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 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.

Section 1 – Equality analysis details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	**Enfield Town Project**
Team/ Department	**Journeys and Places**
Executive Director	**Sarah Cary**
Cabinet Member	**Cllr Chinelo Anyanwu**
Author(s) name(s) and contact details	**Agnieszka Jezierska** agnieszka.jezierska@enfield.gov.uk
Committee name and date of decision	**N/A**

Date the EqIA was reviewed by the Corporate Strategy Service	
Name of Head of Service responsible for implementing the EqIA actions (if any)	**Richard Eason**
Name of Director who has approved the EqIA	**Doug Wilkinson**

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?
In 2019, LB Enfield successfully secured funding from the Mayor of London's Liveable Neighbourhoods fund to provide new and improved walking, cycling and public realm facilities in Enfield Town. The Enfield Town project sets out plans to transform the town centre by placing people at the heart of the design. The focus on creating a healthy town centre will see new and improved public spaces, increased footway widths, upgraded junctions with new or improved pedestrian crossings and a network of cycling routes. A new 20mph speed limit, opportunities for a new and collaborative approach to freight and a thread of green infrastructure throughout the town centre will further support these proposals and form a longer-term approach to improving air quality. Lighting and CCTV are also being reviewed as part of the proposals to improve safety. The combination of these measures will reduce the current dominance of private cars throughout the town centre and create a place where walking, cycling or using public transport becomes the natural choice. These plans will not only address the perception of safety but will lead to an actual reduction in the danger posed by existing roads. The scope of the proposals includes the one-way system around the town centre including Church Street, Cecil Road, London Road, Southbury Road, Genotin Road and Town Park, as well as Little Park Gardens, Market Square (private land), Fountain Island and Station Plaza (partially owned by Transport for London). Enfield Town Scheme Objectives The scheme has a number of objectives for Enfield Town, including: • Reduce motor vehicle volume and speed throughout the town centre • Reduced the number of collisions • Increase the feeling of personal safety • High footfall at key public realm spaces • Enable a long-term increase in the volume of cycle and pedestrians as well as mode shift towards sustainable modes; both along the route and as part of a wider borough network • Create a greener town centre • Create healthier streets in Enfield in line with the Healthy Streets indicators Enfield Town proposals were also shaped by five design principles which were established following Let's Talk Enfield Town engagement programmes in 2019, that promote Enfield Town:

- Is safe for all
- Has a vibrant economy
- Is a great place to be
- Offers transport choices
- Celebrates its heritage

Impact on users:

- A range of users would be impacted by these proposals, and if they were to progress, there would be impacts during the construction phase. The impacts of the scheme include:
    - Users who live and/or work, or visit the scheme area
    - Users who own/run local business, services or amenities
    - Residents and visitors travelling to, from and through the scheme area (by all modes – walking, cycling, driving, bus, rail)
    - Increased congestion during construction for all road users travelling to, from and through the scheme area, is likely to be expected. This would include pedestrians, cyclists, bus passengers, taxis/PHVs and private vehicles, goods/servicing vehicles as well as possibly some diverted routes to facilitate construction works. Careful planning and early discussions on the anticipated Traffic Management plans and programme are being undertaken to minimise the impact.
- Cyclists – this scheme would provide improvements for cyclists, including segregated facilities, cycle parking, signalised crossings and early release at selected signalised junctions for people cycling.
- Pedestrians – the scheme would provide a mixture of new and improved pedestrian crossings and some localised footways widening. The scheme also proposes places to dwell, sit and rest. Improved public realm, improved lighting and CCTV are also being proposed to improve natural surveillance and sense of safety and security respectively.
- All motor traffic including private cars, taxis, Dial-a-Ride vehicles, private hire vehicles, buses, coaches and good/servicing vehicles – reduced road space and some changes to routing, which may lead to increased journey times. Changes to waiting arrangements are also being proposed and may impact some who park in the town centre.
- Bus passengers – changes to bus stop arrangements and locations, as well as the number of bus stops.
- Local businesses and those who require a delivery – change to the loading arrangements across the town centre are proposed.
- Blue Badge holders – changes to waiting arrangements across the town are being proposed including reduced single yellow lines and increased number of dedicated Disabled parking bays.
- Rail users – changes to the layout and access arrangement outside of the station may alter the interchange at the station and will offer improved

passenger arrival to town experience.

- Changes to layout outside the Enfield Town Station will change the pick-up and drop-off arrangement, as well as waiting and resting provision for pedestrians and passengers.
- Visitors – improved facilities for walking, cycling and public realm to encourage visitors to the area and also to increase dwell time of those visiting the town centre, both regularly and as occasional visitors.

Engagement during Covid-19 restrictions

The engagement programme was developed to be informative, inclusive and accessible, with multiple opportunities provided for people to engage with the project. Given the COVID-19 related restrictions placed around physical gatherings during some of the time, and to ensure the safety of the community, some of the engagement activities were delivered online.

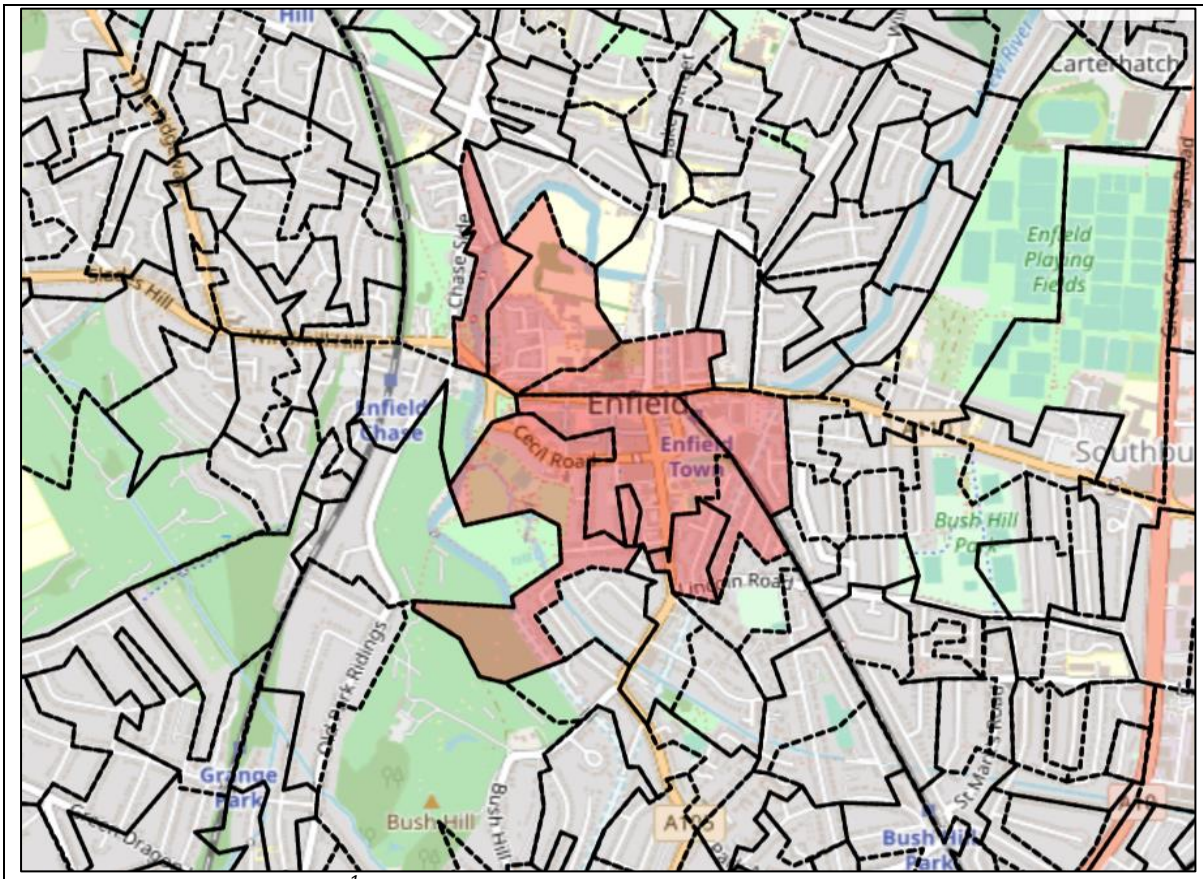
Efforts were made to assist people to participate in the engagement and to provide individuals with alternative means to participate if they were unable to do so online, including providing paper copies of the survey upon request and assisting with technical support to access the online events and exhibition boards placed at the local library.

The Enfield Town Road network includes Cecil Road (A110), Church Street/The Town (A110), London Road, Genotin Road (A110) and Southbury Road (A110). This extends up to Willow Road to the east and Chase Side to the west. The users include residents, businesses, shoppers and visitors coming to Enfield Town.

For the purpose of this assessment, information has been gathered regarding groups with protected characteristics across Census Output Areas (COAs) within the Town, Grange and Southbury wards (before the ward boundaries changes in May 2022) as indicated in Figure 1, as well as for Enfield as a whole, given the destination nature of Enfield Town for the borough. London Travel Demand Survey (LTDS) and Census 2011 data comprise the two primary data sources, though other data sources have been used, and are referenced throughout. Additional data sources include 2020 Office for National Statistics (ONS) mid-year estimate and where available, Census 2021 data has been used on selected characteristics

For each protected characteristic, data has been collected and analysed, with comparisons made at borough, regional and national level where relevant.

Figure 1: Surveyed COAs within Town, Grange and Southbury Wards (before the ward boundaries changes in May 2022)



Source: UK Census 2011[1]

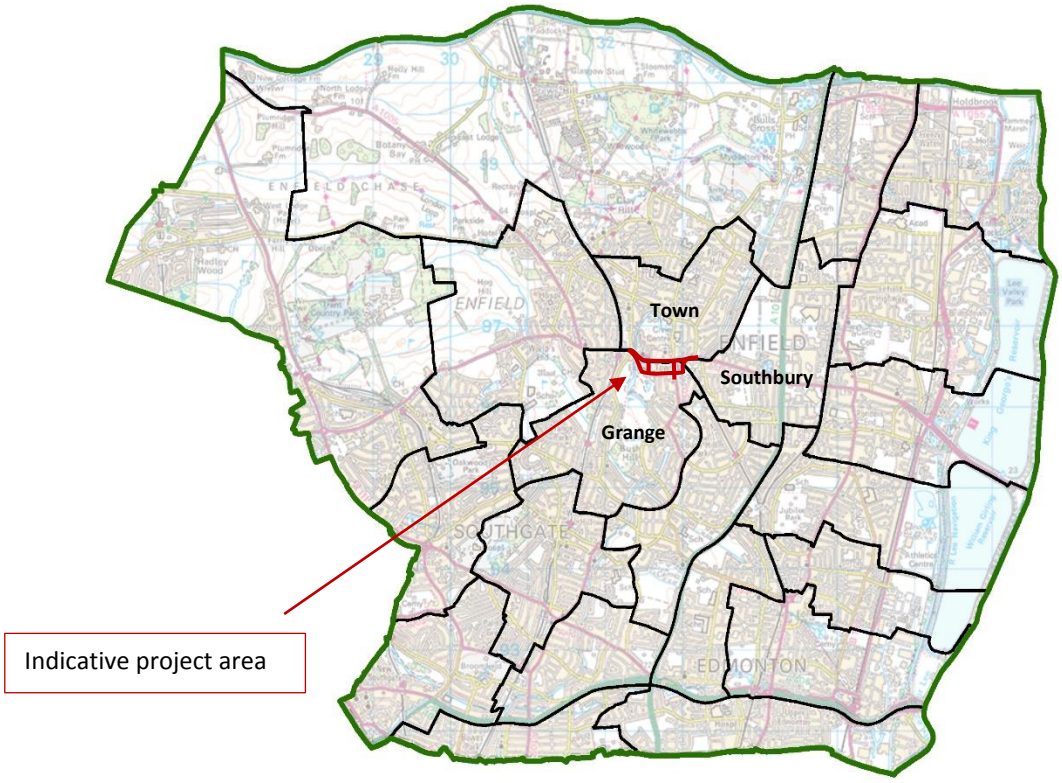
It is also acknowledged that pedestrians and road users who are not residents in the Grange, Town and Southbury wards would be affected by the proposal and so other sources of information, including Freedom Pass and Taxicard usage data[2], have been collected and analysed to help inform this Equality Impact Assessment

It has to be noted that new ward arrangements for Enfield Council came into force at the local elections in May 2022.

The new arrangement involved changes to ward boundaries and created extra 4 new wards to bring the current total to 25 wards[3]. Figure 2 and Figure 3 below show the Enfield Borough ward boundaries before and after the changes. The changes to Enfield ward boundaries mean the project area now falls within Town ward and is adjacent to Grange Park ward, whereas it previously fell mostly within Town and Grange wards as well as slightly within Southbury ward as seen on Figure 2 and Figure 3.

Figure 2: Ward boundaries in Enfield Borough before the changes.

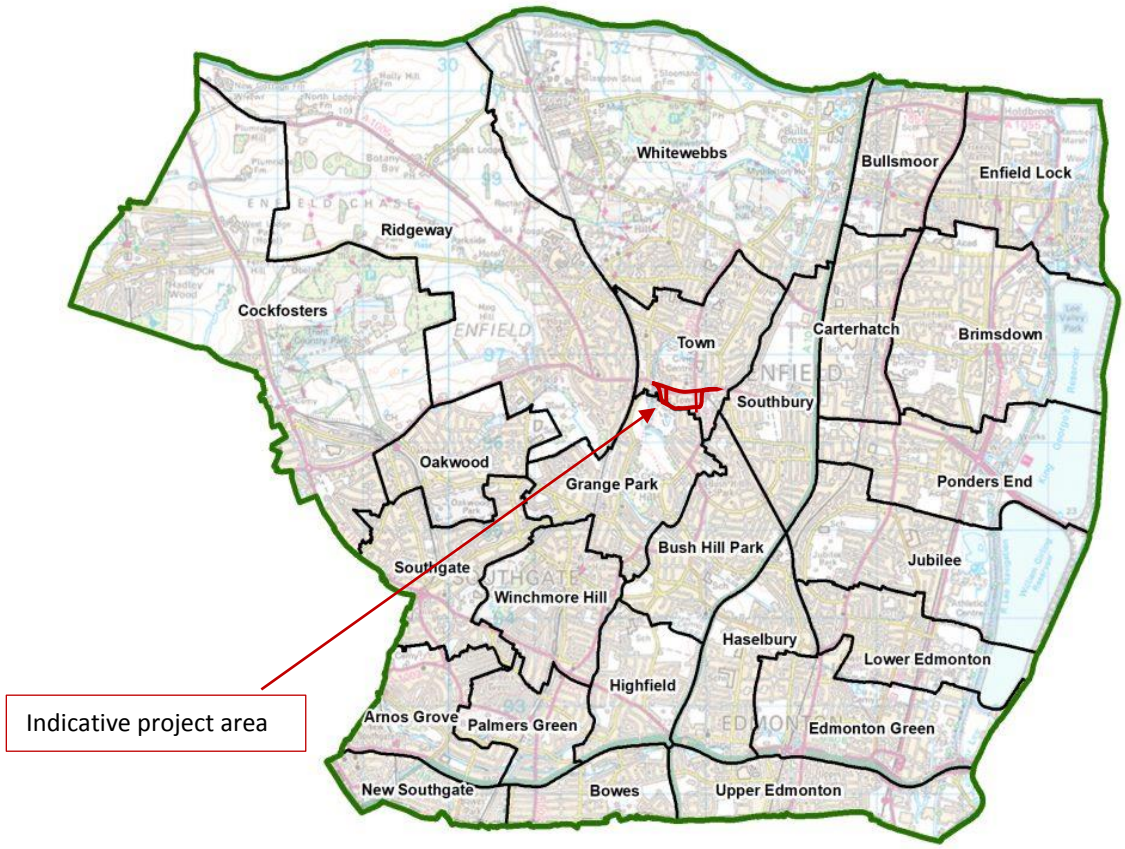
[1] https://www.ons.gov.uk/census
[2] https://www.londoncouncils.gov.uk/services/taxicard/taxicard-and-freedom-pass-borough-portal/taxicard-statistics-2017-18
[3] https://www.enfield.gov.uk/services/your-council/borough-and-wards-profiles



Source: The Local Government Boundary Commission for England (LGBCE)[4]

Figure 3: New ward boundaries from May 2022

[4] https://www.lgbce.org.uk/media/political-map-of-enfield-set-to-change



Source: The Local Government Boundary Commission for England (LGBCE)[5]

[5] https://www.lgbce.org.uk/all-reviews/greater-london/greater-london/enfield

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.

Detailed information and guidance on how to carry out an Equality Impact Assessment is available here. (link to guidance document once approved)

The project team consider that there would be no impact on marriage and civil partnerships as a protected group and therefore this has been excluded from the assessment.

Age

This can refer to people of a specific age e.g.18-year olds, or age range e.g. 0 – 18-year olds.

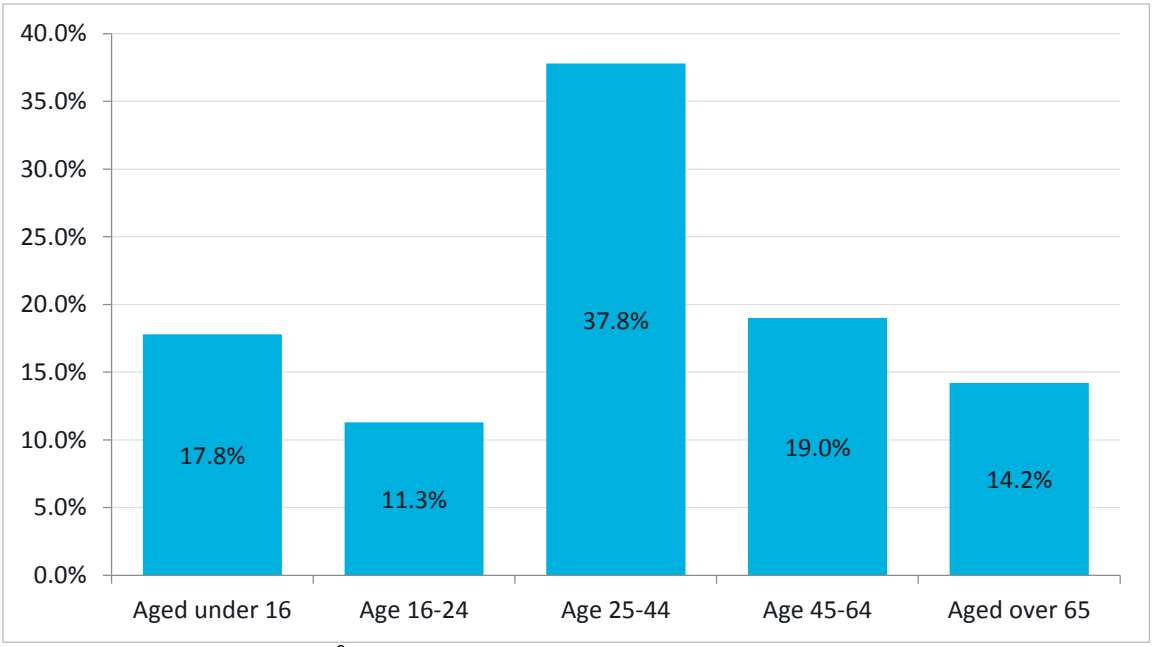
Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)?

Please provide evidence to explain why this group may be particularly affected.

Evidence Base

As demonstrated within Figure 4 most residents within the study area are aged 25-44, making up 37.8 per cent of all residents. There is an almost even split of those aged older and younger than that age bracket, with 29.1 per cent aged under 24, and 33.2 per cent aged over 45.

Figure 4: Age distribution within the study area



Source: UK Census 2011[6]

Table 1 presents the age distribution across the study area based on 2020 ONS mid-year estimate data. In addition, Census 2021 data for Borough average is already available and has been included as well.

According to this, the wards Town and Grange have relatively low proportions of

[6] https://www.ons.gov.uk/census

younger residents (aged under 25 years), and comparatively high percentage of people aged over 65. Southbury ward mirrors the age profile of the borough better than most, although there are proportionately more residents in the 35-44 age group and fewer of retirement age.

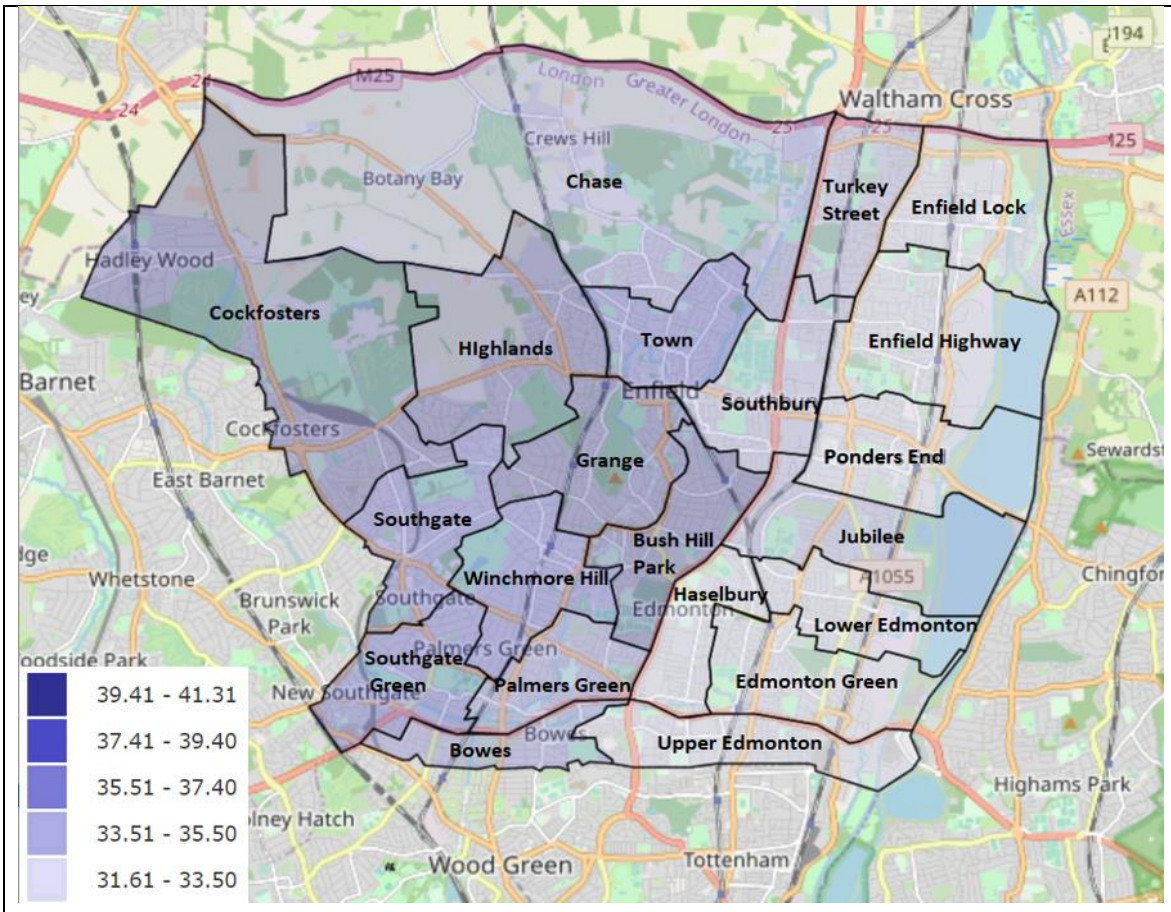
Table 1: Age distribution based on the 2020 estimation[7] for the relevant wards area and Borough average (estimations are based on Census 2011 data), as well Borough average based on the Census 2021[8] data.

Age distribution	Town ward (%) in 2020	Grange (%) in 2020	Southbury (%) in 2020	Borough of Enfield (%) in 2020	Borough of Enfield (%) Census 2021
0-4	6.7	5.4	7.4	7.0	6.0
5-14	13.1	12.8	14.2	14.5	14.0
15-24	8.9	9.2	11.5	11.4	12.0
24-34	13.2	12.0	14.9	14.5	13.0
35-44	15.6	13.3	15.9	14.6	15.0
45-54	14.5	14.4	13.8	13.4	14.0
55-64	12.0	13.0	11.0	11.1	12.0
65-74	8.6	10.2	6.1	7.0	7.0
75+	7.4	9.7	5.3	6.4	6.0

Figure 5 presents the spatial distribution of the mean age across Enfield's wards. A clear trend can be observed whereby the northern and eastern wards have some of the lowest mean ages in Enfield and the southern and western wards some of the highest. Town and Grange, located in the centre of Enfield, have some of the oldest mean ages in the borough, whilst Southbury has a younger mean age.

Figure 5: Mean age by ward in Enfield (before the ward boundaries changes in May 2022)

[7] ONS mid-year estimate 2020
[8] https://www.ons.gov.uk/census



Source: UK Census 2011[9]

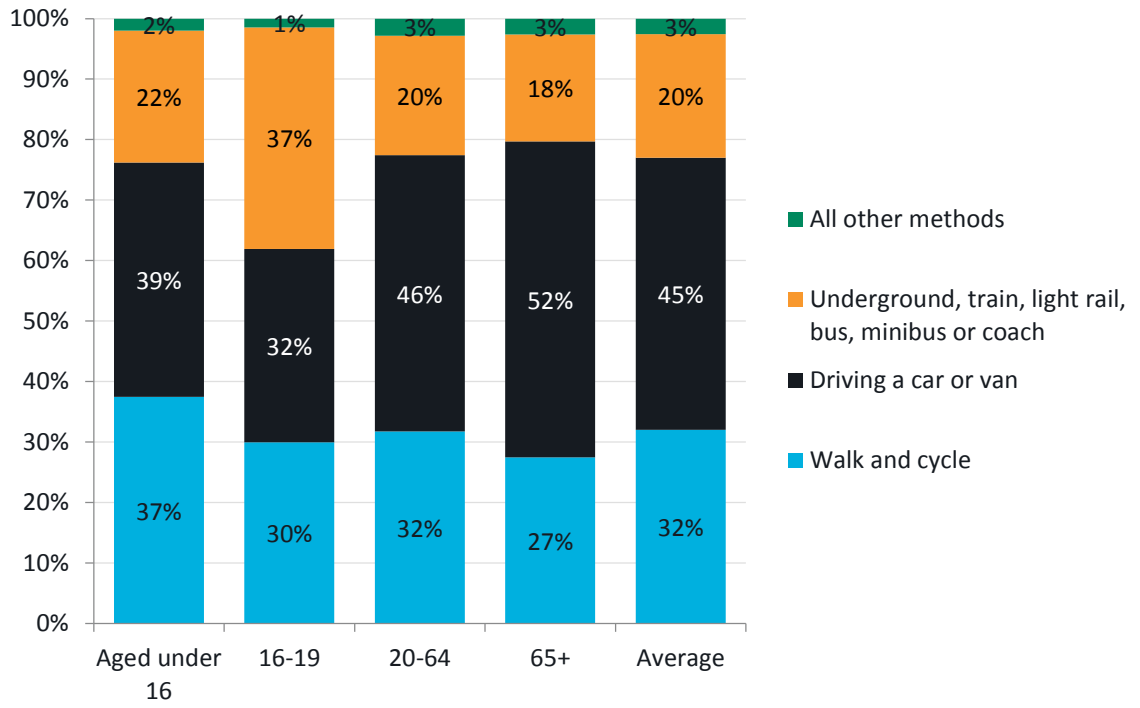
Figure 6 presents LTDS data on how people travel around Enfield within each age category.

In general, younger people in Enfield walk and cycle more, and drive less than their elderly counterparts. The highest percentages of walking and cycling can be seen in those aged under 16, with 37 per cent of all trips made on foot or by bike. Those aged 65 and over have the lowest levels of walking and cycling, with 27 per cent of all trips, but the highest percentage of trips driven (or as a passenger in a car or van) at 52 per cent.

Public transport use is most common in 16 to 19-year-old group, making up 37 per cent of all journeys. This is 15 per cent higher than the nearest age group (those aged under 16). Furthermore, as per the latest data from 2016, the average age to start driving in the UK was 26, and this is expected to have reduced further over the previous five years[10].

[9] https://www.ons.gov.uk/census
[10] https://www.insurancefactory.co.uk/news/August-2016/Average-age-to-start-driving-increases-to-26

Figure 6: Mode share by Age in Enfield



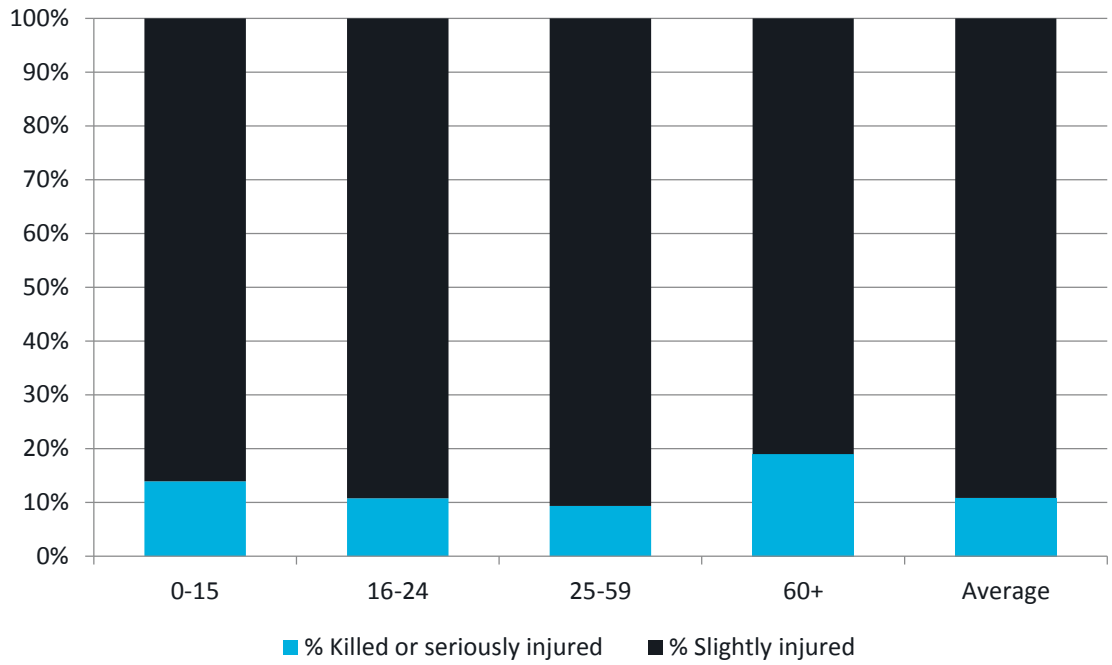
Source: LTDS (2016/17, 2017/18 and 2018/19)[11]

The proportion of Killed or Seriously Injured (KSIs) and Slightly Injured casualties per age category is shown in Figure 7 below. KSIs are higher than average for those age 60 and over (19 per cent) and those aged Under 16 (14 per cent). A such, this indicates that these age groups are more likely to suffer more severe consequences if they are a casualty in a collision than any other age group.

Across the UK, 10-14 age group road accidents make up over 50 per cent of all external causes of death. 15-19 years olds experience almost double the risk of death from road traffic accidents (82.5 deaths per million population) in comparison to the general population (42.2 deaths per million population). For males in this age group the risk is higher still at 127.3 deaths per million population[12].

Figure 7: Percentage killed or seriously injured by Age in Enfield

[11] https://tfl.gov.uk/corporate/about-tfl/how-we-work/planning-for-the-future/consultations-and-surveys
[12] http://www.racfoundation.org/assets/rac_foundation/content/downloadables/road per cent20accident per cent20casualty per cent20comparisons per cent20- per cent20box per cent20- per cent20110511.pdf



Source: DfT, 2019[13]

Differential impact assessment

Assessment of scheme objectives

- People of young and old age are more vulnerable to poor air quality[14], with Town and Grange having some of the oldest mean ages in Enfield, whilst Southbury has a marginally lower mean age. The delivery of proposed interventions aims to enable mode shift, ultimately reducing emissions from private vehicle use and increasing active modes of travel, which would benefit these age groups through improved air quality.

- Younger people in Enfield are less likely to drive than older people in the borough and are more likely to walk and cycle. Reduction of traffic across Town, Grange and Southbury will benefit those who already cycle, and therefore may benefit younger people more than other age groups. However, the improvements are also likely to benefit those who do not currently cycle by providing safer and more attractive conditions to do so. This may allow for a selection of residents which is more evenly dispersed across the age groups to partake in active travel modes – and reaping the health benefits associated with a more active lifestyle. Therefore, while the changes may initially benefit younger people more than others, over time there may be longer term benefits across the age groups that rectifies this initial imbalance.

[13] https://www.gov.uk/government/collections/road-traffic-statistics
[14] https://www.london.gov.uk/sites/default/files/air_quality_for_public_health_professionals_-_city_of_london.pdf

- Reductions in motor vehicle traffic and a reduction in the speed limit are expected to create safer streets with an improved experience for pedestrians – such as reduced noise and air pollution and reduced fear of being involved in a collision. These improvements to the walking environment are likely to benefit those who are aged 16 and under who currently make 37 per cent of journeys by walking (or to a lesser degree, cycling) more than any other age group. Furthermore, those aged 16-19 who make 37 per cent of trips by public transport are also likely to disproportionately benefit, as every public transport journey starts or ends on foot or cycle.

- The project aims to calm traffic through the area by reducing speeds, decreasing the threat caused by motor traffic, particularly from larger vehicles such as vans or HGVs. While these improvements are likely to benefit all age groups, as those aged under 16 and over 60 are disproportionally killed or seriously injured by motor traffic, they are likely to benefit most from the changes.

- Older people are more likely to suffer from slight mobility impairments due to aging, which do not fall under the disability Protected Characteristic Group (PCG). This can include slower movement and reaction time, and some may use mobility aids for walking. A reduction in motor vehicle traffic is likely to be particularly beneficial for those who require extra time to cross the street due to physical or visual impairments. Additional seating and places to rest are also likely to help those with slight mobility impairments.

- While these measures are likely to create safer, healthier streets for residents of Enfield, they may lead to slightly longer journey times for some people who rely on private cars, taxis or Dial-a-Ride. Private cars, taxis or Dial-a-Ride are particularly popular for people aged 65 and over. Travelling can also be uncomfortable for some people, particularly for the elderly, therefore extended journey times could exacerbate this issue.

- It is noted that some people may be more likely to use a private car as travel patterns and preferences change due to the pandemic. This may lead to increased journey times for those who rely on private cars, taxis or Dial-a-Ride.

- One of the key objectives of the scheme is to improve the quality and safety of its streets by implementing new or improved cycle infrastructure, improvements to crossings, implementing flush crossings and providing more places for people to stop and rest. As older people undertake the highest proportion of their trips by foot and cite addressing physical barriers as important for encouraging them to travel more, improvements to the street environment, such as wider footways and level crossing points would make it easier for them to navigate the town centre leading to a better

experience with the potential for more active travel among this group, and associated health benefits. Improvements to footways and crossings at Church Street would improve access to Enfield Market.

- One of the project aims is to create public realm spaces that will encourage dwell time and enjoyment of the town. Playful designs that encourage incidental play (like at the Little Park Gardens), places to spend time, including family time (like at the market square or library green where events, including family-oriented activities are planned) and improved places where families can currently go to (library with an improved outdoor area that will include a children's spill out/play area).

Assessment of scheme interventions

Bus Stop Locations

- Bus stop relocations on Cecil Road, Church Street and London Road could disproportionately negatively impact those of older age who rely on mobility aids if they are now required to walk further than previously required. However, the new location of bus stops may also benefit those who are now closer to their destination and are required to walk shorter distances. Without detailed information on the final origins and destinations of bus passengers, it is not possible to quantify whether positive impacts will outweigh negative impacts (or vice-versa). The video footage however indicated that most passengers alighting on Cecil Road, were walking east rather than west. It is therefore believed the proposed changes are likely to provide benefits to most passengers who currently use this bus stop.

Road Space Reallocation

- As part of the scheme proposals, some road space is to be reallocated away from general traffic and / or road closures and modal filters introduced to increase space for pedestrians or address existing collision patterns. These could lead to longer journey times for some, which may disproportionately negatively impact some older people who may rely on transport such as taxis, private vehicles or Dial a Ride.

- Regular engagement with emergency services is being undertaken by the project team throughout the design development and no safety or access concerns were raised by them. The interventions are also not deemed a risk to the reliability of these services. Access to all locations will be maintained and access to St Andrew's Road will be monitored by a CCTV camera enabling access for emergency services at any time. Where light segregation is proposed, this will allow kerb access for emergency vehicles as well as certain other vehicles, including taxis.

Pedestrian and Cyclist Interaction

- There are areas where pedestrians and cyclists are more likely to interact in

shared areas. Though this provision is a recognised design feature in local and national design standards such as the London Cycling Design Standards (LCDS, 2014), it may have a disproportionately negative impact on people who are disabled and people of different age groups, particularly younger or older people who may be uncomfortable by the presence of cyclists due to limited mobility, hearing or visual impairments.

Taxi Access

- The provision of segregated cycle lanes between the footway and carriageway may reduce the ease of pick up/drop off for passengers who use wheelchairs or have other mobility issues. A formal pick-up/drop-off point will be provided on Southbury Road, with a maximum waiting time of 5 minutes. Where light segregation is proposed, this will allow kerb access for emergency vehicles as well as certain other vehicles, including taxis.

- A formal black-cab only taxi rank is also being proposed within the New River Loop car park area. This location will be opened up for greater visibility and pedestrian access will also be improved, including for disabled users. In addition to being located directly opposite the station, the taxi rank location will also be included on the wayfinding signage within the station plaza. The taxi rank will be accessible via a direct informal crossing, or via a signalised crossing located immediately to the west of the station and taxi rank location. The taxi rank being located on the opposite side of the street from the station entrance may make people feel unsafe later at night, particularly given its location near a betting shop and an off-licence. This could be particularly problematic for elderly people who may feel more vulnerable in these types of locations. A Help Point unit is being proposed to be installed directly outside of the station to help people seeking help if needed. The unit may be in the form of a smart pole, which combines features such loudspeaker and an intercom to contribute to the community safety. A dedicated pick-up/drop-off point for passengers is also being proposed in the vicinity of the station, on Southbury Road, which offers access without the need to cross the road.

- Where light segregation is proposed, this will allow kerb access for emergency vehicles as well as certain other vehicles, including taxis.

Continuous footways

- While continuous footways are intended to establish pedestrian priority across side roads and reduce vehicle speeds when turning across them, they may initially negatively impact elderly people or children who may be confused by the unfamiliar layout and lack of clear road markings and kerbs. These are being implemented more widely across London and with time, should be a familiar feature for all users. Regular users of the area will also be able to become familiar with this design that is aimed at improving pedestrian priority.

Comfort

- Replacing staggered crossings with direct crossings, widening crossings, upgrading signals, removing redundant street furniture and improving footway surfaces as part of these proposals improves the safety and priority of pedestrians, as well as creating more direct and pleasant journeys. This will benefit elderly people more than any other age group, as they often have limited mobility or find it difficult to walk longer distances. The proposed improvements to pedestrian facilities would also assist people using the GP Surgery at Cecil Road. Other proposed street improvements include raised tables and continuous footways at side roads which provide a flush crossing surface and are easier to navigate for people with mobility aids.

- Additionally, seating within public realm will be beneficial for those with mobility impairments and enable them to make longer or more frequent walking journeys. Spending time outdoors, potentially socialising during that time and enjoying the improved environment, can benefit to the improved mental health for all, including those potentially more isolated.

Bus Services During Construction

- Road closures during construction may cause temporary disruption to bus services within the scheme extent. This may have a disproportionately negative impact on young people who are more likely to use buses as their primary method of travel than any other age group. This may make some of their journey slightly longer.

Safety and Perception of Safety

- Changes to the highway layout and infrastructure provision such as segregated cycle lanes, and new and improved crossings, provide physical separation or reduced interaction between people walking and cycling and motor traffic. Improved safety, and / or improved perception of safety is expected to have a positive impact on those of all age groups, particularly young and older people who may not walk or cycle currently. This could increase active travel for this protected characteristic, with associated health benefits.

Improved pedestrian facilities

- Improved pedestrian crossings with shorter crossing distances, shorter waiting times or improved signal technologies such as pedestrian countdown, rotating cones or audible signals provide an improved experience for people of all ages, especially younger or older people who may have slower walking speeds or be less able to walk far. The improved pedestrian facilities proposed as part of the scheme may also have positive impacts for pupils at Enfield Grammar School using crossings at Church Street (the crossing in front of the market and/or the road closure at Little Park Gardens), as well as people using the GP Surgery at Cecil Road, who are more likely to be older and/or with a disability.

Phase 2 LTET Engagement Responses

- Of the survey respondents providing demographic data about their age (153 – 65 per cent), 2 (1 per cent) were aged under 18. 43 respondents stating demographic data (28 per cent) were aged 65 or older. The demographics of those participating in this phase of engagement was significantly older than the wider population in Enfield Town and is therefore not fully representative of the population in Enfield Town.

- A high proportion (70 per cent) of respondents over 65 stated they thought that improving the pedestrian arrival at Enfield Town Station would benefit Enfield Town, with only 9 per cent thinking it would not, compared to 18 per cent of the overall survey thinking it would not.

- Of the comments from people aged 65 and over regarding safety, the majority (56 per cent of responses directly about safety of proposals) stated that their sense of safety would be reduced as a result of scheme proposals, with emergency access, cycle/pedestrian conflict, congestion and air quality all referenced. Emergency service access was raised in comments coming from two people aged 65 or over. Regular engagement with emergency services is being undertaken by the project team throughout the design development and no safety or access concerns were raised by them. Access to all locations will be maintained and access to St Andrew's Road will be monitored by a CCTV camera enabling access for emergency services at any time.

Phase 3 LTET Engagement Responses

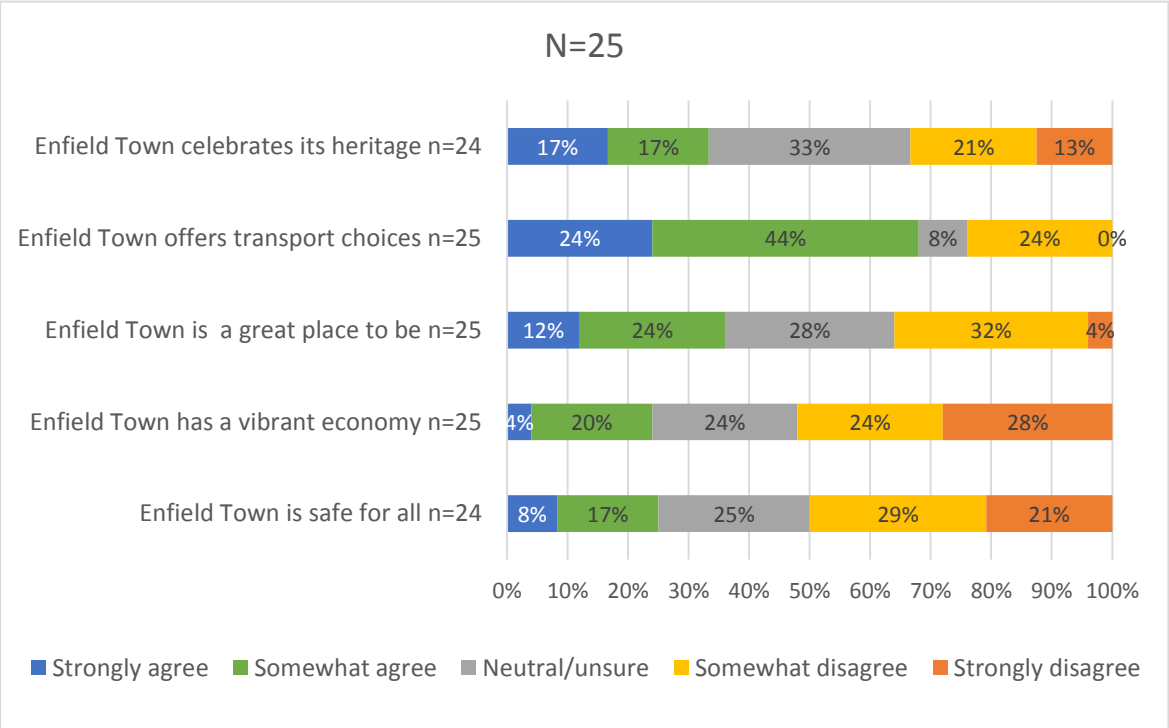
A meeting with Young Mayer was arranged and very positive feedback was received regarding the proposed improvements. The following benefits were noted by the Young Mayor:

- Public realm proposals offer much nicer, pleasant and inviting environment that has a potential to encourage and invite younger population from the vicinity to visit the Enfield Town, or visit it more often; including to eat and spend time at the town centre.
- Proposals offer much safer crossing facilities and places to sit and rest which is welcomed.
- Proposals offer cycle facilities which is a positive improvement.
- It is welcomed to see improved lighting and CCTV as key to improved safety.
- Proposals offer greener and more friendly environment which helps encourage visiting and staying in the town centre.
- It would be great to see more events in the Enfield Town centre, for example live music shows, singing and dancing, or a stage for speaking and performing.

Phase 4 LTET Engagement Responses

- Of the participants that provided information about their age (151 – 46 percent), none of the survey respondents were under 18 years old, 28 (19 percent) of respondents who provided this demographic information were 65 or older. Those who participated in this phase of engagement were predominantly between the ages of 35 and 54. Figure 8 below shows what participants aged 65 or older thought about how the proposed plan for Enfield Town responds to the 5 Design Principles.

Figure 8: Percentage of respondents aged 65 years or older showing feedback on the proposals on a scale of strongly agree to strongly disagree.



- Of the comments from people aged 65 and over who indicated that they 'disagree' or 'strongly disagree 'with some of the design principles, a few issues were raised. A concern was raised that the addition of cycle lanes will cause traffic congestion and make crossing roads harder.

- Other comments from people aged 65 and over included concerns that proposals will make parking more difficult and that open spaces could become gathering places for youth gangs and potential spaces for violence. Also, a few concerns were also raised over the design of Shared Use Bus Boarders (SUBBs) and that it will disadvantage pedestrians and bus passengers and lead to increased accidents, also that it will create a feeling of confusion or worry about collisions for users. Increase in air quality and how the scheme will impact emergency services was also referenced.

Mitigating actions to be taken

- It is recommended that Enfield works in collaboration with TfL to monitor the performance of the proposed bus stop boarders, with particular regard paid to how elderly users use and perceive them. Enfield is currently following TfL draft guidance on bus stop boarders and is continuing to monitor their usage in other locations. Amendments to the design should be considered where issues are identified that disproportionally impact those who are partially sighted, blind, or have mobility issues; while noting any relevant design standards and guidance

- Shared space areas and cycle tracks should be clearly demarcated through signage, tactile paving and with a change of colour/material. It is recommended that LB Enfield monitors the performance of these spaces with particular regard paid to how elderly users use and perceive these spaces.

- Local Enfield Grammar School has been invited to take part in the Sensory Garden workshop, but did not respond to the invitation.

- Traffic modelling have been carried out to assess impact of the proposed changes. Emergency services have also been engaged as part of the design process. Work in collaboration with TfL Buses to monitor bus journey time impacts to identify if any excessive increases are occurring as a result of the scheme.

- Consideration should be given to any potential consequential impacts which may excessively affect bus journey times, such as the construction phase of the scheme. Careful planning and early discussions on the anticipated Traffic Management plans and programme are being undertaken to minimise the impact.

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.

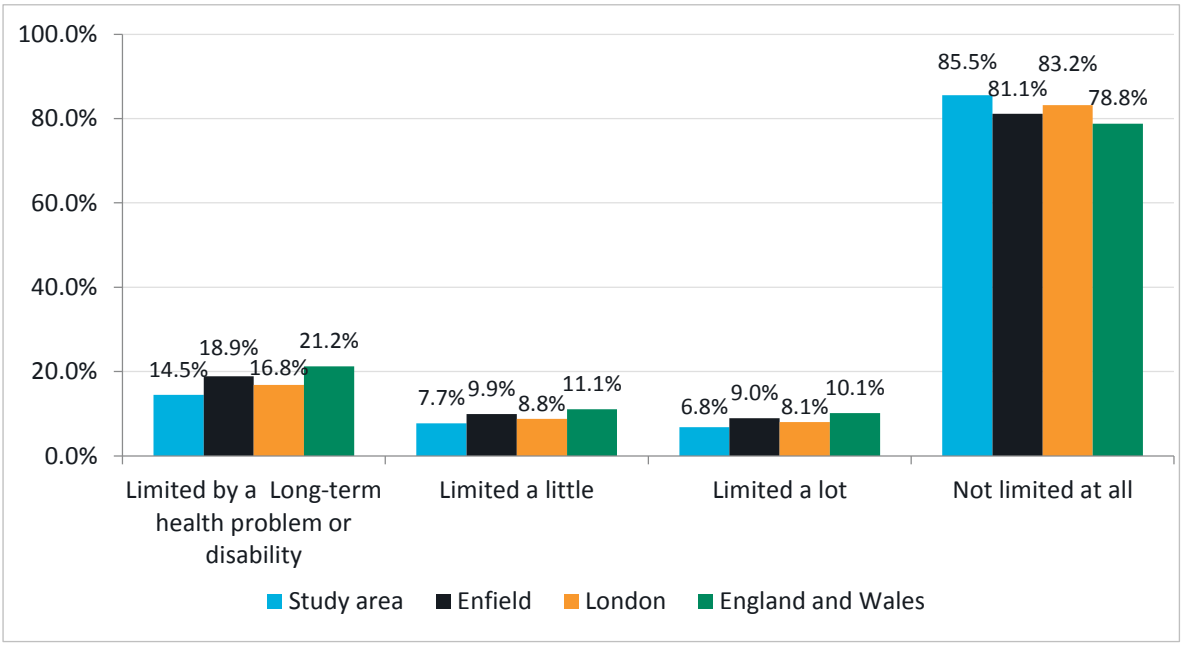
Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

Evidence Base

As demonstrated in Figure 9 the proportion of those limited by long-term health problems and disabilities in the study area in question has a slightly lower proportion compared to Enfield, London and England and Wales as a whole.

Figure 9: Proportion of those limited with long term health problems or disabilities

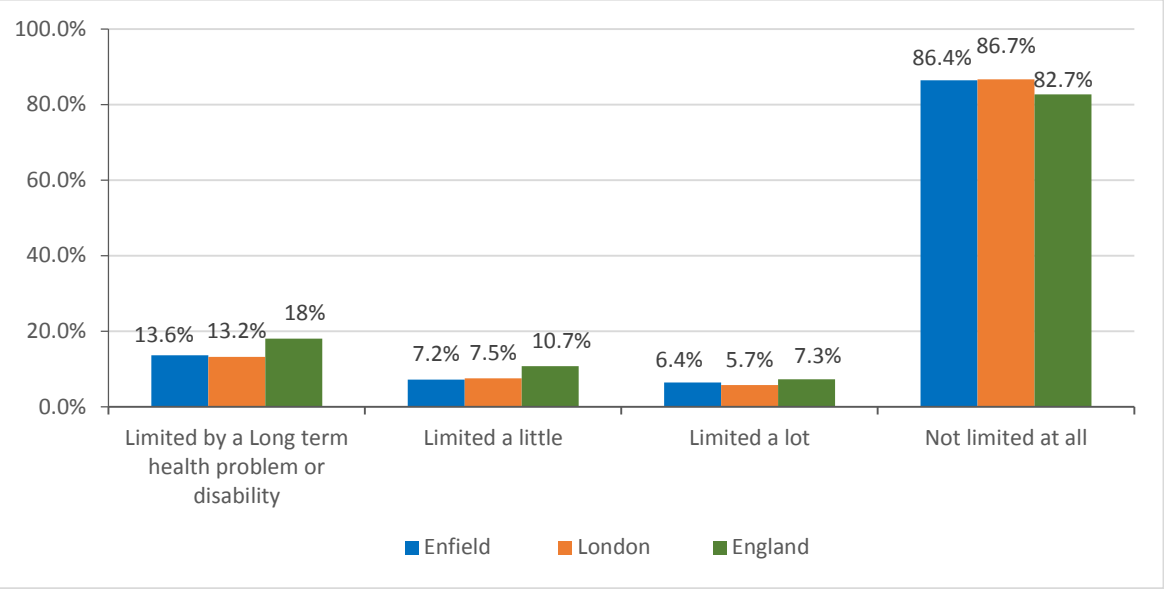


Source: UK Census 2011[15]

According to the Census 2021 data, Enfield has 86.4 per cent of residents feel that they have no limitations on their activities. This is similar to the London average and slightly higher than England (82.7 per cent). 13.6 per cent of the population of Enfield stated that they were limited by a long-term health problem or disability. Figure 10 presents this data.

Figure 10: Proportion of those limited with long term health problems or disabilities based on Census 2021.

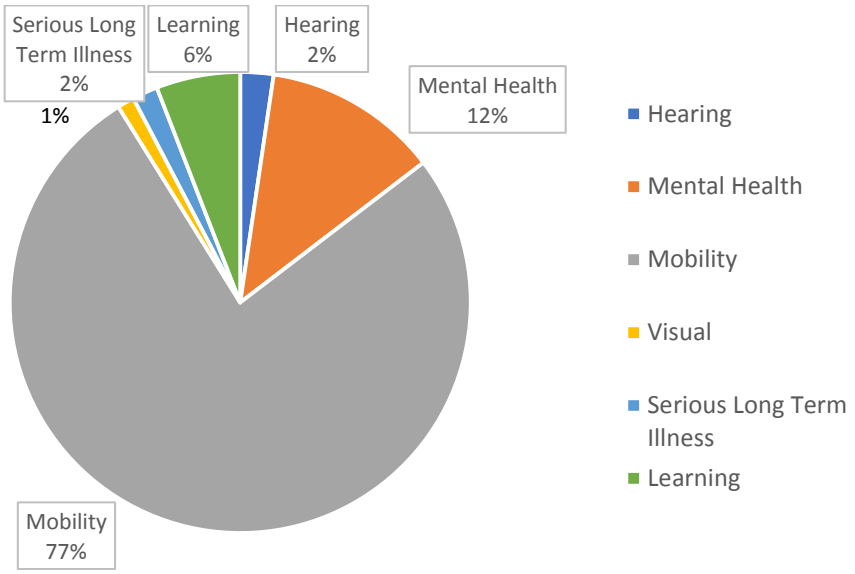
[15] https://www.ons.gov.uk/census



Source: UK Census 2021[16]

Disability types stated by those who live in Enfield and have a disability affecting daily travel (including old age) is shown in Figure 11. Mobility impairment represents the highest proportion (77 per cent) followed by impairment due to mental health (12 per cent). It should be noted that this data is based on a small sample, therefore results should be taken as a general indication only. It is important to note that various physical and mental disabilities can lead to travel limitations.

Figure 11: Disability types stated by those with a disability affecting travel



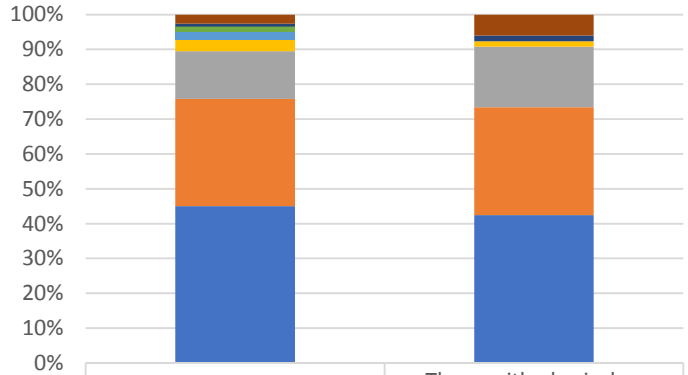
Source: LTDS (2016/17, 2017/18 and 2018/19)[17]

[16] Census - Office for National Statistics (ons.gov.uk)

Focusing solely on cyclists who have a disability, the Wheels for Wellbeing annual survey[18] shows that 72 per cent of disabled cyclists use their bike as a mobility aid, and 75 per cent found cycling easier than walking. Survey results also show that 24 per cent of disabled cyclists' bike for work or to commute to work and many found that cycling improves their mental and physical health. Inaccessible cycle infrastructure was found to be the biggest barrier to cycling.

Mode split for people with a physical or mental disability is shown Figure 12. When compared to the LTDS mode split of trips made by all people, car use for those with disabilities is lower (42.6 per cent compared to 45 per cent), bus use is greater (17.5 per cent compared to 13.7 per cent) and walking is marginally higher (31.1 per cent compared to 30.8 per cent).

Figure 12: Mode split by those with a physical or mental disability affecting daily travel – Enfield



	Average	Those with physical or mental disability affecting daily travel (including old age)
Other	2.6%	6.0%
Train	0.9%	1.7%
London Overground	1.4%	0.0%
Cycle	2.2%	0.0%
Underground	3.4%	1.5%
Bus	13.7%	17.5%
Walk	30.8%	31.1%
Car	45.0%	42.7%

Source: LTDS (2016/17, 2017/18 and 2018/19)[19]

17 https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/bulletins/2011census/2013-05-16

18 Wheels for Wellbeing Annual Survey 2018: https://wheelsforwellbeing.org.uk/wp-content/uploads/2019/04/Survey-report-final.pdf

19 https://tfl.gov.uk/corporate/about-tfl/how-we-work/planning-for-the-future/consultations-and-surveys#on-this-page-1

Differential impact assessment

Assessment of scheme objectives

- Those with physical and mental disabilities can be more vulnerable to poor air quality. Although the study area has a slightly lower proportion of those limited by a long-term health problem or disability, the delivery of the proposed interventions provides an opportunity to enable mode shift, reducing the level of emissions from private vehicle usage whilst enabling active travel, benefiting these disability groups through improved air quality.

- Those with physical or mental disabilities in Enfield are slightly less likely to use private vehicles compared to the London average, but are more likely to use bus services. The enablement of modal shift away from private vehicles can reduce congestion within Enfield Town, improving the reliability and attractiveness of bus services. Therefore, this demonstrates a material benefit to these disability groups.

- The interventions seek to improve the environment for pedestrians, particularly benefiting those living with mobility problems. The implementation of raised tables and new signalised junctions will enable those to walk safely and with confidence. Improved and widened footways, proposed seating and places to rest, will all further benefit those mobility problems. Furthermore, the proposals will benefit those relying on public transport as most of these journeys start / end on foot.

- Conversely, in the short to medium term the scheme may adversely increase congestion on the surrounding road network as construction takes place, and some traffic reassigns from roads within the study area. As such, during the construction period, this may impact some of those relying on private vehicles, taxis, Dial-a-Ride and buses. Some of those with disabilities may find travelling uncomfortable, and as such, increased travel times for those using these modes could exacerbate this.

- Furthermore, those with longer-term health issues may have a greater reliance on emergency vehicles such as ambulances. Regular engagement with emergency services is being undertaken by the project team throughout the design development and no safety or access concerns were raised by them. The interventions are also not deemed a risk to the reliability of these services. Access to all locations will be maintained and access to St Andrew's Road will be monitored by a CCTV camera enabling access for emergency services at any time. Where light segregation is proposed, this will allow kerb access for emergency vehicles as well as certain other vehicles, including taxis.

- Additionally, seating within public realm will be beneficial for those with

mobility impairments and enable them to make longer or more frequent walking journeys. Spending time outdoors, potentially socialising during that time and enjoying the improved environment, can benefit to the improved mental health for all.

- Those living with physical or mental disabilities may be at greater risk from the health impacts of Covid-19, and as such could choose to utilise private travel rather than public transport, due to its perceived risk should the Covid-19 related issues still existed once the scheme is implemented. As such this could lead to increased journey times for some of those relying on private transport. At the same time, walking and cycling facilities will be improved and so using these modes over public transport, if chosen, may be easier that it currently is.

Assessment of scheme interventions

Bus Stop Locations

- Bus stop relocations on Cecil Road, Church Street and London Road could negatively impact people with mobility issues if they are now required to walk further than previously required. However, the new location of bus stops may also benefit those who are now closer to their destination and are required to walk shorter distances. Without detailed information on the final origins and destinations of bus passengers, it is not possible to quantify whether positive impacts will outweigh negative impacts (or vice-versa). The video footage however indicated that most passengers alighting on Cecil Road, were walking east rather than west. It is therefore believed the proposed changes are likely to provide benefits to most passengers who currently use this bus stop.

- The bus is also the only public transport mode offering a 24-hour service and so perceptions of risk to personal security may increase at night-time. The southern movement of London Road's bus stop slightly worsens access to Enfield Town Market and amenities on Church Street via the W8 bus, however the proposed bus stop is less than 50m from the existing location therefore it is expected that this would have a negligible impact The bus stop is now closer to the shopping centre access.

Bus Stop Bypasses and boarders

- The Royal National Institute of Blind People (RNIB) has previously raised concerns about the use of some design interventions which involve the mixing of pedestrians and cyclists, such as shared space schemes and bus stop bypasses/bus stop boarders. As such, it is possible that the bus stop boarders in this scheme will disproportionally impact those who are partially sighted, blind, or have mobility issues.

Road Space Reallocation

- As part of the scheme proposals, some road space is to be reallocated

away from general traffic and / or road closures and modal filters introduced to increase space for pedestrians or address existing collision patterns. These could lead to longer journey times which may disproportionately negatively impact disabled people who may rely on transport such as taxis, private vehicles or Dial a Ride.

Pedestrian and Cyclist Interaction

- There are areas where pedestrians and cyclists are more likely to interact in shared areas. Though this provision is a recognised design feature in local and national design standards such as the London Cycling Design Standards (LCDS, 2014), it may have a negative impact on people who are disabled who may be uncomfortable by the presence of cyclists due to limited mobility, hearing or visual impairments.

Continuous Footways

- Whilst continuous footways are intended to establish pedestrian priority across side roads and reduce vehicle speeds when turning across them, they may negatively impact on people with learning difficulties or autistic spectrum disorders who may be confused by the unfamiliar layout and lack of clear road markings and kerbs. It is understood that the National Federation of the Blind UK are opposed to this solution for similar reasons.

Raised Table Crossings

- Raised table crossings are intended to improve pedestrian legibility and priority over crossings, however they may have a disproportionately negative impact on people with learning difficulties or autistic spectrum disorders who may be confused by the lack of kerbs.

Taxi Access

- The provision of segregated cycle lanes between the footway and carriageway may reduce the ease of pick up/drop off for passengers who use wheelchairs. This may reduce the opportunity for taxi hailing and disproportionately negatively impact disabled people. A formal pick-up/drop-off point will be provided on Southbury Road, with a maximum waiting time of 5 minutes. The taxi rank being located on the opposite side of the street from the station entrance may make people feel unsafe later at night, particularly given its location near a betting shop and an off-licence. This could be particularly problematic for disabled people who are may feel more vulnerable in these types of locations. A Help Point is being proposed outside of the station to help people seeking help if needed. A dedicated pick-up/drop-off point for passengers is also being proposed in the vicinity of the station, on Southbury Road, which offers access without the need to cross the road.

- Where light segregation is proposed, this will allow kerb access for emergency vehicles as well as certain other vehicles, including taxis.

Improved Pedestrian Facilities

- Replacing staggered crossings with direct crossings, widening crossings, upgrading signals and improving footway surfaces as part of these proposals improves the safety and priority of pedestrians, as well as creating more direct and pleasant journeys. This has a significant positive impact on disabled people including visually impaired people and wheelchair users. Simplified street layouts make it easier for pedestrians with a cognitive disability to navigate and may also reduce the walking distance for people with mobility impairments. Other improvements including raised tables and continuous footways at side roads that provide a flush crossing surface and the removal of street clutter are easier to navigate for wheelchair users. The improved pedestrian facilities proposed as part of the scheme may also have positive impacts for people using the GP Surgery at Cecil Road, who are more likely to be older and/or with a disability.

Bus Services During Construction

- Road closures during construction may cause temporary disruption to bus services within the scheme extent. This may have a disproportionately negative impact on people with disabilities who use buses as their primary method of travel. This may make some of their journey slightly longer.

Blue badge parking

- The number of Blue Badge bays would increase from 1 to 16 as part of the scheme, and a significant number of off-street parking bays are available (1,100+) in the town centre car parks. This improvement in Blue Badge parking provision will benefit disabled people who hold a Blue Badge who should find it easier to park closer to their destination, particularly as Blue Badge bays have been located close to key destinations such as GP surgeries and opticians. An additional benefit of having an increased number of Blue Badge parking bays is that these spaces will not be blocked by loading at any time, which currently occurs at present.

Phase 2 LTET Engagement Responses

- During Phase 2 engagement, respondents to the questionnaire were asked to provide information that could help inform the Equalities Impact Assessment (EqIA) only 27 per cent (63) participants responded to this question. However, the demographic data demonstrates that a small number of respondents fell into this protected characteristic group, so this was expected. The question was also the last qualitative one of the surveys, at which point a number of Equalities Impact Assessment issues had been raised at earlier stages by participants.

- 13 respondents identified as having at least one disability (9 per cent of respondents providing demographic data about this). Of these respondents, 7 identified as female, 4 as male and 2 preferred not to say. All identified as White – English/Welsh/Scottish/Northern Irish or preferred not to say. Three were over 65.

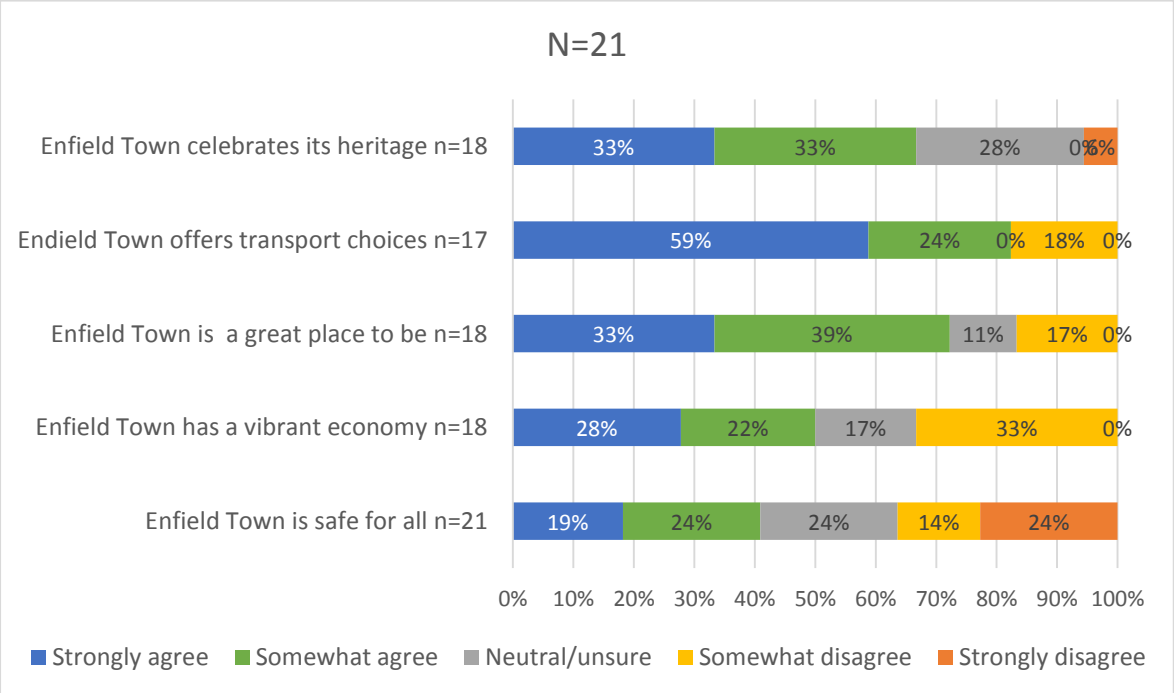
- In stakeholder discussions with the National Federation of the Blind of the UK, concerns were raised about the proposed bus stop bypasses, and that these are considered to be inaccessible for people who are visually impaired. The NFBUK note that bypasses are 'not acceptable' to them, and direct access is required for bus stops. It was noted that the provision of bus stop bypasses may impact on the safety of visually impaired people, disabled people, older people and people with young children, which may put them off travelling by public transport.

Phase 4 LTET Engagement Responses

- During Phase 4 engagement, survey respondents were asked to provide information that could help better understand the Enfield community and the people that engage with Enfield Council. These questions were optional and not everyone was willing to provide this information. One of the questions was asking if respondents have any physical or mental health condition or illness that has lasted or is expected to last for 12 months or more.

- 21(14 per cent of respondents providing demographic data about this) responded 'yes' to the question whether they have a physical or mental health condition or illness lasting or expecting to last for 12 months or more, 144 (84 percent) said 'no' and 7 (5 percent) preferred not to say. Figure 13 below shows how respondents with disabilities thought about how the proposed plan for Enfield Town responds to the 5 Design Principles.

Figure 13: Percentage of how respondents with disability showing feedback on the proposal on a scale of strongly agree to strongly disagree.



- Of those who responded, some had concerns on how proposed changes will impact their life; there were concerns that the implementation of more cycle lanes will make driving in Enfield Town difficult, especially given that not everyone is fit and able to cycle, albeit this view was not specific to only this group of respondents. Misuse of blue badges bays at Sarnesfield Rd was mentioned as potential problem.

- One of the respondents suggested to make pedestrian areas accessible to everyone, there must be a substantial increase in the number of disabled parking spaces located nearby

- The Enfield Town Consultative Group (ETCG) raised concerns regarding ability of Blue Badge holders to park in the Town Centre, namely that although the proposed number of dedicated Blue Badge parking bays has increased this doesn't factor in the loss of parking on double yellow line for disabled people particularly on London Road where it was said that there are many as six Blue Badge holders parked whist using local shops, banks or the dentist.

- The National Federation of the Blind of the United Kingdom (NFBUK) raised concerns about the proposal of bus stop boarders on the Northbound Bus Stop on London Road and in both directions on Southbury Road, that, if implemented, would result in discrimination against blind, deaf-blind, and visually impaired pedestrians and bus users, and therefore should not be included in the final plan. Also, concern about the proposed bus stop bypasses for the Westbound bus stop on Cecil Road and in both directions on Southbury Road. There were also objections about cycle lanes cutting through pavements, the use of toucan crossings and zebra crossings, the use of raised tables and continuous pavements, and the removal of drop off points outside of the Enfield Town Station.

- The NFBUK proposed that the plans must be revised to ensure the safety and independence of blind, deafblind, and visually impaired pedestrians and bus passengers.

Mitigating actions to be taken

- It is recommended that Enfield works in collaboration with TfL to monitor the performance of the Shared Use Bus Boarders (SUBBS) along the route, with particular regard to how disabled users use and perceive them. For the design and implementation of the SUBBs Enfield is currently following Department for Transport LTN1/20 guidance on Cycle Infrastructure, TfL's draft SUBBs guidance, TfL's accessible bus stop design guidance and is continuing to monitor their usage throughout the borough.

- Shared space areas and cycle tracks would be clearly demarcated through

signage, tactile paving and with a change of colour/material and in-line with the LTN 1/20 guidance and the latest SUBBs guidance. It is recommended that LB Enfield monitors the performance of these spaces with particular regard paid to how disabled users use and perceive these spaces.

- Work in collaboration with TfL Buses to monitor bus journey time impacts to identify if any significant increases are occurring as a result of the scheme.

- Consideration should be given to any potential consequential impacts which may excessively affect bus journey times, such as the construction phase of the scheme. Careful planning and early discussions on the anticipated Traffic Management plans and programme are being undertaken to minimise the impact.

- The proposed scheme will provide a total of 16 dedicated on-street blue badge bays where currently there is only 1 available. This is in addition to the off-street blue badge bays that are provided in the off-street car parking.

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.

Evidence base

There is no data available on the numbers of people in the area under this protected characteristic. Primary Care Trusts and Specialist Commissioning Groups collect data on the number of commissioning decisions made in relation to gender reassignment treatment, but this data is not publicly available.

However, the closest we can get to a local estimate is to use the national estimate provided by the Gender Identity Research and Education Society, who estimate around 1 per cent of the population to be gender nonconforming. In Enfield Borough, with a Census 2011 population of 333,869, this equates to 3,339 individuals who may be gender nonconforming. For individuals who are gender nonconforming personal safety can be a particular issue.

The Census 2021 asked a voluntary question on gender identity to respondents aged 16 years or over. 91.42% of Enfield residents aged 16 years and over responded to the question. Table 2 below shows gender identity in Enfield Borough

based on the responses received.

Table 2: Gender identity of Enfield population aged 16 years and over based on Census 2021[20] data.

Gender identity	Enfield population aged 16 years and over	Percentage of residents aged 16 years and over
Gender identity the same as their sex registered at birth	232,329	90.34%
Gender identity different from their sex registered at birth but no specific identity given	1,652	0.64%
Trans woman	518	0.2%
Trans man	486	0.19%
Non-binary	74	0.03%
Another gender identity	58	0.02%
Did not answer	22,065	8.58%

Differential impact assessment

Assessment of scheme objectives

- The delivery of the proposed interventions will enable modal shift away from private car usage and towards public and active travel including walking. Improved public realm spaces, including seating and greenery, are aimed to increase footfall on the pavements and improve the level of natural surveillance, which could improve both perceived and actual personal safety. Improved lighting and CCTV is aimed to further improve this; and this in turn may benefit people in this group more than any other.

Assessment of scheme interventions

- Improved natural surveillance at and around bus stops on London Road, Cecil Road and Church Street from possible increases in footfall and cycling may improve the sense of safety for this protected group.

Phase 2 LTET Engagement Responses

- One survey response from a person identifying as transgender was recorded, with no qualitative inputs.

Phase 4 LTET Engagement Responses

[20] ONS, Gender identity, England and Wales: Census 2021

• No matters were raised in phase 4 engagement responses relating to gender reassignment.
Mitigating actions to be taken
• Further engagement responses to be monitored for any issues identified by the public.

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
At this time, it is believed that no aspect of this scheme is likely to have a disproportionate impact on grounds of Marriage and Civil partnership.
Mitigating actions to be taken
• Further engagement responses to be monitored for any issues identified by the public.

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

Evidence base

The birth rate in Enfield was 15.1 births per 1000 people in 2016, approximately 28 per cent above the national average that year of 11.8, though on par with the Outer London average of 15.0 per 1000 people. Therefore, there are statistically more likely to be pregnant and maternal people who reside in Enfield than the national average, however this is near equal to Outer London.

According to Census 2021, The General Fertility Rate (GFR[21]) in Enfield was 58.0 per 1,000 women aged 15-44, similar to London GFR that year, and slightly lower than outer London GFR.

Differential impact assessment

Assessment against scheme objectives

- The interventions which include the implementation of new pedestrian crossings and raised tables at junctions will enable those who are pregnant or moving around with children to walk through the area more safely and confidently.

- In the short to medium term the scheme may adversely increase congestion on the surrounding road network as construction takes places, and some traffic reassigns from roads within the study area. As such the scheme could negatively impact journey times.

- More seating within public realm will be beneficial to those who are pregnant or with children, enabling them to make longer walking journeys more confidently by providing places to rest. Improvements at Little Park Gardens (proposed new space) will also provide opportunity for incidental play. A Sensory Garden that is being considered is also likely to provide attractive destination and improvements for those with children.

- Those who are pregnant are additionally more at risk of requiring the usage of emergency services, particularly ambulances. Regular engagement with emergency services is being undertaken by the project team throughout the design development and no safety or access concerns were raised by them. The interventions are also not deemed a risk to the reliability of these services. Access to all locations will be maintained and access to St Andrew's Road will be monitored by a CCTV camera enabling access for emergency services at any time. Where light segregation is proposed, this

[21] https://data.london.gov.uk/dataset/births-and-fertility-rates-borough

will allow kerb access for emergency vehicles as well as certain other vehicles, including taxis.

- One of the key objectives of the proposals is to increase the number of people cycling by providing measures such as the provision of new cycle infrastructure, which may encourage or facilitate the use of wider cycles, including those with trailers, enabling the use of cycle lanes by parents with children, with associated health benefits, and improvements to access to Enfield Town amenities by foot and bicycle, such as the Enfield Town Library and shops.

Assessment against scheme interventions

Bus Stop Locations

- Bus stop relocations on Cecil Road, Church Street and London Road could negatively impact people with mobility issues if they are now required to walk further than previously required. However, the new location of bus stops may also benefit those who are now closer to their destination and are required to walk shorter distances. Without detailed information on the final origins and destinations of bus passengers, it is not possible to quantify whether positive impacts will outweigh negative impacts (or vice-versa). The video footage however indicated that most passengers alighting on Cecil Road, were walking east rather than west. It is therefore believed the proposed changes are likely to provide benefits to most passengers who currently use this bus stop.

- The southern movement of London Road's bus stop slightly worsens access to Enfield Town Market and amenities on Church Street via the W8 bus, however the proposed bus stop is less than 50m from the existing location therefore it is expected that this would have a negligible impact. The bus stop is now closer to the shopping centre access.

Antisocial Behaviour and Crime

- Improved CCTV and street lighting and increased footfall can decrease the levels of crime, through an increase in natural surveillance of streets. Implementing these measures would be likely to deter some people from committing a crime. This may have a significant positive impact on people who are pregnant or new parents, who may feel more vulnerable to crime[22].

Comfort

- Replacing staggered crossings with direct crossings, widening crossings, upgrading signals, removing redundant street furniture and improving footway surfaces as part of these proposals improves the safety and priority

[22] https://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf

of pedestrians, as well as creating more direct and pleasant journeys. This would have a positive impact on people who are pregnant or for parents with young children. The proposed improvements to pedestrian facilities would particularly benefit people using the GP Surgery at Cecil Road, including pregnant women and people with young children. Other proposed street improvements include raised tables and continuous footways at side roads provide a flush crossing surface and are easier to navigate for people with pushchairs.

Taxi access

- The taxi rank being located on the opposite side of the street from the station entrance may make people feel unsafe later at night. This could be particularly problematic for young mothers or expecting mothers who may feel more vulnerable in these types of locations. A Help Point is being proposed outside of the station to help those seeking help if needed. A dedicated pick-up/drop-off point for passengers is also being proposed in the vicinity of the station, on Southbury Road, which offers access without the need to cross the road.

Phase 2 LTET Engagement Responses

- Of the 21 people (15 per cent of participants who provided demographic data, 9 per cent of all responses) who responded as having recently been pregnant or having young children, one third identified as men, two thirds as women.

- Respondents were overwhelmingly positive in responses as to whether proposed measures would benefit Enfield Town.

- Regarding new community spaces, 12 respondents raised increased seating and greenery as key improvements they would like to see. In terms of improving facilities for walking, 4 respondents recommended improvements to surfacing to ensure even surfaces for the use of buggies, and 1 raised slower traffic speeds.

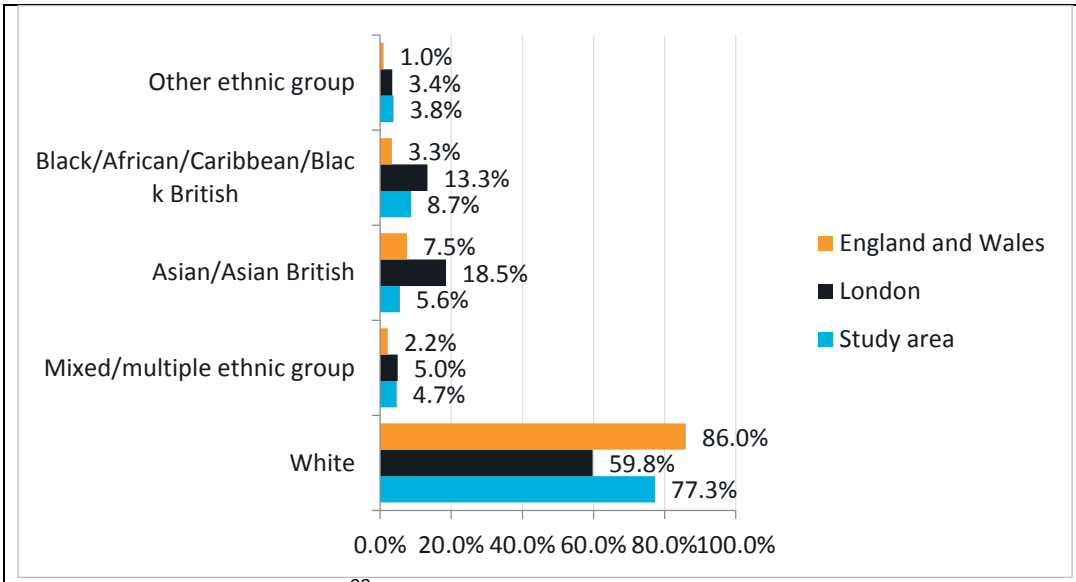
Phase 4 LTET Engagement Responses

- Only 3 of the participants who provided demographic information indicated that they were pregnant or on maternity leave. 2 of the respondents agreed or somewhat agree that Enfield Town is safe for everyone, while 1 responded Neutral/Unsure. All 3 respondents indicated they agree or somewhat agree to other design principles that Enfield has a vibrant economy, is a great place to live, offers a variety of transportation options, and honours its heritage.

- One of the respondents who stated that is pregnant or on maternity leave, stated that these enhancements will improve the local air quality. None of the respondents indicated that the proposed changes will have a negative impact on their pregnancy or maternity condition.

Mitigating actions to be taken
• Ensure that any additional space created for pedestrians is aimed to be accessible to users, including parents with prams, for example by ensuring that new space is flush with existing footways, or alternatively that dropped kerbs or ramps are provided. Street furniture/bollards should also be designed (and monitored) to ensure that they are not creating any pinch points or making travel through the area more difficult for people with prams/buggies. • Monitor responses from this demographic during further engagement. • Work in collaboration with TfL Buses to monitor bus journey time impacts to identify if any excessive increases are occurring as a result of the scheme.

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
Evidence base Figure 14 presents the population of the study area by ethnicity. Based on Census 2011 data, 77.3 per cent of the study area's residential population is 'White', making it the most common ethnicity in the area. It is higher than the average across London, with the study area being 17.5 per cent higher than the average across London of 59.8 per cent. The second most populous ethnicity is 'Black/African/Caribbean/Black British', of which 8.7 per cent of the population identify. This is followed by 'Asian/Asian British', at 5.6 per cent of the population. **Figure 14: Population of the study area by ethnicity (versus London; England and Wales)**



Source: UK Census 2011[23]

Table 3 presents the population of Enfield by ethnicity, based on Census 2021 data. According to the table below, the 'White' ethnic group constitutes 52.1 percent of the total population, making it the most common ethnicity in the borough. The second most significant group is 'Black, Black British, Caribbean or African' with a percentage of 18.1, followed by 'Other Ethnic Group' with a percentage of 12.1.

Table 3: Population of Enfield by ethnicity based on Census 2021[24] data.

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%**

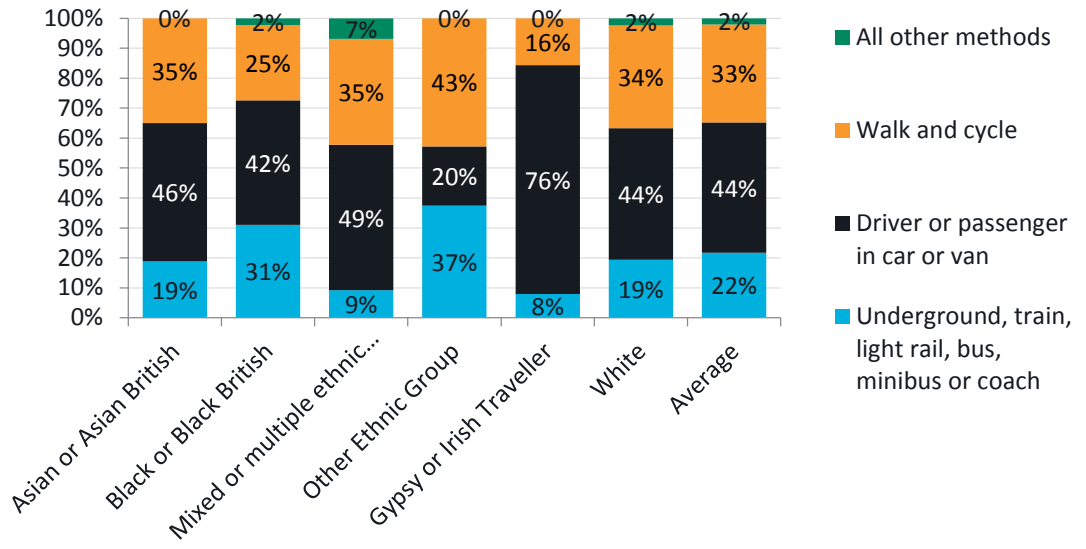
[23] https://www.ons.gov.uk/census

[24] https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationandhouseholdestimatesenglandandwalescensus2021

African	36,463	11%
Caribbean	16,990	5.1%
Any other Black, Black British or Caribbean background	7,059	2.1%
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%

Based on average travel modes from the LTDS data presented in Figure 15, in Enfield all ethnic groups except for 'Other Ethnic Group' are more than likely to drive or be driven in a car or van than use any other mode. 'Other Ethnic Group', 'Asian or Asian British' and 'Mixed or multiple ethnic groups' are most likely to walk and cycle, with a mode share of between 35 and 43 per cent. It is important to note that the sample size of LTDS data is small, therefore these percentages may not precisely reflect the travel behaviours of each ethnic group.

Figure 15: Mode share by ethnicity in Enfield



Source: LTDS (2018/19)[25]

Differential impact assessment

Assessment against scheme objectives

- The study area has a much higher resident population proportion of those identifying as White, compared to the average across London, and is followed by small proportions of those identifying as Black/African/Caribbean/Black British and Asian/Asian British. Each of these ethnic groups have large mode share proportions of those walking, cycling and taking public transport. The proposals look to make it safer and more pleasant to use both, the road networks as a cyclist, and the footways as a pedestrian.

- All the ethnic groups have major mode shares of those driving private vehicles. As such the scheme's interventions could increase journey times for those driving and disproportionately impact them. However, the scheme provides opportunities for promoting modal shift by enabling those who currently do not walk or cycle to do so more safely and efficiently.

- The second highest mode share proportion for each of the primary ethnic groups is walking and cycling. As such the proposals to improve existing footways, introduce new pedestrian and cycle crossings, and segregated / improved cycle lanes will enable those walking and cycling to make safer journeys through the area, but also opportunities to rest and dwell.

[25] https://tfl.gov.uk/corporate/about-tfl/how-we-work/planning-for-the-future/consultations-and-surveys#on-this-page-1

- One of the key objectives of the proposals is to improve the quality and safety of its streets by implementing new or improved infrastructure. This includes measures such as the provision of new cycle infrastructure, improvements to crossings, implementing flush crossings and providing more places for people to stop and rest as well as more greenery.

- Current cycling levels for BAME Londoners and white Londoners remain very similar. BAME Londoners report that they are slightly more likely than white Londoners to use Cycleways, meaning the provision of segregated cycle facilities may be beneficial for race as a protected group for encouraging cycling. BAME Londoners are also more likely to walk than white Londoners to get to/from work, visit friends and relatives, and take a child to school, meaning that improvements to crossings and footways (width and surfacing quality) would positively impact on this protected group.

Assessment against scheme interventions

Bus stop locations

- Bus stop relocations on Cecil Road, Church Street and London Road could negatively impact those of older age who rely on mobility aids if they are now required to walk further than previously required. However, the new location of bus stops may also benefit those who are now closer to their destination and are required to walk shorter distances. Without detailed information on the final origins and destinations of bus passengers, it is not possible to quantify whether positive impacts will outweigh negative impacts (or vice-versa). The video footage however indicated that most passengers alighting on Cecil Road, was walking east rather than west. It is therefore believed the proposed changes are likely to provide benefits to most passengers who currently use this bus stop.

- The bus is also the only public transport mode offering a 24-hour service and so perceptions of risk to personal security may increase at night-time. The southern movement of London Road's bus stop slightly worsens access to Enfield Town Market and amenities on Church Street via the W8 bus, however the proposed bus stop is less than 50m from the existing location therefore it is expected that this would have a negligible impact. The bus stop is now closer to the shopping centre access

Bus Services During Construction

- Road closures during construction may cause temporary disruption to bus services within the scheme extent. This may have a disproportionately negative impact on 'Other Ethnic Group' and 'Black and Black British' people who are more likely to use buses as their primary method of travel than any other ethnic group. This may make some of their journey slightly longer.

- In the Borough of Enfield, a number of different languages are commonly spoken, with adults who speak English at home is 76 per cent. Where English is not understood well, residents may be unable to understand the proposals being put forward, particularly during construction, where bus stops may be temporarily moved, or routes temporarily diverted. The engagement materials as well as any future traffic management plans, can be provided in languages and formats to anyone who enquires about them.

Safety / Perception of Safety

- BAME Londoners are more likely to report they are 'worried' about using public transport. Improved natural surveillance from potential increases in footfall at bus stops and an increase in cycling could positively impact on this protected group by creating an improved experience when using the bus, especially at night. Lighting and CCTV are also being reviewed as part of the proposals to further improve safety.

Phase 2 LTET Engagement Responses

The breakdown of respondents by ethnicity, where a response was provided, is shown in the table below.

Ethnicity	**Number of Respondents**	**per cent of respondents***
White - English/Welsh/Scottish/Northern Irish/British	114	78 per cent
White - White - Irish	9	6 per cent
White - Greek	2	1 per cent
White - Greek Cypriot	2	1 per cent
White - Turkish	0	0 per cent
White - Turkish Cypriot	2	1 per cent
White - Italian	0	0 per cent
White - Polish	0	0 per cent
White - Russian	0	0 per cent
White - Kurdish	0	0 per cent
White - Gypsy/Irish Traveller	0	0 per cent
White - Romany	0	0 per cent
Other Eastern European	2	1 per cent
Any other White background	4	3 per cent
Mixed - White and Black Caribbean	3	2 per cent
Mixed - White and Black African	0	0 per cent
Mixed - White and Asian	2	1 per cent
Mixed - Mixed European	0	0 per cent
Mixed - Multi ethnic islander	0	0 per cent
Any other mixed background	1	1 per cent
Asian or Asian British - Indian	3	2 per cent
Asian or Asian British - Pakistani	0	0 per cent
Asian or Asian British - Bangladeshi	0	0 per cent

Asian or Asian British - Sri Lankan	0	0 per cent
Asian or Asian British - Chinese	0	0 per cent
Any other Asian background	0	0 per cent
Black/African/Caribbean/Black British - Caribbean	2	1 per cent
Black/African/Caribbean/Black British - African - Ghanaian	0	0 per cent
Black/African/Caribbean/Black British - African - Somali	0	0 per cent
Black/African/Caribbean/Black British - African - Nigerian	1	1 per cent
Black/African/Caribbean/Black British - Other African	0	0 per cent
Any other Black background	0	0 per cent
Arab	0	0 per cent

* who stated their ethnicity

- Those who identified as White – English/Welsh/Scottish/Northern Irish/British responded positively to the notion that the introduction of 20mph would benefit Enfield Town, with 74 per cent responding positively, compared to 61 per cent of all survey responses. This group was also more positive than the overall survey regarding the provision of cycling infrastructure, with 47 per cent positive responses and 40 per cent negative responses compared to 38 per cent positive responses and 48 per cent negative.

- Those identifying as White – Irish, White – Greek, White – Turkish Cypriot, White – Greek Cypriot, Any Other White Background were significantly more likely to approve of collaborating with the Old Enfield Charitable Trust and Vicar of St Andrew's to enhance the Market Square as the heart of the Town Centre – with 100 per cent positive responses compared to 76 per cent for the overall survey.

Phase 4 LTET Engagement Responses

The ethnic breakdown of respondents, where a response was provided, is shown in the table below.

Ethnicity	**Number of Respondents**	**percent of respondents***
White - English/Welsh/Scottish/Northern Irish/British	102	61
White - White - Irish	4	2
White - Greek	2	1
White - Greek Cypriot	2	1
White - Turkish	1	1
White - Turkish Cypriot	3	2
White - Italian	1	1
White - Polish	1	1

White - Russian	1	1
White - Kurdish	0	0
White - Gypsy/Irish Traveller	0	0
White - Romany	0	0
Any other White background	6	4
Mixed - White and Black Caribbean	6	4
Mixed - White and Black African	0	0
Mixed - White and Asian	4	2
Mixed - Mixed European	0	0
Mixed - Multi ethnic islander	0	0
Any other mixed background	6	4
Asian or Asian British - Indian	1	1
Asian or Asian British - Pakistani	1	1
Asian or Asian British - Bangladeshi	2	1
Asian or Asian British - Sri Lankan	0	0
Asian or Asian British - Chinese	1	1
Any other Asian background	2	1
Black/African/Caribbean/Black British - Caribbean	5	3
Black/African/Caribbean/Black British - African	9	5
Arab	2	1
I do not wish to state my Ethnic Group	2	1

*who stated their ethnicity

- None of the respondents who identified as any of these ethnic groups indicated that the proposed changes will have a negative impact on their ethnicity.

Mitigating actions to be taken

- Monitor any future engagement responses from BAME community for issues not already highlighted. There is often poor awareness of local walking and cycling schemes amongst those who rarely walk, cycle or travel outside their immediate area, particularly in those who do not speak English at all, or it is not their first language. As such, all consultation and engagement communications should aim to ensure that these groups are reached, for example by offering materials in appropriate languages and or engaging through relevant community organisations.

- Work in collaboration with TfL Buses to monitor bus journey time impacts to identify if any excessive increases are occurring as a result of the scheme.

- Consideration should be given to any potential consequential impacts which may excessively affect bus journey times, such as the construction phase of the scheme. Careful planning and early discussions on the anticipated Traffic Management plans and programme are being undertaken to minimise the impact.

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.

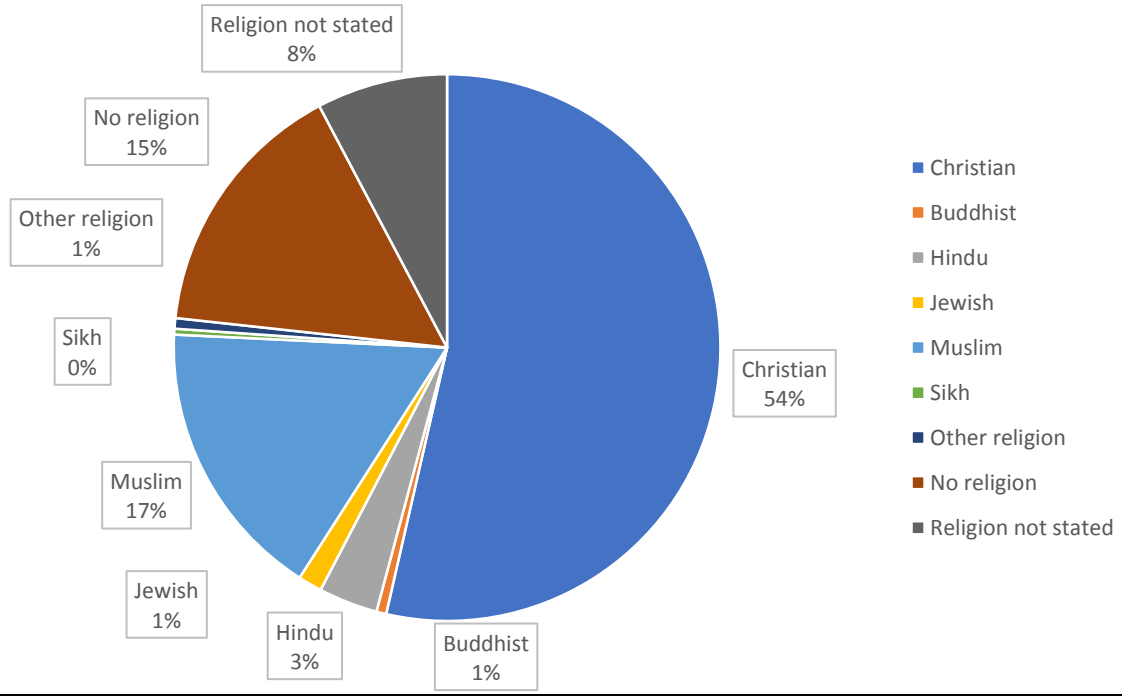
Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

Please provide evidence to explain why this group may be particularly affected.

Evidence base

Error! Reference source not found. presents Census 2011 data on religion and belief in Enfield. Enfield is a predominantly Christian borough, with 54 per cent of the population identifying as Christian. 23 per cent of people do not follow a religion or did not state a religion. 17 per cent of residents identify as Muslim, making it the second most common religion or belief. Enfield is also home to smaller proportions of residents compared to the other faiths including Buddhist (1 per cent), Hindu (3 per cent), Jewish (1 per cent) and Sikh (0.3 per cent).

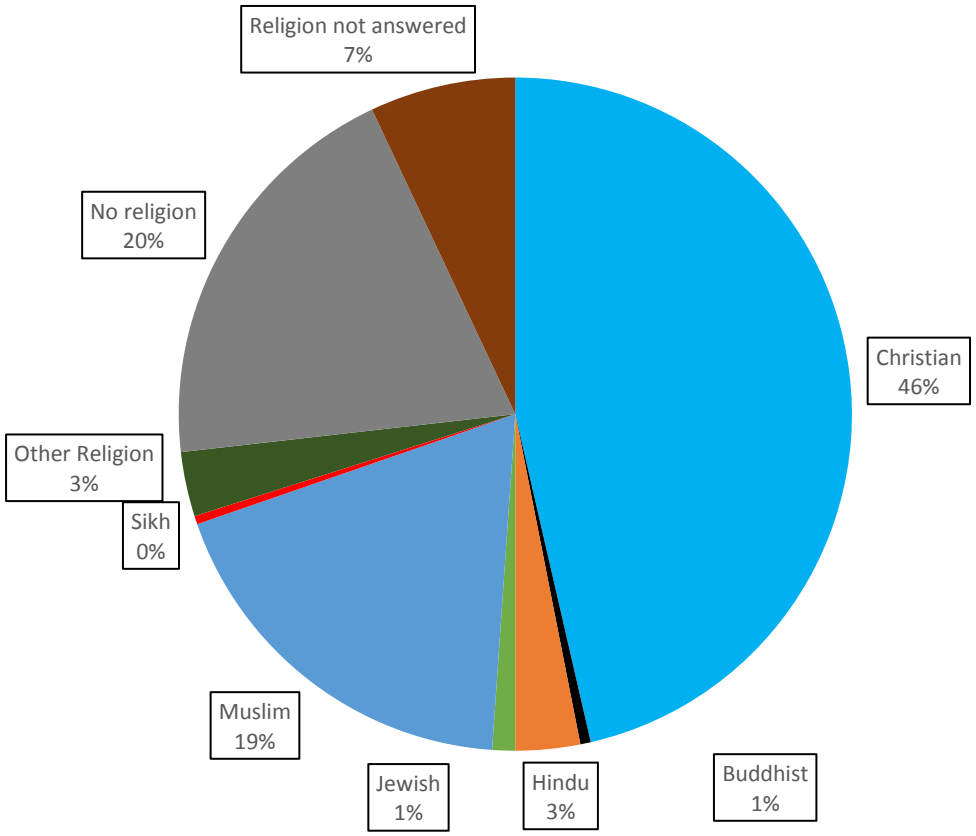
Figure 16: Breakdown of religion/belief within Enfield 2011



Source: UK Census 2011[26]

Figure 17 presents Census 2021 data on religion and belief in Enfield. Enfield is a predominantly Christian borough, with 46 per cent of the population identifying as Christian. 27 per cent of people do not follow a religion or did not state a religion. 16.7 per cent of residents identify as Muslim, making it the second most common religion or belief. Enfield is also home to smaller proportions of residents compared to the other faiths including Buddhist (0.5 per cent), Hindu (3.1 per cent), Jewish (1.1 per cent) and Sikh (0.4 per cent).

Figure 17: Breakdown of religion/belief within Enfield 2021



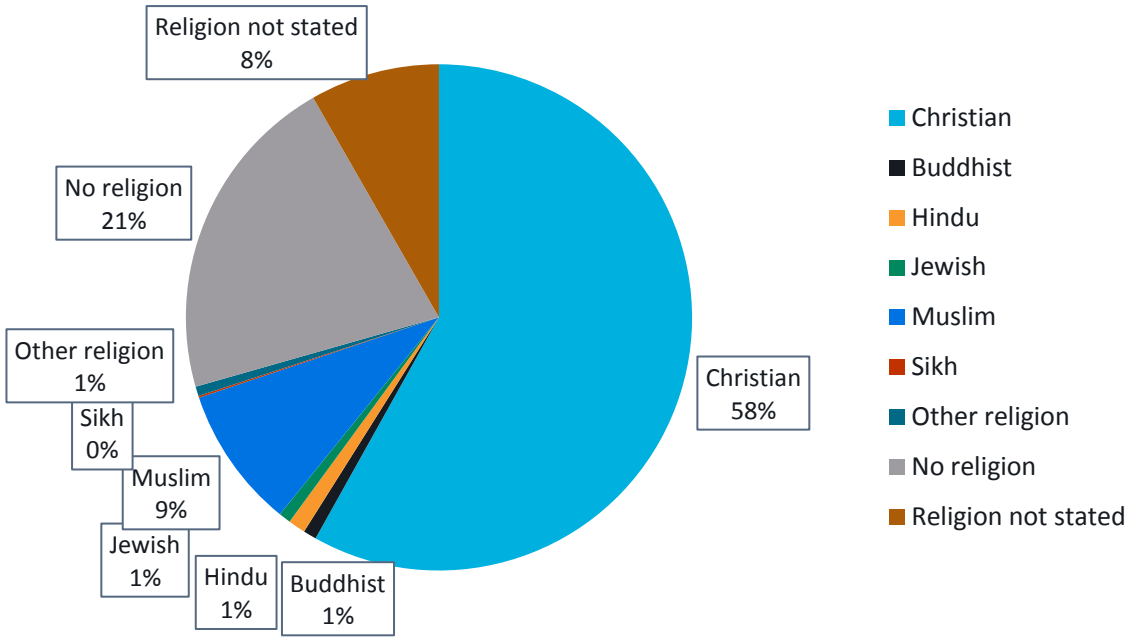
Source: UK Census 2021[27]

Figure 18 presents Census 2011 data on religion and belief within the study area. This demonstrates a higher proportion for the Christian and no-religion proportions, with smaller Muslim and other religion proportions.

Figure 18: Breakdown of religion/belief within the study area

[26] https://www.nomisweb.co.uk/census/2011/KS209EW/view/1946157267?cols=measures

[27] https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationandhouseholdestimatesenglandandwalescensus2021



Source: UK Census 2011[28]

Assessment against scheme objectives

- The scheme aims to provide the infrastructure to promote modal shift away from private vehicles. There are a number of places of worship located within the study area. As places of worship are often major destinations, they can have large impacts on local transport networks. As such the objectives enabling modal shift will reduce worshippers' reliance on private vehicle usage and provide alternatives of walking, cycling and public transport, which should reduce congestion and air pollution.

- Modal shift towards public and active travel modes will increase the number of people walking and cycling within the area, improving the level of natural surveillance on the streets within the study area. Improved lighting and CCTV is also being proposed. As such this could enable those observing minority religious activities increased confidence to safely walk around the area, with a reduced threat of antisocial behaviour / crime against them.

Assessment against scheme interventions

Bus stop locations

- There may be some changes to the accessibility of places of worship due to changes to highway layout and access arrangements such as changes to the locations of bus stops and pedestrian crossings, as well as to the location and timings of parking. The consolidation of Cecil Road's bus stops X, W and S

[28] https://www.ons.gov.uk/census

towards the London Road junction would increase the walking distance for people accessing the Enfield Town Community Church or Enfield Baptist Church by bus which may disproportionately negatively impact these worshippers.

Cycling infrastructure

- The proposals would materially positively impact this PCG through improved access by bicycle to both the Enfield Town Community Church and Enfield Baptist Church on Cecil Road with the provision of segregated cycle lanes along this street.

Phase 2 LTET Engagement Responses

- Of the respondents, 61 per cent answered regarding their religious belief. Of those who responded regarding their religious belief, 76 identified as Christian (54 per cent or 32 per cent of total responses, accounting for people who prefer not to provide demographic information), 2 as Hindu (1.4 per cent or 0.9 per cent of all), 5 as Jewish (3.5 per cent or 2 per cent of all), and as Sikh (0.7 per cent or 0.4 per cent of all).

- A very wide range of views was expressed within these responses, with little theme, and no reference to access to places of worship. Both responses from those identifying as Hindu raised that designing for children and older people is particularly important, with one respondent suggesting proposed signal timings are sufficient for people crossing at a slower pace, and another respondent raising that space for older and younger people is important.

- One respondent commented that the crossing from the car park at the traffic lights by the Catholic Church is currently a dangerous place to cross. It should be noted that an improved crossing point form part of the project proposals.

Phase 4 LTET Engagement Responses

- Of the respondents who participated the survey, 68 per cent answered regarding their religious belief. Of those who responded, 62 (60 percent) identified as Christian, 7 (6.7 percent) as Muslim, 3 as Hindu (3 percent), 5 as Jewish (3.5% or 2% of all), 1 as Buddhist, and 30 (28.8 percent) as Non-religious (Atheist Humanist etc.)

  None of the respondents who provided information about their religion indicated that the scheme will have any disproportionate impact on their religious beliefs.

Mitigating actions to be taken

- Monitor responses from this group during further engagement.

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.

Evidence base

Across Enfield, 48.9 per cent of residents identify as male and 51.1 per cent as female. This is consistent with the Grange, Town and Southbury wards, according to Census 2011 data.

Table 4 below shows sex composition based on ONS 2020 estimates and Census 2021 data.

Table 4: Sex composition based on the 2020[29] estimation for Town, Grange, Southbury wards and Borough average (estimations are based on Census 2011 data) as well as Borough average based on Census 2021[30]

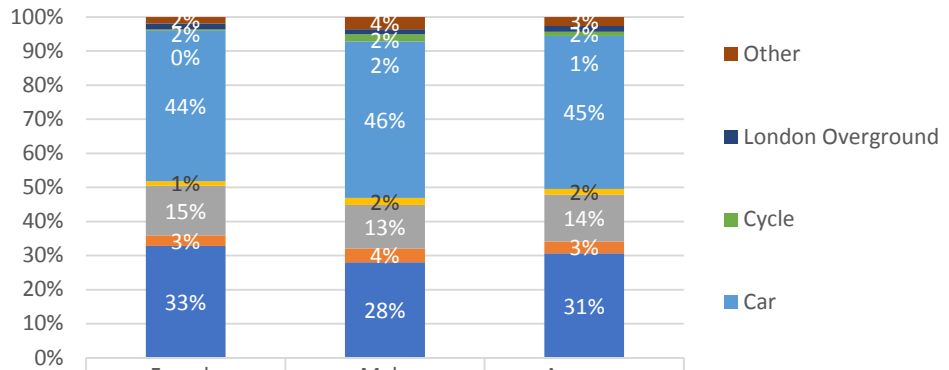
Distribution by sex	Town (%) in 2020	Grange (%) in 2020	Southbury (%) in 2020	Borough of Enfield (%) in 2020	Borough of Enfield (%) Census 2021
Male	49	49.4	49.1	49.1	47.3
Female	51	50.6	50.1	50.9	52.3

As shown in Table 4 above, based on 2020 estimates, the percentage split for the relevant wards is very similar to the Borough average. Additionally, the percentage for Census 2021 data is not significantly different from the ONS mid-year estimate 2020.

Figure 19 presents the mode share by sex in Enfield. Walking is the most used type of transport by females, making up 33 per cent of all trips. This is 5 per cent higher than males. On average, females drive slightly less than males, making up 44 per cent of trips vs 46 per cent with males. Females are also use the bus more than males (15 per cent vs 13 per cent).

Figure 19: Mode share by sex in Enfield

[29] ONS mid-year estimate 2020
[30] https://www.ons.gov.uk/census



	Female	Male	Average
Other	2%	4%	3%
London Overground	2%	2%	2%
Cycle	0%	2%	1%
Car	44%	46%	45%
Train	1%	2%	2%
Bus	15%	13%	14%
Underground	3%	4%	3%
Walk	33%	28%	31%

Source: LTDS (2016/17, 2017/18 and 2018/19)[31]

Across Greater London, research undertaken by TfL shows walking is the most commonly used type of transport by females (95 per cent walk at least once a week). Females are also more likely to use buses than males (62 per cent compared with 56 per cent) but are less likely to use other types of transport including the Tube (38 per cent women compared with 43 per cent males).

Female Londoners take more trips on a weekday than male Londoners, 2.5 compared to 2.3[32]. This pattern however is reversed amongst older adults, with older female Londoners taking fewer weekday trips than older male Londoners, 2.0 compared to 2.2. It is important to recognise that females are more likely than males to be travelling with buggies and/or shopping, and this can affect transport choices.

Females aged 17 or over who are living in London are less likely than males to have a full driving licence (58 per cent compared with 72 per cent) or have access to a car (63 per cent of all females compared with 66 per cent of all males). These factors are likely to be related to the frequency of car use as a driver.

79 per cent of females in London report being able to ride a bike, compared with 91 per cent of males[33].

Women's travel needs are more complex than men's due to a range of factors; the

[31] https://tfl.gov.uk/corporate/about-tfl/how-we-work/planning-for-the-future/consultations-and-surveys#on-this-page-1
[32] https://content.tfl.gov.uk/travel-in-london-understanding-our-diverse-communities-2019.pdf
[33] http://content.tfl.gov.uk/attitudes-to-cycling-2014-report.pdf

increased likelihood of travelling with a buggy and/or shopping affects the travel choices women make, women are also more likely to be carers of children, older people, sick and disabled further affecting the choices they make.

Female Londoners are less likely to travel by bicycle than male Londoners, 10 per cent of females make a weekly trip by bike compared to 17 per cent of males. 75 per cent of women in London can ride a bike compared to 88 per cent of men. TfL's research shows that women in London are put off cycling due to fear of collisions, too much traffic and lack of confidence.

Differential impact assessment

Assessment against scheme objectives

- Females are more likely to have complex travel needs, such as those with caring responsibilities, and as such may be disproportionately impacted by the scheme which may increase journey times for some of those relying on private vehicles and taxis.

- Females are less likely to drive in Enfield and are more likely to walk than males. They are also less likely to cycle. Improvements made to the safety and convenience of cycling to reduce the barriers to cycling disproportionally faced by females and increase the percentage of females choosing to cycle.

- Females are more likely to use the bus than males. As many public transport journeys start or end on foot or cycle, improvements in safety and convenience to these networks will improve their access to public transport services. On the contrary, this scheme may cause increased congestion in the short to medium term on arterial roads as traffic is reassigned from roads within the study area. As such, these impacts may disproportionately impact females who use buses more often than males.

- Modal shift towards public and active travel modes is aimed to increase the number of people walking and cycling in the area, and in turn to improve the level of natural surveillance on the streets within the study area. As such this could increase the confidence of females to safely walk around the area, with a reduced threat of antisocial behaviour / crime against them.

- One of the key objectives of the proposals is to improve the quality and safety of its streets by implementing new or improved cycle infrastructure, improvements to crossings, implementing flush crossings and providing more places for people to stop and rest. Women are more likely than men to be travelling with buggies and/or shopping, meaning improvements to the street environment such as more even surfaces and flush crossings would make it easier for women with buggies and / or shopping to navigate leading to a better experience with the potential for more active travel among this group. Improvements to crossings, and footway widths on Cecil Road, London Road

and Church Street would improve access by foot to shopping locations such as the shopping centre near London Road and Enfield Town Market on Church Street.

- Women are less likely to cycle than men, less likely to be able to ride a bike and less likely to use cycleways. The provision of improved cycle infrastructure would therefore be more beneficial to women, potentially leading to an increase in cycling among this group, with associated health benefits, although men who currently cycle will also benefit from the improved/new cycle facilities.

Assessment against scheme interventions

Bus Stop Locations

- As nearly two-thirds of women use the bus weekly, compared to 56 per cent of men, bus stop relocations on Cecil Road, Church Street and London Road could negatively impact women who will now have to walk further than previously required. The video footage however indicated that most passengers alighting on Cecil Road, were walking east rather than west. It is therefore believed the proposed changes are likely to provide benefits to most passengers who currently use this bus stop.

- The bus is also the only public transport mode offering a 24-hour service and so perceptions of risk to personal security may increase at night-time. The southern movement of London Road's bus stop slightly worsens access to Enfield Town Market and amenities on Church Street via the W8 bus, however the proposed bus stop is less than 50m from the existing location therefore it is expected that this would have a negligible impact. The bus stop is now closer to the shopping centre access. Changing the location of bus stops on Cecil Road, Church Street and London Road would have a potentially negative impact on all bus passengers, including female passengers, if the distance between bus stops increased or if the location of the stop were moved away from key origins.

Bus Services During Construction

- Road closures during construction may cause temporary disruption to bus services within the scheme extent. This may have a disproportionately negative impact on those who are more likely to use buses as their primary method of travel. This may make some of their journey slightly longer.

Safety / Perception of Safety

- Changes to the highway layout and infrastructure provision such as segregated cycle lanes, and new and improved crossings, provide physical separation or reduced interaction between people and motor traffic. Improved safety, and / or improved perception of safety is expected to have a positive impact on women, who are less likely to cycle currently. Fear of collision is identified by TfL as a key issue woman may have with cycling in London, and

the provision of formal cycle facilities would have a positive impact on this protected group in terms of encouraging active travel.

- Women are significantly more likely to have experienced unwanted sexual behaviour in London while using public transport. Improved natural surveillance at and around bus stops from possible increases in footfall and cycling may improve the sense of safety for women using the bus, especially at night as the only available night-time public transport option.

Antisocial Behaviour and Crime

- Possible increases in pedestrian and cycling numbers can decrease the levels of crime, through an increase in natural surveillance of streets. Implementing these measures would be likely to help to deter people from committing crime. Lighting and CCTV are also being improved as part of the proposals to further improve safety. Consequently, this has a significant positive impact on women as they may feel more vulnerable to crime.

Taxi access

- The taxi rank being located on the opposite side of the street from the station entrance may make people feel unsafe later at night. This could be particularly problematic for women who may feel more vulnerable in these types of locations. A Help Point is being proposed outside of the station to help people seeking help if needed. A dedicated pick-up/drop-off point for passengers is also being proposed in the vicinity of the station, on Southbury Road, which offers access without the need to cross the road.

Phase 2 LTET Engagement Responses

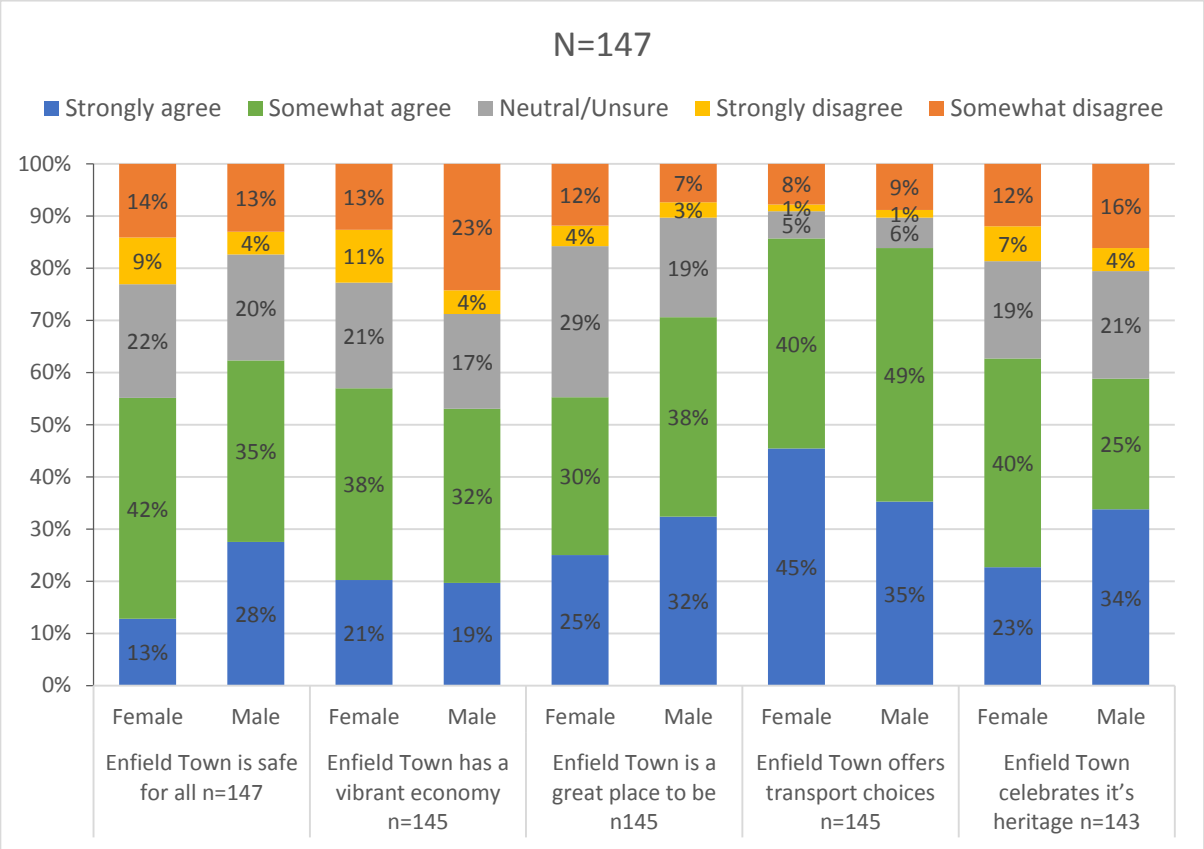
- 80 people identified as a woman in the survey, representing 34 per cent of all respondents and 52 per cent of those answering this demographic question. 86 per cent of people identifying as women positively responded that collaborating with the Old Enfield Charitable Trust and Vicar of St Andrew's to enhance Market Square would benefit Enfield Town.

- Women were more likely to respond that the introduction of a 20mph speed limit on all roads in Enfield Town would be beneficial – 66 per cent agree or strongly agree compared to 61 per cent of the overall average. They also responded slightly more positively to the notion of improving the pedestrian arrival at Enfield Town Station, with 78 per cent of responses positive compared to 71 per cent of overall survey responses.

Phase 4 LTET Engagement Responses

- Of respondents who provided demographic information about their gender, 90 respondents identified as female (54 percent), 75 (45 percent) identified as male, while 2 (1 percent) identified as non-binary. Figure 20 below shows what respondents who are either women or men thought about how the proposed plan for Enfield Town responds to the 5 Design Principles.

Figure 20: Percentage of women or men respondents showing feedback on the proposal on a scale of strongly agree to strongly disagree.



- Women responded more positively to the notion that "Enfield Town offers transport choices' but had lower level of agreement compared to men that the plans met the Design Principles "Enfield Town is safe for all".

- Of respondents who were women, there was a concern that the removal of the immediately accessible taxi rank outside Enfield Town station, would make it less safe for women who arrive home late at night. A concern was also raised that there are currently a lot of pickpockets around Enfield Town, and that walking back through the town after a visit is unsafe.

Mitigating actions to be taken

- Monitor responses from this demographic during further engagement.

- Consideration should be given to any potential consequential impacts which may excessively affect bus journey times, such as the construction phase of the scheme. Careful planning and early discussions on the anticipated Traffic Management plans and programme are being undertaken to minimise the impact.

- Work in collaboration with TfL Buses to monitor bus journey time impacts to identify if any excessive increases are occurring as a result of the scheme.

- CCTV and lighting are being improved as part of the designs. Improved public realm is aimed at increasing natural surveillance. Design-out-crime approach to the public realm (is open sight lines) has also been used when developing the proposals. A pick-up/drop-off point has also been proposed immediately east of the Enfield Town station, a dedicated black cab taxi rank is also being proposed directly across the road from the Enfield Town station. A Help Point is also being proposed within the station plaza.

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.

Evidence base

There is no data available on the numbers of people in the area under this protected characteristic. However, the Government's Treasury Department estimated that 6 per cent of the UK population was lesbian, gay and bisexual in 2005, when conducting research into the impact of the Civil Partnerships Act.

A Greater London Authority (GLA) estimate suggests that the figure in London is in the region of 10 per cent (*Assessment of the GLA's impact on lesbian, gay and bisexual equality, GLA, 2011*[34]). Using the Office for National Statistics' ward-level population estimates from mid-2018 (the latest available), and assuming that people who are LGBTQ+ are equally distributed throughout Enfield, this would equate to approximately 1,346 people who identify as LGBTQ in Grange ward, 1,575 in Southbury, 1,517 in Town and 33,387 in Enfield as a whole.

Those who identify as LGBTQ+ can be disproportionately impacted by personal security issues and can be greater targets of anti-social behaviour and other types of crime.

[34] https://www.london.gov.uk/sites/default/files/assessment_of_glas_impact_on_lgb_equality.pdf

The Census 2021 asked a voluntary question on sexual orientation for all respondents aged 16 years or over. In Enfield, 90.3% of residents aged 16 and over responded to this question. Table 5 below shows sexual orientation in Enfield Borough based on the responses received.

Table 5: Sexual orientation of Enfield population aged 16 years and over based on Census 2021[35] data.

Sexual orientation (Census 2021)	Enfield population aged 16 years and over	Percentage of Enfield residents aged 16 years and over
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%

Differential impact assessment

Assessment against scheme objectives

- Modal shift towards public and active travel modes will increase the number of people walking and cycling, and therefore the level of natural surveillance on the streets within the study area. Lighting and CCTV are also being improved as part of the proposals to further improve safety. As such this could enable those who identify as LGBTQ+ increased confidence to safely walk around the area, with a reduced threat of antisocial behaviour / crime against them.

Assessment against scheme interventions

Antisocial Behaviour and Crime

- Possible increases in pedestrian and cycling numbers can help to reduce the levels of crime, through an increase in natural surveillance. Lighting and CCTV are also being improved as part of the proposals to further improve safety. Implementing these measures would be likely to help to deter some people from committing a crime. Consequently, these

[35] ONS, Sexual orientation, England and Wales: Census 2021

proposals could have a significant positive impact on this protected group, who are slightly more likely to experience unwanted sexual behaviour on public transport in London.

Phase 2 LTET Engagement Responses

- There were the 8 responses from people identifying as bisexual, a gay man or gay woman/lesbian, representing 6 per cent of all responses. Of these 8 responses, 3 (2 per cent) identified as a gay man, 4 (3 per cent) as bisexual and 1 (1 per cent) a gay woman/lesbian. Responses varied significantly for this protected group across the survey.

- A response received from Enfield LGBT Network raised a number of points regarding the design proposals. The first was that safety for LGBT people is crucial, especially for people more likely to be attacked due to their LGBT status – especially trans people. It was also raised that at least one gender neutral toilet should be provided in Enfield Town, potentially at Little Park Gardens. The final comment expressed neutrality for the provision of segregated cycle facilities, rejecting the notion that these cycle lanes are supporting LGBT safety concerns and that this implication should be removed from the equalities impact assessment.

Phase 4 LTET Engagement Responses

- Among those who responded to the survey and disclosed their sexual orientation, there were 99 responses from people who identified as heterosexual or straight. Three people identified as gay or lesbian, while three others identified as bisexual.

- None of the respondents in this phase indicated that the proposed changes would have any impact on their sexual orientation.

Mitigating actions to be taken

- Monitor responses from the Enfield LGBT Network (and other responses from people who have identified as LGBTQ+) during further engagement.

- Work in collaboration with TfL Buses to monitor bus journey time impacts to identify if any excessive increases are occurring as a result of the scheme.

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?

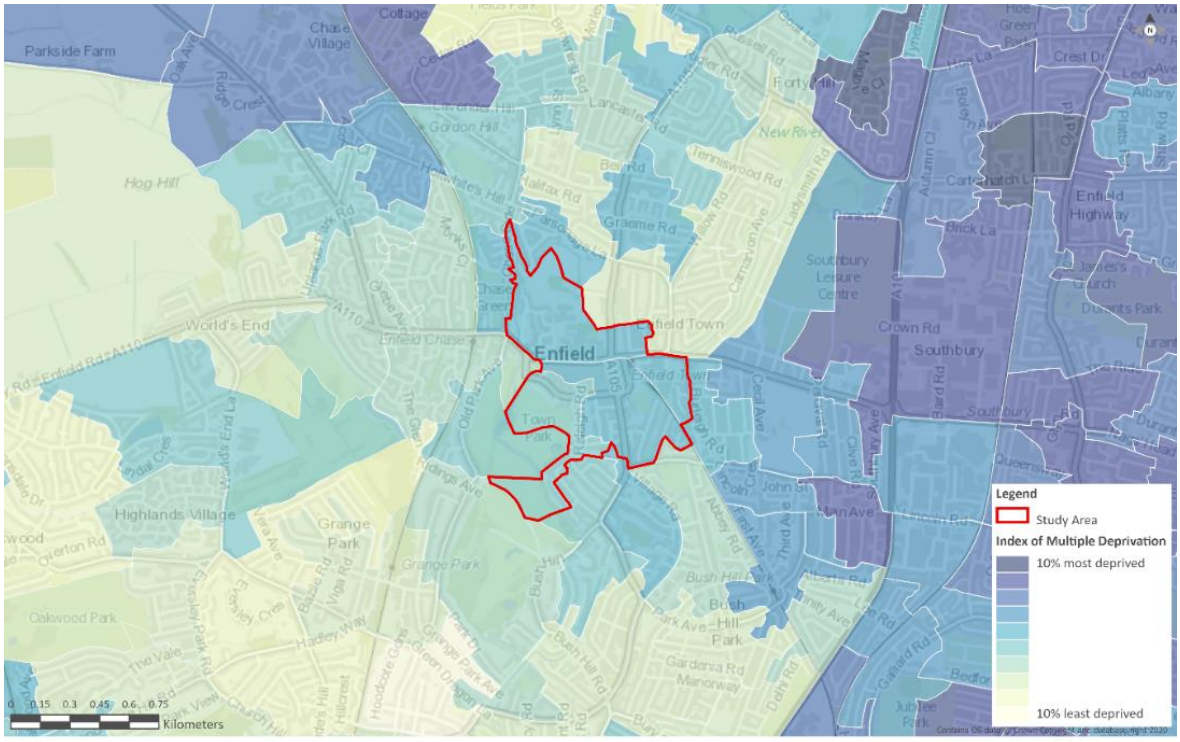
Please provide evidence to explain why this group may be particularly affected.

Evidence base

As outlined within the Enfield Transport Plan (2019), Enfield is one of the most deprived Outer London boroughs. Enfield is now the 12th most deprived London borough, whereas it was 14th in 2010. The Borough's overall ranking in the 2015 Indices of Multiple Deprivation remained unchanged from 2010 at 64th most deprived out of 326 English local authorities.

Figure 21 presents a visual representation of deprivation across Enfield. The study area sits within the centre of Enfield. In broad terms the eastern areas of Enfield have more levels of deprivation, whereas the west and northwest areas have the least. However, Figure 21 indicates that the study area has a broadly similar level of deprivation in the middle of the highest / lowest levels of deprivation.

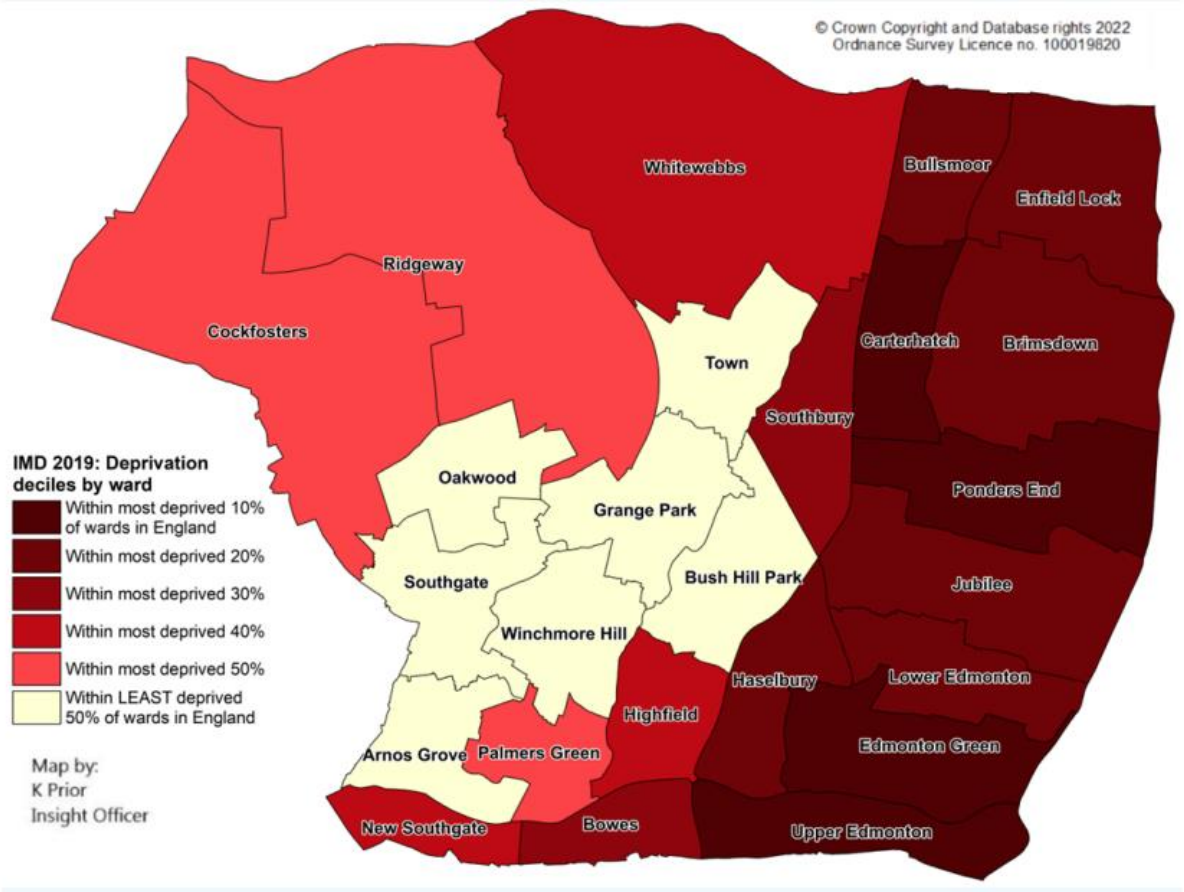
Figure 21: Deprivation in Enfield (before the ward boundary changes)



Source: UK Census 2011[36]

Figure 22 shows a visual representation of deprivation level across Enfield based on the new (2022) ward boundaries, based on average scores for constituent LSOAs with 2022 wards. According to this, the eastern and southern sections of the borough are the most deprived, with the western and north-western sections being the least deprived. Town and Grange Park wards, where the study area now lies according to the new (2022) ward boundaries, are within the 50% of the least deprived neighbourhoods in England, with approximately a quarter of the neighbourhood areas being within the 50% most deprived.

Figure 22: Deprivation in Enfield (2022 wards)



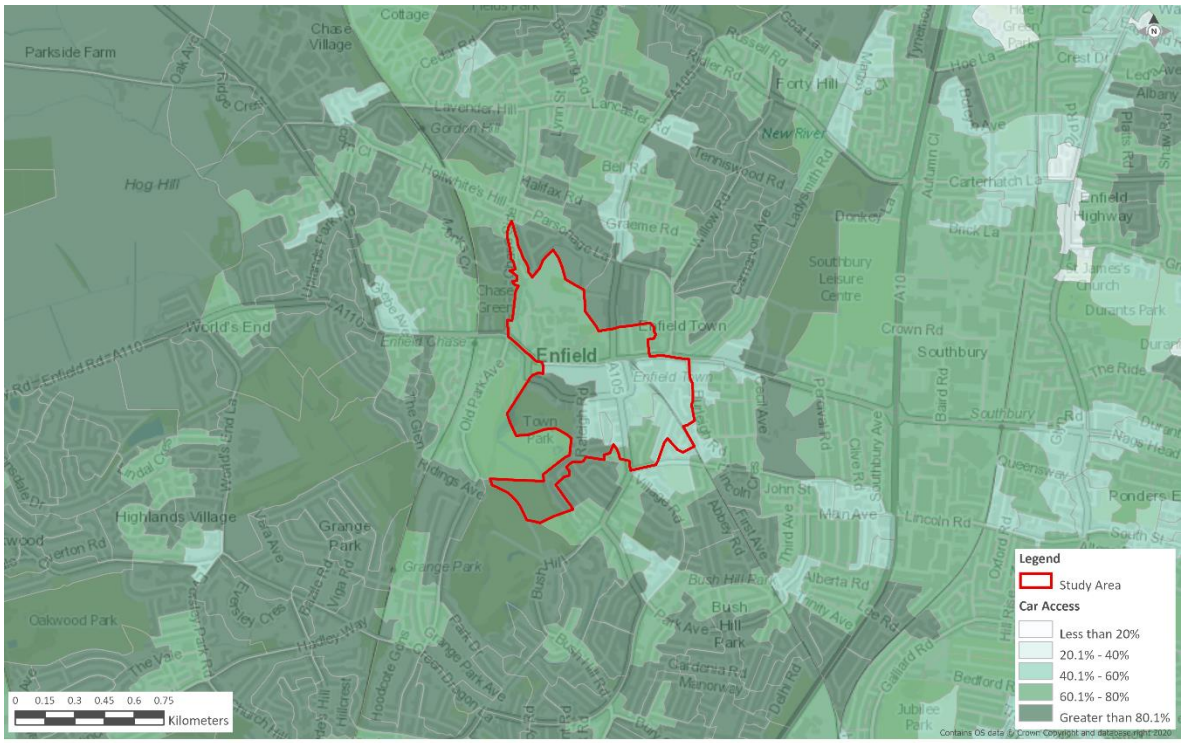
Source: Enfield Borough Profile 2022[37]

Figure 23 presents the percentage of households without access to a car or van. Across the borough, areas with lower access to a car or van broadly correlate with indices of deprivation. However, the scheme area indicates a disparate variation with the area immediately surrounding Enfield Town having the lowest levels of car ownership whilst the area immediately to the west having the highest levels. The low

[36] https://www.ons.gov.uk/census
[37] Enfield Borough profile 2022

levels of car ownership in the centre may reflect its excellent public transport accessibility.

Figure 23: Percentage of Enfield Households Without Access to a Car or Van



Source: UK Census 2011[38]

Table 6 presents the percentage of households without access to a car or van based on Census 2021 data. Enfield has lower percentage of households without access to a car or van compared to London, but slightly higher with the England and Wales average.

Table 6: Percentage of households with cars or vans in Enfield and London (Census 2021[39])

Number of households with:	Enfield (%)	London (%)	England and Wales (%)
0 cars or vans	31.0	42.1	23
1 car or van	44.3	40.3	41
2+ cars or vans	24.6	17.6	35

In 2011, Enfield had the third highest proportion of lone parent households with

[38] https://www.ons.gov.uk/census
[39] Census - Office for National Statistics (ons.gov.uk)

dependent children in England (11.8 per cent in 2011), according to Census data, as presented in a 2013 LB Enfield Briefing Note entitled 2011 Census – Households and Economic Activity Information.

The Census 2021 data for household composition in Enfield is already available, and the percentage of lone parent households with dependent children in England remains at 11.8%.

According to Census 2021[40], Enfield's employment rate continues to track below that of the London. Enfield has lower proportion of full-time employees than London as a whole (64.7 per cent vs 72.0 per cent), but a higher proportion of part-time employed people (35.3 per cent vs 28.0 per cent). Enfield has a significantly high proportion of people who are economically inactive due to being long-term sick or disabled (4.2 per cent vs 3.6 per cent).

Enfield's median household income in 2018 (according to CACI 2018 data) was £34,000, lower than the Outer London average. According to CACI Ltd estimate[41], the average (mean) household incomes increased from £42,790 to £49,200 between 2021 and 2022, while the median average rose from £35,303 to £41,149 (17%).

Differential impact assessment

Assessment against scheme objectives

- As a key location within Enfield, it is anticipated that the scheme would have an impact on people within the borough of Enfield as a whole, as well people who live, work or travel through the immediately affected wards. The scheme proposes several physical measures that would change the physical layout of Enfield Town, including the provision of segregated cycle lanes, improvements to street crossings, and changes to bus stop layouts and locations.

- Those on lower incomes are less likely to own and drive private vehicles, and as such are likely to use more affordable modes of transport, such as walking, cycling or using bus services. As such, the scheme is likely to benefit those who do not own private vehicles.

- People on lower incomes are less likely to be able to afford to adapt to the measures (e.g., buying a new bike), therefore may not experience the full benefits of the scheme compared to those from higher income backgrounds. This may mean that those on higher incomes disproportionately benefit from the scheme. Enfield council however runs a number of cycle focused activities, such as selling and buying second-hand bikes, Fix-a-bike or Try-a-bike scheme that can help accessing/using bikes in Enfield.

[40] https://www.nomisweb.co.uk/sources/census_2021/report?compare=E09000010
[41] Enfield Borough profile 2022

Assessment against scheme interventions

Footway alterations

- The widening and resurfacing of footways are likely to provide more attractive walking locations for some people, such as those requiring mobility aids, improving the desirability of Enfield Town, leading to greater informal interaction between different groups and consequently helping to foster good relations between these groups in the community. The improved accessibility of Enfield Town for walking and cycling would positively impact on people in protected groups that are already walking and cycling and would also encourage those less likely to walk and cycle to do so. This applies to groups who use or may use Enfield Town as a location of employment or for leisure.

Phase 2 LTET Engagement Responses

- 4 responses were received from people stating their household income was less than £10,000 and 10 stated their household income was £10,000 - £20,000. No specific concerns were raised related to income or socio-economic backgrounds.

Phase 4 LTET Engagement Responses

- None of the respondents in phase 4 disclosed their socio – economic status.

Mitigating actions to be taken.

- Monitor responses from this group during further engagement.

- Maintain existing activities and opportunities and explore additional opportunities enabling people on lower incomes to purchase or fix/maintain and store bicycles.

- It is recommended that the benefits of this scheme are advertised, with a specific focus on reaching those with lower households' incomes. This may include events in the community or advertising in local community centres, leisure centres or shops. Ensuring people are aware of the upgrades to cycling infrastructure will increase the chances of people using it.

- Work in collaboration with TfL Buses to monitor bus journey time impacts to identify if any excessive increases are occurring as a result of the scheme.

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?
This Equality Impact assessment is not a static document and will continue to be developed during the course of the scheme development, taking into account both the ongoing development of the scheme design as well as any feedback received from stakeholders. Extensive engagement, including with public and multiple stakeholders has been undertaken so far. Stages of the engagement have been detailed below: **Phase 1 Engagement** Phase 1 'Let's Talk Enfield Town' (LTET) was undertaken by the London Borough of Enfield in Autumn 2019. Engagement was undertaken with a number of PCGs via a combination of surveys, pop-up events, school workshops and community workshops. This included consultation with people across all ages and those with disabilities through statutory groups. The participation included high representations by those over 65%, those who identified as female and a very high proportion of those identifying as 'White British/English/Scottish/Welsh/ Northern Irish'. **Phase 2 Engagement** Building on Phase 1 engagement, Phase 2 engagement sought feedback on the initial plans and invited the community and stakeholders to co-design six public spaces in Enfield Town. This included looking to improve the engagement to include people under one or more protected characteristics. It also looked to address specific design comments, such as the availability of Blue Badge parking for the Disability protected characteristic. The Phase 2 engagement included direct approach to a number of stakeholder groups in Enfield. The EQIA continued to be updated as an issue of equality or potential inequality arose. Details of the engagement can be found in a separate Phase 2 engagement summary report as well as a separate Enfield Town Vision and Placemaking Strategy report. **Phase 3 engagement**

Following on from Phase 1 and Phase 2, public realm designs have been presented to public in Summer 2021.

Due to Covid related restrictions, two presentations to the community took place online and recording of the presentation along with the presentation slides have been made available on the project page.

The designs have been also presented directly to a number of stakeholders and comments were gathered to inform designs subsequently presented in the next stage of engagement.

A loading engagement has been carried out to seek comments on the designs and to inform designs subsequently presented in the next stage of engagement.

The EQIA continued to be updated as an issue of equality or potential inequality arose.

Phase 4 engagement

Following extensive engagement carried out to date, Phase 4 engagement has taken place in Summer 2022 from 27th July to 08th October. This is a last phase of engagement planned ahead of statutory consultation.

A range of in-person and online activities has been carried out including surveys, pop-up stalls, drop-in sessions, and an online webinar, have been used to make this phase informative and ensure full community and stakeholder participation, including an exhibition in the Enfield Town Library displayed during the engagement period.

To further increase outreach and feasibility, Lamp column 'skirts' were placed around the town centre to promote the engagement and activities taking place during this stage.

The EQIA continued to be updated and is available on the project page.

In addition to this document, the following have been prepared and are available on the project page:

- Project Rationale which sets out the rationale for the development and delivery of the Enfield Town improvements project.

- Enfield Town Communication, Engagement and Consultation Plan outlines the communications, consultation and engagement activities that will be undertaken to inform the community and stakeholders about the Enfield Town Street project, and gather their input and feedback on the project.
- Enfield Town Monitoring Strategy sets out the monitoring and evaluation that will be undertaken in response to the implementation of the Enfield

Town Improvements project.

Section 5 – Action plan for mitigating actions

Protected Characteristic	Identified Issue	Action Required/Comments	Lead officer	Timescale /By When	Review Date/ Comments
Age / Disability including Carers / Gender / Gender Reassignment	Bus stop locations. Identified locations within scheme: Cecil Road bus stops (stops W, X, S), Church Street (C, D, E), London Road (V)	Monitor and review engagement responses and feed into concept design.	Agnieszka Jezierska	Concept design	Completed
Age / Disability	Performance of emergency service response times	Traffic modelling completed. Design developed in discussion with relevant TfL teams.	Agnieszka Jezierska	Scheme design	Completed
Young Mayor and Deputy Young Mayor of Enfield	Need to engage more younger voices that could contribute to the designs.	Arrange a focus session to discuss the designs during Stage Gate 3. Draw on the previous borough wide engagement with young people.	Agnieszka Jezierska	Summer 2022	Meeting in Summer 2021 took place.
Enfield National Autistic Society	Direct dialogue started on various aspects of the designs that should be considered as the scheme develops	Meeting with the ENAS to be arranged in Stage Gate 3 to discuss designs from the ENAS point of view. A site meeting may also be possible/helpful.	Agnieszka Jezierska	Summer 2022	Meeting in Summer 2021 took place.
All	Scrutiny and Governance of Approach	Present scheme and equality work to Enfield Council Equalities Board – The Board Terms of Reference does not capture such remit	Agnieszka Jezierska	Winter 2022	Action now closed
Enfield Town Consultative Group, Enfield	Meeting with Stakeholder groups focusing on the	Discuss considerations with the project team and landscape architects on the design of the Library Green sensory garden.	Agnieszka Jezierska	Summer 2022	Meetings in Summer 2022 took place.

National Autistic Society, Enfield and Cheviots Children's Disability Service.	design for the Library Green sensory garden.				
All	Covid-19 pandemic may limit means of engagement	Efforts to be made to assist people to participate in the engagement and to provide individuals with alternative means to participate if they were unable to do so online, including providing paper copies of the survey upon request and assisting with technical support to access the online events and exhibition boards placed at the local library.	Agnieszka Jezierska	Ongoing	Ongoing
All	Unidentified issues	Monitor and review feedback from the public engagement and professional stakeholders during consultations	Agnieszka Jezierska	Ongoing	Ongoing
Socio-economic deprivation	Visibility of the benefits that the scheme will deliver	It is recommended that the benefits of this scheme are advertised, with a specific focus on reaching those with lower households' incomes. This may include events in the community or advertising in local community centres, leisure centres or shops. Ensuring people are aware of the upgrades to cycling infrastructure will increase the chances of people using it.	Agnieszka Jezierska	Pre-scheme implementation and during scheme as well as post implementation to promote new infrastructure	Ongoing
All	Potential bus delays as a result of the scheme	Work in collaboration with TfL Buses to monitor bus journey time impacts to identify if any excessive increases are occurring as a result the scheme.	Agnieszka Jezierska	Scheme implementation	Not started
Age / Disability	Performance of bus stop boarders/bypasses	It is recommended that Enfield works in collaboration with TfL to monitor the performance bus stop boarders along the route,	Agnieszka Jezierska	Scheme implementation	Not started

		with particular regard paid to how elderly users use and perceive them. Enfield is currently following TfL draft guidance on bus stop boarders and is continuing to monitor their usage throughout the borough. Amendments to the design should be considered if issues are identified that disproportionally impact those who are partially sighted, blind, or have mobility issues.			

End