

Enfield Council 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:	Regeneration and Environment	Service:	Strategic Planning and Design
Title of decision:	Adopted Enfield Town Framework Master Plan	Date completed:	1/04/2018
Author:	Neeru Kareer	Contact details:	neeru.kareer@enfield.gov.uk

1	Type of change being proposed: (please tick)						
Service delivery change/ new service/cut in service		Policy change or new policy	✓	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 Enfield Town Framework Master Plan will form a Supplementary Planning Document (SPD) as part of Enfield's Local Plan and support the delivery of regeneration priorities within the Borough's Major Centre for the next 15 years.

The Masterplan expresses a vision for the town centre, and contains potential development scenarios, design guidance and planning principles including illustrative plans and drawings. They aim to guide regeneration in a coherent manner.

The SPD sets out a regeneration framework for the Enfield Town area including, how much new housing will be built, how to manage existing as well as new retail growth the potential employment generation, new community and cultural facilities and services and improvements to roads, walking and cycling routes.

The Masterplan will provide interim guidance for the town centre until the New Enfield Local Plan is in place and adopted. The Masterplan will conform to the adopted policies of Enfield's current Local Plan and the London Plan.

The main proposed changes to the town centre includes new potential development opportunities for 18 identified sites; new and improved public open realm opportunities; new car-free housing; the potential a new and improved pedestrian/cycle infrastructure; some new taller buildings; some new bars and restaurants; and more flexible spaces for new small businesses.

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

If Yes answered to questions 3-6 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 Framework Masterplan will mostly affect the Enfield town centre community i.e. residents, school goers and businesses in the town centre and people that use the town centre.

Developers and investors in the area, as well as infrastructure providers such as Primary Care Trust (PCT) and Education providers Learning will also have an interest in the document.

Elected Members of the Council and staff from the Regeneration and Planning Service will be affected as their operations will be improved as the Framework sets out a clear programme to deliver identified regeneration projects and will be used as a tool to assess Planning Applications.

There are a 6 Key Moves to the town centre which have been identified in point 2 of this EqlA and shown on more detail in section 5 of the Masterplan Framework document. Many of these changes will have benefits to various groups within the community, such as new homes, shops and open space for various ages, better public transport and ability to walk around the town centre.

Positive Impact

Promote the Town Centre as one of the cultural and creative hub within Enfield;

-Enhance the liveability of the Town Centre;

-Strengthen local character and enhance existing heritage;

-Provide inspiration to the people of the town centres, developers and the Council by illustrating how the area can be improved, therefore attract investment into the town centres from public and private sources;

-Improve the public realm of the town centre;

-Unlock sites for potential refurbishment, enhancement, redevelopment and/or development to facilitate regeneration; and

-Improving the operations of the Regeneration and Planning Service by providing a clear programme to deliver identified regeneration projects and a tool to assess Planning Applications.

Disability

Proposals for developing the town centre's most popular surface car park site raised some concern regarding the potentially impact on those with disabilities. A town centre parking strategy will ensure sufficient parking opportunities are provided for blue and brown badge holders. Proposals for improved and new pedestrian crossings/major points of arrival and respecting and enhancing local character will

assist people with disabilities to more easily move around the town centre. People with disabilities also tend to have a higher fear of crime therefore proposals to improve the public realm including safety and security within the town centre will benefit people with disabilities.

Gender

Females also tend to have a higher fear of crime at night time, therefore policies to improve safety and security within the town centre will benefit females.

Age

Younger people – Younger people during consultation responded that they would like more areas to ‘gather and hang out’. Proposals to improve and provide new play spaces and recreation spaces will provide more recreational space for younger people.

Negative Impact

The Enfield Town Framework is a plan proposing improvements to the town centre and does not propose any overall negative impacts on the town centre. It has two main aims - a planning guidance document to guide and assess planning applications, and an investment strategy. There is a low risk that there could be some negative impacts should the Masterplan not attract the investment required to fully implement it. However, most of the principles contained within the Plan are not dependent on investment as such, and close monitoring through the Regeneration Programme Board and Enfield Town Steering Group, through project management, and through the various ‘project delivery groups’ will mitigate these risks.

The cumulative impact of delivering the vision for Enfield Town aims to ensure equitable outcomes for all groups in the community through coordinated delivery of social, economic, health educational, physical and environmental infrastructure.

The impact of the Framework Masterplan is likely to be positive for equalities groups, who will benefit from the new homes, new jobs, and new infrastructure such as improved public realm, although the broad reduction in inequality is not likely to benefit any single group within the community. There is likely to be a particularly positive impact on accessibility as the Enfield Town Master Plan will support fully inclusive connections and public realm, allowing all people to move much more easily to access homes, jobs, leisure and community facilities.

*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?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Does the service or policy contribute to eliminating discrimination, promote equality of opportunity, and foster good relations between different groups in the community?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
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.

The Framework Masterplan incorporates the following objectives:

- More people – the Master Plan considers how new homes can be delivered beyond the Core Strategy target of 500 homes, with opportunities to increase this number in response to the emerging New Local Plan growth direction and including the Mayoral vision ‘A City for All Londoners’.
- More jobs – locations where office expansion would bring the greatest benefit, both in terms of enhancing character and to the future prosperity of the businesses community are identified by the Master Plan. This will enable Enfield Town to be a significant net

contributor to the 13,000 additional jobs identified as being required across the Borough up to 2036.

- More liveable - Enfield Town has significant valued assets, including its heritage and green spaces. Protecting and enhancing these assets forms a key driver for the Master Plan, which also identifies where redevelopment could facilitate growth, and places where reinvention and reconfiguration (such as Enfield Town Station and its surroundings) would be beneficial.
- More connected - the Master Plan identifies how reconfiguration of the public realm, or provision of new routes can contribute to enhancing east-west connectivity, greater transport choice, a more legible public realm network, and create a welcoming environment on arrival into Enfield Town.
- More markets and street life - opportunities to enhance the existing public realm and create a complementary series of streets and spaces within Enfield Town are proposed by the Master Plan, with the aim of creating a high-quality environment that will enhance its identity and distinctive character.
- More evening activity – the Master Plan identifies how future development, in addition to public realm interventions, could strengthen the evening economy and unlock potential to develop it further, for example along Church Street, supporting Enfield Town as a thriving centre beyond the traditional opening hours of retail and commercial businesses.

6. Review

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

The Masterplan will be reviewed in line with the Council's adopted SCI and through the Local Plan Annual Monitoring Process.

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

Title of decision: Draft Enfield Town Framework Masterplan for Public Consultation

Team: Strategic Planning & Design Department: Environment & Regeneration

Service manager: Neeru Kareer

Identified Issue	Action Required	Lead Officer	Timescale/ By When	Costs	Review Date/ Comments
Local Plan Cabinet Sub Committee Approval for 12 week public consultation	Following approval of this draft version of the Plan targeted consultation with stakeholders in the town centre and more general public consultation borough-wide will be arranged	Neeru Kareer	3rd May 2017	Local Plan budget	Decision: Approved for consultation post purdah.
Further proposed recommended changes to the Plan following feedback from public consultation	Changes will be incorporated into a final adoption document	Neeru Kareer	Sept- March 2018	Local Plan budget	Decision: Approved for Adoption March 2018.

Monitoring the individual delivery of projects such as Cycle Enfield and key opportunity sites as identified.	Projects to be progressed with stakeholders and sites to be progressed through landowner engagement.	Neeru Kareer	On-going	Regeneration Capital budget.	
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Please insert additional rows if needed

Date to be Reviewed: April 2018

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

This form should be emailed to joanne.stacey@enfield.gov.uk and be appended to any decision report that follows.