

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	Enfield Drug and Alcohol
Lead officer(s) name(s) and contact details	James Wheeler
Team/ Department	Development/Housing Regeneration Development
Executive Director	Sarah Carey
Cabinet Member	Cllr Leaver
Date of EqIA completion	23/5/ 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?

A Strategic disposal of the Claverings Industrial Estate is proposed to achieve a capital receipt and regenerate employment land.

The Enfield Drug and Alcohol Service currently occupy a shared space at 12 Centre Way of circa 12,900 sq. ft. In terms of utilisation, approximately 2/3rd of the space is actually used and is shared with the NHS and the Police. There is also a Café within the same unit.

The space on the industrial estate has where possible, been repurposed to be Customer facing, with clinical interventions prescribing substitutes where necessary, group work programmes, health assessments as part health and well-being. The shared service professionals from the NHS and Police include doctors, a clinical

team, and a criminal justice team.

In 2022 Property Officers, working with the service undertook a review of the service needs in assessing current space use and future space requirements. The results are depicted in the table below table 1.

Table 1.

SPACE REQUIRED		Special Features	Number Required	Existing NIA	Proposed NIA
Admin Office – (move from GF?)	1.35	Capacity 4	1	18.35	18
Team Leaders Office	1.1	Capacity 2-3	1	10.75	10.75
Open Plan Office Space Staff desks (Based on 24 staff accessing 1 st floor, applying 2:2) apply 2.5	1.09 1.45	24 staff (= 14 desks)	1 (10 sq m pp)	93.98	140
Supervision Staff Room / (currently Interview Room)	1.12	1-1 Room	1	10.53	9
Police Computer	1.19	Server for police	1	23.03	6?
Police Desk Area	incl.	2 desks. could incl. in open plan	1	incl	20
Breakout Space/ Staff room, incl Kitchenette?	1.2	Breakout for collaboration/informal meetings (capacity 6)	1	26.35	30
Staff Room/ incl kitchenette ?	1.24+	Capacity 6 (where is current staff room?) (move into breakout space above)	1	8.26 (kitch)	0
WCs including: (staff only or public too?) -Unisex -Accessible	1.21-23	Same as GF ? or different reqt? (public or staff only?)	1 Toilet Block	14.75	20
Shower for staff ?	?	Reqd ? (cycle to work/ shower) Optional	1	0	4
Sub total				284	252
Public facing services					
Café – fully fitted	1.28	8 covers	1	53.71	54
Tea Point ? what is this ?		not required (staff kitchenette instead)	1	0	0
Complementary Therapy/ Physio Room	1.26/ 25	Capacity 2	1	44.69	35
Group Therapy room	1.27	Capacity 10	1	41.4	42
Another group room	1.3	Surplus – not required.	1	28.2	0
Sub total				168	131
1st Floor Total NIA				452	383
TOTAL ROOM AREAS - NIA				810	688

Having regard to the previous exercise, officers have considered the existing LBE operational portfolio. The Enfield Business Centre, in Hertford Road, Enfield Lock, can accommodate the Drug and Alcohol service as it vacates The Claverings Industrial Estate.

Internally, the space within The Enfield Business Centre (EBC) amounts to 1,242 sq. m of net internal area over ground, basement, first second and third floors. The building can accommodate the C. 688 sq. m NIA required by the D&A Service and its current layout is also relatively conducive to the service requirements albeit with the requirement for some small adaptations required inherent with a new occupier.

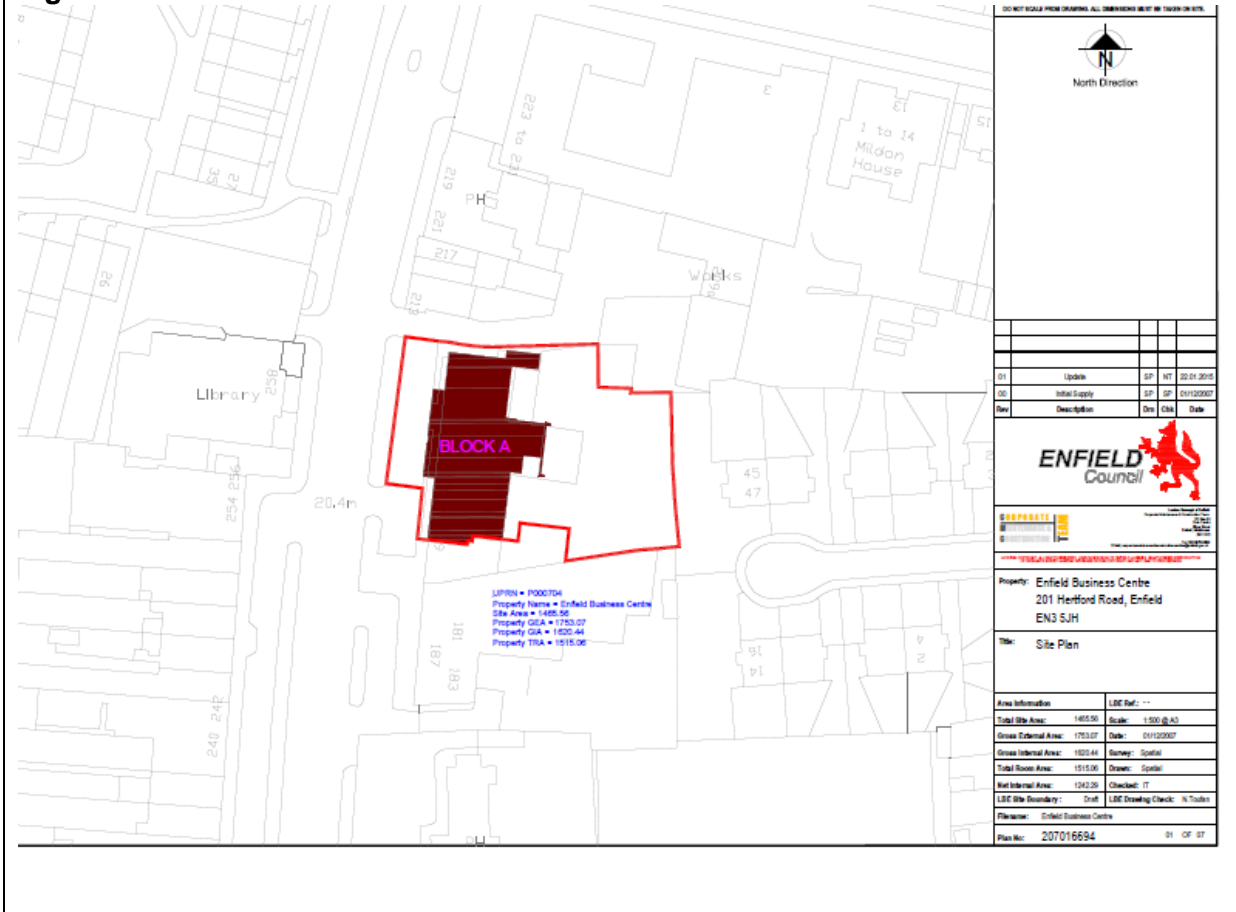
On balance then EBC appears to offer a good degree of parity both spatially and in terms of the special feature ideals identified in the above table 1.

EBC Centre is situated less than 2.5 miles away from the current location and occupies a relatively opaque location given the mix of businesses and uses in the locality offering a degree of discretion for visitors.

In terms of public transport, users would have a 1-minute walk from the nearest bus stop (Carterhatch Lane stop EL) as opposed to the current 3-minute walk at The Claverings,

The site layout is depicted in Figure 2. below.

Figure 2.



Picture 1.



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.

NA

It is not anticipated that this proposal will have a disproportionate impact on this group. There is a 2-minute decreased normal walking time to public transport as compared to the current service location which takes 3 minutes for an able-bodied person.

Mitigating actions to be taken

NA

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.

NA

It is not anticipated that this proposal will have a disproportionate impact on this group. There is a 2-minute decreased normal walking time to public transport as compared to the current service location which takes 3 minutes for an able-bodied person.

Mitigating actions to be taken

NA

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.

NA

It is not anticipated that this proposal will have a disproportionate impact on this group.

Mitigating actions to be taken

NA

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

NA

It is not anticipated that this proposal will have a disproportionate impact on this group.

Mitigating actions to be taken

NA

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

NA

It is not anticipated that this proposal will have a disproportionate impact on this group. There is a 2-minute decreased normal walking time to public transport as compared to the current service location which takes 3 minutes for an able-bodied person.

Mitigating actions to be taken

NA

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

NA

It is not anticipated that this proposal will have a disproportionate impact on this group.

Mitigating actions to be taken

NA

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.

NA

It is not anticipated that this proposal will have a disproportionate impact

on this group.

Mitigating actions to be taken

NA

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.

NA

It is not anticipated that this proposal will have a disproportionate impact on this group.

Mitigating actions to be taken

NA

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.

NA

It is not anticipated that this proposal will have a disproportionate impact on this group.

Mitigating actions to be taken

NA

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.

NA

While it is difficult to say whether this proposal will have a disproportionate impact on this group, the utility is simply to be re-provided at another location.

Mitigating actions to be taken.

NA

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?

Property officers have liaised with the subject service in 2022 to establish the needs and aspirations for accommodation re-provision in the knowledge that The Claverings Industrial Estate was to be re-developed / disposed of in raising a capital receipt.

The outturn of that work is included in this assessment and an alternative location has been found within the operational estate which meets a significant amount of the criteria required.

The successful operation of the service from the new location will be a matter for the service staff, in co-operation with any partnering entities and the service users.

Three of the protected characteristics groups have been identified as possibly being affected. However, it is felt that on balance if persons are unable to travel that distance unassisted for the new location, they are likely unable to travel the distance between public transport and the current service building.

Accordingly, this will be an ongoing matter for the Enfield Drug and Alcohol Service to be sighted on in a case-by-case fashion.

SECTION 5 – Action Plan for Mitigating Actions.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
Slightly longer distance between public transport and service building. May affect elderly, disabled, pregnant	Service to monitor, not thought to require any material action over and above that which would be provided at the current location the service are decanting from.		Ongoing		23/05/2023