

Enfield Council

# Predictive Equality Impact Assessment

**NEW SOUTHGATE  
MASTERPLAN**

SUPPLEMENTARY PLANNING  
DOCUMENT

LOCAL DEVELOPMENT FRAMEWORK

## Predictive equality impact assessment

<b>Proposed change to service / policy</b>	<b>Preparation of a masterplan for New Southgate</b>
<b>Officer completing the assessment</b>	<b>Suzanne Johnson</b>
<b>Extension Number</b>	<b>Ext: 5537</b>
<b>Team</b>	<b>Place Shaping</b>
<b>Department</b>	<b>Regeneration, Leisure and Culture</b>
<b>Date impact assessment completed</b>	<b>First prepared to inform draft masterplan: 24 August 2009</b> <b>Reviewed based on draft masterplan: 12 February 2010</b> <b>Final review before publication of final masterplan: December 2010</b>

## Section 1 – About the service, policy and proposed change

<p><b>Q1. Please provide a brief description of the service and / or related policy / policies</b></p> <p>A masterplan has been prepared for New Southgate as it is one of our Place Shaping Priority Areas in need of regeneration. The masterplan is a Supplementary Planning Document and is part of Enfield's Local Development Framework (LDF). The documents in the Local Development Framework make up the Development Plan for the borough which sets out where growth will happen such as new housing, jobs and shops. All decisions on planning applications must comply with the Development Plan for an area.</p> <p>The masterplan aims to create a more sustainable community in New Southgate and provides specific planning and regeneration guidance for New Southgate such as where new housing and jobs should be located, as well as improvements to open spaces and public transport connections and additions to community facilities and local services.</p>	
<p><b>Q2. Please provide a brief description of the proposed change(s) to the service and/or related policy / policies</b></p> <p>The masterplan sets out a regeneration framework for New Southgate including, how much new housing will be built and what type, the kinds of jobs that will be provided, new community facilities and services and improvements to roads, walking and cycling routes. It is a new document and therefore does not change an existing policy or service. The masterplan takes forward the aims of the council's Core Strategy and Place Shaping Strategy.</p> <p>The masterplan sets out additional planning policy guidance for New Southgate. It is underpinned by the Core Strategy (2010) and North Circular Area Action Plan (currently in draft form) which are existing policy documents in the Local Development Framework.</p> <p>The Council's Statement of Community Involvement (2006) sets out minimum requirements for community consultation which the masterplan preparation has complied with. More specific localised consultation methods were also used to consult with the community. For further information on how we consulted people on the masterplan and the results of this consultation you can view the <b>Consultation Report</b> which is available on our website <a href="http://www.enfield.gov.uk/placeshaping">www.enfield.gov.uk/placeshaping</a></p>	
<p><b>Q3. Does equalities monitoring of your service show that the beneficiaries in terms of the recipients of the service or policy or proposed change, include people from the following groups (equalities groups)?</b></p> <p>The masterplan is intended to benefit all members of the community. It has been prepared as New Southgate is one of Enfield's Place Shaping Priority Areas. These areas were identified on account of the comparatively high levels of deprivation and the opportunities for change. The masterplan aims to create a more sustainability community with better quality housing, new jobs, an attractive environment, more local services and community facilities and improved walking and cycling links.</p> <p>At the start of the masterplan process, demographic data was collected in relation to the residents of New Southgate in order to determine which groups to target for community engagement and to also help assess the equalities considerations that the masterplan proposals should account for. These are summarised under the equality strands set out below:</p> <p><b>See Appendix 1 for detailed information on the masterplan proposals and their potential impact on different equalities groups.</b></p>	
<p><b>Race</b></p>	<p>Certain ethnic groups may also have specific requirements that need to be addressed in the masterplan. For example larger family groups may choose to live in the same household so larger houses with gardens are sought in the masterplan.</p> <p>The masterplan aims to improve residents' access to employment opportunities however the types of jobs created in the area may also affect different ethnic</p>

	<p>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>New community facilities will also need to consider the particular requirements of ethnic groups such as religious premises.</p>
<b>Disability</b>	<p>There are a higher proportion of disabled people and residents with long-term illnesses in New Southgate than in the borough as a whole. The type of new housing provided will need to account for this and ensure that wheelchair accessible homes are provided with easy access to car parking spaces. 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.</p> <p>The masterplan will account for the needs of disabled residents when considering improvements to pedestrian links in the area.</p> <p>Wheelchair accessible venues will be selected for consultation events and meetings with the local community.</p>
<b>Gender</b>	<p>Some women, particularly those from certain ethnic groups, may feel unsafe walking around the area, especially at night. Current crime and fear of crime data shows that most incidences occur around Arnos Grove station, Ladderswood, Red Brick and Highview Estate.</p> <p>The masterplan will need to address these issues by improving the design of new developments to increase surveillance and encourage more people to walk around in the area at night. This can be achieved by creating a community focal point and encouraging more evening activity such as cafes and restaurants.</p> <p>Public realm improvements such as street lighting and better designed pedestrian routes can also help to reduce crime and fear of crime.</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.</p>
<b>Age</b>	<p>Current data shows that there are less people in younger and older age groups that in the rest of the borough and that there are a higher number of 16-44 year olds.</p> <p>The type of housing provided in the area will need to consider the needs of the elderly population particularly in relation to accessibility of homes.</p> <p>Public transport, pedestrian and cycle routes will also need to be considered as both younger and older people may be less likely to drive.</p> <p>The need for facilities for young people will also be addressed in the masterplan as the area is currently lacking provision for young people. The nearest youth centre is several miles away in Southgate.</p>
<b>Faith</b>	<p>The faith of some people may impact on their housing needs as certain residents may choose to live with extended family members. There is a general need for larger family housing.</p> <p>Certain faith groups may also require community facilities to meet their needs such as faith premises.</p>
<b>Sexual orientation</b>	<p>Members of the LGBT community may often feel vulnerable in certain situations, in particular relating to public transport and walking around the area.</p> <p>The masterplan can help to reduce this vulnerability by making the area more pedestrian friendly to walk around, creating community hubs and increasing natural surveillance through design.</p>

**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?**

The masterplan has considered the needs of all equality groups in its preparation and in the provision of services such as new housing and community facilities. The responses to question 3 have scoped out the equalities issues that need to be considered in the area.

In addition, the aim of the masterplan is to create a more connected community in New Southgate. As part of the masterplan consultation process we organised events in the area that were inclusive for all members of the community including targeted events for young people, women, older residents, people of different ethnic groups and faiths, and people with disabilities.

**Section 2 – Consultation and communication**

**Q6. Please list any recent consultation activity with disadvantaged groups carried out in relation to this proposal**

<b>Race</b>	There are several Turkish residents on the Ladderswood Estate who required a translator and this was arranged for a community event. We organised a community language forum to provide opportunities for Turkish, Somali and Polish speaking communities to engage in their own languages. Interpreters of each different language were available to ensure an inclusive approach.
<b>Disability</b>	We established a neighbourhood panel for the masterplan. This is made up of local residents and businesses including people with mobility impairments. Consultation with them has shown a need to ensure that existing and new community buildings and train and underground stations are fully accessible. The need to ensure that these building are accessible is identified as a priority in the masterplan.  We also held a specific consultation workshop with residents of Old Church Court (supported flats for people with learning disabilities).
<b>Gender</b>	We attended a meeting with a local women's youth group. We also attended a meeting of a local Mother and Toddlers group to hear their views on what issues should be included in the masterplan; this was formed of all women.
<b>Age</b>	Officers met with a local youth groups in the area to tell them about the masterplan and we will continue to work with them in the preparation of masterplan projects.  We held a workshop with the Bernadette Group (social group for older people) and attendance at Coppice Wood Lodge Care Home summer fayre.  We ran a photography project to engage young people (aged 11-18) in the consultation in collaboration with Broomfield School, the Youth Service, Enfield Homes, Tottenham Hotspur Foundation and the Emmanuel Network Church (local group running a number of local youth activities). Young people were asked to take photos of areas in New Southgate and explain what they would change in the future.  We worked with four primary school communities (Garfield, St Paul's, Our Lady of Lourdes and Bowes) including presentations to staff and school governors, coffee mornings for parents, sessions with school council representatives and work with year 3 and 4's at Bowes and Garfield Schools, as part of the school curriculum.  We attended a local Brownies group and ran an activity to get their views on the masterplan.
<b>Faith</b>	There is a Sikh temple in the masterplan area and we met with the Temple staff and members to discuss the masterplan with them.

	We engaged with several local churches in the area, of different faiths, and held an event at the St Paul's Church Harvest Festival to publicise the masterplan.
<b>Sexual orientation</b>	There are no identified community groups in the area that are specific to this equality group. The Masterplan Neighbourhood Panel is inclusive to all members of the community and all residents have had direct mail-outs to keep them updated on the progress of the masterplan.
<b>Q7. Please state how you have publicised the results of these consultation exercises</b>	
<b>Race</b>	<p>The masterplan contains a chapter which sets out the consultation carried out and the results of this consultation. The draft masterplan was available for public consultation, therefore members of all equalities groups, were able to comment on this. The draft plan was available to view on the council's website, in local libraries, shops and residents could request a paper copy of the document. All residents and business in the area received a letter advising them that the masterplan was available to view and where it was available.</p> <p>We have published the findings of the draft masterplan consultation in a <b>Consultation Report</b> which is available on our website <a href="http://www.enfield.gov.uk/placeshaping">www.enfield.gov.uk/placeshaping</a>.</p> <p>We have also fed back the results of the consultation to the Masterplan Neighbourhood Panel who are represented by different equalities groups.</p>
<b>Disability</b>	See above
<b>Gender</b>	See above
<b>Age</b>	See above
<b>Faith</b>	See above
<b>Sexual orientation</b>	See above
<b>Q8. How have you consulted, or otherwise engaged with, all relevant staff in this activity / process?</b>	
<p>The draft and final masterplan and accompanying committee reports were circulated to all relevant staff for their comments prior to the document being submitted to Members for approval.</p>	

### Section 3 – Assessment of impact

<b>Q9. Please describe any other relevant research undertaken to determine any possible impact of the proposed change</b>
<p>The demographic data research referred to in Section 1 Question 3, sets out the research carried out. The extensive amount of community engagement work carried out before the draft masterplan helped to gauge the potential impact of the masterplan proposals on different groups and this, and the results of the consultation on the draft plan, supported the content of the final masterplan.</p> <p>We also prepared a Sustainability Appraisal of the masterplan which is a process to assess the potential economic, social and environmental impacts of the proposals. This is available to view on our website at <a href="http://www.enfield.gov.uk/placeshaping">www.enfield.gov.uk/placeshaping</a></p> <p>As different proposals and projects come forward in the masterplan it will be necessary to assess their impact on different equalities groups and local residents. Individual project EQIAs may also be required.</p> <p><b>See Appendix 1 for detailed information on the masterplan proposals and their potential impact on different equalities groups.</b></p>

**Q10. Please list any other evidence you have that the proposed change may have an adverse impact on different disadvantaged groups**

<b>R</b>	See Appendix 1 for detailed information on the masterplan proposals and their potential impact on different equalities groups.
<b>D</b>	“
<b>G</b>	“
<b>A</b>	“
<b>F</b>	“
<b>S</b>	“

**Q11. 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**

See Appendix 1 for detailed information on the masterplan proposals and their potential impact on different equalities groups.

**Q12. Could the proposal have an adverse impact on relations between different groups? If so, please describe**

See Appendix 1 for detailed information on the masterplan proposals and their potential impact on different equalities groups.

**Section 4 – Service delivery**

**Q13. How could this proposal affect access to your service by different groups in the community?**

<b>R</b>	See Appendix 1 for detailed information on the masterplan proposals and their potential impact on different equalities groups.
<b>D</b>	“
<b>G</b>	“
<b>A</b>	“
<b>F</b>	“
<b>S</b>	“

**Q14. How could this proposal affect access to information about your service by different groups in the community?**

<b>Race</b>	<p>The demographic data showed that there is are large sections of Turkish and Somali residents in the area. In terms of consultation on the draft masterplan we held community language forums to ensure residents were able to participate in the consultation.</p> <p>The Masterplan neighbourhood panel is open to all members of the community and all residents will receive information delivered to their door on the masterplan.</p>
<b>Disability</b>	Wheelchair accessible venues were selected for consultation events and meetings with the local community.

	The Masterplan neighbourhood panel is open to all members of the community and all residents will receive information delivered to their door on the masterplan.
<b>Gender</b>	The Masterplan neighbourhood panel is open to all members of the community and all residents will receive information delivered to their door on the masterplan.
<b>Age</b>	The Masterplan neighbourhood panel is open to all members of the community and all residents will receive information delivered to their door on the masterplan.  We held engagement activities aimed specifically at young people through schools and youth groups and elderly people through community groups.
<b>Faith</b>	The Masterplan neighbourhood panel is open to all members of the community and all residents will receive information delivered to their door on the masterplan.  We held events to publicise the masterplan with local churches and temples.
<b>Sexuality</b>	The Masterplan neighbourhood panel is open to all members of the community and all residents received information delivered to their door on the masterplan.

## Section 5 – Miscellaneous

### **Q15. 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

### **Q16. 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.



## Appendix 1: Potential impact of Masterplan proposals on different equalities groups

The following section sets out the proposals and guidance in the masterplan and assesses the impacts on different equalities groups:

### Land uses and housing types (Masterplan Principle A)

The masterplan aims to create a mix of new land uses across the masterplan area while recognising that all new sites will have some housing on them. The masterplan seeks 40% affordable housing on all sites of more than 10 dwellings. In addition larger family housing will be sought in relevant locations in the masterplan area. New homes will have a positive impact on **all equalities groups** as there is a high demand for new housing across all section of the population in Enfield, across all sections of the population. This proposal may have a significant positive impact on **younger people** as this group may be more likely to be in need of new homes when compared to the older population who may be more settled in their existing homes. The affordable housing will also benefit **young people, LGBT, and people of particular ethnic groups** who may be more in need of affordable homes. The masterplan also suggest that family homes should be prevented from being sub-divided into flats, while larger family homes will benefit people of **certain ages, faith and ethnicities** who have children or large families, this may have a differential negative impact on **young people** who are more likely to require 1 and 2 bedroom homes. This differential impact can be minimised by ensuring a good mix of housing sizes on certain sites in the mastepplan area which are not as appropriate for family homes.

At least 10% of all new homes in new residential developments will be accessible for **disabled people and the mobility impaired**, with adequate parking provision associated.

New shops will be concentrated in existing local shopping centres at New Southgate and Arnos Grove. This will have a positive impact on **all equalities groups** in the area as new shops will be located where people are already familiar with. The two shopping centres are also very close to tube and train stations, this has a positive impact on **young and elderly people** who are less likely to have car and more reliant on public transport. However this could potentially have a negative impact on **women** with children or people who are **disabled** and are more likely to need a car to access services. Car parking opportunities around the existing centres will be considered in the masterplan. There are a number of existing shops in the centres owned and operated by people of different **ethnic groups** and the continued location of shops in these centres will have a positive impact on trade.

New community facilities are proposed in the masterplan including potential space for a youth facility, health centre, community café, and sports facility. This is likely to have an overall positive impact on **all equalities groups** provided the services are inclusive for the whole community however there is a chance that it may result in being used solely by **young people** which may discourage **older people, women, LGBT and people from particular faith or ethnic groups**. Alternatively a youth facility could be provided as a stand alone building and the community hub building could be provide elsewhere. More detailed work is required on the implementation and impact of this facility.

### Urban design and public realm works (Masterplan Principle B)

Public realm priorities include better lighting and trees thinned, planting, improved signage and decluttering of street furniture. These are priorities identified by the community who are represented by **all equalities groups**. Improved lighting should help the area to feel safer which will have a particular positive impact on **older people, young people, women, LGBT and people of certain faith or ethnic groups** who may currently feel intimidated in the area in the evening.

Removal of some street furniture may have a positive impact on **disabled people** as it may make the easier area to get around in and remove obstacles. The masterplan proposes that New Southgate Station, Arnos Grove Tube and Bowes Road Library and Clinic should be enhanced and act as community focal points. This could have both a positive and negative impact on **disabled people** as currently these buildings and stations are not accessible to people with mobility impairments but improving these buildings will need to take this into account.

Existing open spaces and the routes between them will be improved. This will have a positive impact on **all equalities groups** but will need to be done so in a way that does not encourage anti-social behaviour as this would have a negative impact on all equalities groups and particularly **women, young and old people, and LGBT**.

#### Connections (Masterplan Principle C)

The masterplan aims to encourage vehicle access while at the same time not increasing through traffic or rat-running and encouraging walking and cycling. This should have a positive impact on **all equalities groups** who live in the area but particular those who are most likely to have a car in the area such as **older people or women with children or people with mobility impairments**. However the promotion of walking and cycling will have a positive impact on **young people** or those without a car.

The masterplan proposes to narrow Station Road for traffic, subject to further testing of the impact of this. This could potentially have a negative effect on residents if it increases traffic congestion through the area but more detailed transport work will be done before this proposal is implemented. In addition the masterplan suggests that Palmers Road and High Road should be opened to pedestrians and cyclists, this is likely to have a positive impact on those without cars but could have a negative impact on **older or disabled people** who may feel intimidated by cyclists.

The masterplan will need to maintain and improve access to bus stops where required and ensure they are DDA compliant. This will have a particularly positive impact on **young and old people as well as people who are mobility impaired**.

Traffic calming measures will be introduced where appropriate, particularly around local schools. This will have a particularly positive impact on **women and young people** in terms of road safety as they are more likely to be visiting schools.

Issues to address commuter parking around New Southgate Train Station should have a positive impact on all equalities groups as it has been identified as a problem by all sections of the community, particular **older people**.

#### Clean and green/ Sustainable neighbourhood (Masterplan Principle D)

The masterplan proposals aim to create a clean neighbourhood that is energy efficient and sustainable. This should have an improvement on **all equalities groups**.

#### Opportunities for all (Masterplan Principle E)

The idea for a new community hub and its potential impacts is discussed in the land use section.

The provision of a job broker service, education and training opportunities in the area will have a positive impact on **young people, disabled people and particular ethnic groups** who may encounter difficulties in securing employment due to language and literacy barriers, lack of skills or training or access to work.

Focused public realm improvements to crime hotspots in the area will have a positive impact on **all equalities groups** and particularly young **and old people, women and LGBT** who may currently feel particularly threatened in certain areas.

Community food growing opportunities should have a positive impact on all equality groups but this will need to be impended in such a way that **disabled people and the mobility impaired** can participate fully. **Young people** may also not be as interested in this as an activity and this will need to be addressed through work with school and youth groups.

New development in the area may result in a need for school places which could have a negative impact on **young people** if they need to travel further to go to school. We have identified that if required Garfield School could be extended to increase capacity here.

