

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	ICES
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	27/4/ 2022

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 Integrated Community Equipment Service (ICES) currently occupy circa 15,600 sq. ft (albeit in combination with the wheelchair service its slightly more) of somewhat outdated space on the industrial estate. This space is likely to soon become uncompliant with Minimum Energy Efficiency Standards and LBE has resolved in a 2021 Cabinet to generally move operational services from locations such as Claverings.

The service provides equipment and adaptations which enable vulnerable people to live as independently as possible. The service is run in partnership with the NHS Enfield Clinical Commissioning Group for both Paediatric and Adults Services and is responsible for the management of Enfield's community equipment loan service. This includes procurement, delivery/collection, recycling, storage,

decontamination, maintenance, and disposal. Equipment includes hoists, foam/dynamic mattresses, profiling beds, seating, shower chairs and toileting equipment. The service is also responsible for arranging and providing minor adaptations including stand-alone assistive technology, grab rails, portable ramps, and concrete steps. Equipment is provided on a short or long-term basis to individuals to use in their own homes to either aid their independence, maintain, or improve their state of health, to facilitate hospital discharge, or to assist others to provide care.

The Industrial Estate that ICES are currently located at will be sold with a condition on the buyer will re-provide modern space up to 20,000 sq. ft for the subject service at the same general location.

The resultant re-provision will benefit the service staff and service users/general public.

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.
N/A Given that the service is concerned with the provision and training to use mobility equipment it may be that demographically, the elder population is more effected, but that is not necessarily the case. It is not anticipated that this proposal will manifestly have a disproportionate impact on this group.
Mitigating actions to be taken
The service provision is mainly concerned with mobility equipment and if there are any changes to provision it is anticipated that new premises would improve that facility.

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 main purpose of the service is concerned with mobility equipment, which benefits persons of reduced mobility / disabled.

Mitigating actions to be taken

The provision of modern compliant space would not be of detriment to the service and in fact can be seen as an improvement.

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.

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.

<p>NA</p> <p>It is not anticipated that this proposal will have a disproportionate impact on this group.</p>
Mitigating actions to be taken
<p>NA</p>

Socio-economic deprivation
<p>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.</p>
<p>Will this change to service/policy/budget have a differential impact [positive or negative] on people who are socio-economically disadvantaged?</p> <p>Please provide evidence to explain why this group may be particularly affected.</p>
<p>NA – the utility is to be re-provided at the same location.</p> <p>It is not anticipated that this proposal will have a disproportionate impact on this group.</p>
Mitigating actions to be taken.
<p>NA</p>

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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?

Officers previously commissioned a workplace assessment and briefing regarding the occupational needs of ICES and the Integrated Wheelchair service in 2022.

The resulting report indicated a need of up to 20,000 sq. ft. Officers have made provision in the recommendations at Cabinet concerning the key decision to dispose of The Claverings Industrial Estate, can be subject to a requirement that any purchaser undertakes a re-provision of modern space for the subject service.

This would sustain its continuity with no detrimental effect and therefore no monitoring or review are seen, as necessary.

SECTION 5 – Action Plan for Mitigating Actions.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
NA					