

Enfield Council Predictive Equality Impact Assessment/Analysis

NB if there is likely to be an impact on different groups of staff as a result of this proposal, please also complete a restructuring predictive EQIA form

Department:	Place	Service:	Strategic Planning and Design
Title of decision:	Heritage Strategy	Date completed:	5.6.19
Author:	Christine White, Heritage & Urban Design Manager Harriet Bell, Heritage Officer	Contact details:	Harriet.bell@enfield.gov.uk 0208 379 4700

1 Type of change being proposed: (please tick)							
Service delivery change/ new service/cut in service		Policy change or new policy	x	Grants and commissioning		Budget change	

2 Describe the change, why it is needed, what is the objective of the change and what is the possible impact of the change:

The existing Heritage Strategy, **A Living Landscape**, was published in 2008. It included a number of key objectives relating to projects for Forty Hall and the museums service as well as broader aspirations around heritage engagement and participation. The Heritage Strategy is significantly out of date and is not consistent with current national and Council policy and funding mechanisms.

The new Heritage Strategy will be used across the Council for the next five years, and sets out the Council's aspirations, is up-to-date with current policy and practice, prioritises resources and identifies funding opportunities. It will be a Supplementary Planning Document to the Core Strategy 2010.

To meet both Council objectives and the expressed wish of the 2013 Heritage Conference the document was produced in collaboration with community representatives from across Enfield.

groups in the community?									
Could this proposal affect access <u>to information</u> about your service by different groups in the community?	No	No	No	No	No	No	No	No	No
Could the proposal have an adverse impact on relations between different groups?	No	No	No	No	No	No	No	No	No

If Yes answered above – please describe the impact of the change (including any positive impact on equalities) and what the service will be doing to reduce the negative impact it will have.

The revised National Planning Policy Framework (NPPF) (2018) advises at para. 185 that '*local planning authorities should set out in their Local Plan 'a positive strategy for the conservation and enjoyment of the historic environment', including heritage assets most at risk through neglect, decay or other threats. In doing so, they should recognise that heritage assets are an irreplaceable resource and conserve them in a manner appropriate to their significance*'.

The preservation and enhancement of the cherished local scene and heritage helps to increase communities' sense of belonging, civic pride and self-confidence while demonstrating the Council's commitment and support to them and their local area. Together these help deliver stable, safe and sustainable places and stronger communities.

The new Heritage Strategy will preserve and enhance the heritage of the borough which is available to people of all ages, race, disability, religion or belief, sexual orientation, gender, gender reassignment, pregnant or in maternity, in marriage or civil partnerships.

The objectives of the existing Heritage Strategy: **A Living Landscape** included broadening the base of heritage participation, increasing local participation and consulting on intangible heritage across the borough. To ensure that the production of the new strategy now meets these objectives two facilitated workshops were held to underpin the writing of the new strategy. These were with invited participants from community and heritage groups across the borough. A first workshop was held on Monday 24th April 2017 with representatives of the CAG study groups, a neighbourhood forum, relevant Council departments and local groups working on Enfield's heritage in social media. A second stakeholder engagement workshop took place on Thursday 2nd November 2017. It was attended by a range of individuals and groups, including those working with new practices of engagement (such as through arts and oral history), archaeology and those with international conservation experience. The invitation to participate was also advertised on the VCS newsletter. The Strategy was presented to the VCS Strategy group on 26th Jun 2018.

The first draft of the new Strategy was presented to a stakeholder focus group drawn from the workshop participants on 3rd September 2018 and to the Place and Design Quality Panel on 6th September.

Consultation on the new Heritage Strategy was run alongside that for the draft new Local Plan. The draft document was on the website

and hard copies available for inspection in the local libraries and Civic Centre or by request. Comments could be made by post, email or through an online consultation platform. The consultation was included in the VCS newsletter, notified through the Faith Group Forum and in Council social media campaigns. A concerted series of events and workshops with presentations by officer supported the consultation including meetings with faith groups (30.1.19, 12.2.19), Neighbourhood Forums (13.12.18, 6.2.19), Enfield Racial Equalities Council (9.1.19), Conservation Advisory Group (15.1.19) and the Green Belt Forum (29.1.19). A workshop was run with the members of the Enfield Youth Parliament (14.1.19). Officers also presented to area ward forums:

Jubilee Ward Forum 5.12.18

Joint Enfield West Forum 16.1.19

Enfield Joint North Forum 6.2.19

*If you have ticked yes to discrimination, please state how this is justifiable under legislation.

5. Tackling Socio-economic inequality Indicate Yes, No or Not Known for each group	Communities living in deprived wards/areas	People not in employment, education or training	People with low academic qualifications	People living in social housing	Lone parents	People on low incomes	People in poor health	Any other socio-economic factor Please state:
Will the proposal specifically impact on communities disadvantaged through the following socio-economic factors?	No	No	No	No	No	No	No	No
Does the service or policy contribute to eliminating discrimination, promote equality of opportunity, and foster good relations between	Not known	Not known	Not known	Not known	Not known	Not known	Not known	Not known

different groups in the community?								
Could this proposal affect access to your service by different groups in the community?	No	No	No	No	No	No	No	No

If Yes answered above – please describe the impact (including any positive impact on social economic inequality) and any mitigation if applicable.

6. Review

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

The Heritage Strategy will be effective for five years. It will put in place proposals across Council functions and so form part of departmental equalities monitoring processes. Annual reporting to the CAG & focus group will provide opportunity to reflect with community groups affected.

Enfield Council Predictive Equality Impact Assessment/Analysis

NB if there is likely to be an impact on different groups of staff as a result of this proposal, please also complete a restructuring predictive EQIA form

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

Title of decision: Heritage Strategy

Team: Strategic Planning and Design Department: Regeneration and Environment

Service manager: Neeru Kareer

Identified Issue	Action Required	Lead Officer	Timescale/ By When	Costs	Review Date/ Comments
The report production was shaped by two scoping workshops and a focus group and further reference to the CAG. Consultation was with all participants, through the Council website and area ward forums and other groups advised by the Third Sector Development Officers	This EqIA was reviewed and updated after consultation	Harriet Bell	Workshops completed by end of 2017. Focus group held autumn 2018. Public consultation Dec 2018-Feb 2019.		The EqIA takes account of any representations made and changes made as appropriate to the draft document
The impact of the Heritage Strategy will be assessed by annual review through the CAG/ focus group	Consider the impact of the new Heritage Strategy once approved.	Harriet Bell	Annual monitoring by CAG/focus group and reference to cross-Council equalities monitoring.		The Council will ensure that the new Heritage Strategy is in accordance with its policies on fairness and equality through the ongoing process of monitoring

					and review

Date to be Reviewed:

APPROVAL BY THE RELEVANT ASSISTANT DIRECTOR - NAME SARACAY SIGNATURE 

