

# Enfield Equality Impact Assessment (EqIA)

## Introduction

The purpose of an Equality Impact Assessment (EqIA) is to help Enfield Council make sure it does not discriminate against service users, residents and staff, and that we promote equality where possible. Completing the assessment is a way to make sure everyone involved in a decision or activity thinks carefully about the likely impact of their work and that we take appropriate action in response to this analysis.

The EqIA provides a way to systematically assess and record the likely equality impact of an activity, policy, strategy, budget change or any other decision.

The assessment helps us to focus on the impact on people who share one of the different nine protected characteristics as defined by the Equality Act 2010 as well as on people who are disadvantaged due to socio-economic factors. The assessment involves anticipating the consequences of the activity or decision on different groups of people and making sure that:

- unlawful discrimination is eliminated
- opportunities for advancing equal opportunities are maximised
- opportunities for fostering good relations are maximised.

The EqIA is carried out by completing this form. To complete it you will need to:

- use local or national research which relates to how the activity/ policy/ strategy/ budget change or decision being made may impact on different people in different ways based on their protected characteristic or socio-economic status;
- where possible, analyse any equality data we have on the people in Enfield who will be affected eg equality data on service users and/or equality data on the Enfield population;
- refer to the engagement and/ or consultation you have carried out with stakeholders, including the community and/or voluntary and community sector groups you consulted and their views. Consider what this engagement showed us about the likely impact of the activity/ policy/ strategy/ budget change or decision on different groups.

The results of the EqIA should be used to inform the proposal/ recommended decision and changes should be made to the proposal/ recommended decision as a result of the assessment where required. Any ongoing/ future mitigating actions required should be set out in the action plan at the end of the assessment.

## Section 1 – Equality analysis details

<b>Title of service activity / policy/ strategy/ budget change/ decision that you are assessing</b>	Alma Community Centre award for fit out works
<b>Team/ Department</b>	Housing, Regeneration and Development Department
<b>Executive Director</b>	<b>Sarah Cary, Executive Director Housing, Regeneration and Development</b>
<b>Cabinet Member</b>	<b>Leader of the Council</b>
<b>Author(s) name(s) and contact details</b>	<i>Amena Matin</i> <i>Amena.Matin@Enfield.gov.uk</i>
<b>Committee name and date of decision</b>	
<b>Date of EqIA completion</b>	<b>19.06.2023</b>

<b>Date the EqIA was reviewed by the Corporate Strategy Service</b>	<b>27.06.2023</b>
<b>Name of Head of Service responsible for implementing the EqIA actions (if any)</b>	
<b>Name of Director who has approved the EqIA</b>	

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?

Background information;

The Alma Estate is located in the Ponders End ward. The regeneration of the Alma estate includes a total of 717 residential units (547 Council tenanted & 170 leasehold) as well as, 866sqm of commercial/retail space and 1540 sqm of community facilities (Youth Centre, Welcome Point community hall etc.)

The appointed developer is Countryside Partnerships (UK) will deliver. The regeneration will deliver 993 residential units (200 units for social rent (SR) with LBE, 201 for shared ownership (SO) with Newlon Housing Trust & 529 units for private sale (PS) with Countryside). In addition to this, Countryside will provide shell and core of the following: a restaurant/café, two-storey gym, community centre, retail space, youth centre, medical centre, energy centre with a new heat network providing heat to the entire estate, relocation of telecommunications equipment and open space covering play areas, landscaping, highway works, public realm, car park in phase 1 etc.

In Phase 2a and 4 the reserved matters application was submitted November 2019 (and section 73 to amend the outline parameter plans). Following the approval of the application, the number of homes to be delivered would increase to 1086.

Following the start of construction in November 2017, 310 homes have now been completed, with the first residents having moved in to their new homes in 2019.

The new community centre is currently being constructed to shell and core, which means the Council is responsible for the works to fit out the building. The key decision 5560 seeks authority to appoint Countryside Partnerships (UK) as the developer to carry out the fit out works of the new Alma Community Centre.

The new community centre will be a HRA Council owned asset and will be accessible to all residents within the Ponders End ward, as well as across the Borough.



## Section 3 – Equality analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (eg people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts, and provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

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

**Age**

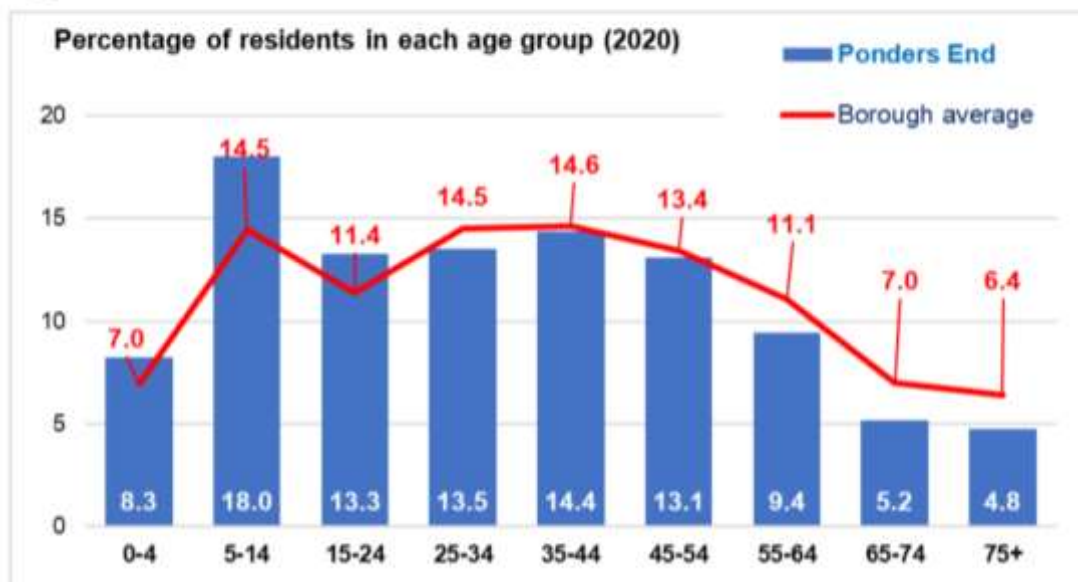
This can refer to people of a specific age e.g. 18-year olds, or age range e.g. 0-18 year olds.

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

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

The Ponders End ward has a high number of children (age 5-14) and young adults.

**Age Profile**



The new community centre will have a positive impact on residents of all ages within the Ponders End ward, and the wider borough. Residents from all age groups will have the opportunity to attend any activities that are held at the community centre. (where relevant)

Various activities can be held at the community centre to target different age groups such as;

- Summer activities for school aged children (5-18yrs)
- Exercise group classes (such as yoga)
- Coffee mornings
- Local community group meetings

**Mitigating actions to be taken**

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**Disability**

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person’s ability to carry out normal day-day activities.

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

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

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

The new community centre will have a positive impact on all residents within the Ponders End ward, and the wider borough. Residents affected by disability will have the opportunity to attend any activities that are held at the community centre. (where relevant)

Various activities can be held at the community centre to target residents who have a disability such as;

- Education opportunities for residents with learning difficulties
- Health support for residents living with a disability
- Community group meetings (i.e. Age UK)

The community centre will be on the ground floor and therefore easily accessible for a resident using a wheelchair. There will also be an accessible bathroom.

**Mitigating actions to be taken**

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**Gender Reassignment**

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on transgender people?

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

The new community centre will have a positive impact on all residents within the Ponders End ward, and the wider Borough regardless of a persons gender. Transgender residents will have the opportunity to attend activities that are held at the community centre. (where relevant)

The community centre will have a gender-neutral accessible bathroom.

**Mitigating actions to be taken**

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**Marriage and Civil Partnership**

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people in a marriage or civil partnership?

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

n/a

**Mitigating actions to be taken**

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**Pregnancy and maternity**

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on pregnancy and maternity?

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

The new community centre will have a positive impact on all residents within the Ponders End ward, and the wider Borough. Residents who are pregnant or in the maternity period will have the opportunity to attend any activities that are held at the community centre. (where relevant)



Various activities can be held at the community centre to target residents whom fall within this group;

- New parent classes
- Health and well being checks
- Play and stay groups
- Pregnancy groups

There will be a baby changing facility within the accessible bathroom.

The community centre will be on the ground floor and therefore easily accessible if using a pram.

**Mitigating actions to be taken**

**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.

The new community centre will have a positive impact on all residents within the Ponders End ward, and the wider borough as they will have the opportunity to attend activities that are held at the community centre.

The below statistics are from the ward profile 2022 document.

### Language

The most recent estimate of languages spoken in the ward are from the 2011 Census (soon to be updated by the 2021 Census).

The most widely-spoken languages at that time, among residents aged three and over, were:

Language	Ponders End	
English	7970	67.9%
Turkish	1179	10.1%
Bengali (with Sylheti and Chatgaya)	520	4.4%
Somali	231	2.0%
French	153	1.3%
Polish	151	1.3%

Source: 2011 Census

Based on the statistics above, classes such as ESOL could be held at the community centre which may be of benefit to those residents whose first language is not English.

### Mitigating actions to be taken

### 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.

### Mitigating actions to be taken

### Sex

Sex refers to whether you are a female or male.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on females or males?

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

The below statistics are from the ward profile 2022 document. The proportions of males and females in the ward are 49.2% and 50.8% respectively.

The new community centre will have a positive impact on all residents within the Ponders End ward, and the wider borough. Residents will be able to attend activities/classes that are held at the centre.

There may be activities/groups at the centre that target both male and females, for example:

- Men's mental health groups
- Women's mental health groups
- Exercise classes targeted to one sex
- Pregnancy groups

**Mitigating actions to be taken**

**Sexual Orientation**

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

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

The new community centre will have a positive impact on all residents within the Ponders End ward, and the wider borough.

Residents within this group will be able to attend activities/classes at the community centre.

There may be activities/groups that target residents of a particular sexual orientation, for example:

- LGBT workshops raising awareness
- LGBT community meetings

**Mitigating actions to be taken**

**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.

Socio-economic factors taken from ward profile statistics for 2022:

Key features:

- The ward has lower than average numbers of economically active adults.
- Average (median) household incomes are £25-30K per annum – lower than the borough and London averages. Relatively high numbers of households are on low incomes.
- Unemployment is higher than the borough average, while two-fifths of households are on Universal Credit.
- Deprivation Indices: the ward has high levels of deprivation – all of its neighbourhood areas are among the most deprived 30% of neighbourhoods in England.
- Proportions of households in fuel poverty are higher than the borough average (20%, compared with 16% for the borough)
- The Crime Rate is higher than the borough average.
- Higher than average numbers of households are in the social rented and private rented sectors

The community centre is expected to have a positive impact on residents who are socio-economically disadvantaged. The Council and other organisations will be able to hold activities and events targeted at residents who are socio-economically disadvantaged. This may include English as a second language (ESOL) courses or computer training.

**Mitigating actions to be taken.**

## Section 4 – Monitoring and review

How do you intend to monitor and review the effects of this proposal?

Who will be responsible for assessing the effects of this proposal?

The design of the community centre has addressed many of the points listed above (i.e. accessible bathrooms etc) and therefore that element will not need monitoring.

The regeneration team will not be responsible for implementing the EQIA. (i.e. what activities are held at the community centre) The Community Spaces team will monitor who / how the spaces are utilised.

## Section 5 – Action plan for mitigating actions

Any actions that are already completed should be captured in the equality analysis section above. Any actions that will be implemented once the decision has been made should be captured here.

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