Retrospective: analysing existing services and policies

Enfield Council

Retrospective Equality Impact Assessment (EQIA) - Equality Analysis

Neighbourhood Regeneration

MARCH 2014
Retrospective equality impact assessment/equality analysis template

Please complete this cover sheet

<table>
<thead>
<tr>
<th>Service / policy</th>
<th>Neighbourhood Regeneration</th>
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</thead>
<tbody>
<tr>
<td>Officer completing the analysis</td>
<td>Ellie Robles</td>
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<tr>
<td>Phone Number</td>
<td>3640</td>
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<tr>
<td>Team (if applicable)</td>
<td></td>
</tr>
<tr>
<td>Department</td>
<td>Regeneration and Environment</td>
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<tr>
<td>Date impact analysis completed</td>
<td>31st March 2014</td>
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</table>
Section 1 – Aims and objectives

Q1. Please provide a brief description of the service or policy covered by this assessment/analysis


The ‘Shaping Enfield’s Future’ strategy outlines the Neighbourhood Regenerations priority areas;
- South West Enfield – New Southgate
- North East Enfield – Ponders End
- Central Leeside – Meridian Water
- Edmonton Green
- Enfield Town

Neighbourhood regeneration has the vision to improve the lives of everyone who lives, works, studies or plays in Enfield. Through providing better schools, transport, housing, open spaces and heritage attractions, and supporting local businesses to make Enfield a better place for everyone.

Neighbourhood Regeneration provides strategy preparation, review, advice and guidance, for local masterplans and Supplementary Planning briefs within the priority and surrounding areas. The Service delivers regeneration projects and outputs identified within adopted documents which have been consulted with the community. The service’s documents and projects are centred and developed around strategic aims, with a programme of community engagement and consultation for community input. Consultation and engagement for each project is developed around the Statement of Community Involvement (SCI) and the Enfield Compact, which was endorsed by the Enfield Strategic Partnership (board membership of local authority, business and community organisations).

The Service provides policy, local area, engagement advice and guidance, and input to all the Council’s other services, statutory and community organisations, and the handover of projects for delivery to specific services within housing, property and environment.

The current programmes and projects are;
- North East Enfield
- Ponder End
- New Southgate
- Edmonton Green
- Meridian Water
- Enfield Town
- Market Gardening
- Town Centres Management Framework
Q2. Please list the main stakeholders / beneficiaries in terms of the recipients of the service or the target group at whom the policy is aimed.

The main stakeholders for our service include everyone who lives, works, studies or plays within the Borough.

The profile of Enfield is extremely diverse, and the community is very different within each priority area, therefore consultation, engagement and delivery of projects is tailored around stakeholders in the identified area of the project.

As Neighbourhood Regeneration is focused on shaping its services around community feedback, forums and partnerships have been created to enable effective delivery.

The following is a list is not a definitive list of stakeholders:

- Business tenants and owners
- Residents
- High Street businesses and customers
- Town Centre Managers
- Local Partnerships and Neighbourhood Panels
- Strategic Area Partnerships
- Land owners
- Business Organisations
- Members & Council staff
- Voluntary and Community Organisations
- Local, regional and professional press
- Partners including the Greater London Authority
- Statutory stakeholders
- Local Plan database
- Internal and external networks
- Internal LBE services
- Developers
- Other local authorities.
- Key Strategic Partners such as the Mayor for London, the Greater London Authority, statutory bodies, London Councils, Lee Valley Regional Park, North London Strategic Alliance.
- Schools and colleges
- Churches and faith groups
- Area Partnerships
- Neighbourhood Panels
- Neighbourhood Forums

Our service aims to actively engage equalities groups and take appropriate measures to ensure this. Projects are shaped to maximise community opportunities and impact, then delivered by Neighbourhood Regeneration or relevant department.

Q3. How does the service or policy contribute to eliminating discrimination, advancing equality of opportunity, and foster good relations between different groups in the community? If it does not, please identify actions you intend to undertake to remedy this in your action plan (see attached).

| R | Neighbourhood Regeneration has delivered extensive consultation for its Supplementary Planning Documents, Masterplans and programmes/projects from initiation to completion. Consultation and engagement plans accompany all projects that identify a comprehensive community map to eliminate discrimination, promote opportunities and work in partnership. This is in line with the Enfield Compact and the Statement of Community Involvement (SCI) to ensure consultation is inclusive and effective. |
| D | The service works to maintain the Council's current rating of 'Excellent' under the Equality Framework for Local Government. Some work and examples of projects that have contributed to the 'Excellent' rating are listed below; |
| G | • Specific targeted consultation through organisations such as one to one, |
young people and Enfield Racial Equality Council (ERECK)

- Different approaches to consultation; one to one door knocking approach during the beginning stages of the Alma Housing Regeneration scheme, and on-site design consultations for Open Space schemes at Angel Gardens, Take the High Road in New Southgate and Waterfront project in Ponders End
- Accessible venues and opportunities for interpreters at local Panels and Partnerships
- Community involvement in developing and delivering events to create community ownership and cohesion, during consultation and completion, and funded Festivals for the Mayors Outer London Fund
- Facilitate funding bids in partnership with the community for community interest projects; community pavilion in Ponders End, and community growing sites
- Identify and empower community champions/organisations to be part of the project process. Ponders End Park refurbishment worked with local residents who then formed the Friends of Ponders End Park group
- Established networks. Neighbourhood Panels and Partnerships within Priority areas that are continuously reviewed for membership to capture new communities
- Utilise the pool of internal and local community marketing channels; print, social and online media
- Offer of alternative methods of communication; language, visual, audio, print size, etc.
- Every effort will be made to make our consultations, panels and events as inclusive as possible, and evaluations are vital to continually developing our approach, communication and projects
- Consultations to continue to record equalities data, outcomes and produce Equalities Impact Assessments (EQIA)

Q4. If the service is provided by another organisation or agency on behalf of the Council, please give the names of these organisations / agencies

The Neighbourhood Regeneration Team works in partnership with agencies, organisations, other departments and the local community to develop its services but ultimately, delivery is with the London Borough of Enfield. Some examples, are,
- Enfield Homes
- Artstart
- Greater London Authority – Outer London Fund
- North London Chamber of Commerce
- Enfield Business Retailers Association
- Enfield Enterprise
- Friends of Park – Various parks

Q5. If external providers are involved, what measures are in place to ensure that they comply with the Council's Equal Opportunities and Valuing Diversity Policy? If there are none, please identify actions you intend to undertake to remedy this in your action plan
All tendering is conducted in line with Corporate Procedures, which require that any bid must meet the legal requirements placed on the Council in terms of equal opportunities legislation. Local providers are used where possible, to contribute to the economic growth of the priority areas, such as, local Film, Print and Design, Art organisations and companies.

Organisations and community members work with the Neighbourhood Regeneration team to deliver local events and projects, which reflects the culturally diverse communities and promotes opportunities for work experience, training, short term employment and community ownership. The Outer London Fund Community Cohesion events are an example of this, as the event management group membership consisted of local businesses, organisations and community representatives. This is in compliance with the Enfield Strategic Partnership’s Enfield Compact and the SCI.

Q6. Does the policy / policies that influence the provision and delivery of your service need reviewing to take account of the duties under the legislation. If so, include this in the action plan

All Corporate policies and strategies adhere to equality legislation, therefore LBE embed these into service delivery.

Equalities Impact Assessment/Analysis (EQIA) are carried out for each programme/ project as a model of good practice and highlight any impact on those with protected characteristics set out under the Equality Act 2010. Where gaps in provision are identified, changes to proposals, documents and strategies are considered and amended where necessary.

Section 2 – Consultation and communication

Q7. Please list any recent consultation activity with disadvantaged groups carried out in relation to this service or policy

<table>
<thead>
<tr>
<th>R</th>
<th>Consultation and engagement plans accompany all projects that identify a comprehensive community map to eliminate discrimination, promote opportunities and work in partnership. This identifies specific disadvantaged groups, communities and organisations to make our consultations as fully inclusive as possible, so that the views of people from all backgrounds and groups are taken into account. This and the predictive equalities impact assessments (EQIA) enable the Neighbourhood Regeneration Team to recognise gaps in consultation and engagement, and make appropriate steps to minimise.</th>
</tr>
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<tbody>
<tr>
<td>D</td>
<td>Projects and programmes utilise a number consultation practices as listed in question 3, and in line with the following consultation guidelines from the following documents;</td>
</tr>
<tr>
<td>G</td>
<td>• The adopted Statement of Community Involvement (SCI)</td>
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<tr>
<td>A</td>
<td>• The Enfield Compact</td>
</tr>
<tr>
<td>F</td>
<td>• LBE aims and objectives Fairness for all, Growth and sustainability, and Strong communities</td>
</tr>
<tr>
<td>S</td>
<td>• Statutory legislation and Government regulations</td>
</tr>
<tr>
<td>T</td>
<td>A list of recent projects that our service has directly carried out consultation and guidance, are listed below;</td>
</tr>
<tr>
<td>M</td>
<td>• North East Enfield</td>
</tr>
<tr>
<td>P</td>
<td>➢ Outer London Fund Programme – Cohesion events, Gateways and Meanwhile use</td>
</tr>
<tr>
<td></td>
<td>➢ South Street - Public Realm/ Alma Estate Redevelopment/ Oasis Hadley School</td>
</tr>
<tr>
<td></td>
<td>➢ Ponders End Park</td>
</tr>
<tr>
<td></td>
<td>➢ Waterfront Programme</td>
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</tbody>
</table>
- South West Enfield
  - Red Brick estate
  - Take the High Road project
  - New Southgate Masterplan
  - Southgate Town Hall Planning Brief

- Edmonton
  - Draft Edmonton Masterplan
  - Central Leeside Area Action Plan
  - Shires Neighbourhood Plan

- Meridian Water
  - Angel Community Gardens
  - Angel Station Improvements

- Market Gardening
  - Community growing:
    - Forty Hall Farm Growing project
    - Enfield Veg Co.
    - Borough wide community growing
  - Large scale growing
  - Centre of excellence

It is important to learn from previous experience, therefore evaluations and models of good practice influence consultation and engagement plans and strategies for programmes and projects within the Neighbourhood Regeneration Team.

There were two general consultations that took place with disadvantaged organisations; the Enfield Racial Equalities Council and One to One (Vulnerable adult organisation). Both events were tailored towards the audience, and feedback was attained on aspirations rather than specific projects, which could be used across Council Services.

Q8. Please state what action you have taken as a result of these consultation exercises

<table>
<thead>
<tr>
<th>R</th>
<th>The Neighbourhood Regeneration Team usually conducts pre-consultation with key stakeholders to shape initial proposals and projects, which contributes to community ownership. During consultation, numerous methods are used with different stakeholders, and communication is vital throughout the project lifespan. All consultation and engagement feedback is consolidated into a consultation report which analyses results, then shapes and amends projects as appropriate.</th>
</tr>
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<tbody>
<tr>
<td>D</td>
<td>Strategies, masterplans and Planning Brief documents, often result in physical works projects delivered by the Neighbourhood Regeneration Service. Therefore it is fundamental that communication and feedback is gained through to the completion of the project, for transparency with the community and changes that have been made.</td>
</tr>
<tr>
<td>G</td>
<td>Some examples, are;</td>
</tr>
<tr>
<td>A</td>
<td>Provided language and sign interpreters at Neighbourhood Panels and consultations where a need was identified</td>
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<tr>
<td>F</td>
<td>Changes to the Take the High Road Project, High Road Open space, inclusive equipment additions were made</td>
</tr>
<tr>
<td>S</td>
<td>Designs have been interpreted from community artwork for projects in Ponders End and New Southgate</td>
</tr>
<tr>
<td>T</td>
<td>Masterplan consultations have enabled the community to influence and shape delivery of priority projects in New Southgate, Edmonton and</td>
</tr>
</tbody>
</table>
Q9. Please state how you have publicised the results of these consultation exercises

R

A Consultation Report is produced from community consultation and engagement, which outlines the changes and amendments to documents and project proposals. These are publicised and reported in a number of ways:

D

- Publication on the Council’s website;
- Publicised internally;
- Added as appendices to publically available reports;
- Local Newsletters;
- Post Consultation events and exhibitions;
- Through Neighbourhood Panels, Partnerships, community meetings and Area Forums
- Through our existing email network, including all stakeholders/communities identified in the consultation community map

Q10. Please identify areas where more information may be needed. Identify the action needed to obtain this data in the action plan

R

The Neighbourhood Regeneration Team adopts the Corporate guidance in collection of data of equalities monitoring for consistency within all consultations comparisons can be made. Following Corporate Guidance, only data that is relevant and proportionate to the services projects and programmes is collated.

D

A

Equalities monitoring returns are often low as it is the individual’s choice as to whether this is completed, although every effort is made. Alternative methods have been sought through equalities organisations and specific targeted consultation and this will be carried out on an ongoing basis to increase data collection.

Q11. Please state how you consult with members of your staff about your service or policy. If you do not, please identify what action you intend to take to remedy this, and include it in your action plan

R

Following project and programme management principles, there are a number of ways staff are briefed.

D

G

There are various internal pathways where projects/programmes are shared;
- Membership on the Enfield Consultation and Engagement Working Group
- Project and Programme Boards
- Partnerships
- Corporate Equalities Group
- Leadership Team Meetings – standing item on Equalities
- Equalities Champions/ Equalities Officer Group meetings
- Team meetings
- 1 to1s where equalities issues are discussed where relevant
- Discussions on Business Case, Project Briefs, and Predictive and Retrospective Equality Impact Assessments
- Development of the annual Service Centre plan among managers that includes matters relating to Equalities and Diversity

M

P
Training sessions
Input into the annual Equalities and Diversity Report
Team Brief
Enfield Eye – Internal council website
Staff Matters – Staff newsletter
Watch this Space – Corporate staff magazine

It is an important part of our service to discuss and share expertise, resources, knowledge and guidance to inform projects and programmes.

Section 3 – Data and research

Q12. Please describe how you carry out equalities monitoring of the take-up and use of your service – if you do not carry out equalities monitoring, please explain why

R
Projects and programmes that are part of the Neighbourhood Regeneration service are shaped by the community from initiation to delivery, therefore feedback is vital.

D
Consultation and engagement plans, that accompany EQIA for any project/programme, outline equalities stakeholders and highlight gaps in provision to maximise equalities take up and feedback. Equal Opportunities Monitoring forms part of our formal consultation surveys and questionnaires for more strategic based projects. This is in line with Corporate Guidance and for consistency.

G
The results of the consultation are then analysed and interpreted into a consultation report, and amendments are made to provisions where appropriate.

A
Carrying out Equalities Impact Assessments/Analyses also ensures that equalities issues are covered with the introduction of new or revised Strategies, Policies and projects for the service.

F
Baseline demographics contribute to identifying stakeholders within consultation and priority areas, along with local communities, organisations and businesses.

Q13. How are the results of any equalities monitoring analysed?

R
The number of completed forms has been generally low, making equalities meaningful analysis very difficult in comparison to the take up of consultees. Previously, equalities monitoring forms have been separate to the online question but these have since been integrated to increase data collection.

D
The feedback during consultation is analysed in line with the protected characteristics and interpreted into a consultation report, and amendments are made to provisions where appropriate. The analysis measures the response data against demographic and ward profiles to understand whether the responses are a reflection of the local demography. Gaps in provision are highlighted in the evaluation for future targeted consultation.

G
Carrying out Equalities Impact Assessments/Analyses also ensures that equalities issues are covered with the introduction of new or revised Strategies, Policies and projects for the service.

Q14. Does an analysis of your customers against baseline population figures show that you are reaching all disadvantaged groups? If not, state the action you plan to take to address this in your action plan

R
A comprehensive community map is put together for each consultation which is informed by an overview of the baseline figures, therefore every effort is made to
ensure that we are reaching all disadvantaged groups. During a live consultation period, responses are constantly reviewed and gaps within equality take up are identified, and minimised through offers of a meeting or presentation.

Improvements could be made to obtain a higher response rate with regard to Equal Opportunities Monitoring forms to encourage completion of the forms through the integration of questionnaires and equalities monitoring. It is difficult to capture equalities information within meetings and events, but the implementation of an event summary could minimise this.

Future consultation and analysis could include more detailed comparison with baseline figures.

Q15. Please describe how you carry out equalities monitoring of the satisfaction of customers using your service – if you do not carry out equalities monitoring, please explain why

Consultation reports capture both positive and negative feedback, including satisfaction of current services. Data is interpreted and policies, strategies and projects are amended as appropriate within the boundaries of the service. The majority of projects hold launch events that are scheduled to signify the end of a project, and data is collated on the project through event questionnaires and evaluation reports.

A number of other methods are used to communicate and evaluate projects success that have been delivered;
- Launch Events
- Local Newsletters
- Online media
- Neighbourhood Panels and partnerships

All monitoring and evaluation is compliant with Corporate policy, Enfield Compact and the Statement of Community Involvement (SCI) to improve customer satisfaction within our service. Although specific equalities satisfaction analysis is not undertaken.

Q16. What does this customer satisfaction data tell you?

Feedback during consultation informs projects and programmes, and positive customer satisfaction during launch events has been high. All event feedback is evaluated and lessons learned for future events.

As continuous engagement takes place after the completion of projects, there are opportunities to raise any benefits or dis benefits associated, and gaps in provision.

Q17. Please list any performance targets relating to equality that your service or policy includes

The Neighbourhood Regeneration Team ‘to contribute to the Council’s work to
The Neighbourhood Regeneration Service makes the following equalities contributions:

- Input into the Equalities monitoring annual report
- Contribute to the Council's Equalities and Diversity report
- Review and Implement Equalities and Diversity Action Plan
- Undertake a Retrospective Equality Impact Assessment/Analysis
- Contribute and represent Neighbourhood Regeneration at the Corporate Equalities Group
- To contribute to corporate, departmental and service equalities objectives
- Undertake EQIAs for new Strategies, Masterplans and projects

Equalities monitoring has been vital to shaping our services, policies and projects to improve Enfield to make it a better place to live, work and do business. We will continue to collate equalities data through Equalities Impact Assessments (EQIA's), best practice models in consultation and events, and increasing engagement from underrepresented groups.

Currently there is no specific performance indicators in place for the service with regards to equalities, other than the Corporate aims and objectives stated above.

Q18. Please list any plans you have to introduce new targets for equality in your service or policy – this could be as a result of identifying best practice in other authorities. Include this in the action plan.

Our Team is constantly reviewing and evaluating projects, along with consultation methods and approaches in line with Government Legislation, the Enfield Compact, Corporate policy and adopted Statement of Community Involvement (SCI). Projects are dependent on successful equalities consultation and engagement, and to maintain the Council's current rating of 'Excellent' under the Equality Framework for Local Government.

Consultation plans and Equalities Impact Assessments highlight target groups for equalities within each project and programme. These documents evolve and develop, and are specific to the project at the time of creation.

Training, workshops, and networking events are part of identifying best practice models as well as reviewing and evaluating previous projects. This enables improvements to be made to future service delivery.

Q19. Have you received any complaints about your service or policy in respect of equality issues? If so, please give a brief description.

No complaints have been received or anything relating to equalities, but any consultation feedback is responded to and amendments are made to projects as appropriate.
Section 4 – Assessment of impact

<table>
<thead>
<tr>
<th>Q20. Please list any evidence / results of research you have of the service or policy having an adverse impact on different disadvantaged groups. If there is any adverse impact, please identify actions you intend to undertake to remedy this in your action plan</th>
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<tr>
<td>Fairness for all is an important Council Aim, whereby those that live, work, do business and play in the Borough have a fair and equal access to services and opportunities.</td>
</tr>
<tr>
<td>Tackling the inequalities in the borough is at the heart of what Neighbourhood Regeneration wants to achieve. Therefore every effort is made to ensure our service is shaped by the community and its needs.</td>
</tr>
<tr>
<td>We have not identified any adverse impacts our service has had on different disadvantaged groups, as our Service aims to reduce or mitigate these within Regeneration Priority areas.</td>
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</tbody>
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<table>
<thead>
<tr>
<th>Q21. What are the potential or known barriers to participation for the different disadvantaged groups? Please identify actions you intend to undertake to remedy this in the action plan</th>
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<tr>
<td>The Statement of Community Involvement and the Enfield Compact sets out the standards for involving the community, in the preparation and revision of Neighbourhood Regeneration projects and programmes. We recognise the important of community consultation and involvement to shape services needs to be inclusive and accessible.</td>
</tr>
<tr>
<td>Community mapping, consultation plans and EQIA’s help to address barriers and minimise the risk of low participation.</td>
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<tr>
<td>Some of the major barriers to participation to the service have been identified as</td>
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<tr>
<td>• Language</td>
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<td>• Accessibility</td>
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<td>• Cultural Differences</td>
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<tr>
<td>• Disability</td>
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<tr>
<td>Each consultation is individually written around the specific area and project, as one size does not fit all and not all approaches and methods are suitable. Where identified that traditional methods may not be adequate, more targeted and innovative approaches are used.</td>
</tr>
<tr>
<td>A key principle of the SCI and Corporate Policy is to ensure that documents are made available to everyone and consequently consultation documents can be made available both paper and electronic formats, with the opportunity to request documents in other languages, braille, audio or large print format</td>
</tr>
<tr>
<td>Good practice support models that have been used during consultation are;</td>
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</table>
 Translation service and interpreters
 Key workers for vulnerable adults
 Council officer support
 Targeted consultation with Equalities Groups
 Accessible venues
 Using venues that participants feel comfortable, e.g. Mosque
 British Sign Language interpreters

Q22. Could the service or policy discriminate, directly or indirectly, according to the accompanying definitions? Please refer to the guidance notes under the 8. Useful Definitions

Neighbourhood regeneration applies the corporate vision ‘to improve the lives of everyone who lives, works, studies or plays in Enfield’ and ‘fairness for all’ corporate aim. Therefore, all our consultations are undertaken to eliminate discrimination in project delivery.

Q23. If so, is it justifiable under the legislation? Please refer to the guidance notes under the 8. Useful Definitions

N/A

Q24. Could the service or policy have an adverse impact on relations between different groups/community cohesion? If so, please describe below. Identify actions you intend to undertake to remedy this in your action plan

The Service regenerates and improves priority areas by shaping projects around community involvement. Community cohesion events are programmed into the completion of projects and throughout consultation to minimise the risk of any adverse impacts, and contribute to improved partnerships. As such, it is considered that the services will not have an adverse impact on relations between different groups.

Section 5 – Tackling socio-economic inequality

Q25. Does your service in any way specifically assist 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 nature of the Neighbourhood Regeneration Service has been set out within the ‘Shaping Enfield Future’ strategy. Priority areas have been identified on the basis of deprivation and socio-economic factors, these include:

- South West Enfield – New Southgate
- North East Enfield – Ponders End
- Central Leeside – Meridian Water
- Edmonton Green
- Enfield Town

The Council aims to improve the lives of the communities who live, work, study or play within the Borough, with the Neighbourhood Regeneration focussing on the Priority areas. Within these areas, projects are scoped around the Local Development Framework Core Strategy which sets out the Council’s spatial planning framework for development of the borough for the next 15-20 years and aims specifically to focus growth and regeneration in the south and east of the borough where the greatest levels of deprivation and inequality exist. More detailed Area Action Plans and masterplans also play a part to guide and facilitate regeneration in these areas. These documents are shaped by the community and influence projects that are brought forward for delivery within these deprivation areas, which aim to improve social, physical, economic and green infrastructure, including estate regeneration.

Consultation plans and EQIA’s identify communities and measures to increase participation
assistance and involvement. Community drop in sessions have been programmed in priority areas to improve community access to services.

The Neighbourhood Regeneration Team has overarching themes to promote fairness, equality and diversity and to deliver value for money, attract inward investment, and contribute to strong communities. All of these ambitions will help to tackle socio-economic inequality and will directly benefit the whole borough.

People not in employment, education or training

Neighbourhood Regeneration projects look to address employment, education and training in partnership with neighbouring services.

See examples below;
- Physical projects are often locally commissioned
- Estate Regeneration contracts have written agreements to employ local people
- Cohesion events – short term employment, work experience and training
- Community Capacity building courses
- Communicate information to local partnerships, neighbourhood panels and networks
- Work with local volunteer organisations and signpost community members; Enfield Voluntary Action and The Challenge Network
- Work experience placements, through Schools, JOBSNET and Job Centre Plus

People with low academic qualifications

Due to the identified priority areas, a large number of the community are likely to have low academic qualifications. Therefore consultation material is written in plain English and the offer of assistance when completing or participating in an event is available.

There are a number of opportunities for volunteers to gain accreditation; training, work experience and short term employment to support those with low academic qualifications find employment. This could be through work placements, cohesion events and signposting individual to organisations that can help.

People living in social housing

The Neighbourhood Regeneration Team identifies this community as a key stakeholder in developing our services, as social housing is a prominent factor within deprived neighbourhoods. Consultation and engagement methods have consisted in door knocking, targeted consultation with residents associations and establishing project boards with representatives from these communities.

The Neighbourhood Regeneration Service works in partnership with the Housing Team, whom have a number of related objectives which will support people living in social housing, these include:
- Addressing severe overcrowding
- Delivering housing-related support services
- Making the best use of our housing stock
- Improving the quality of existing homes through refurbishment and estate regeneration
- Improving public realm, community facilities and open spaces

Inevitably the above will contribute to minimising socio economic barriers and assisting the community input and ownership.

Lone parents

Consultation plans and EQIA’s identify the need to provide accessible venues, targeted engagement with lone parent organisations, convenient times and provide family friendly environment during consultation and cohesion events to assist these communities.
People on low incomes

The Neighbourhood Regeneration Team focusses on deprivation areas therefore it is vital that the needs of low income communities shape projects to improve their lives. Consultation plans and EQIA’s take into consideration financial barriers and utilise accessible venues to eliminate transport costs, variety of engagement options including presentations, drop in session and events.

During events, most elements are free and/or subsidised at a nominal rate to not out price the local community.

Regenerating deprivation areas benefit the local and wider community as there is no monetary implication to the improvements. A good example is, the introduction of an outdoor gym in an open space where there are no leisure facilities nearby.

People in poor health

Consultation plans and EQIA’s outline the parameters of engagement, presentations to an organisation, individual, and key workers for vulnerable adults are made where appropriate. Consultations are made accessible and do not discriminate against poor health, and value feedback to shape projects around input.

Any other socio-economic factor

Any other socio-economic factors are be identified in each projects consultation plan and EQIA’s, stating the methods and approaches taken to maximise participation and minimise negative impact on the community.

Section 6 - Miscellaneous

Q26. How does your service plan address equalities issues? Please explain below. If it does not, please state how you intend to remedy this, and include it in the action plan

Equalities issues are addressed within creation of regeneration projects, consultation plans, EQIA’s from initiation to delivery. These are consistently reviewed in line with Corporate guidelines, legislation and Neighbourhood Regeneration plan. Equalities are a fundamental part of the delivery of service objectives and contribute to the Council’s work to achieve an excellent rating under the Equality Framework for Local Government.

As outlined in Q17, there are a number of contributions our service makes to our Corporate and departmental equalities plans.

Q27. Please list any staff training issues on equality arising from this assessment/analysis. Include this in your action plan

N/A

Q28. How do you plan to publicise the results of this assessment/analysis? Include this in your action plan

The full Retrospective EQIA will be published on the Council’s website and listed in the Councils Equality and Diversity Annual Report. The action plan from this assessment will be published in the Councils Equality Scheme Annual report.

An evaluation of results and findings of all departmental EQIAs will be discussed within the Corporate Equalities Group and form part of a holistic approach to any common actions that
need to be addressed.

Q29. Does your service or policy result in any financial support being given to disadvantaged groups within the voluntary and community sector. If ‘yes’, please list organisations and amounts

The Neighbourhood Regeneration Team supports Community Organisations with Council Funding programmes, such as the Residents Priority Fund and Capacity Building Grant.

The Outer London Fund Community cohesion events, funded voluntary and community organisations to deliver elements of the events.

See list below;
- ArtStart
- Fresh Manna
- Friends of Albany Park
- Love Your Doorstep
- Niburu Media
- Enterprise Enfield
- Alma Residents Association
- Enfield Business and Retailers Association
- King George Waterfront Centre
- Sea Cadets
- The Source
- Dal Media
- Friends of Durant’s Park
- Friends of Ponders End Park
- Enfield Women’s Centre
- Ponders End Community Development Trust
- Red Room
- Nelson Williams Foundation
- Maddeielli Photography
- Tropical Bird facepainting

Q30. When and how do you intend to review this assessment/analysis? Include this in your action plan

We will review this Retrospective EQIA on an annual basis.

The next retrospective equality impact assessment/analysis for Neighbourhood Regeneration will be carried out in 2016/17 as part of the Council’s three-year rolling programme.
### 13. Action plan template for existing services or policies

**Service or policy covered by this assessment/analysis:** Neighbourhood Regeneration

**Team:** Neighbourhood Regeneration

**Department:** Regeneration, Leisure and Culture

**Service manager:** Sharon Strutt

<table>
<thead>
<tr>
<th>Issue</th>
<th>Action required</th>
<th>Lead officer</th>
<th>Timescale</th>
<th>Costs</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Low number of returns for the Equal Opportunities Monitoring Forms</td>
<td>Research and evaluate ways of encouraging higher levels of returns</td>
<td>Community Engagement Officer</td>
<td>Ongoing</td>
<td>unknown</td>
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</tr>
<tr>
<td>Predictive EQIAs required as a model of good practice for all projects and programmes</td>
<td>Ensure EQIA requirement is identified at Project Planning Stage</td>
<td>Community Engagement Officer</td>
<td>Ongoing</td>
<td>unknown</td>
<td></td>
</tr>
<tr>
<td>Departmental Retrospective equality impact assessment</td>
<td>Undertake as part of Council's three-year rolling programme</td>
<td>Head of Service</td>
<td>2016/17</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Appropriate stakeholders</td>
<td>Production of community map and EQIA to identify appropriate stakeholders and incorporate baseline data for projects and programmes</td>
<td>Community Engagement Officer</td>
<td>Ongoing</td>
<td>unknown</td>
<td></td>
</tr>
<tr>
<td>Legislation changes</td>
<td>Modify and amend EQIA's in line with changes to legislation</td>
<td>Corporate Equalities Group</td>
<td>Ongoing</td>
<td>unknown</td>
<td>Cascade to services through staff representatives</td>
</tr>
<tr>
<td>Publish predictive EQIA's</td>
<td>Ensure publication of predictive EQIA's on Council website</td>
<td>Project Officer</td>
<td>Ongoing</td>
<td>unknown</td>
<td></td>
</tr>
<tr>
<td>Issue</td>
<td>Action required</td>
<td>Lead officer</td>
<td>Timescale</td>
<td>Costs</td>
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<tr>
<td>Embed Equalities and Diversity information across the Service</td>
<td>Equalities Champions to cascade information to the Corporate Equalities Group and department. Equalities to be added as a standing item for all team meetings</td>
<td>Service and departmental representatives</td>
<td>Ongoing</td>
<td>unknown</td>
<td></td>
</tr>
<tr>
<td>Implement the Council's new corporate categories for Equalities Monitoring for all monitoring and feedback forms</td>
<td>The collection of all monitoring data conforms to Corporate Policy. Ensure databases are updated so relevant information can be stored.</td>
<td>Community Engagement Officer</td>
<td>Ongoing</td>
<td>unknown</td>
<td></td>
</tr>
<tr>
<td>Need to improve the collecting, collating and analysis of consultation and event data</td>
<td>Review how current data is collected and collated and how improvements may be made.</td>
<td>Community Engagement Officer</td>
<td>14/15</td>
<td>unknown</td>
<td>Cascade to services through staff representatives</td>
</tr>
<tr>
<td>Share resource and knowledge</td>
<td>Share best practice and knowledge through internal and Corporate Equalities and Consultation Groups Equalities Group to</td>
<td>Service and department representatives</td>
<td>Ongoing</td>
<td>unknown</td>
<td></td>
</tr>
<tr>
<td>Continue to minimise equalities barriers during consultation and project delivery</td>
<td>Review, benchmark from models of good practice, attend training and workshops, if appropriate</td>
<td>Community Engagement Officer</td>
<td>Ongoing</td>
<td>unknown</td>
<td></td>
</tr>
</tbody>
</table>

APPROVAL BY THE RELEVANT ASSISTANT DIRECTOR - NAME: Paul Walker, SIGNATURE: [Signature]