

Enfield Equality Impact Assessment (EqIA)

Introduction

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

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

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

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

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

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

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

Section 1 – Equality analysis details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Cheshire House and Shropshire House making of Compulsory Purchase Order
Team/ Department	Housing and Regeneration
Executive Director	Joanne Drew
Cabinet Member	Cllr Ayten Guzel
Author(s) name(s) and contact details	Sarah Lovell Regeneration Programme Director Sarah.lovell@enfield.gov.uk Tel - 07458010151
Committee name and date of decision	Cabinet 10th September 2025
Date of EqIA completion	27th August 2025

Date the EqIA was reviewed by the Corporate Strategy Service	N/A as reviewed by external Counsel
Name of Head of Service responsible for implementing the EqIA actions (if any)	Sarah Lovell – Director of Regeneration Programmes
Name of Director who has approved the EqIA	Joanne Drew – Executive Director Housing and Regeneration

The completed EqIA should be included as an appendix to relevant EMT/ Delegated Authority/ Cabinet/ Council reports regarding the service activity/ policy/ strategy/ budget change/ decision. Decision-makers should be confident that a robust EqIA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.

Section 2 – Summary of proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

Please summarise briefly:

What is the proposed decision or change?

What are the reasons for the decision or change?

What outcomes are you hoping to achieve from this change?

Who will be impacted by the project or change - staff, service users, or the wider community?

Background

On April 19th, 2023, Cabinet made the decision to rehouse all existing secure tenants and acquire all leasehold properties in Cheshire and Shropshire Houses ('the blocks') to enable the blocks to be decommissioned with a view to either remedying defects at the blocks to make them structurally safe or demolishing the blocks. This decision was taken because of the Large Panel System form of construction of the blocks which has resulted in them becoming structurally unsound and the high cost of extensive maintenance and repair works required to make the homes in the blocks decent and safe for long-term occupation.

The April 2023 Cabinet report approved the Resident Offer, which formed the basis for engagement and negotiations with leaseholders and secure Council tenants who were given decant status. The basis of the offer to residents is set out below:

- Existing council secure tenants on the estate to be offered equivalent tenancies at council rent levels.
- A home loss payment and disturbance payments to be offered to secure Council tenants to cover the cost of moving.
- Prioritisation and help to move off the estate to be offered for those that wish to live in other newbuild schemes.
- Resident leaseholders will be offered market value for their home plus a 10% home loss payment.
- Non-resident leaseholders to be offered market value for their property plus a statutory basic loss payment of 7.5%.
- Resident and non-resident leaseholders will get a disturbance payment to cover the reasonable cost directly incurred in the process of selling their current property and purchasing a new property.

An EqIA was considered by Cabinet as part of making its decisions in April 2023 and is published [here](#). This EqIA considered the equality impact of decommissioning the blocks and rehousing residents from the blocks.

Since 2023, the Council has sought to acquire interests and gain vacant possession of the blocks by negotiation. The Council has successfully rehoused 162 secure council tenancies in the blocks leaving only 2 council tenancies left of which 1 is being occupied illegally. The Council has also acquired 34 of the 42 privately owned leasehold properties in the blocks leaving 8 yet to be acquired (including 1 leasehold owned by Housing Gateway Limited – a wholly owned subsidiary of the Council). As it stands, of the 204 homes in the blocks there are only 5 properties that are legally occupied.

Remaining leaseholders and secure tenants continue to be rehoused under the Resident Offer authorised by the April 2023 report. When rehousing residents, the Council has undertaken in-depth discussions with all affected parties to understand their housing need and rehousing preferences. Support has been available to tenants and leaseholders to help them through the viewing and moving process.

Decisions and Reason for the Decisions

Decision 1

Approve to the implementation of a Compulsory Purchase Order (CPO) for the blocks to acquire all outstanding property interests and any additional third-party rights that may be required, and if necessary, gain vacant possession of any tenanted properties in the blocks.

Reason for decision

To protect the residents of the blocks from the perils that may result from the structurally unsound condition of the blocks and to protect the local taxpayer from the high costs of maintaining and/or repairing the blocks. Further, to ensure vacant possession of the blocks should the Council fail to reach negotiated settlements for the purchase of the outstanding property interests and rights and secure vacant possession. This is critical due to ongoing safety issues with the blocks and the increasingly high cost of maintenance and security.

Decision 2

Approve the demolition of the blocks and the delegation to the Executive Director of Housing and Regeneration of the consideration of development options for new replacement housing.

Reason for decision

The April 2023 Cabinet decision to decommission the blocks was informed by an options appraisal, which included options to retain, remediate and invest in the blocks or for demolition. Further analysis has confirmed that decommissioning of the blocks, then demolition to allow for new homes to be delivered is the best option for the site.

Outcome of the Decisions and Impact

The outcome of the decisions will result in the Council compulsorily acquiring the outstanding property interests and third-party rights at the blocks enabling the

Council to demolish the blocks and pursue the building of new homes as part of a wider development of the Shires Estate in the future.

The impact of rehousing the remaining residents, as a result of the demolition required due to safety concerns, is recognised to potentially cause stress, disruption to existing communities and social networks, and disruption to access to public services and employment within the vicinity of the Estate. As a result, the Council has a duty to mitigate any disproportionate impact on people with protected characteristics. It is important to note that, even if the decision to demolish is not taken, the remaining residents would need rehousing to allow for the remediation, strengthening and refurbishment works. Therefore, it is stressed that rehousing residents would have been necessary regardless and that all policies have been considered to ensure that those with protected characteristics are not disproportionately impacted by this necessary decision.

This report considers the decision to begin and carry through the Compulsory Purchase Order (CPO) process to acquire the outstanding interests using compulsory purchase powers if necessary. The act of making a CPO does not change the end result of the previous decision to re-house all residents due to the blocks being structurally unsound whilst the Council considered the future of the blocks (all residents have known for some time that they will need to be rehoused, and the vast majority have already successfully been rehoused) but will provide a fixed timeline to the rehousing of residents. Therefore, the mitigations discussed in the previous EQIA are still the most relevant policies in place.

All resident tenants and leaseholders who wish to move away will be supported to do so. All tenants and leaseholders that have been rehoused so far have been rehoused according to the Residents Offer above. This policy will still apply to remaining tenants and leaseholders and the impact of these policies on those with protected characteristics have been explored in the previous EqIA, noted above.

As all residents – both tenants and leaseholders – were engaged in the decision to decommission the blocks and the majority supported this decision, the Council have been clear throughout that this means that all residents will need to vacate the blocks. The making of a CPO and the decision to demolish the blocks, at this stage is a continuation of the decision to decommission and vacate the blocks taken in April 2023, and as such many of the relevant equalities' considerations were undertaken during that time.

This EQIA considers the impact of making a CPO in respect of the blocks on the remaining leaseholders and tenants. Due to the small number of remaining resident leaseholders and tenants legally in occupation (5 in total), it is difficult to specifically address the individuals with protected characteristics that may be impacted without potentially identifying them. This EQIA therefore demonstrates the mitigations in place for those with protected characteristics without risking identification of individuals.

Section 3 – Equality analysis

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

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

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

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

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

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

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

Age

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

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

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

Elderly residents are likely to be negatively impacted by the decision to decant the blocks, but mitigations measures are in place through the re-housing offer. Re-housing is likely to have stronger effects on elderly residents as they are more likely to experience mental health difficulties or physical disabilities.

Older residents might find moving to a new home more difficult, especially if they require adaptations to their home. Those needing adapted homes will benefit from being given priority to move to a new home which is suitable to their needs.

For school-age children, a move to a different home, off the Estate, could be particularly disruptive if the move would require changing schools.

Mitigating actions to be taken

The Council will ensure the right support mechanisms are put in place for both elderly residents and families with school aged children to ease the transition of remaining residents from their existing home to their new home and the rehousing offer will seek to support vulnerable residents to secure alternative homes that match their individual needs and circumstances.

Disability

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

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

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

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

Residents with disabilities are likely to be negatively impacted by the decision to decant the blocks, but mitigation measures are in place through the re-Housing Offer. Residents with mental health needs and learning disabilities may find moving to a new home more difficult, especially if moved outside their current area. Similarly, households that require adaptations to their home may find it more difficult to find substitute properties in the local area.

Mitigating actions to be taken

The Council will ensure the right support mechanisms are put in place for residents with disabilities to ease the transition of remaining residents from their existing home to their new home and the rehousing offer will seek to support vulnerable residents to secure alternative homes that match their individual needs and circumstances.

In line with the statutory duties of the Council, the Re-Housing Offer will offer priority for vulnerable households, including residents with disabilities.

Gender Reassignment

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

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

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

The Council do not believe that the decision to demolish the blocks will have a differential impact (positive or negative) on transgender people. The Re-housing Offer will be made based on need rather than household characteristics.

Mitigating actions to be taken

N/A

Marriage and Civil Partnership

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

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

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

The Council do not believe that the decision to demolish the blocks will have a differential impact (positive or negative) on people in a marriage or civil partnership. The Re-housing Offer will be made based on need rather than household characteristics.

Mitigating actions to be taken

N/A

Pregnancy and maternity

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

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

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

The decision to demolish the blocks is likely to be more disruptive to pregnant women, those with young children, and single mothers. Pregnant women and young parents may rely on family members and friends living locally to provide care and support. These residents may also benefit from local facilities and services for expectant parents, parents, and single parent households. The re-housing Offer will be based on resident needs, the change will allow the households who have recently increased their family size to move to an appropriate size home.

Mitigating actions to be taken

The effects of re-housing will be in part offset by individual support provided to each household, including disturbance and home loss compensation. Where possible, the Council will match the household's preference regarding the location of the new home, and additional priority will be given to vulnerable households. If required, households with young children will be given the opportunity to move into an appropriate size home to avoid overcrowding.

Race

This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

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

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

BAME communities are disproportionately represented in the tenant and leaseholder population of the estate and there may be specific cultural ties, such as businesses and community groups locally that cater for specific cultural needs of residents of a particular race or ethnicity.

Mitigating actions to be taken

A number of measures will be taken to ensure that BAME residents are not disadvantaged including:

- Providing appropriate advice and assistance
- Translating documents on request
- Having an interpreter present in key engagement activities
- Providing information in other formats on request

Where possible, the Council will support the residents to remain in the local area.

Religion and belief

Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

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

The demolition of the blocks is likely to have a greater impact on residents who go to a specific place of worship or are part of a religious community. There are a number of churches, mosques, and prayer facilities in close proximity to Cheshire and Shropshire Houses that tenants, and leaseholders may frequent.

Mitigating actions to be taken

Where possible, the Council will support the residents to remain in the local area.

Sex

Sex refers to whether you are a female or male.

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

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

Moving home will be more disruptive to households with children, who may have to make alternative arrangements for schooling. These changes are more likely to affect single mothers who may have support networks in place in the local area, benefit from local facilities aimed at single parent households, and benefit from proximity to work arrangements. We know that most single parent households in Enfield are led by women, and so it is reasonable to expect that this change could have an adverse impact in relation to this protected characteristic.

Mitigating actions to be taken

The effects of re-housing will be in part offset by individual support provided to each household, including disturbance and home loss compensation. Where possible, the Council will match the household's preference regarding the location of the new home, and additional priority will be given to vulnerable households.

Sexual Orientation

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

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

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

The demolition of the two blocks will not have a differential impact (positive or negative) on people with a particular sexual orientation as allocations will be made based on need rather than household characteristics.

Mitigating actions to be taken

N/A

Care Experience

This refers to a person who has spent 13 weeks or more in local authority care.

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

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

N/A

Mitigating actions to be taken

N/A

Socio-economic deprivation

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

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

A decision to decant the blocks could lead to adverse impacts on residents in relation to the costs associated with moving house. Residents could also be adversely impacted if they cannot afford to rent or buy an alternative home off the estate.

Further, those on lower incomes, or in more unstable employment conditions, may be reliant on specific transport connections to access their place(s) of employment and/or on friends and family to support childcare or other caring responsibilities.

Mitigating actions to be taken.

The effects of re-housing will be in part offset by individual support provided to each household, including disturbance and home loss compensation. Social housing tenants will be offered an alternative home on the same tenancy agreement (and rent) as their current home if they move to an existing council property.

Section 4 – Monitoring and review

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

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

The outcomes of each resident re-housed will be recorded on the central database and reported to the Director Housing and Regeneration and the Cabinet Member for Social Housing.

The Councils re housing officers will also ensure that the ongoing needs and concerns of residents are monitored and addressed.

Section 5 – Action plan for mitigating actions

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

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
Potential for adverse impacts on residents with additional needs being re-housed	Develop robust understanding of resident need and align to re-housing offer	Re-housing Team	Ongoing through decant period	N/A	Ongoing through decant period
Language barriers may prevent residents from engaging with or being supported by the rehousing team	Ensure translation of documents available at all times and interpreters available at key engagement events	Re-housing Team	Ongoing through decant period	N/A	Ongoing through decant period