



# Improving Life Opportunities for Young People in Enfield

A report by the Enfield Scrutiny Commission  
September 2009



# Foreword from the Chair and Vice Chair



Councillor Martin Prescott

The alarming number of youth fatalities resulting from violent crime in the Borough in the early months of 2008 prompted the Council to set up this Scrutiny Commission.

The Commission was tasked with discovering and addressing the factors that had led to a minority of young people resorting to such levels of violence and crime within their peer group and on our streets and also looking at the wider issue of how we can and must work together to improve the life chances of all young people in Enfield.

Whilst the tragic deaths of Henry Bolombi, Louis Boduka, Iyke Nmezu, Bakari Davis and Melvin Bryan provided the initial impetus, we felt it was our responsibility as empowered members of the community, as parents and as concerned residents to investigate, to challenge and ultimately to produce an effective report.

The Commission is made up of six elected Enfield Councillors and the Police Borough Commander, the Commissioner of Children's Health from the local Primary Care Trust and Headteachers from two Enfield schools; a primary and a secondary.

At the outset we wanted to hear what people living in Enfield had to say about how we could all encourage young people and their families to stay safe, and what could be done to ensure a wide range of opportunities are

available to young people to help them make the most of their lives. In particular, the Commission set out to talk to as many young people as possible - from those who could be described as "doing well", to those that had experienced difficulties.

The Commission then met with parents, carers and elders from many different and diverse communities in Enfield. We also heard from experienced professionals who work with young people and their families. These included representatives from the Council, the Police, the education and health providers and those who operate at the very heart of the Community.

We were pleased to see that the majority of young people make sound choices and enjoy success through their life opportunities. It was also encouraging to learn that most young people are willing and able to take personal responsibility for their actions. Nevertheless, it remains clear that we all have a duty to our young people; to protect and to nurture them, to guide and support them, and to do so to the very best of our collective ability.

Most importantly, on occasion, that duty extends to acknowledging where things have gone wrong and being prepared to implement the necessary changes to put things right. As a community, we need to lower our barriers and to be more open and honest with each other; we can no longer afford to hide behind



Councillor Doug Taylor

dogma and the fear of bruising sensitivities whilst our young people are wasting or, worse still, losing their lives.

The Commission's findings and recommendations will now go back to Full Council for approval and then on to all partners including the Police, the health service and schools.

We would like to thank everyone who has engaged with the Commission so openly and willingly over the last nine months and we are particularly grateful to the friends and families of some of the victims who discussed their very difficult and distressing experiences with us.

Not a fraction of the Commission's work would have been possible without the diligence of the many Council officers that assisted us throughout, and we give special thanks to Martin Garnar, Ilhan Basharan, Randolph Sutherland and Marvin Hay. Last, but by no means least, we must acknowledge the enormous contribution so tirelessly made by Sue Payne and Mike Ahuja, without whom none of this would have been possible.

The Council has shown a commitment to the process of examining the current position of young people in Enfield by establishing the Commission. We look forward to it equally embracing the challenges that this report now shines a light upon.

On a personal note, we would not have undertaken this Commission had we doubted the commitment of the entire Council on this most important of matters. A lot of thought and effort has gone into preparing this report. The findings and recommendations of the Commission, whilst undoubtedly challenging in many ways, have the potential to change lives for the better. On behalf of our young people, we will hold the Council and its partners to account to ensure that they are implemented.

**Councillor Martin Prescott**  
**Chair of the Commission**



**Councillor Doug Taylor**  
**Vice Chair of the Commission**



Cllr Kate Anolue

Cllr Yasemin Brett

Cllr Annette Dreblow

Cllr Elaine Hayward

# Immediate Findings and recommendations of the Commission

This is an executive summary of the Commissions' findings and recommendations. The substantial research document prepared by London Metropolitan University containing the local and regional research is available separately.

This report contains a number of findings and recommendations under various headings. However, recommendations the Commission feels the Council and its partners need to deal with as a matter of urgency are:

- Early intervention by all partners is key. Ensure that an appropriate number of healthcare workers are employed to meet the scale of unmet need for their services that clearly exists within the Borough. Ensure all families receive more than the single statutory visit that is currently made by a health visitor and this be used to identify and inform interventions required by the council and its partners for the whole family.
- Create a Parent Engagement Panel for parents in the community to give mutual support to promote change and to encourage positive attitudes. The Commission recommends using a similar model to the Youth Engagement Panel.
- Increase the opening hours for youth clubs to 7 days a week and ensure all clubs more effectively respond to the needs of the local community (e.g. by staying open in the evenings and over the school holiday periods). Consider the features of a good centre model to include drop in and youth engagement.
- Work to resolve and promote a shared understanding between young people and their parents. In some new communities, an unresolved clash between parents beholden to their indigenous culture of origin and their young people that are now exposed to more liberal western culture and values has given rise to conflict within families that often spills out into the wider society.
- Provision should be made for young people to report crime at a location other than police stations. Consider the promotion of online reporting.
- Work closely with the Safer Stronger Communities Board to encourage 'hard to engage' young people towards a role in local democracy and local decision-making.

# section 1

## Care and Support within the Family Findings

While a large proportion of young people living in Enfield have positive home and care experiences, evidence presented to the Commission highlighted that this life opportunity was not universal to all young people. The following issues were considered to be a particularly serious for some young people in the Borough.

- Experience of domestic violence within the home.
- Parents may not be aware or have knowledge and understanding of children's basic health needs especially in the early years (e.g. dental health).
- Lack of basic socialisation and development, to the extent that young children are presenting at school unable to perform elementary tasks that would be normal for their age group.
- In some new communities, an unresolved clash between parents beholden to their indigenous culture of origin and young people that are now exposed to more liberal western culture and values has given rise to conflict within families that often spills out into the wider society.
- All parents need to take ultimate responsibility for their children; their health, education and general wellbeing, whatever culture or community they belong to. Unfortunately, our findings suggest this is not always the case.
- The most important people will always be parents and carers, as they exert the most influence at the earliest and most important stages of any child's life.

## Recommendations

- 1.1 Reinststate and promote free and universal healthcare and dental screening in all the Borough's schools. This entails reversing the current national guidance, which has been to scale back such provision.
- 1.2 Ensure that an appropriate number of healthcare workers are employed to meet the scale of unmet need for their services that clearly exists within the Borough.
- 1.3 Ensure that all families receive more than the single statutory visit they currently receive from a health visitor. The Children's Services Scrutiny Panel is currently undertaking a review of health visitors.
- 1.4 Shift the ethos of service provision away from a presumption that parents will seek help, towards intervening in a more proactive way to support those who experience parenting problems
- 1.5 As part of an early intervention programme, establish peri-natal services to educate and support parents prior to and after birth to recognise the key child development stages.



# section 2

## Housing Findings

The Commission also identified a further range of issues in relation to the provision of housing for young people in the borough.

- From information provided to the Commission, housing was cited as the major concern for young ex-offenders.
- Young homeless people are still being located into nightly paid accommodation. The Commission was advised that this is only used in exceptional circumstances. This is still however of concern to the Commission.
- It was not clear what happened to the majority of young homeless people who were turned down for housing.

## Recommendations

Many of these recommendations require National Government action to allow councils to deliver additional housing at a price community can meet.

- 2.1 Ensuring that resources are made available to create more affordable dedicated housing for Enfield's 'at risk' young people. This population includes those who are homeless and who cannot be resettled with their families. Young ex-offenders and teenage parents who cannot live with their families. Clear timescales need to be established indicating the number of new units to be made available.
- 2.2 While the Council is committed to eliminating the use of nightly paid accommodation for young people, a number are still housed in this way. The objective of the Council should be to ensure that this practice terminates within a six-month period.
- 2.3 The Council should adopt planning policies that encourage larger housing units to cater for families as a means to avoid overcrowding. These planning policies should be unequivocal in discouraging high-density dwellings that seek to maximise the number of habitable rooms per hectare, either by new design/build or by the sub-division or conversion of existing properties.
- 2.4 A review should be undertaken to identify what happens to Enfield's young homeless people who are refused housing.



# section 3

## Healthcare Findings

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In general, the health of the people in Enfield is similar to the England average. However, the following issues were considered by the Commission to negatively impact on young people's life opportunities.

**Obesity.** 12% of children at reception and 22% at year 6 in Enfield were found to be obese, the highest levels being in the south east with 14% at reception and 26% at year 6.

**Infant mortality.** The Infant Mortality Rate (IMR) is defined as the number of infants who die during the first year of life per 1000 live births. Enfield has the highest (IMR) in London. The Enfield IMR 3 year average of 6.7 per 1000 live births compares with a London average of 4.8 per 1000 live births. Enfield has a ratio of 500-600 children per health visitor. The recommended level is 250 children per health visitor.

**Teenage pregnancy.** Teenage pregnancy rates went up by 18% in 2006 to 55 per 1000 females aged 15 to 17. The 3-year average teenage conception rate for Enfield (2003-2005) under 18's, was 51.6 per 1000 population. This was higher than the national average (41.5 per 1000) and neighbours such as Barnet (31.4 per 1000) and Hillingdon (46.4 per 1000) (London Health Observatory). In 2007 the under-18's conception rate for Enfield went down by 13.2% from its 2006 high. However, Enfield still has a long way to go in order to achieve its target of 25.5% per 1000 females by 2010. The Children's Services Scrutiny Panel are currently undertaking a review of teenage pregnancy.

**Drug Consumption.** Consumption of alcohol amongst young people has increased, particularly among young females. Twenty percent (20%) of 15 year olds had experimented with drug use. Problematic drug use is also more common in less affluent areas of the borough. 1 in 5 pupils in Year 10 had tried at least one drug, while 17% of 14-15 year olds have "mixed drugs" and alcohol at the same time. An audit taken at North Middlesex and Chase Farm hospitals of A & E presentations made by young people between June and September 2006 showed that substance misuse was a factor in 35% of all presentations.

**Unmet health needs.** A number of young people in the borough have serious undiagnosed health needs, which often only come to light when they arrive at school. These have not been recognised by parents, for a number of different reasons, or parents may not know how to access services to address them.

## Recommendations

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- 3.1 Develop Children's Centres to become 'one stop shop' advice centres. These should be accessible and non-stigmatising places that parents can access for advice and support on any health and welfare issue
- 3.2 Commit to carrying out an individual holistic assessment including mental health screening for every young person that is (or is at risk of being) excluded from school and follow through with an effective treatment plan where need dictates.





# section 4

## Education and Attainment Findings

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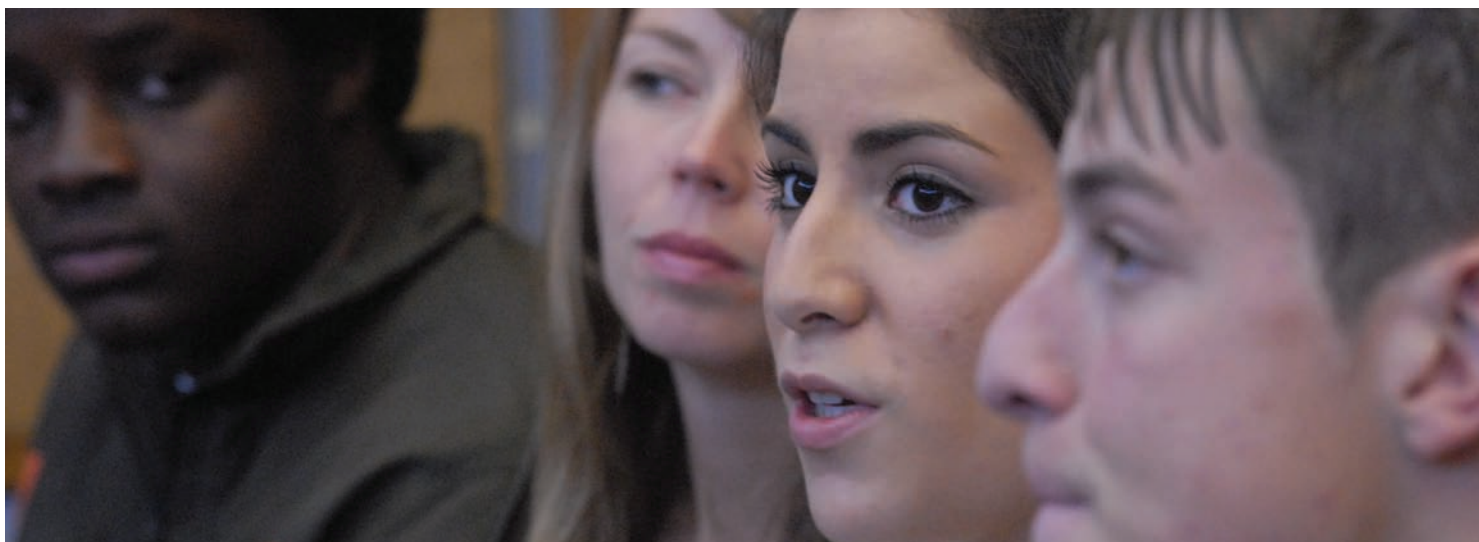
From evidence supplied to the Commission the following issues were felt to be particularly salient in reducing young people's ability to achieve in educational settings.

- A number of young people attending reception classes experienced developmental problems that interfered negatively with their learning. These included severe speech and language difficulties, poor co-ordination and motor skills, behavioural problems and dental sepsis.
- A number of young people are prevented from enjoying an orderly learning process as a result of considerable mobility during the course of their education. This causes disruption to their learning and the process of learning because they move from one school to another.
- A number of young children live in overcrowded and substandard accommodation, the nature of which interferes negatively with their capacity to learn.
- Lack of support and encouragement by parents and/or carers was cited as being a significant impediment to a young person's education and social development.
- While excluded pupils referred to the Secondary Tuition Centre appear to receive excellent teaching, the learning environment is felt to be poorly equipped and the accommodation is both substandard and inappropriately located.
- There remain a number of unfilled teaching vacancies in the Borough, a problem that is particularly acute in the poorest Children's Area Partnership (CAP) areas (those located in the east of the Borough).
- The Commission were advised that the curriculum within the primary sector is considered too demanding and too extensive. It does not allow sufficient time to develop key skills such as reading, writing, maths and PHSE (Personal, Health, and Social Education).
- In 2008, 49.6% of the young people educated in Enfield did not achieve at least 5 A-C grade GCSE's, including Maths and English. As such, their life opportunities would inevitably reduce before they had even entered the job market. National average for attainment in 2008 was 47.8%. Even though this is above the national average the Commission felt that this level of effective failure was unacceptable.
- A significant proportion of young people entering secondary education in Enfield do so without having achieved competence in basic literacy and numeracy. As such, at least until these skills are mastered, the value they derive from their ongoing education and the contribution they are able to make to the classroom environment must inevitably be limited.
- It was noted that progression within the UK education system is based simply upon age as opposed to a more sophisticated measure of development. Unlike the education systems in many other countries, even when a student is obviously struggling to cope (and may be disruptive in class as a result), the ability to 'hold back' that student is not an option. The Commission was told that this has led to confusion in certain newer communities where the parents or carers have assumed that their child is progressing as expected when they move up each year.
- The Commission was surprised to note the stark contrast between the numbers of pupils excluded at primary and secondary levels in Enfield. This may indicate that the reasons behind any behavioural issues are not being dealt with at primary level.

## Recommendations

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- 4.1 Review how the unmet health (and health education) needs of young people attending reception classes can be diagnosed and improved.
- 4.2 The Secondary Tuition Centre must be made fit for purpose. It needs a building that can meet the needs of those young people at risk of never fitting into the mainstream and that require a strong base in 14-19 to avoid a life of antisocial behaviour and possible prison. The building should have good facilities to provide the full range of activities of the school curriculum. The location has to be easily accessible for transport as the pupils come from all over the Borough and the site needs to have a frontage with an independent entrance. The Borough is in the process of procuring a new Secondary Tuition Centre. However the Commission seeks reassurance regarding interim arrangements.
- 4.3 Encourage all schools to be more consistent in their approach to exclusion. Their approach needs to take greater account of the needs of the pupils excluded. As part of this approach schools should be required to contact the Local Authority before a permanent exclusion is made so that adequate provisional education can be made. Where possible further work needs to be undertaken to prevent exclusion from school through developing internal exclusion procedures further.
- 4.4 Make greater use of early mentoring at primary schools by engaging organisations that provide one-to-one mentoring for children aged 5-11 years with behavioural difficulties.
- 4.5 Reduce the number of Not in Employment, Education or Training (NEETs) within the Borough. Predictive systems need to be established in order to identify better those young people who are likely to become NEETs before they leave secondary education.
- 4.6 Ensure young people are more thoroughly educated in 'day-to-day life skills' before they leave secondary education (e.g. balancing personal finances, the principles of employability, good citizenship, sexual and risky behaviour, etc). Encourage volunteering by young people as a means to build confidence and self-esteem.
- 4.7 National Government must review the primary school curriculum in order to improve the development of core skills. National Government has commissioned an Independent Review of the Primary Curriculum the consultation on this closed in July 2009.

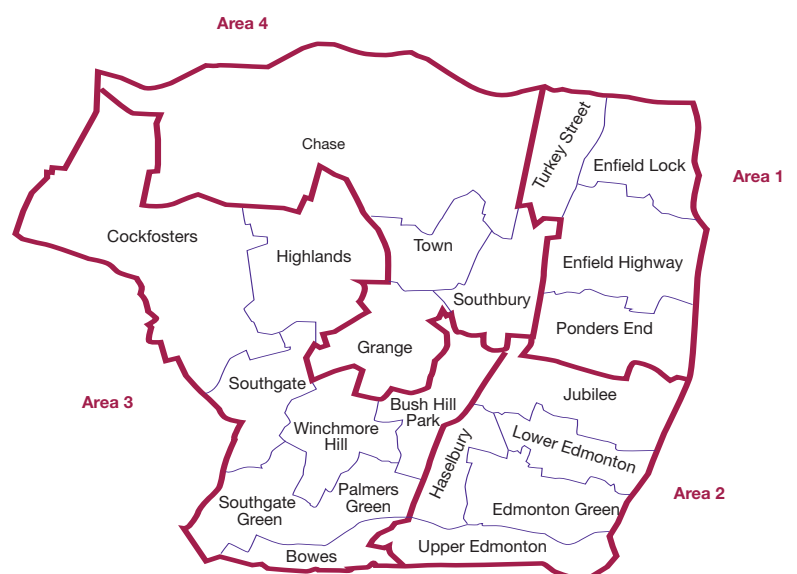


# section 5

## Leisure Findings

From evidence presented to the Commission the following issues were raised in relation to young people's access to and experience of play facilities.

- Few Enfield residents use the Council's website for leisure. Only a small section of the population uses the Internet to find information on play activities in the borough. Enfield Citizen's Panel shows that 44% of residents sampled have used Enfield Council's Website to find information about a council service, but only just over 1 in 10 respondents (12%) use it for finding out about 'what's on' activities or local events.
- A large proportion of Enfield residents do not use the leisure centres. The Enfield Citizen's Panel Survey (2008/09) asked local residents for their use and experience of leisure services 'in the last year or two'. The following key responses have been extracted. Nearly half (46%) of residents sampled reported that they had not used any of these leisure facilities.
- Leisure facilities and activities are too costly for a large proportion of people living in the Borough. Of those who had used a public leisure centre, just over 11% were 'very satisfied' with the cost of using the facilities. The cost of leisure services in the Borough was repeatedly raised in evidence provided to the Commission. Parents and young people argued that few of the public leisure services were reasonably priced, or free, at the point of delivery.
- There is a mismatch between the availability of resources for young people and young people's perception of the services available. Many young people claimed 'they had nothing to do' and that 'services were not available'. This clashed with the fact that there are many services available and suggests a lack of awareness pointing towards a failure in the marketing and promotion of public services and facilities. A factor may be that provision comes from a variety of disparate sources.
- Play provisions are not evenly distributed throughout the borough and there is poor play provision in particular areas; namely CAP 1 and CAP 2, where the greatest number of children and young people reside. A number of young residents, parents and professionals highlighted the lack of play activities in the Borough.
- The services offered to young people are dominated by leisure and sport-based activities (predominantly football), and traditional youth movements (such as the Brownies, Guides, Scouts and Sea Cadets).
- Services available are typically orientated towards the needs of young males, which meant the needs of young women were neglected.
- Services reflected what the adult world thought young people needed rather than what young people actually required.
- Youth clubs available are under-funded and under resourced. The opening time for Croyland, Ponders End and Craig Park Youth Centres is limited. There are plans to open Craig Park seven days a week and Ponders End for five days per week but at the time of reporting these centres were not meeting the needs of the local population.



## Recommendations

- 5.1 The Council should play a more significant role in leading on the work of the Youth Engagement Panel (YEP) and should make more use of this valuable resource in its consultation and scrutiny processes.
- 5.2 Conduct a value for money audit of diversionary activities to ascertain what is currently available in the Borough for young people and their families. Map the provision of these activities against the stated preferences of Enfield's young people and adjust Council funding and support accordingly. Provide a single joint list of all known activities available and promote in as many different places as possible.
- 5.3 Raise the profile of activities provided for young people using new information platforms such as radio stations (e.g. Choice FM) and social networking sites regularly used by young people (e.g. Bebo, Facebook, MySpace and Twitter). Commission the YEP to assist with the design and promotion of youth services.
- 5.4 Provide diversionary activities for older young people where there is identifiable demand and lack of adequate existing provision. The Edmonton Review cites music, dance and gym activities as being the most popular with young people and the students of Raynham School would like to see more drama and creative workshops facilities provided.
- 5.5 Engage young people more actively in the process of shaping youth service provision by consulting them when developing new services. Ensure that these are convenient, affordable and responsive to need.
- 5.6 Increase the number of play and leisure facilities for girls and young women.
- 5.7 Review the cost of using leisure facilities, as this appears to be a key factor in low take up of activities; especially for families. Consider increasing the number of 'free period', 'free day' or 'taster day' opportunities for local residents to get them interested in using the facilities. Where possible and reasonably affordable, shift towards a 'free at the point of access' regime. This should include the over 16's.
- 5.8 Develop an outreach service for those young people who do not attend structured or institutional facilities. Include activities that are "drop by" rather than those young people are required to join. Ensure these are age and/or gender specific wherever possible.
- 5.9 Increase the opening hours for youth clubs to 7 days a week and ensure these respond to the reasonable needs of the local community. It is particularly important that facilities stay open in the evenings and over school holiday periods. Consider the features of a good centre model to include drop in and youth engagement.
- 5.10 The Council should seek to improve the quality and the distribution of play provision in particular in those areas subject to Place Shaping.



# section 6

## Work Findings

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From evidence presented to the Commission the following issues effecting young people's access to and positive experience of work were identified.

- There were unacceptably high rates of youth unemployment in the most deprived areas of the Borough.
- Skill and qualification deficits among large sectors of the Borough's poorest populations limited their capacity to access available jobs in the more affluent sectors of the economy.
- There are inevitably fewer job opportunities for young people in the context of a borough (and a country) that has been experiencing a recession.
- There are insufficient numbers of employers in the Borough that are willing to engage in apprenticeship programmes but there is also evidence to suggest that a significant minority of apprentices are finding it difficult to fully commit to the opportunity they are being given.
- Many young people expressed a desire to find gainful employment or even to start their own enterprises but were frustrated by a perceived lack of support and/or available opportunities.
- The Council has committed to extending the modern apprenticeship scheme over the next 3 years and has agreed to a total of 120 placements.
- The absence of meaningful employment opportunities consolidates a culture of worklessness among some young people.



## Recommendations

- 6.1 Enfield Council and its partners should learn from 'best-practice' elsewhere, and take steps to provide both short-term work experience and 'entry-level' posts for local young people seeking employment in the Borough, in addition to the work experience entitlements in schools.
- 6.2 The Council and its partners can do more to facilitate job brokerage schemes with local employers and should promote a 'local jobs for local people' message.
- 6.3 Encourage more local employers to commit to apprenticeship programmes, and work with all stakeholders to ensure opportunities created by such programmes are not wasted through lack of commitment by the young people who stand to benefit the most.
- 6.4 Develop an outreach/detached 'back to work' initiative to help Enfield's long-term unemployed young people (i.e. those out of work for more than 12 months).
- 6.5 Encourage all recent arrivals and their families to take responsibility to learn English, as a poor grasp of English language was recognised as a major impediment to employment.
- 6.6 Encourage more young people to engage in voluntary work for general confidence building and as a route to paid employment. Over the last academic year the number of young people volunteering as part of Youth Action Volunteering Enfield (YAVE) has increased to 565 (from 483 the previous year).
- 6.7 Encourage enterprise in young people by assisting young entrepreneurs to set up and develop their own businesses. There is a growing need for more 'cross-fertilisation' of the education and business support services in the Borough and the Council is in a unique position to facilitate the creation of new and often innovative businesses as a means to drive the local economy.



# section 7

## Safe and Secure Environment Findings

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From evidence submitted to the Commission, the following issues were raised in relation to crime and the victimisation of young people.

- Though serious violence is relatively rare, a number of young men have been killed by other young men in violent incidents where weapons have been used. This may indicate a culture of violence, which needs to be addressed among a small minority of the Borough's youth.
- The autonomous nature of schools makes it very difficult for the Council and its partners to provide a unified approach to any difficulties that children and young people may face.
- There is considerable perceptive fear of 'gangs' and their relationship to the fatalities that have occurred. Many young people cited 'gangs' as a serious concern in their daily lives.
- Territoriality has also been identified as an issue in a Borough, which has witnessed a number of 'post code' wars involving rival groups associating with particular estates and areas.
- Young people expressed far higher levels of fear of crime than are reasonably justified given the true rate of crime in the Borough. Many young people accepted crime going on around them as a part of their daily lives.
- Young people consistently expressed concerns regarding Police Community Support Officers (PCSOs) and often referred to them as 'plastic policemen'. The similarity in appearance of the two meant that this was effectively impairing respect for the role of a Police Constable.
- Many young people felt unsafe travelling to and from school.
- Many young people expressed an awareness of some parts of Enfield being "run down and neglected". This accentuated their fear of crime and victimisation. However, the Community Help Point Scheme operating in Enfield is seen as a model of good practice and should be better promoted.
- A significant proportion of the young people who engaged with the Commission accepted violence as commonplace.
- London Councils document 'Funding the Frontline (tackling youth crime in London)' highlighted some of the difficulties faced by councils in accessing funding allocated to tackle high levels of youth crime and stated that despite the five murders that took place in 2008, Enfield has not been eligible for any of the main 10 grants currently channelled to London local authorities to tackle youth crime.



## Recommendations

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- 7.1 Review what is currently done regarding safety for young people travelling to and from school. The Crime and Safety Scrutiny Panel currently have this as an element of their work programme.
- 7.2 Develop better ways to connect outreach and detached youth work capacity with centre-based work. The aim here is to develop an approach that will appeal to disassociated young people exposed to cultures of violence.
- 7.3 In addition to the work already being undertaken by the Safer Schools Partnership, encourage schools to utilise the knowledge base of organisations, who work with offenders and disadvantaged young people. These organisations run schools workshops that provide insightful information on offending and its consequences. All schools need to work to allow improved access by the Council and its partners to allow a unified approach to any difficulties that children, young people and their families experience.
- 7.4 Provision should be made for young people to report crime other than at a police station, by promoting the use of online reporting.
- 7.5 The Council and its partners should actively promote the role of authority figures who are already available to support young people and intervene where necessary e.g. teachers, youth workers, health workers, Police Community Support Officers and of course Police Officers, stressing the fact that these figures can and will refer to the Police as required.
- 7.6 Create a Parent Engagement Panel to support parents in the community using a similar model to the Youth Engagement Panel as a means to promote change and positive attitudes.





# section 8

## Supporting the Voluntary Sector Findings

From evidence submitted to the Commission, it is clear there is some excellent and extensive work in this sector. However a number of issues came to light, which hindered the third sector from helping to develop young people's life opportunities.

- Many service providers distrusted the Council and its intentions towards them. However the Council itself has concerns regarding the competence and sustainability of some service providers.
- There was a lack of understanding on the part of service providers about how funding decisions were made by commissioners and this was compounded in their view by a lack of transparency in the way commissioners made funding decisions. Training is provided by the Council and the third sector around the commissioning process and funding decision-making. Awareness of this training needs to be raised.
- Some service providers did not believe they were adequately consulted and supported.
- Funding streams were typically short-term and inconsistent. There was limited access to secure long term funding and acceptance criteria will often eliminate the very organisations that are most capable of delivering an appropriate local solution. The smaller third sector organisations will often struggle to demonstrate financial security and capacity to deliver.
- Short term funding derived from several different sources fails to create the basis for effective long term provision of essential services for young people.

## Recommendations

- 8.1 The Commission recognises that while it is beyond the capacity of the Council to meet the wholesale needs of the third sector, steps can be taken to help support it further. To make best use of limited Council resources, it should critically examine the organisations to ensure competence and capability and that they genuinely add value. They should demonstrate evidence of improved outcomes as identified against priorities in the Children's and Young Peoples Plan.
- 8.2 The Council and its partners need to engage more residents in delivering support in their community (Parents Engagement Panel).
- 8.3 As access to funding is a key to supplying any service for young people, steps need to be taken in relation to ensuring that the third sector is appropriately supported in making bids. This may involve providing ongoing training in bid-preparation and writing, facilitating the creation of local consortia in order to attract more significant funding, employing support officers who will be expected to work directly with the third sector to lever in capital to support the services they offer. The immediate aim here would be to develop its third sector infrastructure but the longer-term aim is to professionalise it further to reflect the needs of children, young people and their families



8.4 To help offset the distrust that many third sector providers experience in relation to commissioning agents, Enfield should review the commissioning process as a whole in order to make it more transparent and legible to third sector. They need to know on what grounds decisions to fund and not to fund might be made and the rules for funding can certainly be made more clear and transparent and less onerous than they currently are.

8.5 The key problem with the current 'rainbow' funding regime (short term, insecure, where funding derives from several sources) is that it is simply not fit for purpose if its aim is to provide the basis for the effective delivery of services. As such and where possible the Council must and should work to develop an alternative funding model which can better provide key delivery agents with access to secure, long-term funding. The Commission recognise that not all service providers will be able to be supported in this way and that hard choices will have to be made in relation to identifying key delivery agents. If the third sector is to be supported effectively, however, the funding paradigm will need to change.

8.6 While in an ideal world it might well be the case that different organisations have their own dedicated space, along with dedicated administrative support, this is not likely to happen given current fiscal limits. With this in mind, the Commission suggests that greater thought needs to be directed at considering how different third sector organisations may work profitably sharing the same space and the same administrative support. Not only would sharing space and resources be more cost-effective for individual partner organisations by encouraging the development of new partnerships and new ways of working, there is bound to be a positive effect upon service delivery and sustainability. Under certain circumstances we recognise that this may not be achievable in the short to medium term.



# section 9

## Inclusion of Disengaged and Alienated Communities Findings

From evidence presented to the Commission, it would appear that sources of tension which made some communities feel disengaged and hostile include:

- Whilst the Commission has a strong view that parents should take responsibility for their children, a sense that mainstream permissive society had over-empowered young people to the extent that parents felt unable to effectively discipline their young people. This was particularly evident in groups whose cultural traditions emphasised the need for physical chastisement. In effect, they felt 'robbed' of the ability to control their own children. Fears about a breakdown in discipline were also rooted in the observation that young people, in liberal culture, were in some sense 'out of control'.
- The expressed idea that young people, especially from ethnic groups whose first language was not English, were caught between two cultures; that of their parent communities with its historically established and embedded culture and tradition, and of liberal western cultures whose value system was often very different.
- Little prior understanding of western culture and its institutional arrangements often created the basis for feeling antagonistic towards institutions they did not understand or alternatively having wildly unrealistic expectations about what institutions such as schools can and should provide for their young people.
- The Commission heard of instances where young people appear to have been encouraged by external influences to challenge parental discipline, often without any awareness or understanding of context and occasionally with significant (presumably unintended) consequences for all parties.
- A number of parents and young people felt that the authority of parents had been eroded over time.

## Recommendations

- 8.1 Review how the Council and its partners engage with different cultural groups to ensure that they provide an accessible range of services.
- 8.2 Review the mechanisms by which different client groups articulate their needs. Create forums that enable stakeholders in different communities to engage with statutory and voluntary authorities that allow for a mutual exchange of information and greater shared aims.
- 8.3 Develop ways of reaching out to and providing new communities with information about the services that are available for them in Enfield. Moving away from a plethora of multi-language publications, whilst safeguarding the rights and access of the individual, moving to increase the access to the number of English languages courses available.
- 8.4 Work closely with the Safer and Stronger Communities Board to offer 'hard to engage' young people a role in local democracy and local decision making.
- 8.5 Council to encourage and assist local communities to arrange neighbourhood social events and activities as a means to promote greater understanding between cultures and generations (e.g. street parties).



# Comments made to the Commission

**“WE ARE ALWAYS BEING TOLD WHAT NOT TO DO AND NOT, WHAT WE SHOULD DO”**

“MY HOME IS NOT A MEETING PLACE, MY CHILDREN’S FRIENDS ARE NOT ALLOWED PAST THE GARDEN GATE”

**“MY FATHER WON’T LET ME PLAY FOOTBALL BECAUSE HE WANTS ME TO BE A DOCTOR”**

“I SEE GANGS FIGHTING IN THE PARK”

**“I SEE PEOPLE DEALING DRUGS ON THE STREET”**

“MY DAUGHTER WAS LUCKY TO BE CHARGED WITH THEFT, BECAUSE NOW SHE HAD BEEN PROVIDED WITH A RANGE OF SUPPORT SERVICES”

**“I DON’T GO OUTSIDE MY POSTCODE”**

“I WILL NOT HAVE KIDS HERE BUT WILL MOVE TO HERTS OR ESSEX”

