackle climate change and improve the borough's climate resilience.

Mitigating actions to be taken

N/A

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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 marital or civil partnership status. The project will improve and extend important grassland habitats, including the restoration of wildflower areas, which brings benefits to physical and mental health and wellbeing. Through more sustainable management of these landscapes by adopting Conservation Grazing, the project may also 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 a baby. The project will improve and extend important grassland habitats, including the restoration of wildflower areas, which

brings benefits to physical and mental health and wellbeing. Through more sustainable management of these landscapes by adopting Conservation Grazing, the project may also help to tackle climate change and improve the borough's climate resilience.

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 data²

Ethnicity	Estimated population size	Percentage of total population
Asian or Asian British	37,973	11.5%
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%
Black, Black British, Caribbean or African	60,512	18.3%
African	36,463	11%
Caribbean	16,990	5.1%
Any other Black, Black British or Caribbean background	7,059	2.1%

² ONS, [Ethnic group: England and Wales, Census 2021](#)

Mixed or multiple ethnic groups	19,558	5.9%
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%
White	171,884	52.1%
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%
Other Ethnic Group	40,058	12.1%
Arab	2,535	0.8%
Any other ethnic group	37,523	11.4%

The proposals are expected to positively impact all residents, regardless of ethnicity. The project will improve and extend important grassland habitats, including the restoration of wildflower areas, which brings benefits to physical and mental health and wellbeing. Through more sustainable management of these landscapes by adopting Conservation Grazing, the project may also help to tackle climate change and improve the borough's climate resilience.

Consideration will be made on how the Conservation Grazing project can engage with people from a variety of backgrounds that is representative of the population of Enfield. Local people will be encouraged to be involved in the project and become "Lookers" and help monitor the cattle.

Mitigating actions to be taken

Ensure that the volunteer opportunities are 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.

<p>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?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p>
<p>The proposals are expected to positively impact all residents, regardless of religion. The project will improve and extend important grassland habitats, including the restoration of wildflower areas, which brings benefits to physical and mental health and wellbeing. Through more sustainable management of these landscapes by adopting Conservation Grazing, the project may also help to tackle climate change and improve the borough's climate resilience.</p>
<p>Mitigating actions to be taken</p>
<p>N/A</p>

<p>Sex</p> <p>Sex refers to whether you are a female or male.</p>
<p>Will this change to service/policy/budget have a differential impact [positive or negative] on females or males?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p>
<p>According to Census 2021 data, 52% of Enfield's population is estimated to be female and 48% male.³</p> <p>The proposals are expected to positively impact all residents, regardless of sex. The project will improve and extend important grassland habitats, including the restoration of wildflower areas, which brings benefits to physical and mental health and wellbeing. Through more sustainable management of these landscapes by adopting Conservation Grazing, the project may also help to tackle climate change and improve the borough's climate resilience.</p>
<p>Mitigating actions to be taken</p>
<p></p>

³ ONS, [Population and household estimates, England and Wales: Census 2021](#)

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.

The proposals are expected to positively impact all residents, regardless of sexual orientation. The project will improve and extend important grassland habitats, including the restoration of wildflower areas, which brings benefits to physical and mental health and wellbeing. Through more sustainable management of these landscapes by adopting Conservation Grazing, the project may also 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.

As of 2019, Enfield was the 74th most deprived local authority in England overall and the 9th most deprived London borough.⁴

⁴ Enfield Council, [Borough Profile](#), 2021

The proposals are expected to positively impact all residents. The project will improve and extend important grassland habitats, including the restoration of wildflower areas, which brings benefits to physical and mental health and wellbeing. This project also provides a unique opportunity for Enfield residents to connect with and share their parkland with grazing animals. Through more sustainable management of these landscapes by adopting Conservation Grazing, the project may also help to tackle climate change and improve the borough's climate resilience.

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?

The proposal is to introduce Conservation Grazing to selected parks in Enfield to understand the biodiversity and cost benefits. The project should:

- Provide volunteer opportunities for people from different backgrounds, disabilities and age groups. The Council will be working with Capel Manor College to provide volunteer “Looker” training, and consideration will be made on how these opportunities are advertised to the wider public
- Analyse the biodiversity, carbon saving and cost benefits of managing grasslands through Conservation Grazing. The project team includes expertise from Capel Manor College, Herts & Middlesex Wildlife Trust, Natural England, Historic England and the Epping Forest Grazing Manager.

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 on how the project can attract a wide variety of volunteers	Promote volunteer opportunities via different platforms e.g. Friends Groups, social media, posters around the parks, notices etc.	Jamie Kukadia	January 2024	Costs included in overall budget	January 2024

