
Meridian Water Masterplan Predictive Equalities Impact Assessment (EqIA) Equality Analysis



July 2013

13. Predictive equality impact assessment/equality analysis template

Please complete this cover sheet

Proposed change to service/policy/budget	Meridian Water
Officer completing the assessment	Karen Hale
Extension Number	Ext 1217
Service	Neighbourhood Regeneration
Department	Regeneration, Leisure and Culture
Date impact assessment completed	24.04.2012 Prepared to inform draft Masterplan 31.7.2013 Published to accompany the Final Masterplan

Section 1 – About the service, policy or budget, and proposed change

Q1. Please provide a brief description of the service/ policy/budget

The planning system helps to decide who can build what, where and how. The purpose of the planning system is to deliver sustainable development. Sustainable development is about directing development to the right locations and delivering high standards in all new development.

In 2010, the Council adopted its Core Strategy, which sets the spatial planning framework for development of the borough over the next 10 to 20 years. It is a strategic document providing the broad strategy for the scale of development and the provision of supporting infrastructure. It contains core policies for guiding patterns of development.

A Masterplan has been prepared for the regeneration and improvement of Meridian Water. The area is identified as the largest regeneration priority area in the Core Strategy, where a comprehensive approach to development will take place. The Masterplan expands on that guidance and provides a framework for managing change and development in the area.

It was adopted as Planning and Urban Design Guidance on 17th July 2013.

The Masterplan, Core Strategy (2010), the Development Management Document (Submission Version March 2013), the Council's adopted Supplementary Planning Documents, the London Plan (2011), and the Mayor's Upper Lee Valley Opportunity Area Planning Framework collectively form Enfield's Local Plan.

Q2. Please provide a brief description of the proposed change(s) to the service/ policy/budget

Planning applications in the area are currently determined using the Core Strategy policies, "saved" policies in the Council's Unitary Development Plan (UDP) adopted March 1994, and relevant policies in the London Plan.

The Masterplan explains how the key objectives established in the Core Strategy for Meridian Water could be delivered, and provides further planning and urban design guidance about the significant scale of change proposed.

Q3. Does equalities monitoring of your service show that the beneficiaries in terms of the recipients of the service, policy or budget, and the proposed change, include people from the following groups?

The Council's Core Strategy sets out economic, social and environmental planning policies based on the identified needs of the borough over the next 10 to 15 years. Taken together, these policies define what sustainable development is for the borough and the benefits to residents. The Council's emerging Sustainability Programme also demonstrates how these

elements of sustainable development can simultaneously be achieved.

The Planning and Urban Design guidance contained within the Meridian Water Masterplan seeks to ensure that decisions are made that deliver the economic, social and environmental components of sustainable development. This will be delivered through guidance contained within the Masterplan which aims to create a sustainable community with high quality housing, new jobs, an attractive environment, more local services and community facilities and improved walking and cycling links.

A key element of sustainable development is ensuring the creation of sustainable communities. All new development is expected to play its part and should recognise and respond to the needs of communities, maximise opportunities to create sustainable communities and deliver accessible and inclusive environments. Developments will be expected to be of good design and be appropriately located. In accordance with the London Plan new development should be designed to meet Lifetime Neighbourhood principles.

Specific equalities monitoring will not be carried out for each planning application, rather than just for major applications where it is deemed that elements of development have potential impact. However, it is noted that there will be potential impacts to all groups of residents through development that will need to be considered at the planning application stage, utilising the planning and urban design guidance contained within the Masterplan.

See Appendix 1 for detailed information on the Masterplan's proposals and their impact on different equalities group.

Race	<p>YES</p> <p>Certain ethnic groups may have requirements that need to be addressed in the area. For example, larger family groups may choose to live in the same household so larger houses with gardens are sought. The Masterplan sets out planning and urban design guidance to provide a range of high quality housing types and sizes, including family homes, terraces and apartments. This is to ensure that a balanced, diverse and sustainable community evolves.</p> <p>The employment framework in the Masterplan sets out planning and urban design guidance to improve residents' access to employment opportunities. For example the Masterplan sets out proposals to achieve a combination of improved accessibility and initiatives to support job opportunities for local residents, which will help to create strong cohesive neighbourhoods and drive regeneration and sustainability into the heart of the new</p>
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	<p>community. The Masterplan provides planning and urban design guidance, which aims to improve residents' access to employment opportunities. However the type of jobs created in the area may affect different ethnic groups. If English is not the first language of some residents this will impact on the type of jobs they are eligible for.</p> <p>Any new community facilities will also need to consider the particular requirements of ethnic groups and their cultural needs. The Masterplan sets the framework so that community buildings are adaptable, so that they can accommodate a variety of different uses, providing space for a range of requirements.</p>
Disability	<p>YES</p> <p>There is a higher proportion of disabled people and residents with long term illnesses in Edmonton than in the borough as a whole. Any new community facilities or housing will need to ensure they are wheelchair accessible with easy access to car parking spaces. The adopted Core Strategy sets the context for the Masterplan. Development proposals will be assessed in relation to relevant guidance and policies contained within Enfield's Local Plan and the London Plan, in particular these policies already seek to ensure that at least 10% of new homes should be designed to be wheelchair accessible or be easily adaptable for residents who are wheelchair users. The Masterplan provides planning and urban design guidance to promote the provision of wheelchair accessible housing in the area. This will help combat some of the discrimination that disabled people experience in finding suitable housing in both the private and social rented sectors.</p> <p>The affordability of new housing also needs to be considered for disabled people as the earning potential of some residents may be reduced if they are unable to work due to their disability. The Masterplan provides planning and urban design guidance to require the provision of lifetime homes, wheelchair accessible housing, affordable homes as well as supported housing for people with disabilities are provided in all neighbourhoods.</p> <p>The Causeway will improve the connectivity of the neighbourhoods within the area, improving the accessibility for people with disabilities to access public transport, community, retail, leisure and educational facilities.</p>
Gender	<p>YES</p> <p>Some women, particularly those from certain ethnic groups, may feel unsafe walking around the area, especially at night. The Masterplan provides planning and urban design guidance to addresses these issues by ensuring that new development is designed to increase surveillance and encourage more people to</p>

	<p>walk around the area at night. This can be achieved by creating a community focal point and encouraging more evening uses, such as cafes and restaurants.</p> <p>The types of jobs created in the area will also need to account for the needs of women who may have childcare responsibilities during the day and subsequently require more flexible working options. The Masterplan provides planning and urban design guidance to support the provision of childcare facilities close to places of employment and public transport.</p>
Age	<p>YES</p> <p>Edmonton has a young population compared to the rest of the borough and the Edmonton Green ward in particular has the highest number of under 16 year olds of all the wards in the borough. The Masterplan seeks to provide a mix of housing in the area to meet the needs of young people in terms of affordability, as well as the need for family homes. Also by providing a mixture of housing tenures, such as supported housing and the provision of lifetime homes, people will be able to stay in their homes for longer as they will be able to offer adaptable and flexible living</p> <p>The masterplan will provide a variety of open spaces for local people of all ages, but especially play areas and enhanced leisure facilities for young people, locally provided in the variety of neighbourhoods. These play areas will create safe neighbourhoods, improving young people's access to the outdoors and create a cohesive community</p> <p>The Masterplan seeks to deliver a University Technical College (UTC) in the Gateway neighbourhood, with the potential to maximise links between employers and universities to benefit from the area's industrial and green technology clusters, as well as young people, who have been particularly disadvantaged at this point in the economic cycle.</p> <p>Improvements to public transport, pedestrian and cycle routes are sought in the Masterplan as it is recognised that both younger and older people are less likely to drive. The Masterplan seeks to relocate the station to the south, and access to the station is enhanced, which will make it more attractive to passengers. Additionally, the work on three tracking the railway line is progressing well, which will significantly benefit Angel Road station. This will provide an extra line on spare land to the east of the railway line, allowing greater frequency of trains to operate.</p>
Faith	<p>YES</p> <p>The faith of some people may impact on their housing needs as</p>

	<p>certain residents may choose to live with their extended family members for longer. There is a general need for larger family housing. Provision is made within the Masterplan for single people, couples, families, social groupings, and extended families.</p> <p>Certain faith groups may also require community facilities to meet their needs such as faith premises. The Masterplan seeks to provide community buildings that are adaptable and can accommodate a range of requirements.</p>
Sexuality	<p>YES</p> <p>Members of the lesbian, gay or bisexual (LGB) community may feel vulnerable in certain situations, in particular relating to public transport and walking around the area.</p> <p>The Masterplan promotes good standards of urban design including pedestrian friendly public realm, the introduction of an appropriate level of natural surveillance in development and well-located public transport infrastructure. Taken together these things help to promote a safe and welcoming environment for all user groups.</p>
Transgender community	<p>YES</p> <p>Members of the transgender community may feel vulnerable in certain situations, in particular relating to public transport and walking around the area.</p> <p>The Masterplan promotes good standards of urban design including pedestrian friendly public realm, the introduction of an appropriate level of natural surveillance in development and well-located public transport infrastructure. Taken together these things help to promote a safe and welcoming environment for all user groups.</p>
Married people	<p>YES</p> <p>People who are married or in a civil partnership may have particular housing needs, they may need properties that can eventually become family homes. The Masterplan can help to reduce this vulnerability to ensure that schemes are designed to be flexible wherever possible, to allow for possible changes of use over time.</p>
Pregnant women	<p>YES</p> <p>Women who are pregnant or on maternity leave need access to health and community facilities. Transport and pedestrian links also need to be accessible as women with babies and very young children may have accessibility issues. The Masterplan</p>

	can help to reduce this vulnerability through the provision of community infrastructure in accessible locations.
Q4. If you answered 'no' to any of the groups listed in Q3, please state why?	
N/A	
Q5. How will the proposed change eliminate discrimination, promote equality of opportunity, or promote good relations between groups in the community?	
<p>As part of Enfield's Local Plan, the Council has produced a Core Strategy which sets out the long term spatial vision for the borough and the policies required to deliver it over the next 20 years.</p> <p>The Masterplan explains how the key objectives established in the Core Strategy for Meridian Water could be delivered, and provides further detail and guidance about the significant scale of change proposed.</p> <p>The Masterplan provides planning and urban design guidance on a wide range of topics, such as movement, homes, business and employment, and community facilities. The Masterplan aims to create a sustainable community in Meridian Water that is connected to the surrounding communities in Edmonton in order to promote social equity and aim to reduce inequalities between communities.</p> <p>The cumulative impact of the proposals will ensure equitable outcomes for all groups in the community through coordinated delivery of social, economic, health, educational, physical and environmental infrastructure.</p>	

Section 2 – Consultation and communication

Q6. Please list any recent consultation activity with disadvantaged groups carried out in relation to this proposal	
	<p>The Consultation Statement and Strategy that supports the production of the Masterplan, sets out who and how the Council consulted on the Masterplan. This includes information and networking sessions with target groups.</p> <p>Attendance at key events and Local Residents Groups were inclusive events and did not segregate community into separate groups. A public exhibition was held at Edmonton Green Library throughout the consultation period in May to August 2012. A full breakdown of all consultation activity can be found in the consultation statement.</p>
R	Enfield Racial Equalities Council (EREC) networking event in July 2012.
D	Discussions with One to One Enfield in a workshop day for people with learning difficulties in July 2012
G	Target community groups were written to, inviting them to get involved in the consultation, information on the exhibition and offer of a

	targeted presentation with its members.
A	Target community groups were written to, inviting them to get involved in the consultation, information on the exhibition and offer of a targeted presentation with its members.
F	Target community groups were written to, inviting them to get involved in the consultation, information on the exhibition and offer of a targeted presentation with its members. Presentation at Faith Forum meeting in November 2011.
S	Target community groups were written to, inviting them to get involved in the consultation, information on the exhibition and offer of a targeted presentation with its members.
T	Target community groups were written to, inviting them to get involved in the consultation, information on the exhibition and offer of a targeted presentation with its members.
M	Target community groups were written to, inviting them to get involved in the consultation, information on the exhibition and offer of a targeted presentation with its members.
P	Target community groups were written to, inviting them to get involved in the consultation, information on the exhibition and offer of a targeted presentation with its members.
Q7. Please state how you have publicised the results of these consultation exercises, and what action you have taken in response	
	<p>Consultation events have been publicised on the Council's website, Our Enfield, individual newsletters of representative organisations, such as Enfield Voluntary Actions. A door to door leaflet drop of every business and residential property within the wider Central Leaside area.</p> <p>The feedback from the consultation events has helped to inform the preparation of the final Masterplan. Appendix H of the Consultation Report provides a summary of the comments received during the formal consultation held between May to August 2012. It also sets out the Council's response to these comments and the changes to the Masterplan. This is available to view on the Council's website.</p> <p>For on-going engagement the Council has a facebook social media page for Neighbourhood Regeneration.</p>
R	See above
D	See above
G	See above
A	See above
F	See above

S	See above
T	See above
M	See above
P	See above

Section 3 – Assessment of impact

Q8. Please describe any other relevant research undertaken to determine any possible impact of the proposed change

The Council has undertaken an extensive amount of community engagement work on the preparation of the Masterplan. This has helped to gauge the potential impact of the Masterplan's proposals on different groups and the results of the consultation on the draft masterplan have supported the content of the final Masterplan.

The Council has also prepared a Sustainability Appraisal of the Masterplan, which is a process to assess the potential economic, social and environmental impacts of the proposals.

The Council has reviewed area and evidence based reports including population and area profiles, which have provided information on the demographics of the area and have based the EQIA and Consultation Plan on this.

See Appendix 1 for detailed information on the Masterplan's proposals and their potential impact on different equalities group.

Q9. Please list any other evidence you have that the proposed change may have an adverse impact on different disadvantaged groups in the community

R	See Appendix 1 for detailed information on the Masterplan's proposals and their potential impact on different equalities group.
D	As above.
G	As above.
A	As above.
F	As above.
S	As above.
T	As above.
M	As above.
P	As above.

Q10. Could the proposal discriminate, directly or indirectly, and if so, is it justifiable under legislation? Please refer to the guidance notes under the heading, 7. Useful Definitions

No.

Q11. Could the proposal have an adverse impact on relations between different groups? If so, please describe

No

Q12. How could this proposal affect access to your service by different groups in the community?

R	A summary of the draft Masterplan was prepared as an accessible document for all members of the community. The consultation process on the Masterplan has made the service area become more accessible to different equality groups. See Appendix 1 for detailed information on the Masterplan's proposals and their potential impact on different equalities group.
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D	As above.
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G	As above.
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A	As above.
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F	As above.
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S	As above.
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T	As above.
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M	As above.
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P	As above.
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Q13. How could this proposal affect access to information about your service by different groups in the community?

R	Consultation on the preparation of the Masterplan was held at a number of consultation events across the borough in a range of community venues. This helped to ensure that residents had an opportunity to participate in the consultation and comment on the draft proposals.
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D	As above.
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G	As above.
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A	As above.
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F	As above.
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S	As above.
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T	As above.
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M	As above.
P	As above.

Section 5 – Tackling socio-economic inequality

Q14. Will the proposal in any way specifically impact on communities disadvantaged through the following socio-economic factors? Please explain below. If it does not, please state how you intend to remedy this (if applicable to your service), and include it in the action plan

Communities living in deprived wards/areas

The Masterplan's approach is inclusive of all communities and will have positive impacts in improving and tackling socio-economic inequality in the defined area.

The Masterplan will support the delivery of the Local Plan documents, which will allow for the comprehensive delivery of new development that is able to meet the needs of the existing and future community.

Benefits will be realised throughout the process and post-delivery, though the impact will be clearer after the proposals are implemented.

People not in employment, education or training

The Masterplan's approach for employment, businesses, shopping and leisure recognise that the future economic prosperity and diversity of the area is vital. By implementing the proposals of safeguarding existing employment land and allowing flexibility of potential opportunity sites for development, it will enable a strong economy to develop that can provide employment opportunities for all sections of the community including all equalities group.

The Masterplan sets out proposals to provide opportunities for business start-up and entrepreneurship. Additionally, community space will be adaptable to encourage urban agriculture, which may create local training and employment opportunities.

The Masterplan aims to deliver a new primary school, an all-through school and a University Technical College (UTC). The UTC will maximise links between employers, school and the university. This will benefit the areas industrial and green technology clusters that already exist and improvements highlighted in the masterplan.

Specifically, the Masterplan requires developers to contribute towards improving education, skills and training provision in the borough,

The proposals set out in the Masterplan will positively impact people not in employment, education or training.

People with low academic qualifications

The Masterplan aims to deliver new schools and a University Technical College (UTC), which will maximise links between employers, school and the university. This will benefit the areas industrial and green technology clusters that already

exist and improvements highlighted in the masterplan.

Improvements in educational infrastructure, creating a positive learning environment and improving the overall quality of life in the area will help those with low academic qualifications achieve higher educational attainment levels. Proposals for the UTC will provide those who may prefer alternative methods of learning and other avenues of work including physical and construction types.

Additionally, the Masterplan requires developers to promote local labour agreements to enable Enfield's residents to secure employment and training from the new jobs that Meridian Water will create.

The proposals set out in the Masterplan will positively impact the lives of people with low academic qualifications.

People living in social housing

The Masterplan supports Core Strategy policies and seeks to secure the provision of additional social rented and affordable rent housing.

A mix of housing types and tenures are provided, which will promote a community that is socially inclusive. The mixed used house types may include work units, supported living and community self-build amongst others.

The homes will be lifetime homes standard and affordable, with a shared infrastructure for an integrated community.

Lone parents

The proposals set out in the Masterplan are inclusive of all groups in the area. The cumulative impact of proposals on lone parent families will be positive with the potential delivery of improvements to a range of social infrastructure provided in the locality to promote a neighbourhood, which will encourage social interaction and reduced travel for lone parents.

The proposals set out in the Masterplan will positively impact the lives of lone parent families.

People on low incomes

The cumulative impact of the proposals set out in the Masterplan will ensure equitable outcomes for people on low incomes in the community through coordinated delivery of social, economic, educational, physical and environmental infrastructure.

The Masterplan seeks to create jobs, affordable housing and a community infrastructure, which will not discriminate those that are on low incomes. The proposals set out in the Masterplan will positively impact the lives of people on low incomes.

The Masterplan aims to create 3000 new jobs, which will be available to local people helping people to get out of poverty and support themselves and their families.

People in poor health

The Masterplan seeks to ensure that there is adequate healthcare provision appropriate needs. The co-location of different uses and activities, healthy lifestyles and wellbeing is encouraged, which should both build stronger healthier communities and in turn reduce pressure on health services.

The proposals set out in the Masterplan should have a positive impact on all groups in the area, particularly the elderly and disabled groups who require good access to primary care services.

Any other socio-economic factor

Community groups or organisations will be encouraged to deliver and manage facilities, this will evolve a sense of ownership within the community, encourage sustainability of facilities and services.

Section 6 – Impact on staff**Q15. How have you consulted, or otherwise engaged with, all relevant staff about this proposal (including any staff on sickness or maternity leave)?**

Relevant staff engaged and made comments on the draft Masterplan and its accompanying documents via Officer Working Groups and Departmental Management Meetings.

An exhibition was held in the restaurant at the Enfield Civic Centre, to enable staff to comment on the plans (20th and 21st June 2012)

Q.16 If your proposal involves a staff restructuring, how have you discussed this with relevant trade unions?

N/A

Q17. Does job matching of existing staff against the new proposed staff structure, following any assimilation process, indicate that any particular groups of staff are adversely affected more than others?

R	No
D	No
G	No
A	No
F	No
S	No
T	No
M	No
P	No

Q.18 Are there any proposed changes to working hours, work locations or duties likely to have a negative impact on particular groups of staff?	
R	No
D	No
G	No
A	No
F	No
S	No
T	No
M	No
P	No

Section 7 - Miscellaneous

Q19. Do you plan to publicise the results of this assessment? Please describe how you plan to do this

The EQIA will be made available for information on the Council's website alongside the Masterplan, and listed in the Council's Equality and Diversity Annual Report.

Q20. How and when will you monitor and review the effects of this proposal?

The equalities impact of the Masterplan will be monitored through a regular review of the EQIA. A review will also be undertaken as part of the next retrospective equality impact assessment/analysis for this service, which is due to be undertaken in 2013 as part of the Council's three year rolling programme

14. Action plan template for proposed changes to service, policy or budget

Proposed change to, or new, service, policy or budget.....Adoption of Meridian Water Masterplan

Team:...Neighbourhood Regeneration.....

Department:.....Regeneration, Leisure and Culture

Service manager:...Sharon Strutt.....

Issue	Action required	Lead officer	Timescale	Costs	Comments
Publish EQIA on Meridian Water webpage	Publishing EQIA on website	Karen Hale	8th May 2012	Neighbourhood Regeneration Budget	
Review of consultation on Masterplan and any comments on EQIA	Collating and reviewing all comments received	Karen Hale	August to Autumn 2012	Neighbourhood Regeneration Budget	
Review changes required to plan and EQIA	Collating and reviewing all comments received and amending masterplan and EQIA as needed	Karen Hale	Winter 2012	Neighbourhood Regeneration Budget	
Adopt and publish final Masterplan and its EQIA	Formal adoption and publication	Karen Hale	Summer 2013	Neighbourhood Regeneration Budget	

APPROVAL BY THE RELEVANT ASSISTANT DIRECTOR - NAME.....SIGNATURE.....