

Public Document Pack



Koulla Panaretou
Democratic Services Officer
Direct : 020 8379 4835

Textphone: 020 8379 4419 (in Civic Centre)
e-mail: koulla.panaretou@enfield.gov.uk

EQUALITIES BOARD

Thursday, 15th July, 2021 at 7.30 pm in the Council Chamber, Civic Centre, Silver Street, Enfield, EN1 3XA

Membership:

co : Huseyin Akpınar, Guner Aydin, Clare De Silva, Ergin Erbil (Associate Cabinet Member (Non-geographical based)), Achilleas Georgiou, Margaret Greer, Ayfer Orhan and Jim Steven

To follow Agenda Pack - attached documents relate to each agenda item listed.

4. UPDATE ON EPIC - ONE YEAR ON

To receive an update on the 27 recommendations.

5. OVERCOME RACISM IN ENFIELD

To receive an update on how Enfield Council is working towards its equalities objective to overcome racism in Enfield.

1. Celebrate and promote the rich diversity of the borough by supporting an annual programme of educational, challenging and inspiring events celebrating ethnic minority communities.
2. Support Enfield's schools in their work to deliver a diverse and inclusive curriculum that educates children and young people on systemic racism and our local diverse history.
3. Work with our partners to reduce discrimination experienced by Gypsy, Traveller and Roma communities in accessing education, healthcare and service provision.

4. Increase the representation of Black and ethnic minorities in leadership positions across the Council's workforce, so that it is proportionately representative of Enfield's ethnic minority population by 2030.

6. SUSTAINABLE AND ETHICAL PROCUREMENT POLICY

To discuss the Sustainable and Ethical Procurement Policy and Equalities Supplier Guide.

Enfield Poverty and Inequality Commission

Enfield Council Update: One Year On



Introduction

In the summer of 2019, in collaboration with the Smith Institute, Enfield Council set up an independent and time-limited commission to better understand the forces driving poverty and inequality in the borough and to point the way to potential local solutions. The commission was chaired by Baroness Tyler of Enfield and consisted of a panel of twelve commissioners from local and national organisations. They listened to the experiences of local people and examined local data to identify 27 recommendations for the Council and our partners.

When their final report was published in January 2020, we could not have predicted the year we had ahead of us and the devastating impact a global pandemic would have on local people, as it has the world over. The impacts of the Covid-19 pandemic are not being felt evenly. We know that there is a strong correlation between poverty and deprivation and Covid-19 mortality rates. The virus and the effects of lockdown have only served to widen the social, economic and health inequalities that already existed in our borough.

The recommendations made by our independent poverty and inequality commission are more relevant than ever – and by working in partnership to deliver them, we can build back a fairer Enfield for the future.

This update provides an overview of the work the Council has done, working with and supported by our partners, since the commission's report was published; and highlights areas of focus for 2021/22.

I am particularly pleased that the recommendations made a year ago have been positively influencing and helping to shape the Council's decision making, with new funding to support recommendations being launched in 2021/22. It is a testament to the resilience of the local authority, our partners and our community that we are able to work together to do so much in such challenging times.

This Enfield Council administration is ambitious and committed to doing all that we can to deliver services that reduce inequality and create a fairer borough. The journey to recovering from this pandemic will not be straightforward and the challenge is great; but I firmly believe we have the resolve and vision to create a lifetime of opportunities for everyone in Enfield.

Cllr Nesil Caliskan
Leader of Enfield Council



Pictured left: Baroness Tyler of Enfield and Cllr Nesil Caliskan at the launch of the Commission report at House of Lords, January 2021. Right: Local launch of the Commission report at Enfield County School, February 2021.

Progress in tackling poverty and inequality during 2020

In the face of huge challenges, we remain committed to driving forward this crucial agenda and we are pleased to report on our positive progress toward addressing many of the Commission's recommendations. Some of our successes are highlighted here.

Living



Recommendation 3

The Council should work with partners to reform the private rented sector so that it works for all residents.

To significantly improve the quality of properties across the private rented sector, our additional licensing scheme went live in 2020. We will be phasing in a selective licensing scheme alongside this, following Government approval which was received in May 2021.

We are increasing our support for people who are at risk of homelessness through the early intervention being taken by our new Housing Advisory Service which launched during 2020, and securing better options for people within the private rented sector. We are helping drive up standards through our Council-owned company Housing Gateway, which has secured an additional 18 homes since January 2020, despite the challenges of the pandemic.

We have successfully supported over 400 households at risk of homelessness to secure accommodation since January 2020. We also housed 319 people in emergency accommodation as part of the Everyone In scheme to protect rough sleepers or those at imminent risk of rough sleeping rough due to Covid-19. We helped 147 of those to move on into settled accommodation.

Recommendation 7

The voluntary and community sector, supported by the Council, should create a Food Action Plan for Enfield, to ensure all families have access to healthy food.

Enfield Stands Together, launched in response to the pandemic and national lockdown in March 2020, delivered over 79k parcels of food and essential items to isolated people across the borough.

In the Christmas holidays we worked with our community partners to provide families with Paypoint Food Vouchers and created six food collection hubs across the borough,

providing 480 vulnerable families with food. This forms part of the Council's £1.1m programme to make sure those receiving Free School Meals and other families on low income have access to decent food during the holidays. In November 2020 we worked with partners to establish the Enfield Food Alliance, which currently has over 30 member organisations who are working collaboratively to tackle food poverty in Enfield. This has included establishing four food pantries to help residents living in poverty to access nutritious, affordable food and to help address the causes of food poverty.

To help the Food Alliance deliver its objectives, in March 2021, 27 local voluntary, community and faith groups were awarded with small grants for community food projects, totalling £51k. Groups are using this funding in a variety of ways, from purchasing fridges and freezers to delivering cooking skills programmes and creating community food growing gardens.

Recommendation 11

The Council should revitalise youth services in the Borough. Prioritise investment in universal youth services and targeted outreach youth workers.

Between January and December 2020, a total of 5,788 young people participated in the "Inspiring Young Enfield" programme. This programme, run by 20 community organisations alongside the Council, is funded by £1.3m from the Mayor of London's Young Londoners Fund. These positive activities are supporting our most challenged young people to make positive life choices, reconnect with their neighbourhoods and realise their true potential.

In addition, our Summer University programme was delivered for a second year in summer 2020, with 604 young people accessing free online or socially distanced face-to-face courses and 82 young people gaining a nationally recognised qualification.

Learning



Recommendation 12

The Council, education providers and the voluntary and community sector should work together to ensure that all Enfield's children are 'school-ready'.

An additional £150k investment will help us enhance Speech, Language and Communication Services across the borough, including for those in the early years. The focus of this work is on prevention and early intervention.

Recommendation 15

The Council should work with schools to set a target to reduce the use of fixed-term and permanent exclusions.

Our Behaviour Support Service has worked closely with pupils, parents and teachers to reduce the number of permanent exclusions by 23% compared to last year. This team tackles the causes of exclusion, and is complemented by Youth Services, such as Enfield's Nexus Project. We are supporting children and young people to overcome challenges and increase their mental health and wellbeing through workshops, training and mentoring programmes.

Earning



Recommendation 18

Poverty reduction should be at the heart of the Council's new economic development strategy, which should set a target to reduce low pay within the Borough.

We have brought housing repairs, cleaning services and grounds maintenance for cemeteries back in-house. This has enabled us to provide the London Living Wage to 176 employees as well as improve rates of customer satisfaction.

We are working with the Living Wage Foundation to assist in establishing Meridian Water as a Living Wage Zone. Vistry Partnerships, the developers of Meridian 1, are already signed up and committed.

Recommendation 24

The Council should help free the poorest residents from the burden of problem debts by extending access to benefits advice, support around debt and good credit.

We set up a new Welfare Advice and Debt Support Team in March 2020 to support vulnerable residents to get access to all the income and benefits they are entitled to. During 2020/21 we supported over 3,100 residents. This helped us pay out just under £36m in Council Tax Support Scheme; £5,330 in crisis payments; £190k in Council Tax Support Hardship Fund payments; and £3.1m in Discretionary Housing Payments to those most in need.

New funding to support recommendations in 2021/22

The Enfield Neighbourhood Fund and Edmonton Community Chest

These two new grant programmes launch in 2021 using resources gained from the Community Infrastructure Levy and from our development partnerships in Meridian Water. Grants will be made available to voluntary and community sector groups to support community-led projects across the borough. The Community Chest will focus on investment in the communities of Upper Edmonton, Edmonton Green and Lower Edmonton Wards so that local people are the primary beneficiaries of the development at Meridian Water.

Enfield Poverty and Inequality Grants Programme

This £150,000 grants programme, secured by Enfield Voluntary Action from the National Lottery, has awarded grants between £500 to £10,000 to voluntary and community groups for projects that address severe challenges experienced by Enfield residents in navigating everyday life, including physical and mental health and wellbeing; access to education, training and digital support; and personal and financial insecurity. Twenty four voluntary and community sector groups were successful in gaining funding through this programme in early 2021.

Summary of progress and plans for the 27 recommendations

Recommendation	Progress	Plans for 2021/22
<p>1. Government departments should review funding formulas to account for emerging geographic patterns of increased poverty and deprivation in outer London boroughs such as Enfield.</p>	<p>The Government's Fair Funding Review into how councils are funded has been delayed once again. In response, a new Fair Funding Campaign for Enfield was launched by the Council with local support in January 2021 accompanied by a letter to the Chancellor urging Government to reconsider the decision to increase council tax and escalate the fair funding review.</p>	<p>Continue to deliver our new Fair Funding Campaign to secure a better deal for Enfield.</p>
<h2>Living</h2>		
<p>2. When regenerating housing estates that are not fit for habitation/purpose, planning should be granted on the provision that the finished site provides additional genuinely affordable homes.</p>	<p>We are on track to deliver at least 3,500 new additional decent and affordable homes owned by the Council by 2030 and are working with registered providers so that many more will be created for Enfield residents.</p> <p>During 2019/20, 81 net additional affordable homes were permitted through the planning process. A net additional 118 affordable homes were built, of which 97 were council or housing association homes for social rent.</p>	<p>Begin construction at Meridian Water, with 50% of the 910 new homes planned to be affordable in 'Meridian One'. This will include 230 Council affordable rented homes and 226 shared ownership.</p> <p>Develop a viable offer to residents to regenerate the Joyce and Snell's estate with over 2,000 new, high quality homes in a safe, green and welcoming environment.</p>
<p>3. The Council should work with partners to reform the private rented sector so that it works for all residents.</p>	<p>Our additional licensing scheme went live in 2020, with the Selective licensing scheme to now be phased in alongside this, following Government approval received in May 2021.</p> <p>Our new Housing Advisory Service launched in 2020 and includes a dedicated team to improve relationships between tenants and landlords.</p> <p>During 2020 our council-owned company Housing Gateway purchased an additional 18 homes, helping to drive up standards in the private rental market.</p>	<p>Launch the selective licensing scheme.</p> <p>Increase the number of homes owned and managed by our housing company, Housing Gateway with a target of 100 new homes to be achieved by April 2022.</p>
<p>4. The Council should work with their partners, especially the voluntary sector, to take an early intervention approach to preventing housing problems.</p>	<p>Since March 2020, our new Welfare Advice and Debt Support Team has supported over 3,100 residents to get access to all the income and benefits they are entitled to, while Citizens Advice Enfield has supported over 2,960 residents with housing advice.</p> <p>The new Housing Advisory Service launched in September 2020 to help tackle the causes of homelessness at an earlier stage, working proactively with voluntary and community sector partners through our partnership with Enfield Voluntary Action.</p> <p>We have successfully supported over 400 households at risk of homelessness to secure accommodation since January 2020. We also housed 319 people in emergency accommodation as part of the Everyone In scheme to protect rough sleepers or those at imminent risk of rough sleeping due to Covid-19. We supported 147 of those to move on into settled accommodation.</p>	<p>Increase the early support for residents in tackling issues which could lead to homelessness and decrease the number of households living in temporary accommodation. This will include proactive work with our partners such as the Citizens Advice Bureau, Job Centre Plus and other local organisations to identify people early and provide holistic support.</p> <p>Increase the availability of supported accommodation for rough sleepers through partnerships with registered providers.</p>
<p>5. The NHS should fund a new integrated health and wellbeing centre led by the CCG and the North Middlesex University Hospital Trust to meet the needs of people out of hours and those not registered with a GP and provide out of hours access for mental health services.</p>	<p>The Masterplan for the redevelopment of North Middlesex University Hospital includes potential for a new primary care centre on the site. Enfield Council is supporting this through our discussion with health partners and the GLA.</p>	<p>Work with the North Middlesex University Hospital Trust to secure a new integrated health and wellbeing centre as part of the redevelopment of the site.</p>
<p>6. The Council, health providers and the voluntary and community sector should work together to enable increased use of social prescribing to improve public health for residents in the east of the Borough.</p>	<p>Enfield Voluntary Action (EVA) is delivering a social prescribing programme with community groups to raise awareness and understanding of social prescribing and has recruited 20 health champions and five 'Link Workers' to help connect people to activities.</p> <p>Youth Alive is a new social prescribing project which was launched with Enfield Voluntary Action, Oasis Hadley, Focus CIC, and Chickenshed in 2020. This programme for 10 to 19 year olds, encourages young people to look after their wellbeing, develop resilience and build confidence, by taking part in physical activities.</p>	<p>Work with our voluntary and community sector partners to increase opportunities for social prescribing activities; and promote further opportunities as they become available.</p>



Recommendation

Progress

Plans for 2021/22

<p>7. The voluntary and community sector, supported by the Council, should create a Food Action Plan for Enfield, to ensure all families have access to healthy food.</p>	<p>We worked with partners to deliver food and essential items to isolated people during the spring lockdown, through our 'Enfield Stands Together' programme and subsequent Food Alliance work.</p> <p>In the winter, we launched a £1.1m programme to make sure those who get Free School Meals and other families on low income have access to PayPoint vouchers during school holidays; and provided six food collection hubs across the borough in partnership with community groups during the Christmas holidays, providing 480 vulnerable families with food.</p>	<p>Increase our support for families who have not been eligible for previous schemes, but who are on low incomes and struggling.</p> <p>Extend access to food and utilities via foodbanks and charities and support income maximisation through proactive work in the community with the Enfield Food Alliance.</p> <p>Work with the Voluntary and Community Sector to develop a new food and activity programme during school holidays.</p>
<p>8. The Council should prioritise the East of the Borough for future play streets and school streets so children can play out safely and air quality is improved around schools in hot spots of poor air quality.</p>	<p>We have successfully launched 12 new school streets since January 2020, eight of which are in the east of the borough.</p>	<p>Increase the number of school streets across the borough, with a target of at least two more new schemes during the year and in subsequent years.</p> <p>Encourage more play streets in the east of the borough through new funding initiatives, communication and partnerships.</p>
<p>9. A whole-community approach should be taken to reduce crime and anti-social behaviour in hotspots, with the Council and the Police working together to make public spaces safe to use for people of all ages.</p>	<p>A targeted community outreach programme that engaged with 389 young people from September 2019 to March 2020 has led to a reduction in the number of anti-social behaviour incidents in and around local shops. The successful installation of CCTV in Pymmes Park in July 2020 has also led to a 46% reduction in reported crime in this hotspot area in July/August 2020 compared to May/June 2019.</p>	<p>Deliver further interventions to address serious youth violence in the borough.</p> <p>Support and facilitate new community-led bids to the Mayor of London's Violence Reduction Unit that could bring a further £750,000 of new funding into the borough.</p>
<p>10. The Police should revamp the 'safer schools' programme for the Borough's schools.</p> <ul style="list-style-type: none"> Regularly brief teaching staff on the local gang risks. Help pupils to protect themselves from being groomed and exploited by criminal gangs. Share 'overnight' information incidents affecting individual pupils with schools in a timely manner, so that schools can respond with appropriate support. Develop 'trauma informed practise' training for teachers, police officers and other professionals working directly with vulnerable children. 	<p>The council and schools have worked with the Met police to support the delivery of the 'safer schools' programme in the borough.</p> <p>Productions of Chelsea's Choice and County Lines, performed by the AlterEgo theatre company, have been delivered across 40 schools in the borough, helping to raise awareness of sexual and criminal exploitation.</p> <p>The Nexus Project has also been instrumental in keeping children and young people safe from exploitation.</p>	<p>Support the police and our schools in the successful delivery of the safer school partnership.</p> <p>Explore opportunities to identify and secure funding to develop Enfield Trauma Informed Practice in Schools (E-TIPS). E-TIPS is a whole system approach that aims to promote the emotional wellbeing of every child and young person in Enfield.</p>
<p>11. The Council should revitalise youth services in the Borough. Prioritise investment in universal youth services and targeted outreach youth workers.</p>	<p>During 2020, a total of 5,788 young people participated in one or more sessions through the "Inspiring Young Enfield" programme. This programme, run by 20 community organisations alongside the Council, is funded by £1.3m from the Mayor of London's Young Londoners Fund. These positive activities are supporting our most challenged young people to make positive life choices, reconnect with their neighbourhoods and realise their true potential.</p> <p>In addition, our Summer University programme was delivered for a second year in summer 2020, with 604 young people accessing free online or socially distanced face-to-face courses and 82 young people gaining a nationally recognised qualification.</p>	<p>Support community bids to all available national, regional and local funding opportunities to further enhance youth provision.</p> <p>Deliver projects and programmes as part of 'Inspiring Young Enfield' that will see a further £500k+ spent on interventions to support young people.</p> <p>Expand our food and activities holiday programme.</p>

Learning

<p>12. The Council, education providers and the voluntary and community sector should work together to ensure that all Enfield's children are 'school-ready'.</p>	<p>The Council has invested an additional £150k from the Dedicated Schools Grant to increase the provision of speech and language services, focusing on early intervention.</p> <p>We have launched a new "Terrific Twos" campaign to encourage eligible families to take up their free early years places for two- and three-year olds.</p>	<p>Further improve and enhance Speech, Language and Communication Services across the borough.</p> <p>Track the impact of our new Terrific Twos Campaign to ensure an increased take up of free early years places for two- and three- year olds.</p>
<p>13. The Council and local schools should work together to make sure all of Enfield's schools are 'Poverty Proofed' with a focus on the following:</p> <ul style="list-style-type: none"> Restore a uniform grant and encourage schools to set up uniform exchanges. The Council should work with schools to eliminate period poverty. Adopt a co-production approach and work in partnership with more VCS groups. 	<p>The Council and schools have worked together to support families to manage home learning; keep schools open for vulnerable children and children of key workers throughout the pandemic, and safely re-open schools for everyone during the autumn term.</p> <p>In the Christmas holidays, we provided families with Paypoint Food Vouchers and worked with our partners to provide six food collection hubs across the borough, providing 480 vulnerable families with food.</p> <p>During February half-term and Easter holidays 2021, schools were able to order food vouchers for families to use during the holidays.</p>	<p>Address and meet local education needs through the Learning Excellence Partnership Board to raise achievement; promote excellence and enable dialogue between partners.</p> <p>Develop an Inclusion Charter for schools, which will set out how schools, early years providers, colleges, local authority services and health providers will enable all children and young people affected by SEND to realise their aspirations and experience inclusion, equality, dignity and respect within education settings in Enfield.</p> <p>Complete cost benefit analysis of setting up a school uniform grant.</p> <p>Work with partners to tackle issues such as digital exclusion and improve levels of reading and writing.</p> <p>Promote school take-up of the DfE Period Product Scheme.</p>



Recommendation

Progress

Plans for 2021/22

<p>14. The Council should maximise the use of libraries to mitigate overcrowding and enhance learning.</p>	<p>Our library service adapted during the pandemic to support people isolating at home, increase our digital offer and safely open our hub libraries when restrictions have been lifted. In July 2020, we launched two Community Hubs in our Enfield Town and Edmonton Green libraries to better support people with complex needs within the community and continue to promote the library service as a vital resource for children and young people who don't have space to study at home.</p>	<p>Further promote and develop our libraries as a key resource for children and young people across the borough, in the context of the ongoing pandemic and beyond.</p>
<p>15. The Council should work with schools to set a target to reduce the use of fixed-term and permanent exclusions.</p>	<p>Our Behaviour Support Service has worked closely with pupils, parents and teachers and provided outreach support to over 100 families whose child was at risk of exclusion during 2019/20. This has helped reduce the number of permanent exclusions by 23% compared to the previous year. This team tackles the causes of exclusion, and is complemented by Youth Services, such as Enfield's Nexus Project. We are supporting children and young people to overcome challenges and increase their mental health and wellbeing through workshops, training and mentoring programmes.</p>	<p>Following the success of our pilot new Mental Health Support Team in Schools, extend this new service across at least 40 schools during 2021.</p> <p>Expand the reach of the Nexus and "Inspiring Young Enfield" projects to address the range of factors which can result in exclusions.</p>
<p>16. The Council and schools should work together with the local voluntary and community sector to increase access to ESOL lessons for both the children and parents of families for whom English is an additional language.</p>	<p>Enfield Voluntary Action, in partnership with Workers Education Association, implemented the Together We Learn ESOL programme between September 2019 and March 2020, benefiting 130 adults who successfully completed the programme.</p> <p>The local authority gained Government Funding for a new £260k ESOL programme, 'All Things Being ESOL' which began during the autumn 2020.</p>	<p>Implement the 'All Things Being ESOL' programme by June 2021 with a target to support 658 new learners to complete the course.</p>
<p>17. The Council, schools and businesses should work together to ensure a line of sight to a decent job for all pupils by offering a work experience programme, volunteering opportunities and CV writing, matching local young people to the jobs of the future.</p>	<p>We currently offer schools a work experience package as part of our traded service with 50% of schools buying back this service.</p> <p>As part of the Meridian Water development, we are developing two new skills academies:</p> <ul style="list-style-type: none"> • The Meridian Water Construction Skills Academy will provide training, apprenticeships and work placements in construction. • The Troubadour Meridian Water Studios Film and TV Skills Academy will provide training and work experience to people interested in a career in technical skills within film and TV. 	<p>Extend our work experience programme to more schools, looking at new ways to fund the programme in a way which will encourage take-up.</p> <p>Open the Construction Skills Academy in Meridian Water by a target date of November 2021.</p> <p>Through our Supported Internship Programme, increase the number of supported internships and develop good pathways to paid employment after the completion of the programme.</p>

Earning

<p>18. Poverty reduction should be at the heart of the Council's new economic development strategy, which should set a target to reduce low pay within the Borough.</p>	<p>We have brought housing repairs, cleaning services and grounds maintenance for cemeteries back in-house, providing a Living Wage to 176 employees.</p> <p>We are working with the Living Wage Foundation to assist in establishing Meridian Water as a Living Wage Zone. Vistry Partnerships, the developers of Meridian One, are already signed up and committed (also responding to recommendation 23).</p>	<p>Effectively signpost people who are unemployed into skills and employment support.</p> <p>Engage proactively with Local London partners to maximise opportunities from the Cross-Government Prosperity Fund.</p> <p>Create a new Sustainable and Ethical Procurement Policy to use our power as a commissioner to increase local employment opportunities and the quality of employment for local people.</p>
<p>19. The Council should work with partners to make it far easier for residents to set up their own businesses and thereby increase their income.</p>	<p>Work has begun to extend the workspace for Building BloQs on the Council-led Meridian Water development which will support up to 1,000 makers and creators across a range of disciplines – engineering, wood, metal, digital and additive technology, paint finishing, and a fashion studio for many years to come.</p> <p>We set up ShopAppy during summer 2020 which provides a single platform for shoppers to browse and buy local products from businesses across Enfield.</p>	<p>Open a new business/retail space for small African and African Caribbean businesses to start up, piloting in Upper Edmonton, which can also serve as a cultural hub.</p>
<p>20. The Council should work with the voluntary and community sector and statutory partners to increase volunteering opportunities for unemployed adults to boost skills and develop CVs.</p>	<p>Enfield's Volunteer Centre supports local organisations to recruit, train and support volunteers with over 1,687 volunteers registered and 389 residents supported into new volunteering roles during 2020.</p> <p>We also provide volunteer opportunities at the Council in our Library Service and our Youth Offending Team.</p> <p>We worked with Enfield's Volunteer Centre and other partners to recruit over 1,000 new volunteers to provide essential supplies and support to local people isolating at home during the pandemic.</p>	<p>Work with Enfield Voluntary Action to build on the capacity of local organisations to recruit, train, manage and support more volunteers.</p>



Recommendation

Progress

Plans for 2021/22

<p>21. The Council should work with partners to ensure that residents from diverse backgrounds are supported into high quality jobs and do not face discrimination.</p>	<p>Job Entry: Targeted Support (JETS) has been set up in Edmonton and Enfield Town, to offer rapid skills and employment help local people, delivered by partner Maximus.</p> <p>In partnership with The Job Centre, we set up the Kickstart Scheme, a six-month paid job with a local employer, for 16 to 24 year olds claiming Universal Credit at risk of long term unemployment.</p> <p>We supported 30 learners on Enfield's supported internship programme for 2020/21.</p> <p>We have partnered with Vistry and Troubadour to secure two new skills academies at Meridian Water, to help local people access new employment opportunities.</p>	<p>Implement Fairer Enfield, our new Equality, Diversity and Inclusion Policy so that we work with partners to tackle discrimination and promote equality.</p> <p>Better promote available employment and skills support through targeted communication; and identify where we may need to address gaps in support for people with particular needs.</p> <p>Expand our supported employment services, including our 'Equals Employment' service, schools careers service, apprenticeship programmes and supported internships to increase the number of people with special educational needs and disabilities in employment.</p>
<p>22. The Council should hold an annual two-day skills and employment fair at the Lee Valley Regional Park, giving local people the chance to meet a range of potential employers and educational institutions.</p>	<p>Our Economic Development Team have used the opportunity of distributing Covid-19 recovery grants to establish new relationships with local businesses.</p>	<p>Work with local businesses and higher educational establishments to explore different options for a skills and employment fair, including hosting a virtual event.</p>
<p>23. The Council should work with the Living Wage Foundation and others to make the Meridian Water development a 'Living Wage Zone' and use its wider procurement strategy to actively support decent work and fair pay in Enfield, drawing on existing good practice.</p>	<p>We are working with the Living Wage Foundation to assist in establishing Meridian Water as a Living Wage Zone. Vistry Partnerships, the developers of Meridian One, are already signed up and committed to the London Living Wage.</p>	<p>Create a new Sustainable and Ethical Procurement Policy which will:</p> <ul style="list-style-type: none"> • set minimum standards for suppliers to support decent work and fair pay in Enfield • encourage suppliers to pay the London Living Wage and support training and development opportunities for Enfield residents.
<p>24. The Council should help free the poorest residents from the burden of problem debts by extending access to benefits advice, support around debt and good credit.</p>	<p>We set up a new Welfare Advice and Debt Support Team in March 2020 to support vulnerable residents to get access to all the income and benefits they are entitled to. During 2020/21 we supported over 3,100 residents. This helped us pay out just under £36m in Council Tax Support Scheme; £5,330 in crisis payments; £190k in Council Tax Support Hardship Fund payments; and £3.1m in Discretionary Housing Payments to those most in need.</p>	<p>Increase the wrap-around support for residents in financial difficulties, including within our new community hubs in Edmonton and Enfield Town libraries. This will include digital assistance which is offered across Enfield's libraries.</p> <p>Expand the Welfare Advice and Debt Team so that more casework can be done with people impacted by the pandemic, establishing potential increases in income, reduction and management of debts and early help to prevent financial crisis.</p> <p>Extend the provision of universally accessible and independent advice on debt and good credit in partnership with Citizens Advice Enfield.</p>
<p>25. The Council should promote the take up of local people's full benefits entitlements so that households receive appropriate benefits and don't get into debt either through under claiming or by receiving overpayments.</p>	<p>The Welfare Advice and Debt team has been supporting residents to claim all that they are entitled to, including access to Healthy Start vouchers. The team have launched a new pilot approach to support increased take-up of Pension Credits.</p>	<p>Run a benefits maximisation campaign and provide one to one support for claimants, working closely with our partners to provide a more joined-up approach with other services providing early help to individuals and families.</p>
<p>26. Working with the Council to deliver shared objectives, the voluntary and community sector should have access to Council buildings at a low cost in a system that is accessible, transparent and easy to navigate.</p>	<p>We have provided concessions to voluntary and community groups affected by the pandemic to alleviate financial pressures when key buildings have been closed.</p>	<p>Review how we manage community facilities and improve the system for voluntary and community sector groups to book council facilities.</p>
<p>27. The Council, the voluntary and community sector and local businesses should set up a new initiative to promote local fundraising for the benefit of local people.</p>	<p>We successfully set up a JustGiving page to support the Enfield Stands Together Hub, which raised £23,142; and the Business Response Team have created a crowdfunding page to support small businesses, which has raised £16,450.</p>	<p>Explore options for increasing local fundraising. Bring more funding into the borough through proactive engagement in the wider funding marketplace.</p>

Measuring impact

During 2021/22 we will be analysing the Council's key performance data to help us better understand the impact our initiatives are having on tackling poverty. We will include this analysis and future targets related to the recommendations in our year two update, scheduled for March 2022.



If you would like to find out more about our plans and services, how we're doing and how to get involved, please visit our website:

new.enfield.gov.uk/services/your-council/our-vision-aims-and-values

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Enfield Equalities Board meeting: 15th July 2021 - Summary briefing on Events Calendar for 2021-2022

Purpose

This paper is designed to give board members a summary briefing on our current portfolio of member-led events and community celebrations coordinated through our Cultural Services Team.

This resonates strongly with our new Fairer Enfield aspirations - particularly to the action plan commitment to overcome racism in Enfield and to:

“Celebrate and promote the rich diversity of the borough by supporting an annual programme of educational, challenging and inspiring events celebrating ethnic minority communities.”

Set out below is a recap on the current member-led and Culture Services led interventions for the year.

We would welcome comments from the Equalities Board as to whether there are more events, days of national/world significance that could be co-opted into the existing programme. A main consideration when considering this question would be what value is added through recognition of newly identified events that could further strengthen and unite our dynamic and diverse communities.

The paper is split into two parts:

1 Member-led Events programme coordinated through Corporate Strategy

A key function within Corporate Strategy is the successful facilitation of an annual member-led events calendar that seeks to reflect the diversity of our community and the how this reflects and informs the values of the local authority.

These events tend towards ‘flagship’ events that carry local and national significance. To give a flavour of what is encompassed in the suite of events currently encompassed they include events such as:

- Armed forces commemoration
- Black History Month
- Carers Week
- LGBT+/Pride celebration
- Holocaust Memorial Day
- Inter-Faith Week
- International Women’s Day
- Srebrenica Memorial Day
- Windrush Day

(The current full version of the Calendar is attached at Appendix 1.)

Events of like these help us highlight the positive contribution residents from all backgrounds make and have made to the borough and our country. They provide a strong narrative that can counter underlying issues/tensions that incubate racism,

prejudice and discrimination, hate crime and other threats to community cohesion that we would not wish to see gain prevalence in our borough,

The Events Officer in Corporate Strategy with support from the Head of Service and often with support from our diverse officer cadre and special staff Networks, work with the Cabinet Member, our local community groups, local schools and others to craft inclusive events that can add most value.

The Covid pandemic has permitted us to innovate as standard memorial gatherings have not been possible in the past 18 months with any regularity. We have sought to use digital media and film creatively with support from colleagues and the engagement of local film makers and community figures.

This has evidentially been hugely successful. In 2021, our Holocaust Memorial Day and International Women's Day Films of 2021 have racked up the highest viewing figures for any films of this nature on the Council YouTube channel and in late 2020, our partnership with Enfield Caribbean Association to create an online discussion around race and activism also gained an impressive audience.

This has alerted us to the fact that we really can reach more local people by stepping positively into the realms of digitally based broadcasting as a counterpart to traditional gathering and events in public.

Internally, the team works with our Ethnic Minority Network and other equalities-based staff network groups to help give advice and guidance on how staff focused events can be best developed. For example, this has recently involved discussions on Black History Month 2020 and Windrush Day 2021.

2 Community events coordinated through our Cultural Services Team

The new Culture Strategy approved in November 2020, "Culture Connects 2020 – 25" places strong emphasis on the role of cultural activity in connecting the full diversity of borough residents. One of the strategy's three priorities is "Culture Everyday" – the ambition to create cultural opportunities for everyone in the borough, no matter who or where they are. It also has a focus area on "Celebration" – enabling events which celebrate the heritage and identities of the borough.

The culture service will both deliver directly and enable others to deliver activities which achieve on this priority and focus area.

Delivery

Our venues (Millfield, Dugdale Centre and Forty Hall) all aim to achieve the highest possible levels of accessibility: free or affordable pricing, welcoming of all abilities and groups, offering wide ranging programmes and staffed by diverse teams.

Each venue programmes and supports a wide range of festivals, events and activities which celebrate the local community. Due to the pandemic there is currently less pre-planned that would normally be the case, but a sample of recent and forthcoming programming gives an indication of the breadth and depth of our inclusive approach:

- Regular performances from drag artiste Sissy Lea create a welcoming space for LGBTQ+ community (Dugdale)
- FaceFront inclusive theatre group are the company in residence (Dugdale / Millfield)
- Come Make We Larf, the best in Afro-Caribbean comedy, regularly sells out (Dugdale / Millfield)
- Greek Orthodox Easter celebration event (Forty Hall)
- Date night for disabled teens (Forty Hall)
- New COVID-safe exhibition for children about the lives of children who have lived and worked at Forty Hall (launched May 2021)
- Asureli Yanik Helva, Theatre show performed by Turkish and Kurdish migrants (Millfield Theatre, June 2021)
- “Dugdale on the Green” – six days of free, outdoor arts and entertainment in Enfield Town free for all residents during half term (May 2021)

In summer 2020, we commissioned five artist-designed street crossings to bring light to the community in a difficult time. The Enfield artists commissioned demonstrate our inclusive and celebratory approach, including declared neuro-diverse, BAME, gay artist Patrick Samuel; Turkish artist Hasan Balucek; Palmers Green community arts organiser Dan Meier; BAME artist Kareen Cox; and collaborative duo Hive Studios.

To replace the Christmas Light Switch-On during the pandemic, Culture commissioned a short Christmas film from a local participatory arts company (Tiger Monkey) which celebrated Enfield’s diversity with seasonal greetings from many residents, young and old, able and disabled, in a wide range of languages.

This year, the cross-borough summer festival “A Month of Sundays” will provide five days of fantastic street festivals free to all. This will celebrate the borough’s diverse cultures through its food and creativity. The opening event on 1st August will have over thirty stalls from local food producers, including Greek bakers, Forty Hall organic farm, Mauritian curries and fish and chips, whilst performances across the festival include Bulgarian dancers, a Turkish choir (tbc), Bangla performers, Enfield Harmonies and many of our young performer groups.



Enabling

Culture Service works closely with the Corporate Strategy team on celebrations of calendar events, bringing our technical and programming staff and wide network of borough contacts. For September this year (when Pride parades take place) we will be staging a special event with Sissy Lea on the roof of the Civic Centre to demonstrate the welcome in Enfield to the LGBTQ+ community, and our venues will continue to programme contextual events.

In line with the Culture Strategy, we also support the borough's culture and creative community through provision of performance and rehearsal space, networking, skills and training, information on funding, assistance with event planning and delivery. A regular newsletter helps create dialogue and this autumn we will launch a Creative Forum to run alongside our existing Heritage Forum (average attendance 35).

Some examples:

- Over 50s Forum and Platinum Dance Academy hosted at Millfield House
- Support to Livestock, Mauritian and Ghanaian festivals in planning around COVID restrictions
- Support to Enfield Caribbean Association in preparation of their successful bid to the National Lottery Heritage Fund

The £200k Stories of Enfield project 2020 – 22, funded by the National Lottery Heritage Fund, is providing training, support and funding to a range of Enfield community organisations. 40+ individuals are currently receiving training in cultural heritage work, and in autumn we will fund c15 projects celebrating Enfield's heritage.

Discussion Points

We would welcome the views of the Equalities Board on the information presented in this summary report. Particularly we would be very happy to take suggestions as to whether there are events not currently in either the member-led or culture team led events programmes that could be incorporated into future events calendars.

Shaun Rogan
Head of Corporate Strategy

Rebekah Polding
Head of Cultural Services Development

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ENFIELD COUNCIL - ROLLING PUBLIC EVENTS CALENDAR

Please note: events may be cancelled or postponed at any time due to Covid19 precautions and / or Government mandates. Social distancing and sanitisation precautions will be implemented where required to maximise health and safety for all who attend. You will also be required to wear your own mask at Enfield Council events. If you would like to know more about the events listed below please contact the named person or if you would like your event to be included please contact caroline.baker@enfield.gov.uk.

JANUARY

27 Holocaust Memorial Day (HMD) On Line event
Website: <https://www.hmd.org.uk/>
Contact: caroline.baker@enfield.gov.uk

FEBRUARY

1 to 28 LGBT History Month
Website: <https://lgbtplushistorymonth.co.uk/>
Contact: andrew.catcheside@enfield.gov.uk

MARCH

8 International Women's Day (IWD)
Website: <https://www.internationalwomensday.com/>
Contact: caroline.baker@enfield.gov.uk

8 Commonwealth Day
Website: <https://thecommonwealth.org/commonwealth-day>
Contact: caroline.baker@enfield.gov.uk

APRIL

MAY

JUNE

1 to 30 LGBT Pride Month
Website: <https://www.stonewall.org.uk/our-work/campaigns/pride>
Contact: andrew.catcheside@enfield.gov.uk

1 to 7 Volunteers Week
Website: <https://volunteersweek.org/>
Contact: Debbie.gibbs@enfield.gov.uk

1 to 7 Carers Week
Website: <https://www.carersweek.org/>
Contact: Debbie.gibbs@enfield.gov.uk

22 Windrush Day
Website: <https://www.windrushday.org.uk/>
Contact: caroline.baker@enfield.gov.uk

26
Service on 27 Armed Forces Day
Website: <https://www.armedforcesday.org.uk/>
Contact: caroline.baker@enfield.gov.uk

JULY

11 Srebrenica Commemoration
Website: <https://www.srebrenica.org.uk/>
Contact: caroline.baker@enfield.gov.uk

TBC 100 Hours Volunteering
Website: TBC
Contact: Debbie.gates@enfield.gov.uk

AUGUST

SEPTEMBER

3 Merchant Navy Day
Website: <https://www.maritimeuk.org/campaigns/merchant-navy-day/>
Contact: caroline.baker@enfield.gov.uk

15 Battle of Britain
Website: <https://www.battleofbritainmemorial.org/>
Contact: caroline.baker@enfield.gov.uk

OCTOBER

1 to 31 Black History Month
Website: <https://www.blackhistorymonth.org.uk/>
Contact: caroline.baker@enfield.gov.uk

3 Silver Sunday
Website: <https://silversunday.org.uk/>
Contact: caroline.baker@enfield.gov.uk

10 Mental Health Day
Website: <https://www.mentalhealth.org.uk/campaigns/world-mental-health-day>
Contact: Julie.mimnagh@enfield.gov.uk

NOVEMBER

2 to 8 Youth Work Week
Website: <https://nya.org.uk/>
Contact: caroline.baker@enfield.gov.uk

11
Service on 14 Remembrance Day Parades (Edmonton, Enfield and Southgate)
Website: <https://www.britishlegion.org.uk/get-involved/remembrance>
Contact: caroline.baker@enfield.gov.uk

8 to 15 Interfaith Week
Website: <https://www.interfaithweek.org/>
Contact: caroline.baker@enfield.gov.uk

DECEMBER

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Workforce Actions: Overcome racism in Enfield

EDI Member's Board

15 July 2021

Presentation by: HR & OD



Why this is important to Enfield?

- Enfield Council is committed to supporting and promoting the fair and equal treatment of all staff irrespective of gender, ethnicity or indeed any of the protected characteristics identified under the Equalities Act 2010.
- Supports the Council's commitment to tackle inequality and our ambition to embed a diverse and inclusive culture.
- Ethnic minority employees represent 33.3% of our workforce as of 31 March 2020.

Objective: Overcome racism in Enfield

Action:

- Increase the representation of Black and ethnic minorities in leadership positions across the Council's workforce; and provide training on unconscious bias, language and structural racism as part of equalities training programme

What we know

- Ethnic minority staff represent 33.3% of the workforce.
- Workforce does not reflect our local community (based on 2011 Census data)
- Ethnicity pay gap - **Median hourly rate Enfield Council 2020 is 3%**
- Staff focus group - four main themes coming from the feedback
 - Recruitment and employment practices
 - Career progression
 - Learning and development
 - Holding people to account

	Enfield	London	England
White: English/Welsh/Scottish/Northern Irish/British	40.5%	44.9%	80.5%
White: Irish	2.2%	2.2%	0.9%
White: Gypsy or Irish Traveller	0.1%	0.1%	0.1%
White: Other White	18.2%	12.6%	4.4%
Mixed/multiple ethnic groups: White and Black Caribbean	1.6%	1.5%	0.8%
Mixed/multiple ethnic groups: White and Black African	0.8%	0.8%	0.3%
Mixed/multiple ethnic groups: White and Asian	1.3%	1.2%	0.6%
Mixed/multiple ethnic groups: Other Mixed	1.8%	1.5%	0.5%
Asian/Asian British: Indian	3.7%	6.6%	2.5%
Asian/Asian British: Pakistani	0.8%	2.7%	2.0%
Asian/Asian British: Bangladeshi	1.8%	2.7%	0.8%
Asian/Asian British: Chinese	0.8%	1.5%	0.7%
Asian/Asian British: Other Asian	4.0%	4.9%	1.5%
Black/African/Caribbean/Black British: African	9.0%	7.0%	1.8%
Black/African/Caribbean/Black British: Caribbean	5.5%	4.2%	1.1%
Black/African/Caribbean/Black British: Other Black	2.6%	2.1%	0.5%
Other ethnic group: Arab	0.6%	1.3%	0.4%
Other ethnic group: Any other ethnic group	4.5%	2.1%	0.6%

Workforce composition by ethnicity

	1. Sc1-Sc3 & Salary Equivalents	2. Sc4-Sc6 & Salary Equivalents	3. SO1-SO2 & Equivalents	4. PO1-PO2 & Equivalents	5. MM1-MM2 & Equivalents	6. HOS 1 HOS 2 & HOS 3 Equivalents	7.Directors	8. Chief Executive & Executive Directors	Grand Total		Percentage
Bangladeshi	7	21	10	4	8	2			52	Bangladeshi	1.7%
Black African	80	51	38	49	27	6	1		252	Black African	8.1%
Black Caribbean	63	65	48	39	34	4			253	Black Caribbean	8.1%
Chinese		3		2	4				9	Chinese	0.3%
Greek or Greek Cypriot	24	26	20	18	13	6		1	108	Greek or Greek Cypriot	3.5%
Indian	3	27	15	18	22	4	1		90	Indian	2.9%
Mixed	18	27	24	24	22	1	1		117	Mixed	3.7%
Other Asian or Asian British	5	16	9	10	8				48	Other Asian or Asian British	1.5%
Other Black or Black British	27	41	33	28	21	4			154	Other Black or Black British	4.9%
Other Ethnic	12	8	4	12	7				43	Other Ethnic	1.4%
Pakistani	3	8	5	3	5	1			25	Pakistani	0.8%
Refused	3	12	8	2	2	4			31	Refused	1.0%
Turkish or Turkish Cypriot	31	27	15	18	8	1			100	Turkish or Turkish Cypriot	3.2%
Unknown	56	32	29	21	24	4	1		167	Unknown	5.3%
White	337	359	307	268	308	89	8	4	1680	White	53.7%
Grand Total	669	723	565	516	513	126	12	5	3129	Grand Total	100.0%



Focus group feedback

1) Recruitment & employment practice

- lack of internal opportunity
- recruitment panels / nepotism
- commitment not across organisation

2) Career progression

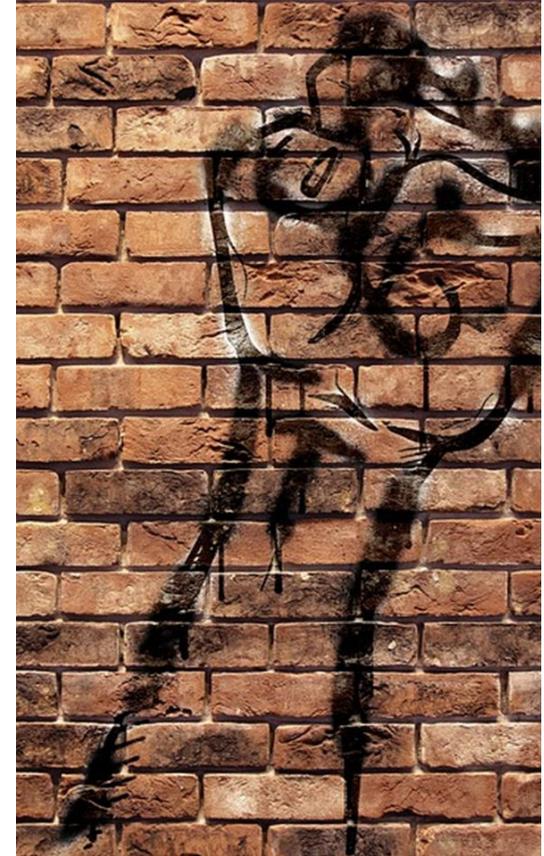
- talent management
- opportunities

3) Learning and development

- career development / culture
- communication house style simplified

4) Holding people to account

- discriminating & inappropriate manager behaviours
- fear of sticking neck out



Building An Inclusive Culture & Tackling Racism

Clarification

- The council's stance and values, clear expectations of what the LBE's stands for and maintain zero-tolerance to racism.

Co-creating

- A systemic approach for practical action by working across LBE and Ethnic Minority Network

Commitment

- Visible leadership and a willingness to change: Sustained action needs a long-term plan, led with firm commitment from the top.

Critically appraising

- Our people management

Connecting

- Our workforce by creating safe spaces, systems and times to talk, sharing experiences and learning from each other

Communicating & Culture

- Our messages and culture are consistent, ensuring the conversation is two-way.
- Leaving the workforce and wider stakeholders in no doubt about our key messages.
- Our behaviours and values

Ethnicity Pay Gap Summary



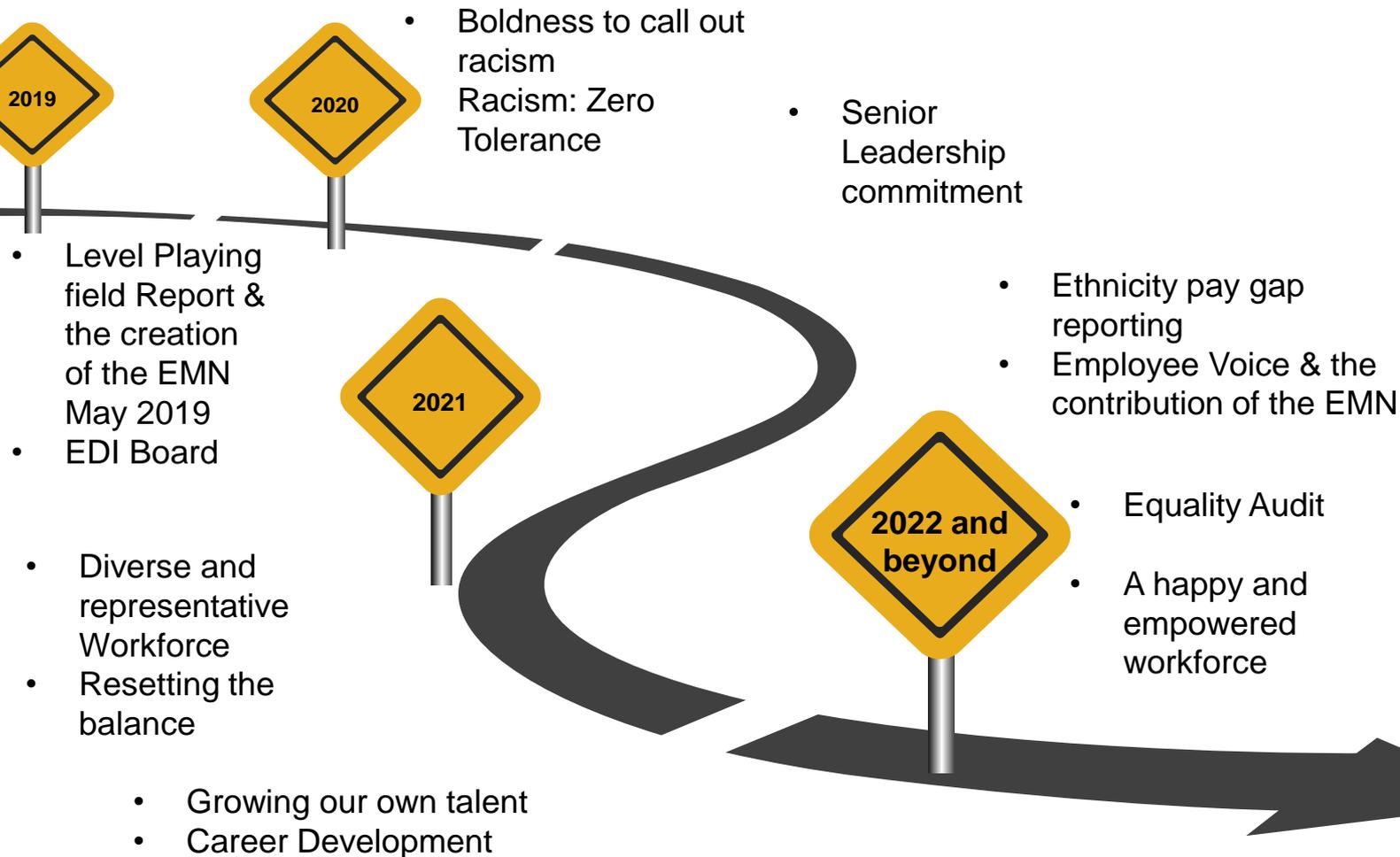
Pay rates	Ethnic Minority pay gap 2019/20	Ethnic Minority pay gap 2018/19	Ethnic Minority pay gap 2017/18
Mean hourly rate	9.5%	10.5%	9.7%
Median hourly rate	3%	5.8%	9.2%

How do we compare?

- The Office of National Statistics published a report in October 2020, Ethnicity pay gaps: 2019.
- In **2019**, the median hourly pay for those in the White ethnic group was **£12.40** per hour compared with those in ethnic minority at **£12.11** per hour – a pay gap of **2.3%**, its **narrowest level since 2012**.
- The ethnicity pay gap differs across regions and is largest in **London (23.8%)** and smallest in **Wales (1.4%)**.
- Adjusted pay gaps vary sub nationally, with London often having wider pay gaps.
- **Median hourly rate Enfield Council 2020 = 3%**



Fairer Enfield EDI Policy 2021 - 2025



Action plan to end racism in the workplace

- Building an inclusive culture
- Understanding our data (Annual workforce report)
- Focussed & facilitated discussion in a safe environment (BLM)
- Review and update our recruitment and selection policy
- Diverse Recruitment Panel
- Providing training on unconscious bias and language as part of our equalities training programme
- Black on Board Development Programme
- Culture conversations
- Difficult Conversations (Managers Toolkit)
- Ally/Inclusions Champions Programmes

Equalities & Inclusion Programme

Currently Available		In Progress
Stonewall Workplace Allies Programme	BLM Kickstart conversations	Mentoring Programme (Sept 21)
Equality Impact Assessments	Unconscious Bias (managers) Workshop	Trans Awareness
Recruitment & Selection Virtual/workshop training	Unconscious Bias (staff) Workshop	Privilege Questionnaire (Managers Toolkit)
Unconscious Bias - eLearning	Black on Board Programme	Stonewall Diversity Champions Accreditation
Equality and Diversity in the Workplace – <i>mandatory for new starters</i>	Dignity at Work	Working towards
	Revamped recruitment workshop programme	
Disability & Discrimination	Review of HR policies	Disability confident employer
Mental Health Awareness	MIND - Mental Health and Wellbeing (managers)	Culture conversations
Deaf Awareness	MIND - Mental Health and Well being (staff)	Ally inclusion champions programme
Raising profile of staff network groups	Difficult Conversations (Managers Toolkit)	

Summary & Conclusion

- Increase the representation of Black and ethnic minorities in leadership positions across the Council's workforce.
- Understanding our roles individually and collectively in addressing racism
- Ally-ship / Inclusions Champions Programmes

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COVERING NOTE

FOR THE ATTENTION OF:
Equalities Board

For information

<p>Subject / Title: Draft Sustainable and Ethical Procurement Policy and Equalities and Diversity in Procurement Supplier Guide</p>

<p>Date: 15 July 2021</p>

Officer Contact Details:

Name & Division:

Claire Reilly, Head of Procurement
(Corporate and People) and Deanna
Hobday, Strategy and Policy Manager
020 8132 1742

Telephone:

E-mail:

claire.reilly@enfield.gov.uk

The Council is developing a new Sustainable and Ethical Procurement Policy to replace the existing Sustainable Procurement Policy (2015-19). Sustainable procurement means that an organisation meets their needs for products and services in a way that benefits not only the organisation but society and the economy too, whilst minimising damage to the environment. Using procurement to add social value to the borough can also save significant costs in the long-term, in line with our Council Plan and Early Help strategy. With a new Climate Action plan, Fairer Enfield policy and Modern Slavery Strategy, it is timely for the organisation to renew and reaffirm its commitment to sustainable and ethical procurement.

Alongside this policy there will be practical documentation to help officers and suppliers adhere to the policy. This includes an Equalities and Diversity in Procurement Supplier Guide which communicates to suppliers and potential supplier how the Council expects its suppliers to comply with the Equality Act and Fairer Enfield policy.

Policy Overview

The policy outlines the Council's commitment to procure value for money goods, works and services, whilst maximising social value, protecting the environment and ensuring human rights are upheld in supply chain. It sets out our commitments and our expectations of suppliers. The policy includes a framework for minimum, enhanced and preferred standards for each area. This framework provides details of what an organisation needs to do or provide to meet minimum standards and where they can add additional value to contracts.

The policy will be implemented gradually, initially targeting the largest contracts. Where suppliers do not yet meet minimum standards, the Council will support suppliers by signposting organisations to relevant information and guidance. Depending on the size and type of the contract or supplier, organisations could be asked to work towards the minimum standards over the lifetime of the contract.

The policy focuses on four priority areas:

Social Value: Social Value is achieving additional economic, social and environmental benefits over and above the direct purchasing of goods, works and services in line with Council Plan priorities. In line with the Council's Contract Procedure Rules, officers must consider the inclusion of a 10% evaluation weighting for social value in all procurements over the EU threshold and are strongly encouraged to include up to a 10% weighting in all procurements tendered through open competition. The policy includes a Social Value Framework, aligned to Council Plan priorities, for suppliers when developing social value proposals.

Ethical Procurement: The Council will ensure that products and services are ethically sourced, that human rights are upheld in supply chains and that equality and diversity are promoted in employment and service provision. This section sets out minimum requirements and where employers can add more value for the following areas:

- Labour and employment practices
- London Living Wage
- Equality and Diversity
- Prompt and fair payments
- Modern Slavery
- Prevention of corruption
- Sustainable Food

The policy includes a commitment to increasing the number of contracts where the London/Real Living Wage is paid, with an ambition to only work with organisations who pay the London/Real Living Wage over the medium term.

Supporting the Local Economy: Through its procurement activities, the Council will create high quality employment and training opportunities for residents and support local businesses in line with the Council Plan priority to create an economy that works for everyone. The policy sets out how the Council will support more Micro Small and Medium Enterprises (MSMEs) and Voluntary, Community and Social Enterprises (VCSEs) to participate in its supply chain. It outlines how suppliers can support the local economy and create employment and training opportunities.

Climate Action: In line with the Climate Action Plan, this policy sets out how the Council will minimise carbon emissions and reduce the risk of any negative impact on the environment. This section focuses on suppliers setting strong foundations and committing to working towards more sustainable practices as a minimum, with more advanced organisations able to add value through enhanced and preferred standards. This section includes clear 'assessment requirements', where relevant, to make it easy for suppliers to know what to provide.

Work to date

- Internal engagement with Enfield Council services, departmental procurement boards and the Corporate Equalities Board
- Engagement with external stakeholders including current suppliers and the Voluntary and Community Sector.
- The Executive Management Team agreed draft of the policy for further development with internal colleagues and a second phase of external engagement.

- Policy drafted to reflect feedback received – current draft of the policy is attached to this briefing.
- Action Plan and practical documentation to support delivery of the policy is in development.

External Engagement

We ran a short engagement period to understand maturity levels and attitudes towards sustainable and ethical practices, and how this might vary between organisations. This comprised of a questionnaire that was completed by 42 suppliers across a mix of sizes and sectors and interviews with a small selection of suppliers.

Key findings:

- Suppliers are enthusiastic about delivering social value and believe it is important for the Council to have clear statements and objectives around social value.
- A high majority of respondents reported having an Equality and Diversity policy and a whistleblowing policy which are minimum expectations in the policy.
- Most respondents stated that they paid the London Living Wage and reported that this resulted in increased motivation and retention rates for employees and improved reputation of the organisation.
- Many suppliers are still at the early stages of their climate action journey and the policy approach as set out above supports this.
- Suppliers highlighted key challenges in implementing sustainable and ethical practices: costs, time and resource necessary to implement sustainable practices and the pace at which sustainability targets are evolving. To ensure that suppliers are not overburdened when bidding for Council contracts, the implementation of the policy will be gradual and proportionate.

We are running a second phase of engagement in July, seeking views on the draft policy. Stakeholders can send any responses on the draft policy to consultation@enfield.gov.uk.

Equalities and Diversity in Procurement Supplier Guide

As part of the Fairer Enfield programme, the Council is reviewing its processes to ensure equalities are embedded across the whole organisation. This includes procurement and the Council's supply chain. The Equalities and Diversity in Procurement Supplier Guide sets out the Council's commitment to equalities and diversity within procurement and how suppliers to the Council will be expected to support these aims and behaviours. This includes ensuring that they are adhering to the Equalities Act as a minimum, that they are supporting the Council's equality aims set out in the Fairer Enfield policy and that they are treating their own staff fairly.

This Guide is part of the implementation plan to improving equalities in procurement. It is one of the deliverables set out in the Local Government Assessment Tool for the implementation of equalities in procurement. It is anticipated that this guide will be regularly reviewed and updated as the council gains maturity in this area.

Next steps

- The draft policy is now available for stakeholders to feedback until 30 July 2021 and the policy is being taken to relevant boards and committees for comment.
- The feedback will be analysed, and the policy finalised based on feedback received.
- The policy will be signed off at Cabinet in October 2021 with a gradual implementation and training for staff from October onwards.

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DRAFT FOR ENGAGEMENT JULY 2021

Sustainable and Ethical Procurement Policy 2021-2026

Scope	<p>This policy sets out Enfield Council's approach to sustainable and ethical procurement. It outlines the Council's commitment to procure value for money goods, services and works, whilst maximising social value, minimising damage to the environment and ensuring human rights are upheld in supply chains.</p> <p>The policy focuses on four priority areas:</p> <ul style="list-style-type: none"> • Social value • Ethical practices • Supporting the local economy • Climate action. <p>The policy sets out the Council's commitments as a commissioner to sustainable and ethical practices.</p> <p>The policy outlines the Council's expectations of its suppliers, contractors and service providers. This includes criteria that sets the minimum standards and where suppliers can demonstrate added social value.</p>
Approved by	<i>To be taken for approval at Cabinet in October 2021</i>
Approval date	TBC
Document Author	Procurement Services and Corporate Strategy Service
Review	This policy will be periodically reviewed and, when necessary, updated to respond to local and national changes.

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DRAFT

Introduction

The Council is committed to targeting resources smartly to deliver excellent value for money in all that it does and working in partnership with the voluntary and community Sector, public sector partners and the private sector for the benefit of all Enfield residents.

The Covid-19 crisis has had a huge impact on Enfield's communities and placed unimaginable pressure on Enfield's local economy and on the Council's budget, further highlighting the need to make the best use of resources to deliver wider benefits for the borough.

Enfield Council currently spends approximately £400m per year procuring goods, works and services. This presents a significant opportunity to use our purchasing power to help us to deliver on our objectives to deliver a lifetime of opportunities for everyone in Enfield.

This new policy sets out how we will procure value for money goods, services and works, whilst maximising social value, protecting the environment and ensuring human rights are upheld in supply chains.

We focus on four main themes: social value, ethical practices, supporting the local economy and climate action. The policy sets out our commitments as a commissioner; our minimum expectations of suppliers, service providers and contractors; and the ways in which organisations will be expected to demonstrate how they will deliver additional social value when competing for Council contracts.

Sustainable and ethical procurement is key to delivering our ambition to create a lifetime of opportunity for everyone in the borough and we want to work with organisations who can help us to achieve this.

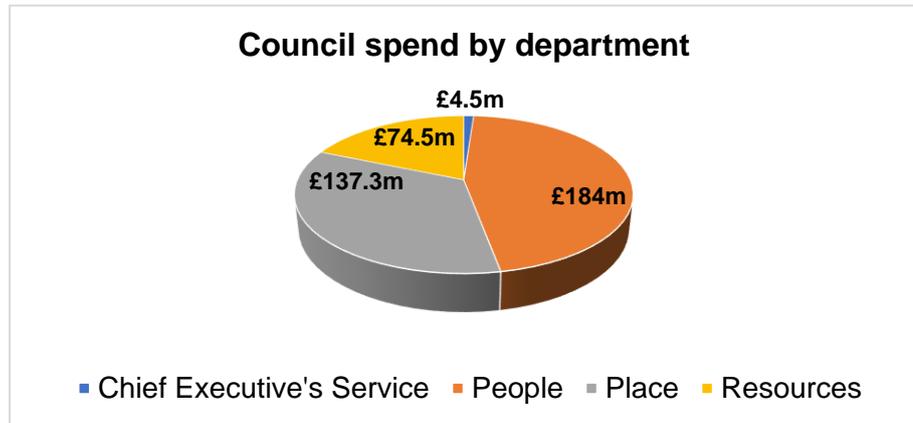
Cllr Mary Maguire, Cabinet Member for Finance and Procurement

Council spend profile

The Council spends approximately £800m with third parties, of which £400m per year procuring goods, works and services that are subject to the Councils Contract Procedure Rules. The range of goods, works and services is varied and includes major construction works, care services for children and adults, IT hardware and software, and temporary accommodation.

The People Department which brings together adult, children's and education services, community safety and public health accounts for the highest proportion

of third party spend. The Council currently spends approximately 25% of its spend with local businesses.



Legal framework

The [Public Services \(Social Value\) Act 2012](#) came into force on 31 January 2013. The Act requires public commissioners to consider, at the pre-procurement stage, how the procurement of services over the EU threshold¹ could improve the social, economic and environmental wellbeing of the local area.

The Act (along with the [Public Contracts Regulations 2015](#) and [Local Government Act 1999](#)) encourages commissioners to get maximum value from their procurement.

Public procurement post-Brexit

The Transition Period officially ended on 31 December 2020. The UK Government published a [Green Paper](#) on public procurement regulations after Brexit in December 2020. In this Green Paper, the Government proposes numerous reforms of public procurement regulations including allowing buyers to evaluate contracts on the basis of the 'most advantageous tender' to encourage buyers to place emphasis on non-economic factors, such as social value as part of the quality assessment. At the time of writing this policy, procurement regulations still use EU specific terminology, such as 'EU Threshold'. The Council will review this policy accordingly once the new regulations are published and language will be updated to reflect any changes.

¹ As of March 2021, the relevant EU thresholds are:

- Goods and services: £189,330
- Light Touch Regime (as of Schedule 3 of Public Contract Regulations 2015): £663,540
- Works: £4,733,252.

In June 2021 the government published a National Procurement Policy Statement, in which it states that:

All contracting authorities should consider the following national priority outcomes alongside any additional local priorities in their procurement activities:

- creating new businesses, new jobs and new skills;
- tackling climate change and reducing waste, and
- improving supplier diversity, innovation and resilience.

All contracting authorities should consider whether they have the right policies and processes in place to manage the key stages of commercial delivery identified in this statement where they are relevant to their procurement portfolio.

All contracting authorities should consider whether they have the right organisational capability and capacity with regard to the procurement skills and resources required to deliver value for money.

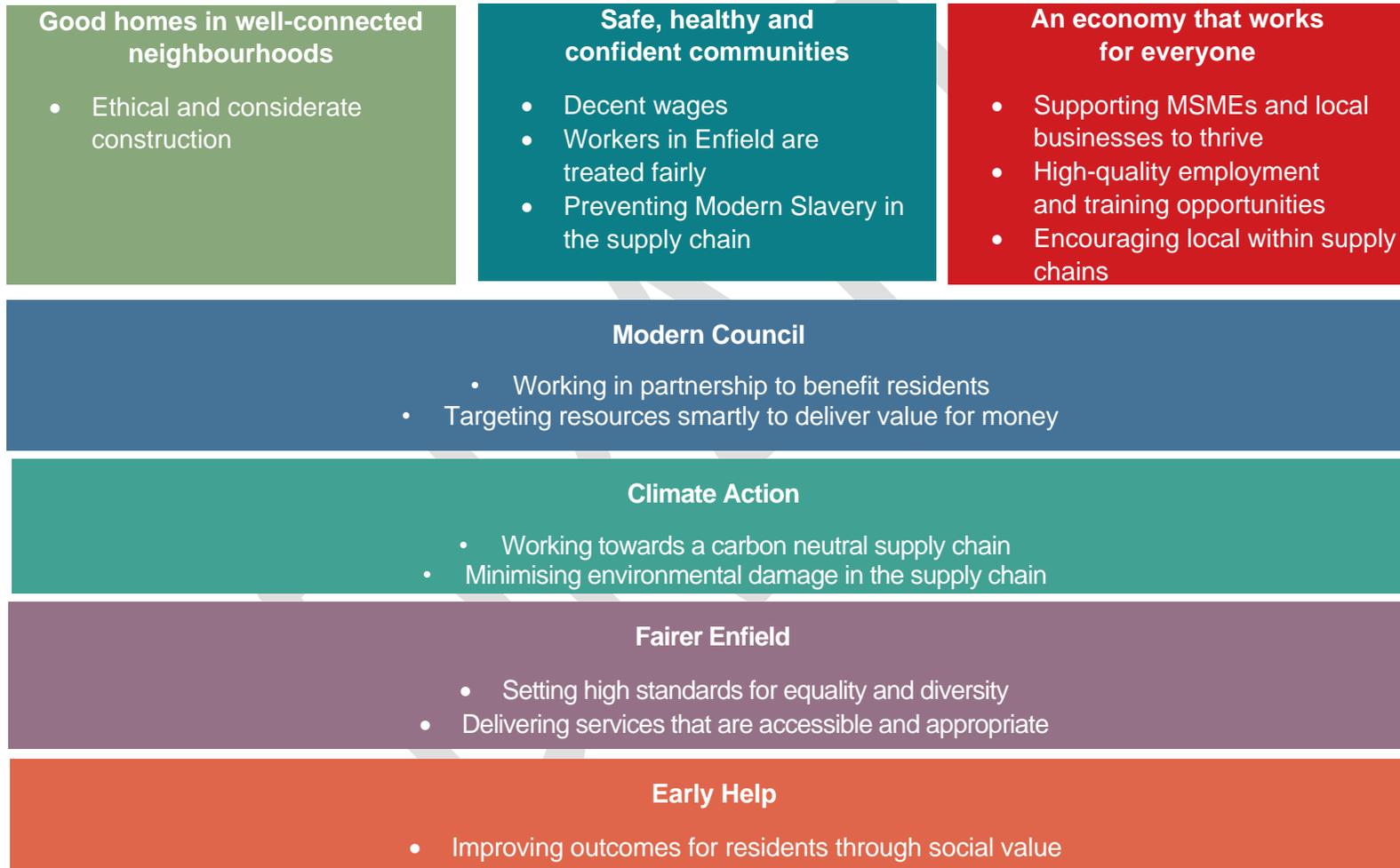
That contracting authorities should consider the following social value outcomes alongside any additional local priorities:

- Creating new businesses, new jobs and new skills in the UK
- Improving supplier diversity, innovation and resilience
- Tackling climate change and reducing waste

The implementation of this Policy will support the delivery of Government objectives.

Sustainable and Ethical Procurement Principles

Sustainable and ethical procurement is key to delivering Enfield's Council's ambition to create a lifetime of opportunity for everyone in the borough. Enfield Council is keen to work with partners who can contribute to the delivery of its strategic objectives.



The Sustainable and Ethical Procurement Policy is underpinned by four core principles: social value, ethical procurement, supporting the local economy and climate action. This section provides an overview of what each principle means to Enfield Council and its suppliers.

<p>Social value</p> <p>Social Value means delivering wider economic, social and environmental benefits over and above the provision of core contract requirements. Achieving additional social value through procurement leads to greater value for money, improving outcomes for residents while generating long-term savings.</p> <p>Enfield Council seeks to work with organisations who show a wider commitment to the borough, its residents and local business, through the delivery of social value.</p> <p>Suppliers are encouraged to deliver social value outcomes that support the delivery of Enfield’s Council Plan:</p> <ul style="list-style-type: none"> • contributing to the local economy; • providing skills and employment opportunities for residents, in particular targeted at young people and residents from disadvantaged groups; • working towards a carbon neutral supply chain; • improving equality and diversity for all those who live, work and earn in Enfield; • creating safe, healthy and confident communities. 	<p>Ethical Practices</p> <p>Ethical procurement means upholding international labour standards, workers’ and human rights and the rule of law.</p> <p>Enfield Council seeks to work with organisations who maintain high standards of ethical conduct, treat their employees fairly and promote equality and diversity in employment and service provision.</p>	<p>Supporting the local economy</p> <p>With the employment rate in Enfield below that of London and the UK, there is a clear need to provide local people with skills and access to high quality employment.</p> <p>The Covid-19 crisis has had a significant impact on Enfield’s local businesses, particularly on MSMEs, which make up 99% of registered businesses.</p> <p>Enfield Council seeks to work with organisations who are based in Enfield, or who support Enfield’s economy by working with local businesses or providing employment or training to Enfield residents.</p>
<p>Climate action</p> <p>Enfield Council has declared a climate emergency and has published its Climate Action Plan detailing its commitment to becoming a carbon neutral organisation by 2030 and a carbon neutral borough by 2040. By 2040, the Council’s vision is that everyone in Enfield will understand the importance of keeping resources in use for as long as possible and recovering resources at the end of their lives.</p> <p>The Council recognises that it cannot tackle the climate emergency alone and must work with its suppliers to achieve its vision for Climate Action.</p> <p>Enfield Council seeks to work with suppliers who are committed to reducing their carbon emissions and environmental impact.</p>		

How to use this policy

This policy includes a framework for minimum, enhanced and preferred standards for specific areas in sustainable and ethical procurement. This framework details what a supplier should do as a minimum when seeking to work with Enfield Council. The framework also includes enhanced standards, which go beyond these minimum requirements, and preferred standards which are considered best practice. The Council encourages its suppliers and those bidding for contracts to consider working towards enhanced and preferred standards to add value and weight to their tenders.

How this framework is used will be dependent on each individual procurement and this will be clearly explained in the tender documentation. Enhanced and preferred standards may be used within the specification, depending on the contract, or they may be included as part of the social value weighting. How the framework is used within procurement exercises will always be proportionate to the contract. The Sustainable and Ethical Procurement Policy Toolkit provides more details on how to use this policy and how to implement it within procurement activity.

Where suppliers or those bidding for contracts do not yet meet minimum standards, the Council will support these organisations by signposting them to relevant information and guidance to ensure that they can meet them in the future.

Related Documents

All contracts are awarded as per the Council's [Contract Procedure Rules \(CPRs\)](#), financial regulations and relevant council policies. This policy must be considered when undertaking any procurement activity.

The policy should be considered in conjunction with other key policies and strategies which set out the Council's vision for delivering a lifetime of opportunities.

- [Council Plan](#)
- [Fairer Enfield: Equality, Diversity and Inclusion Policy](#)
- [Climate Action Plan](#)
- [An Economy that Works for Everyone: Economic Development Strategy](#)
- [Enfield Poverty and Inequality Commission Report](#)
- [Meridian Water Environmental Sustainability Strategy](#)
- [Meridian Water Employment Strategy](#)
- [Housing and Growth Strategy](#)
- [Joint Health and Wellbeing Strategy](#)
- [Modern Slavery Strategy](#)
- [Modern Slavery Statement 2020](#)

Social Value

The Council encourages all organisations seeking to work with it to assist in the delivery of the Council Plan priorities, in a way that is proportionate and relevant to the size of the contract and the type of contract being delivered.

This includes:

- contributing to the local economy;
- providing skills and employment opportunities for residents, in particular targeted at young people and residents from disadvantaged groups;
- working towards a carbon neutral supply chain;
- improving equality and diversity for all those who live, work and earn in Enfield;
- creating safe, healthy and confident communities.

The Council's expectations in relation to social value outcomes will always be proportionate and relevant to the contract. Expectations will be set out in the specification we provide as part of the procurement process.

Contracts over the EU threshold

The Council's Contract Procedure Rules (CPRs) state that officers must consider the inclusion of a minimum 10% evaluation weighting for social value in all procurements over the EU threshold. Suppliers seeking these major contracts will be partly assessed on their proposals to deliver additional benefits for Enfield's residents and communities. The Council will use the [Social Value Portal](#) and [National Themes, Outcomes and Measures Framework](#) (TOMs) when conducting procurements over the EU threshold.

Contracts below the EU threshold

For procurement under the EU threshold, the inclusion of Social Value will be considered and will be proportional but will still reflect the Social Value Framework (Appendix A). This framework, which sets out Enfield's priorities, should be followed, and provides examples of activities the Council would like to see from suppliers when developing their social value proposals. Officers are encouraged to use this framework and will consider the percentage weighting proportionally for social value in all procurements that are tendered through open competition.

Ethical practices

Labour and employment practices

Minimum	Enhanced	Preferred
<p>Supplier adheres to the Ethical Trading Initiative (ETI) Base Code:</p> <ol style="list-style-type: none"> 1. Employment is freely chosen. 2. Freedom of association and right to collective bargaining are respected. 3. Working conditions are safe and hygienic. 4. Child labour shall not be used. 5. Living wages are paid. 6. Working hours are not excessive. 7. No discrimination is practised. 8. Regular employment is provided. 9. No harsh or inhumane treatment is allowed. 	<p>Supplier avoids the excessive use of zero-hour contracts. Supplier only uses zero-hour contracts when clearly beneficial to both employer and employee.</p> <p>Supplier provides access to training and professional development opportunities for employees.</p>	<p>Supplier demonstrates commitment to working practices which promote staff wellbeing. Examples include providing mental health and wellbeing training to staff, having a flexible working policy, providing opportunities for physical activity at work, etc.</p> <p>Supplier holds employer accreditations, such as Disability Friendly, Stonewall, Investors in People, etc.</p>

London Living Wage

Enfield has committed to paying all its directly employed staff London Living Wage or above. Enfield Council encourages its suppliers, contractors and service providers to adopt the London Living Wage or Real Living Wage, whichever is applicable. As a commissioner, Enfield Council will review on a case by case basis where it is appropriate to require the payment of London/Real Living Wage to staff through its contracts. The Council will include this in as many contracts as possible with the aim to only work with suppliers, contractors and service providers who pay the London Living Wage over the medium term.

Equality and diversity

The Fairer Enfield Policy sets out the Council's approach as a community leader, employer and service provider to improve equality and diversity for all who live, work and earn in Enfield.

Expectations of Suppliers

Minimum	Enhanced	Preferred
<p>Supplier complies with any applicable obligations under the Equality Act 2010.</p> <p>Supplier has an Equality and Diversity policy. Policies should be clear, up to date and cover all aspects of operations, including implementation and monitoring of the policy.</p> <p>Supplier collects and analyses workforce monitoring data. Please see the Mayor of London's Workforce Data Equality Guide for guidance.</p> <p>Supplier reviews recruitment, selection, promotion, training and termination procedures to ensure no discrimination is being practised.</p> <p>Supplier complies with provisions of the Unite Construction Charter (Appendix C), including its supply chain. (Works contracts)</p> <p>Supplier delivers services which are accessible and appropriate to meet the diverse needs of citizens and communities. (Service contracts)</p>	<p>Supplier provides equality and diversity training to all employees.</p> <p>Supplier examines existing policies and practices to identify barriers to equal opportunities and creates an action plan which clearly states how progress will be monitored.</p> <p>Supplier collects and monitors equalities data from its employees; uses this data to assess how effective their policies are at recruiting and promoting staff from underrepresented groups; and takes action to actively recruit staff from these groups.</p> <p>Supplier collects and monitors equalities data from service users; uses this data to assess how effective the service is at reaching and improving outcomes for diverse communities; and takes action to further improve accessibility and reach of its service as a result. (Service contracts)</p>	<p>Supplier provides high-quality employment and training opportunities for residents from under-represented groups, e.g., residents with Special Educational Needs and Disabilities (SEND) and those who are not employed, in education or training (NEETs). Young people from disadvantaged backgrounds such as care leavers, or young offenders.</p> <p>Supplier is taking steps to improve supplier diversity, in particular increasing the number of ethnic minority owned businesses, MSMEs and VCSEs in their supply chains.</p> <p>Supplier engages with residents to design, manage and deliver the service through consultation and community engagement. (Service contracts)</p>

Further information on what the Council expects from its suppliers can be found in the Equality and Diversity in Procurement Supplier Guide [\(link will be embedded\)](#).

Prompt and fair payments throughout the supply chain

Minimum	Enhanced	Preferred
Suppliers who subcontract any work in relation to the provision of goods, works or service to the Council pays suppliers within 30 days after receipt of an acceptable invoice, in line with government prompt payment rules .	N/A	Supplier commits to paying MSMEs, ethnic minority owned businesses and Enfield based businesses 10 days after receipt of an acceptable invoice, in line with Enfield Council's payment policy.

Modern Slavery

The Council is committed to ensuring that there is no modern slavery or human trafficking in its supply chains or in any part of its operations. The Council's [Modern Slavery Strategy](#) sets out the Council's vision to protect its communities from modern slavery and human trafficking.

The Council has committed to the Co-operative Party's Charter Against Modern Slavery (Appendix B) which sets out how the Council can reduce the risk of modern slavery in its supply chains. The Council will only work with suppliers who ensure it can meet the commitments of this charter.

The Council expects its suppliers and contractors to take all possible steps to ensure that human trafficking and modern slavery are not taking place in any of their supply chains or their own operations.

Expectations of Suppliers

Minimum	Enhanced	Preferred
Supplier complies with the Modern Slavery Act 2015 , wherever it applies. Relevant suppliers must state and demonstrate their compliance with the reporting requirements set out in Section 54 relating to transparency in supply chains. Supplier has their own whistleblowing policy which enables staff to raise suspicions of unlawful and unethical employment practices, including modern slavery.	Supplier incorporates modern slavery requirements into their contracts.	Supplier undertakes a supply chain mapping exercise which identifies potential modern slavery risks and develops an action plan to mitigate any risks.

Prevention of corruption

Minimum	Enhanced	Preferred
Supplier adheres to the following Council policies: <ul style="list-style-type: none"> • Whistleblowing Policy and Procedures • Anti-Money Laundering Policy & Guidance • Counter Fraud Strategy and Operating Plan. 	N/A	N/A

Supplier does not systematically compile or use prohibited lists which contain information on those who are members of trade unions or take part in trade union activity, or those who have been involved in whistleblowing as a result of becoming aware of any unlawful or unethical practices.		
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Sustainable Food

Enfield Council is committed to promoting sustainable and ethically sourced food. The Council passed a [motion](#) in November 2020 to reaffirm its commitment to achieving and maintaining Fairtrade Borough status. As part of this aim to achieve Fairtrade Borough status, the Council will encourage suppliers to use Fairtrade products wherever possible.

Expectations of Suppliers

Minimum	Enhanced	Preferred
Food and drink that the Council procures must meet the following standards: <ul style="list-style-type: none"> • Eggs are from cage-free hens. • All fish and seafood should come from sustainable sources and have Marine Stewardship Council (MSC) (or equivalent) certification. • Meat and dairy products are from farms which satisfy UK welfare (ideally Red Tractor assured). 	Where food is sourced from outside the UK and EU, products holds one of the following certifications, whatever is most appropriate for the product: <ul style="list-style-type: none"> • Fairtrade • Direct trade • Rainforest Alliance • Fair for Life • Ethical Tea Partnership • Organic • UTZ 	N/A

Where suppliers provide products to EN_Food, please refer to EN_Food policies for their specific standards for food and drink.

Linked to the Climate Action, the 'Field to Fork' journey may also be considered as part of the evaluation process to look at the carbon footprint for delivery of food products.

Supporting the local economy

As a major procurer in the borough, Enfield Council recognises it has an important role to play in supporting and encouraging local businesses and voluntary and community organisations.

As a commissioner, Enfield Council will:

- Open up opportunities for Micro, Small and Medium Enterprises (MSMEs) and Voluntary and Community and Social Enterprises (VCSEs) to bid for opportunities by breaking down larger contracts into 'lots', where feasible.
- Seek a minimum number of local quotations, dependent on contract size, for contracts below the EU threshold, as per the Contract Procedure Rules, to support local businesses and local VCS organisations to bid for contracts.

- Reserve below threshold procurement for MSMEs/VCSEs and also by supplier location, where possible, as per the new [Procurement Policy Notice](#).
- Carry out pre-market engagement including market warming events and promote these events to local MSMEs and VCSEs.
- Commission services that support local voluntary and community sector organisations to complete applications for grants and funding.
- Keep local voluntary and community sector organisations updated about relevant funding information through the ‘Enfield4Community’ search facility.
- Encourage its suppliers to use local businesses in their supply chains and create employment and training opportunities for local people.

Expectations of suppliers

Contractors, suppliers and service providers engaged to work for the Council must show a commitment to the borough, its residents and businesses.

Suppliers are encouraged to support the local economy through the use of local businesses in their supply chains and by building social value into their contracts.

Minimum	Enhanced	Preferred
N/A	<p>Supplier has commitment to x% of workforce coming from Enfield.</p> <p>Supplier uses workforce from local Enfield market for higher-skilled roles.</p>	<p>Supplier creates high-quality, well-paid jobs for residents.</p> <p>Supplier provides apprenticeships and training opportunities for residents.</p> <p>Supplier provides work experience and careers support for residents.</p> <p>Supplier provides employment and training opportunities for residents with SEND or other specified groups.</p> <p>Supplier provides supply chain opportunities for local businesses.</p> <p>Supplier maximises opportunities for VCSEs to participate in supply chains.</p> <p>Supplier provides relevant and practical business advice and guidance to local businesses to make them supply chain ready.</p>

For further examples of how to support Enfield’s local economy, please refer to the Social Value Framework (Appendix A) or the Social Value Portal.

Climate action

Enfield Council is committed to becoming a carbon neutral organisation by 2030 and a carbon neutral borough by 2040, as set out in the [Climate Action Plan](#). As the organisation works towards reducing its carbon emissions and environmental impact, it is crucial that suppliers also come on this journey.

Enfield Council understands Climate Action is a new and developing area for many organisations and maturity levels in this area will vary. For this reason, the majority of the minimum standards in this section involve a commitment to moving towards environmentally sustainable practices, rather than imposing strict standards.

Carbon emissions

Minimum	Enhanced	Preferred
<p>Large (SECR)²: Suppliers that exceed the threshold are expected to comply with SECR reporting and to have made a commitment to reducing carbon emission.</p> <p>MSME: Smaller suppliers are encouraged to report on emissions following SECR or approved GHG methodologies, make a commitment to track emissions by 2025 and set reduction targets that are monitored annually.</p>	<p>Large (SECR): Supplier publicly reports Scope 1, 2 & 3 in line through SECR and has a net zero commitment.</p> <p>MSME: Supplier annually monitors and reports on Scope 1 and 2 emissions, and has made commitments to make reductions.</p>	<p>Supplier is carbon neutral certified.</p> <p>Supplier has commitment to continued emissions reduction and offsetting Scope 1 & 2 emissions to zero through certified or locally approved schemes.</p> <p>Supplier has commitment to monitor and reduce Scope 3 emissions.</p>
Assessment approach		
<p>Written confirmation from supplier of:</p> <p>Large (SECR)</p> <ol style="list-style-type: none"> 1. Declaration of Scope 1, 2 and 3 emissions 2. Key Targets and reduction commitments <p>MSME:</p> <ol style="list-style-type: none"> 1. Commitment to reducing carbon emissions 2. Timescale for starting to monitor emissions <p>Further guidance can be found here.</p>	<ol style="list-style-type: none"> 1. Copy of most recent (must be within last 18 months) carbon emissions monitoring data or report, which includes a summary of the methodology used 	<p>As for 'Enhanced' assessment plus:</p> <ol style="list-style-type: none"> 1. Confirmation of net zero emissions target date 2. Evidence of certified carbon offsets (must be within last 18 months) 3. (Large only) – Carbon neutral certification

² These requirements affect:

- all UK incorporated companies listed on:
 - the main market of the London Stock Exchange
 - a European Economic Area market
 - or whose shares are dealing on the New York Stock Exchange or NASDAQ
- unquoted large companies incorporated in the UK, which are required to prepare a Directors' Report under Part 15 of the Companies Act 2006
- large Limited Liability Partnerships (large is defined as per the existing framework for annual accounts and reports, based on sections 465 and 466 of the Companies Act)

Further information on SECR requirements can be found [here](#).

Energy

Minimum	Enhanced	Preferred
Supplier has a commitment to reduce their energy consumption and is committed to switching to low-carbon energy in the future.	Supplier has a commitment to using 100% renewable or low-carbon energy with a target date of 2025 or sooner.	Supplier is supplied by 100% low-carbon or renewable energy. Supplier uses or procures renewable electricity either on-site or through REGOs, Green Tariffs or PPAs.
Assessment approach		
Written confirmation from supplier of: 1. Commitment to using low carbon energy 2. Commitment to reducing energy consumption	1. Copy of most recent (must be within last 18 months) energy monitoring data or report, which includes the mix of fuel types (electric, gas, etc.) and sources (renewable, low carbon, fossil fuel, etc.)	As for 'Enhanced' assessment plus: 1. Evidence that the sources are low-carbon or renewable energy

Travel

Minimum	Enhanced	Preferred
Supplier has a commitment to switch to low or zero emission modes of transport in the future.	Supplier sometimes uses low or zero emission modes of transport to deliver goods and services. Supplier has passive transport programmes to reduce staff travel emissions e.g. car sharing schemes, cycle to work programmes, season ticket loans or bicycle pools. Where relevant, Fleet Operator Recognition Scheme (FORS) accreditation to Bronze at least.	Supplier prioritises the use of low or zero emission modes of transport and optimises transport efficiency by minimising the number of trips wherever possible. Supplier has an active approach to reducing staff travel emissions e.g. plan to progressively reduce onsite car parking, higher mileage rates for staff using active modes for work, pool vehicle only for work trips. Where relevant, Fleet Operator Recognition Scheme (FORS) accreditation to Gold.
Assessment approach		
Written confirmation from supplier of: 1. Commitment to using low or zero emission means	Written confirmation from supplier of: 1. The specific goods and services which are transported using low or zero carbon modes	As for the 'Enhanced' assessment plus: 1. Evidence of a proportional reduction in number of trips and that more trips are being

and modes of transport 2. Timescales for using low or zero emission means and modes of transport (must be within contract period)	2. The measures in place to reduce staff travel emissions (ideally in the form of a staff travel plan dated in the past 18 months) 3. Current FORS accreditation level (where relevant)	made by low or zero emission modes of transport 2. Monitoring data showing staff travel to work mode
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Circular economy

Minimum	Enhanced	Preferred
<p>Supplier adheres to relevant legislation for the removal and disposal of waste and recyclable materials.</p> <p>Where goods or services provided are likely to generate waste, supplier has a strategy in place to minimise the amount of waste generated e.g. materials reused wherever possible, recycling and composting is maximised.</p> <p>Supplier has waste management verification policies where necessary.</p>	<p>Supplier adheres to circular economy principles such as:</p> <ul style="list-style-type: none"> - Hard to recycle waste is diverted from landfill or incineration through specific recycling partnerships. - Take-back schemes for products such as electrical and electronic equipment and light bulbs. - Single-use plastic packaging is eliminated through reusable packaging solutions or schemes. - Local partnerships where goods and services implement circular economy solutions i.e. ground coffee waste used for landscaping or used technological equipment is repurposed in local VCSEs. 	<p>Adheres to circular economy principles as stated in 'enhanced'.</p> <p>Supplier supports Micro, Small and Medium Enterprises (MSMEs) and Voluntary, Community and Social Enterprises (VCSEs) within the supply chain to adopt Circular Economy solutions.</p>
Assessment approach		
<p>The supplier should provide information on:</p> <ol style="list-style-type: none"> 1. Their approach to the removal and disposal of waste and recyclable materials 2. The strategy they have in place to minimise the amount of waste generated 3. Any waste management verification policies which are in place 	<p>As for 'Minimum' assessment with additional details on how they deliver circular economy principles</p>	<p>As for 'Enhanced' assessment with additional details on how they support MSMEs and VCSEs within the supply chain</p>

Purchased goods

Minimum	Enhanced	Preferred
<p>Product meets the minimum Government Buying Standards (GBS) and is in line with Council Policy.</p> <p>Product specific:</p> <ul style="list-style-type: none"> - Cleaning products are cruelty free and not tested on animals, in line with our cruelty free policy. - Timber and paper products which carry Forest Stewardship Council (FSC) or Programme for the Endorsement of Forest certification or are made from recycled materials and carry FSC Recycled or Ecolabel certification or similar. Evidence of certification will be required. If independently certified timber proves to be unavailable, the Council will accept, as a second resort only, timber that can be supplied with category B evidence as detailed under the UK Government Timber Procurement Policy. - Waste electrical and electronic equipment Suppliers meet their obligations under the Waste Electrical and Electronic Equipment (WEEE) Regulations (2013). The Council will require all contracts, suppliers and service providers to Enfield Council, upon request, with all necessary information about how items have been dealt with. 	<p>Product meets the best practice Government Buying Standards (GBS).</p> <p>Product specific:</p> <ul style="list-style-type: none"> - Waste electrical and electronic equipment. Utilises circular economy principles such as take-back schemes. - Single-use plastic packaging is eliminated through reusable packaging solutions or schemes. - Hard to recycle waste is diverted from landfill or incineration through specific recycling partnerships. 	<p>Product meets Enfield standards for buying. These will be stated in specifications.</p> <p>This may include, where relevant, products that:</p> <ul style="list-style-type: none"> - have ISO 14024 (type I) compliant ecolabel certification - have ISO 14025 (type III) compliant ecolabel certification (Environmental Product Declaration) - have nationally recognised ethical/responsible sourcing third party certification - generate less waste during use/installation - after use on the asset, are more readily reusable - are accepted by local recycling collection services - can be sourced locally - are from reused (preferred) or recycled sources - are made from bio-based materials - utilise circular economy principles, e.g. servitisation, manufacturer take-back, material passports.
Assessment approach		
Written evidence (such as product sheets) that goods and services procured by the Council meet the specific standards as outlined	As for 'Minimum' assessment	As for 'Enhanced' assessment with specific details of the carbon emissions attributable to the Council from the delivery of the goods and services being procured

Water

Minimum	Enhanced	Preferred
Suppliers seek to minimise the use of water wherever possible and promote	Suppliers seek to minimise the use of water wherever possible and promote the use of water	Suppliers have an active approach to water management with clearly defined targets for reducing

the use of water efficient equipment and services.	efficient equipment and services.	consumption by location and / or activity. Suppliers have a water recycling and reuse strategy.
Assessment approach		
Written evidence of overall water consumption split by location and / or activity	As for 'Minimum' assessment with additional information on processes in place to minimise consumption including details of any water efficient equipment and services.	As for 'Enhanced' assessment with additional information on: 1. Water management processes and related targets 2. Water recycling and reuse strategy

Measures of Success

To monitor the implementation of this policy and its success, the following measures have been identified and targets are being developed:

- Increase in procurement spend, both council-wide and by department, with Enfield based organisations:
 - By volume
 - By value
- Increase in procurement spend with MSME businesses:
 - By volume
 - By value
- Increase in Enfield based organisations invited to bid for opportunities
- Increase in MSME businesses invited to bid for opportunities

The Council is investing in systems to help monitor the following areas and these measures of success will be updated accordingly:

- No. of ethnic minority businesses in Council's supply chain
- No. of contracts which include social value requirements
- No. of contracts where the supplier has an emissions monitoring approach
- No. of contracts where the supplier has a carbon reduction plan or strategy.

Implementation, Governance and Review

All contractors, suppliers and service providers will be expected to satisfy the Council of their ability to comply with the provisions of this policy. Contractors, suppliers and service providers will also be expected to comply with these principles during the lifecycle of the contract. The Council may request evidence of compliance with the standards set out in this policy during the procurement process and as part of the contract management throughout the lifetime of the contract. This may include clauses and specifications, the inclusion of questions within method statements, and monitoring, specifically in relation to the areas detailed in this policy.

The Council is not seeking to retrospectively impose the provisions of this policy on contracts that have already been let prior to the policy being ratified but would like to seek the agreement of the relevant contractors to implement some or all of this

policy. Implementation of this policy will therefore be linked to the re-letting of existing contracts and as new contracts are tendered following the policy approval.

The Council procures a wide range of goods, works and services, and it is recognised that there can be no 'one size fits all' model. The Council may in certain cases give exemptions from certain requirements where the size or nature of the contract or contractor, supplier or service provider does not warrant their fullest application. Where an organisation does not currently meet 'minimum' standards, the Council will support them through signposting to relevant guidance and information.

The implementation of this policy will be the responsibility of all services engaged in procurement, Procurement Services and the Departmental Procurement Boards. Specific roles and responsibilities are set out below.

The Sustainable and Ethical Procurement Policy will be periodically reviewed and updated to reflect changing priorities, new strategies and national policy or legal framework changes. The policy will be reviewed annually, with a view to strengthening minimum requirements as the Council develops capacity in this area and sectors increase maturity levels in ethical and sustainable practices.

Role	Responsibilities
Managers and officers in the Procurement Service	<ul style="list-style-type: none"> • Conduct procurements over the EU threshold in line with this policy • Support the organisation to deliver sustainable and ethical procurement
Managers and officers engaged in procurement	<ul style="list-style-type: none"> • Carry out pre-market engagement including market warming events • Ensure suppliers are adhering to this policy through appropriate specifications and method statement questionnaires • Monitor contracts to ensure compliance with policy provisions, as set out in the specification • Managers should ensure that their staff are aware of the policy and its implications for their work
Departmental Procurement Boards	<ul style="list-style-type: none"> • Ensure that specifications and method statement questionnaires areas are in line with this policy, providing challenge where appropriate to ensure the policy is adhered to • Communicate the policy to ensure officers within their department are adhering to the policy • Provide updates to Corporate Procurement Board on progress in implementing this policy • Review progress against the measures of success set out in this policy for their department
Corporate Procurement Board	<ul style="list-style-type: none"> • Review and update the policy when necessary • Monitor the measures of success on an annual basis • Retain oversight of departmental procurement boards to ensure policy is being implemented

Appendices

Appendix A

Council Plan and Social Value Framework

The framework below sets out the Council's priorities and some of the activities that the Council would like to see from contractors when developing their Social Value proposals. This list is not exhaustive and will be complemented with the use of the Social Value Portal and the National Themes, Outcomes and Measures (TOMs) framework.

Strategic theme	Social value outcomes	Social value measures
Good homes in well-connected neighbourhoods	Deliver growth that benefits everyone and where no one is left behind	No. of community spaces created within housing developments Healthy living initiatives taken or supported in areas of development
	More and better homes for residents	Meet Enfield's Housing Test for Good Growth
An economy that works for everyone	More local people in employment	No. of local people (FTE) employed on contract for one year or the whole duration of the contract Percentage of local employees (FTE) on contract Percentage of staff on contract that are paid at least the Real Living Wage or London Living Wage Employers' fairs held to encourage local employment in area
	Improve skills and connect local people to opportunities	No. of apprenticeships on the contract for local people that have either been completed during the year, or that will be supported by the organisation to completion No. of hours of support into work provided to unemployed residents through career mentoring, including mock interviews, CV advice and careers guidance
	More opportunities for local MSMEs and VCSEs	Total amount (£) spent with local VCSEs within your supply chain Total amount (£) spent with local MSMEs through the contract Total amount (£) spent in local supply chain through the contract Provision of expert business advice to local businesses, MSMEs and VCSEs (e.g. financial or legal advice) Meet the buyer events held to highlight local supply chain opportunities

		No. of staff volunteering hours donated to support local VCSEs
Safe, healthy and confident communities	Create healthy streets, parks and community spaces	Initiatives taken or supported to engage local people in health interventions or wellbeing initiatives in the community, in particular those focused on Enfield's health and wellbeing priorities: eat well, be active, be smoke free and be socially connected
	Inspire and empower young people in Enfield to reach their full potential	No. of hours dedicated to support young people into work (e.g. CV advice, mock interviews, careers guidance) No. of meaningful work placements for young people
	Keep communities free from crime	Initiatives aimed at reducing crime (e.g. support for local youth groups, lighting for public spaces)
Fairer Enfield	Improving equality and diversity for all those who live, work and earn in Enfield	No. of employees (FTE) hired on the contract who are Not in Employment, Education, or Training (NEETs) No. of 16-25 y.o. care leavers (FTE) hired on the contract No. of disabled employees (FTE) hired on the contract No. of Enfield residents affected with special education needs and disability (SEND) (FTE) hired on the contract No. of supported internships created for local people No. of ethnic minority owned businesses in supply chain Proposals to be taken to engage with residents to design, manage and deliver the service through consultation and community engagement
	Improving staff wellbeing and mental health	Employer accreditation schemes, e.g. Disability Friendly Flexible working policy Demonstrate commitment to work practices that improve staff wellbeing
	Promote ethical procurement	Percentage of procurement contracts that include commitments to ethical procurement Number of initiatives throughout the supply chain to identify and manage the risks of modern slavery occurring (e.g. supply chain mapping)
Climate Action	Work towards a carbon neutral supply chain	Monitors and reports on Scope 1, 2 and 3 emissions in line with recognised methodologies. Policy and programme to achieve net zero carbon including monitoring plan with specific milestones Embodied carbon reductions in CO2e emissions against baseline

		<p>Carbon savings from energy efficiency measures on site (e.g. increased use of renewable or low carbon energy)</p> <p>Measures to reduce overall water consumption per year</p> <p>Car miles saved on the contract as a result of a green transport programme or equivalent (e.g. cycle to work programmes, carpooling programmes, etc.)</p> <p>Percentage of low or zero emissions vehicles used on contract</p> <p>Fleet Operator Recognition Scheme (FORS) accreditation</p> <p>Provision of expert business advice to help VCSEs and MSMEs achieve net zero carbon by 2030.</p>
	Promote circular economy principles	<p>Measures to reduce waste sent to landfill</p> <p>Plastic recycling rate on the contract</p> <p>Single use plastic packaging is eliminated through reusable packaging solutions or schemes.</p> <p>Hard to recycle waste is diverted from landfill or incineration through specific recycling partnerships, e.g. Terracycle</p> <p>Local partnerships where goods and services implement circular economy solutions, i.e. ground coffee waste used for landscaping.</p> <p>Measures taken to encourage maintenance or repair of existing hardware, equipment and furniture where possible in order to extend its life</p> <p>Support provided to VCSEs and MSMEs within the supply chain to adopt circular economy principles.</p>
	Protect and enhance the natural environment	<p>Voluntary time dedicated to the creation or management of green infrastructure, to increase biodiversity or to keep green spaces clean</p>
	Promote sustainable procurement	<p>Percentage of procurement contracts that include sustainable procurement commitments or other relevant requirements and certifications.</p>

Appendix B

Charter Against Modern Slavery

Enfield Council will:

1. Train its corporate procurement team to understand modern slavery through the Chartered Institute of Procurement and Supply's (CIPS) online course on Ethical Procurement and Supply.
2. Require its contractors to comply fully with the Modern Slavery Act 2015, wherever it applies, with contract termination as a potential sanction for non-compliance.
3. Challenge any abnormally low-cost tenders to ensure they do not rely upon the potential contractor practising modern slavery.
4. Highlight to its suppliers that contracted workers are free to join a trade union and are not to be treated unfairly for belonging to one.
5. Publicise its whistle-blowing system for staff to blow the whistle on any suspected examples of modern slavery.
6. Require its tendered contractors to adopt a whistle-blowing policy which enables their staff to blow the whistle on any suspected examples of modern slavery.
7. Review its contractual spending regularly to identify any potential issues with modern slavery.
8. Highlight for its suppliers any risks identified concerning modern slavery and refer them to the relevant agencies to be addressed.
9. Refer for investigation via the National Crime Agency's national referral mechanism any of its contractors identified as a cause for concern regarding modern slavery.
10. Report publicly on the implementation of this policy annually.

Appendix C

UNITE Construction Charter

As a Local Authority we are responsible for the procurement of a multitude of construction projects. It is therefore appropriate that we as a responsible client enter into this agreement and commit to working with the appropriate trade unions, to achieve the highest standards in respect of; direct employment status, health & safety, standard of work, apprenticeship training and the implementation of appropriate nationally agreed terms and conditions of employment. The following shall be a requirement for all contractors and their supply chain engaged by this Authority: -

1. All parties recognise that the highest level of compliance with current HMRC regulations must be achieved where public funds are utilised. It is therefore a contractual requirement that all operatives are directly employed on a PAYE basis under a contract of employment. Furthermore the use of intermediary payroll or umbrella companies will be prohibited on all contracts.
2. Health and safety of workers on all of our construction projects is paramount. It is therefore a requirement that all contractors rigorously implement and adhere to our minimum standards for health and safety, as set out in our procurement documents. In addition, we require all contractors to provide quality welfare facilities fit for purpose in accordance with the Construction Design and Management Regulation of 2015.
3. It is a recognised fact that the presence of trade union safety representatives significantly improves safety in the workplace. Contractors and their supply chain are required to work

collaboratively with the appropriate trade unions to identify and implement reasonable real-world initiatives.

4. The Authority requires all projects to be completed to the highest standard, so as to meet the aspirations of the residents of this Authority. In order to achieve this, it is recognised that it is necessary that all workers are competent and have the appropriate level of skill to carry out the work they are employed to do. To assist in the achievement of this goal the Authority's contractors and their supply chain will ensure they retain documented evidence that all workers are competent to carry out the work they have been employed to do. They will ensure that such evidence is retained in a way as to allow the Authority or its nominees to audit the documentation. Possession of the recognised industry skills / grade card such as JIB or CSCS will be considered acceptable evidence.

5. The Authority is mindful of the industry skills shortage and the need to address this through appropriate apprenticeships, including adult training in up skilling. The Authority's contractors and supply chain will in consultation with the Authority and other interested parties develop and implement a programme that addresses the skills shortage and provides training opportunities to local residents.

6. The Authority recognises the right of all construction workers to be employed under and to be protected by the appropriate national industry collective agreement. The Authority requires full compliance with all appropriate national agreements applicable to the construction industry.

7. All contractors and their supply chain will accept the right of any trade union that is a signatory to an appropriate national agreement, to appoint shop stewards, workplace health & safety representatives and Union Learning Reps. All trade union accredited representatives will be granted appropriate time and facilities to carry out their responsibilities.

8. The Authority, its contractors and their supply chain are committed to a fair and transparent recruitment policy. All contractors and their supply chain will actively ensure that the engagement of labour is based on the individual's ability to meet the needs of the project and the specific tasks for which they are recruited to undertake.

9. The Authority its contractors and their supply chain agree it's not acceptable for anyone to use or make reference to any form of blacklist.

10. The Authority recognises the benefit trade unions bring to the workplace and the rights of workers to hear from trade union representative. The Authority's contractors and their supply chain are required to allow access to nominated trade union officer from trade unions that are signatories to the appropriate national agreements. Access shall mean access to welfare facilities during working times so as to allow them to consult with their members and potential members.

11. The Authority supports the Get Britain Building campaign, which is aimed at supporting and sustaining the British construction industry. Consequently, all relevant construction contracts will be required to comply with our Authority's Sustainable Buying Standard for Highways and Construction Materials, which requires structural steel and other relevant materials to be covered by BES 6001 Responsible Sourcing of Construction Product certification, or equivalent.

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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 and 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.

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 1 – Equality Analysis Details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Sustainable and Ethical Procurement Policy 2021-2025
Lead officer(s) name(s) and contact details	Claire Reilly, Head of Procurement Services (Corporate & People) claire.reilly@enfield.gov.uk Deanna Hobday, Strategy and Policy Manager, Corporate Strategy Service deanna.hobday@enfield.gov.uk
Team/ Department	Procurement Services
Executive Director	Fay Hammond
Cabinet Member	Cllr Maguire, Cabinet Member for Finance and Procurement
Date of EqIA completion	March 2021 on-going

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?

The Council is producing a new Sustainable and Ethical Procurement Policy to replace the previous Sustainable Procurement Policy 2015-19. The policy sets out the Council's commitment to procure value for money goods, works and services, whilst maximising social value, minimising damage to the environment and ensuring human rights are upheld in supply chains.

The policy focuses on four priority areas: social value, ethical procurement, supporting the local economy and climate action. In each of these areas the policy sets out the Council's and its expectations of suppliers. This includes minimum standards and where suppliers can add value to contracts over and above the provision of core contract requirements.

Sustainable and ethical procurement will help the Council to achieve greater value for money as additional social, economic and environmental benefits are achieved

over and above the provision of core contract requirements. These benefits will assist the Council to deliver on its Council Plan priorities and result in improved outcomes for residents while generating long-term savings. It will also ensure that the Council works with partners who uphold its values and standards.

The policy has a strong focus on how the Council can use its procurement activities to support local businesses, including Small and Medium Enterprise Businesses (SMEs), voluntary sector organisations and ethnic minority owned businesses.

All staff engaged in commissioning and procurement will be responsible for implementing the policy.

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 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, where possible, 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.

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.

The policy should have a positive impact on young people (16-24) and working aged people (aged 16-24).

Enfield has more residents under 20 than the London and national averages.¹ Young people (16-24) in the borough are more likely to be more unemployed than other age groups and this has been exacerbated by the Covid-19 pandemic. The claimant count amongst 16-24 years olds in Enfield rose from 3.7% in October 2019 to 10% in October 2020, representing an increase of 172.5%.² The Claimant Count comprises the number of people over 16 years who are claiming Job Seekers' Allowance or are unemployed claimants of Universal Credit (and required to seek work as part of their claim conditions). The delivery of social value in line with the Sustainable and Ethical Procurement Policy has the potential to impact positively on young people as suppliers are encouraged to provide work experience, apprenticeships and job opportunities to young people and deliver employability support for young people.

The provision of employment and training opportunities through the policy and the expectation of suppliers to have ethical labour practices will also have a positive impact on working age people in general (16-64).

The policy also encourages suppliers to uphold workers rights and treat their employees fairly which will have a positive impact on working age people.

Mitigating actions to be taken

No action required. It is not anticipated that the Sustainable and Ethical Procurement Policy will negatively impact on any age group and it is expected to have a positive impact on working aged people (16-64).

¹ ONS, Population estimates for the UK, England and Wales, Scotland and Northern Ireland, mid-2019

² ONS, Claimant Count, October 2020

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.

Overall, the policy should have a positive impact on people affected by disability.

Residents affected by disability are disproportionately impacted by unemployment. In 2019, 42.6% of disabled people in Enfield were in employment. This is lower than the national average, which estimates 53.2% of disabled people are in employment.³ It is also lower than the employment rate of people without disabilities in Enfield which was 69.4% at June 2020.⁴ In line with Council Plan and Fairer Enfield priorities, the policy encourages suppliers to provide employment and training opportunities to Enfield residents affected by special education needs and disability (SEND). As part of the supplier engagement survey, suppliers were asked if they currently offered supported internships and only 31% of suppliers said they did. This compares to 64% of suppliers who currently offer apprenticeships. The policy aims to have a positive impact by prioritising supported internships as way for suppliers to add social value.

The policy also makes reference to the Council's Disability Confident accreditation and encourages suppliers to become accredited. The Disability Confident scheme is designed to encourage employers to recruit and retain disabled people, understand the needs of their disabled employees and ensure that disabled employees can fulfil their potential. In the supplier engagement survey, suppliers were asked which employer accreditations they held; 12% of suppliers surveyed had Disability Confident accreditation.

The policy also sets out the expectation that suppliers will deliver services which are accessible and appropriate to meet the diverse needs of citizens and communities. Suppliers are also able to deliver social value through actively engaging and consulting with service users to design, manage and deliver the

³ ONS, Disability and employment, 2019.

⁴ [Nomis Annual Population Survey](#), year to June 2020

service. This will have a positive impact by ensuring services are accessible to service users who are affected by disability.

It is estimated that there are around 4.5 million people in the UK providing informal or unpaid care, representing around 7% of the population. Around half of informal carers were in employment, with 33% of carers working full-time.⁵ In Enfield, it is estimated that there are over 30,000 unpaid carers.⁶ The policy encourages suppliers to adopt flexible working policies which can help unpaid carers to balance their work and caring responsibilities.

Mitigating actions to be taken

No action required. It is expected that the Sustainable and Ethical Procurement Policy will have a positive impact on people affected by disability.

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.

Overall, the policy should have a positive impact on transgender people.

A survey undertaken by Stonewall and YouGov in 2018 on the experiences of LGBT people in the workplace found that a third of trans people (33%) have been the target of negative comments or conduct from work colleagues in the last year because they are transgender. This includes being the target of derogatory remarks, experiencing bullying and abuse, and being outed without consent. The survey also revealed that fewer than half of LGBT staff (46%) agree that there are equalities policies in place to protect trans people at work.⁷

The policy outlines several expectations of suppliers with regards to equality and diversity such as having an Equality and Diversity policy, providing equality and diversity training for all employees and collecting and analysing workforce monitoring data. In the supplier engagement survey, suppliers were asked if they had their own equality and diversity policy and 95% of the suppliers surveyed did.

The policy also states that the Council uses the Stonewall Workplace Equality Index to measure progress on LGBT inclusion and encourages suppliers to become a

⁵ DWP, [Family Resources Survey 2018/19](#), 26 March 2020.

⁶ Enfield Carers Centre

⁷ Stonewall and YouGov, [LGBT in Britain: Work Report](#), 2018.

Stonewall Diversity Champion as part of the social value framework. In the supplier engagement survey, suppliers were also asked which employer accreditations they held; only one supplier surveyed had Stonewall Diversity Champion accreditation.

Mitigating actions to be taken

No action required. It is expected that the Sustainable and Ethical Procurement Policy will have a positive impact on transgender people.

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

No impact anticipated.

Mitigating actions to be taken

No action required.

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

Overall, the policy should have a positive impact on people who are pregnant or in the maternity period, particularly with regards to their employment.

Research undertaken by the Department for Business, Innovation and Skills and the Equality and Human Rights Commission (EHRC) in 2016 found that three in four mothers (77%) said they had a negative or possibly discriminatory experience

during pregnancy, maternity leave, and/or on return from maternity leave. Around one in nine mothers (11%) reported they felt forced to leave their job.⁸ The policy outlines several expectations of suppliers with regards to equality and diversity such as having an Equality and Diversity policy, examining existing policies and practices to identify barriers to equal opportunities and reviewing recruitment, selection, promotion, training and termination procedures to ensure no discrimination is being practised.

The policy also encourages suppliers to adopt flexible working policies which could assist those in the maternity period to balance their work and childcare responsibilities.

Mitigating actions to be taken

No action required. It is expected that the Sustainable and Ethical Procurement Policy will have a positive impact on those who are pregnant or in the maternity period.

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

Overall, the policy should have a positive impact on people from ethnic minorities.

Enfield is a diverse borough. Based on 2019 Enfield Ethnicity estimates, residents from White British backgrounds make up 35% of Enfield's inhabitants with other White groups at 23%, Other Ethnic Groups at 5%, Mixed Groups at 6%, Asian Groups at 11% and Black groups at 18%. The 'Other White' group is composed largely of Greek and Turkish Cypriots and Turkish ethnicities.

42.2% of company directors in Enfield are non-UK nationals.⁹ According to the new draft Economic Development Strategy, ethnic minority led businesses often recruit and retain staff at a very local level. The policy states a number of measures the Council will take to support ethnic minority led businesses in the borough including:

- Committing to paying SMEs, ethnic minority owned businesses and local businesses 10 days after receipt of an acceptable invoice (the Council's standard payment terms are to pay suppliers 30 days after receipt of an acceptable invoice).

⁸ Department for Business, Innovation and Skills and Equality and Human Rights Commission, [Pregnancy and Maternity-related Discrimination and Disadvantage: Experience of Mothers](#), 2016.

⁹ LBE, Economic Development Strategy, 2021

- Increasing number of ethnic minority owned businesses in the Council's supply chain.
- Encouraging its suppliers to take steps to improve supplier diversity, in particular increasing number of ethnic minority owned businesses in their supply chain.

These steps will have a positive impact on people from ethnic minorities who run a business.

The UK employment rate for people from minority ethnic backgrounds was 8.5% in July-September 2020, compared to 4.5% for people from a White ethnic background. People from Black (11.6%) and Pakistani (11.1%) ethnic backgrounds had the highest unemployment rates.¹⁰ National analysis also reveals that the sectors most affected by the coronavirus pandemic (i.e. those sectors which have been shut down) have a higher than average proportion of workers from a minority ethnic group. 15% of workers in the 'shut-down' sectors are from a minority ethnic group, compared to a workforce average of 12%.¹¹ The provision of high-quality employment and training opportunities through the policy will also have a positive impact on people from ethnic minorities backgrounds who are unemployed or who have been economically negatively impacted by the Covid-19 pandemic.

Workers from ethnic minorities are also disproportionately impacted by low pay and insecure work. 18% of Black, Asian and Minority Ethnic (BAME) workers are in low paid and insecure work, compared to 15% of white workers.¹² According to ONS data, the ethnicity pay gap between White and ethnic minority employees is 23.8% in London.¹³ The policy states that Enfield Council is an accredited London Living Wage employer, meaning that all directly employed Council staff are paid at least the London Living Wage (LLW). The policy encourages the Council's suppliers to adopt the LLW and commits the Council to only working with suppliers who pay the London or Real Living Wage by 2024. The policy also states that the Council does not offer zero-hours contracts and encourages its suppliers to do the same. This will positively impact on people from ethnic minorities who are disproportionately impacted by low pay and insecure work.

The policy outlines several expectations of suppliers with regards to equality and diversity such as having an Equality and Diversity policy, providing equality and diversity training for all employees and collecting and analysing workforce monitoring data. According to research undertaken in 2019 by the Centre for Social Investigation at Nuffield College, University of Oxford, people from ethnic

¹⁰ ONS, [Labour market status by ethnic minority group](#), 10 November 2020

¹¹ Parliamentary briefing paper, [Coronavirus: impact on the labour market](#), 3 February 2021

¹² Living Wage Foundation and New Economics Foundation, 2020

¹³ ONS, [Ethnicity pay gaps: 2019](#), 12 October 2020. NB. The data was collected before the Covid-19 pandemic.

minorities have to send 60% more job applications to get a positive response from an employer than white British candidates.¹⁴ The policy states that the Council expects all suppliers to review their recruitment, selection, training, promotion and termination procedures to ensure no discrimination is being practised and to consider how they can encourage applications from underrepresented groups.

According to engagement through the multi-agency Gypsy, Roma and Traveller Board, many GRT owned businesses face barriers to working with the council and feel unable to compete with others in the tender process. Barriers included different ways of working such as using newspapers to find out about job opportunities and being paper-based.

Mitigating actions to be taken

- The Council is currently unable to monitor the number of ethnic minority-led businesses in its supply chain. The action plan will include an action to establish monitoring systems which will enable the Council to track the number of ethnic minority led businesses in its supply chain.
- We are looking into how the Council could assist GRT owned businesses to participate in its supply chains.

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.

No impact anticipated.

Mitigating actions to be taken

No action required.

¹⁴ Centre for Social Investigation, [Are employers in Britain discriminating against ethnic minorities?](#), 2019

Sex

Sex refers to whether you are a man or woman.

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

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

Overall, the policy should have a positive impact on men and women.

Women are disproportionately affected by low pay. Female employees are more likely than men to be working in jobs paying below the voluntary Living Wage rate (as set by the Living Wage Foundation). Around 24.4% of female employees had hourly pay below the voluntary Living Wage rate (as set by the Living Wage Foundation) at April 2019, compared to 15.6% of male employees¹⁵.

The policy states that Enfield Council is an accredited London Living Wage employer, meaning that all directly employed Council staff are paid at least the London Living Wage (LLW). The policy encourages the Council's suppliers to adopt the LLW and commits the Council to only working with suppliers who pay the London or Real Living Wage by 2024. As women are more likely to be paid below the Real Living Wage, this is likely to have a greater positive impact on women. However, it will also positively impact male employees who are paid below the Real Living Wage.

Over half of mothers (56.2%) said they had made a change to their employment for childcare reasons, compared with 22.4% of fathers.¹⁶ The policy encourages the Council's suppliers to have a flexible working policy which could assist parents to balance work and childcare responsibilities. Although statistics suggest a flexible working policy would have a greater positive impact on women, this could also benefit men who have childcare responsibilities.

Men are significantly more likely to run Small Medium Enterprises (SMEs). In 2018, 43% of SME businesses were majority-led by men, defined as controlled by a single man or having a management team of which a majority were men, this compares to 17% that were women-led.¹⁷ These statistics suggest that the focus in the policy on increasing the number of SMEs in the Council's supply chain and encouraging the Council's suppliers to contract with SMEs is likely to have a greater positive impact on men. However, it will also positively impact on the smaller number of SMEs which are majority led by women.

¹⁵ ONS, Annual Survey of Hours and Earnings, 25 October 2018

¹⁶ ONS, [Families and the labour market](#), 24 October 2019

¹⁷ BEIS, [Small Business Survey](#), 2018

Mitigating actions to be taken

No action required. It is expected that the Sustainable and Ethical Procurement Policy will have a positive impact on men and women.

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.

Overall, the policy should have a positive impact on people who identify as LGBT.

A survey undertaken by Stonewall and YouGov in 2018 on the experiences of LGBT people in the workplace found that more than a third of LGBT staff (35%) have hidden or disguised that they are LGBT at work in the last year because they were afraid of discrimination. The survey also found that almost one in five LGBT staff (18 per cent) have been the target of negative comments or conduct from work colleagues in the last year because they're LGBT.¹⁸

The policy outlines several expectations of suppliers with regards to equality and diversity such as having an Equality and Diversity policy, providing equality and diversity training for all employees and collecting and analysing workforce monitoring data. The policy also states that the Council uses the Stonewall Workplace Equality Index to measure progress on Lesbian, Gay, Bi and Trans inclusion and encourages suppliers to become a Stonewall Diversity Champion as part of the social value framework. In the supplier engagement survey, suppliers were asked which employer accreditations they held; only one supplier surveyed had Stonewall Diversity Champion accreditation.

The Stonewall and YouGov survey also revealed that 1 in 5 LGBT people (18%) who were looking for work said they were discriminated against because of their sexual orientation and/or gender identity while trying to get a job in the last year. The policy states that the Council expects all suppliers to review their recruitment, selection, training, promotion and termination procedures to ensure no discrimination is being practised.

¹⁸ Stonewall and YouGov, [LGBT in Britain: Work Report](#), 2018.

Mitigating actions to be taken

No action required. It is expected that the Sustainable and Ethical Procurement Policy will have a positive impact on people who identify as LGBT.

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.

Overall, the policy will have a positive impact on people who are socio-economically disadvantaged.

The Joseph Rowntree Foundation (JRF)'s annual report on poverty in the UK highlighted the need to combat high levels of in-work poverty by increasing the availability of secure, well-paid and good quality work.¹⁹ The Sustainable and Ethical Procurement Policy supports this initiative as it sets out the Council's expectations of its suppliers to support decent work and fair pay in Enfield.

One in five workers (19%) in Enfield are on low pay, twice the London average.²⁰ Enfield's Poverty and Inequality Commission highlighted the need to tackle low pay within the borough. The policy states that Enfield Council is an accredited London Living Wage employer, meaning that all directly employed Council staff are paid at least the London Living Wage (LLW). The policy encourages the Council's suppliers to adopt the LLW and commits the Council to only working with suppliers who pay the London or Real Living Wage by 2024. This will positively impact on people who are on low pay.

In the year to June 2020, an estimated 71.2% of working-age people in the borough were in employment.²¹ The employment rate in Enfield is below that of London and the UK. At November 2020, Enfield's unemployed claimants make up 9.1% of the working age population, a higher rate than the averages for London (8.1%) and England (6.4%).²² There is also expected to be a significant increase in

¹⁹ Joseph Rowntree Foundation, [UK Poverty 2020/21](#), 13 January 2021

²⁰ ONS, Annual Survey of Hours and Earnings, 25 October 2018

²¹ [Nomis Annual Population Survey](#), year to September 2020

²² ONS, Regional labour market: Claimant count by unitary and local authority, 22 January 2021

unemployment when the Coronavirus Job Retention scheme closes later in 2021.²³ The provision of employment and training opportunities through the policy will also have a positive impact on unemployed residents. In addition, the focus in the policy on increasing number of SMEs and Enfield-based businesses in the Council's supply chains and encouraging suppliers to use local businesses in their supply chain will have a positive impact as these businesses are more likely to employ local people.

Companies House data reveal that, between July and September 2020, 2,114 new businesses were registered which represents an increase of 42% on the same period in 2019. It is impossible to prove a direct link between new businesses formations and the rise in unemployment that we have observed since March this year, but it seems likely that the two are related. According to BankSearch data, 1088 new business bank accounts were set up in Enfield during the period of July to September 2020. The setting up of a new business bank account is another sign of a business start-up and is arguably a more robust measure than Companies House data as it indicates a commitment to trade. The highest number of new business accounts were opened in Edmonton Green, Upper Edmonton, Jubilee and Lower Edmonton wards which are all wards with relatively high levels of deprivation according to the Index of Multiple Deprivation (IMD) 2019.

The policy states a number of measures the Council will take to support local businesses and increase the number of local businesses in its supply chain including:

- Committing to paying SMEs and local businesses 10 days after receipt of an acceptable invoice (the Council's standard payment terms are to pay suppliers 30 days after receipt of an acceptable invoice).
- Seeking a minimum number of local quotations for contracts below EU threshold.
- Carrying out pre-market engagement and market warming events.
- Encouraging its suppliers to take steps to improve supplier diversity, in particular increasing number of SMEs and local businesses in their supply chain. Suppliers are also encouraged to provide relevant and practical business advice to local businesses and SMEs to make them supply chain ready.

As the policy sets out a number of expectations of Council suppliers, there is the potential that this may overburden SMEs and local businesses and make them unable to compete for Council contracts. This could potentially have a negative impact on local business owners from socio-economically disadvantaged areas.

Mitigating actions to be taken.

To ensure that local businesses are not overburdened when tendering for Council contracts, the implementation section of the policy allows officers to be flexible and

²³ Parliamentary briefing paper, [Coronavirus: Impact on the labour market](#), 3 February 2021

give exemptions from certain requirements where the size of the supplier does not warrant their fullest application. In addition, as outlined above, the Council will take a number of steps to encourage and support local businesses to bid for Council contracts.

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?

This section will be further developed as the development of the policy progresses.

Initial considerations:

- Policy will contain measures of success to monitor its implementation.
- Implementation of the policy will be the responsibility of all services engaged in procurement, Procurement Services and the Departmental Procurement Boards.
- The Corporate Procurement Board will be responsible for reviewing and updating the policy when necessary and monitoring the measures of success on an annual basis.

SECTION 5 – Action Plan for Mitigating Actions.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments

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Equalities and Diversity
in
Procurement
Supplier Guide

January 2021

Introduction

Enfield is a borough full of potential. We have a diverse and growing population; an emerging and strengthening business sector; an ambitious regeneration and housebuilding programme; and an attractive natural environment. Whilst exciting prospects lie ahead for the borough, it is essential that the benefits of Enfield's growth and development are harnessed effectively to support disadvantaged residents and do not widen the existing inequality gap or push out our most deprived residents.

Objectives of this Guidance

This guide is to support suppliers who do business with the Council, to ensure that they support Equality and Diversity in the same way that the Council does. The Council's [Fairer Enfield Policy 2021-25](#) sets out how Enfield Council will tackle inequality and promote an inclusive workplace and inclusive communities, as the borough continues to grow, develop and create new opportunities for everyone in Enfield.

An important part of this work is to ensure the Council is encouraging and, where appropriate, requiring companies and other organisations which bid for Council business to practice and promote equalities in employment and service delivery, supporting our Fairer Enfield policy.

Each year, the Council enters into contracts worth many millions of pounds for buying goods, works and services on behalf of the people of Enfield. Whether provided by the Council or by external organisations Enfield will not discriminate on the grounds of disability or impairment, employment status, gender, gender reassignment, home address, marital status, nationality, national origin, race, religious belief, responsibility for dependants, sexual orientation or trade union membership. We aim to, tackle inequality and discrimination and promote equality, diversity and inclusion in all that we do. We expect our contracting partners to support us in these aims.

By Enfield complying with the [Public Sector Equality Duty](#) it helps us ensure that the goods and services we procure are fit for purpose and meet the needs of our users.

We expect suppliers who provide goods and services on our behalf to comply with our equality principles, diversity and inclusion as set in the Fairer Enfield Policy.

Our Vision

Our new Fairer Enfield Policy reinforces the Council's duty to comply with relevant legislation and statutory requirements and as the borough continues to grow, confirms our commitment to improve equality and diversity for all who

live, work and earn in Enfield. Furthermore, it outlines the behaviours and values that everyone working for and with the Council must demonstrate and the actions they must take in order to make this a reality.

In our [Council Plan 2020 - 2022](#), we set out our vision to create a 'lifetime of opportunity for everyone'.

The Plan outlines the Council priorities for the next two years and addresses three overarching priorities and four cross cutting themes. The three priorities are:

- Good homes in well-connected neighbourhoods
- Safe, healthy and confident communities
- An economy that works for everyone

The Plan also identifies four new cross cutting themes to support the delivery of these priorities. These are:

- A Modern Council
- Fairer Enfield
- Early Help
- Climate Action

Our Fairer Enfield Policy follows four core values which form the framework for a fairer Enfield:

- **Equal Outcomes**
- **Respect**
- **Diversity**
- **Inclusion**

The Fairer Enfield Policy also includes eight equality objectives, which demonstrate specific areas where we are tackling inequality.

These eight objectives are:

- Overcome racism in Enfield.
- Deliver positive interventions to reduce serious youth violence in Enfield.
- Increase the number of Enfield residents affected by special educational needs and disabilities (SEND) who are in paid employment
- Improve the wellbeing and celebrate the contribution of our Lesbian, Gay, Bi and Trans community.
- Provide access to support services and networks to reduce social isolation.
- Work with our partners to mitigate the impact of Covid-19 on children and young people's mental health and wellbeing.
- Keep people safe from domestic abuse.
- Promote safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents.

Background

Enfield is increasingly one of the most diverse parts of London, with all the benefits this brings us across our communities, culture, heritage and local economy. We are extremely proud of this and believe it is one of our strongest assets, however too many people in Enfield still do not have fair and equal opportunities.

- In 2019, Enfield was ranked as the 14th most diverse borough in London, with 37.37% of our population identifying as Black, Asian, Mixed Ethnicity or Other and 39% of borough's population being born overseas.¹
- Enfield is the 9th most deprived London borough and has the 11th highest rate of child poverty in the country.
- Based on the 2019 Enfield Ethnicity estimates, residents from White British backgrounds make up 35.32% of Enfield's inhabitants, with White Irish at 2.18% and other White groups at 25.13%. Other Ethnic Groups represent 5.25% of the population, Mixed Groups at 5.48%, Asian Groups at 10.97% and Black groups at 17.89%.²
- In 2019, 42.6% of disabled persons in Enfield were in employment. This is lower than the national average, which estimates 53.2% of disabled persons are in employment.³
- Pupils in Enfield schools speak over 178 languages and dialects. The top five non-English languages spoken by Enfield school pupils, in 2020, were Turkish, Somali, Polish, Albanian and Bengali.⁴
- In Enfield schools in 2018/19, when looking at average attainment 8 score among broad ethnic categories, the lowest score was students from Black ethnic groups (43.2), and the highest score on average were students from the Chinese ethnic groups (70.3), a gap of 27.1 points. This is 6.8 points higher than the England gap of 20.3 points.⁵
- In 2018, one in five workers (19%) in Enfield were low paid versus one in ten for London (11%).⁶
- National analysis found that 12-18% of communities from ethnic minorities were struggling financially before the Covid-19 crisis,

¹ Borough Profile 2020

² Borough Profile 2020

³ National Population Survey, 2019

⁴ Borough Profile 2020

⁵ Department for Education, 2019

⁶ Annual Survey of Hours and Earnings 2018

compared to 7% across the population.⁷ In Enfield, 57% of Citizen's Advice clients are from Ethnic Minorities, despite Ethnic Minorities representing 38% of the Borough's population.⁸

- In 2019, it is estimated that 7.6% of economically active 16-64-year-olds in Enfield were unemployed, compared with 4.6% in London and 4.0% in the UK on average.⁹

The Role of procurement in promoting Equalities and Valuing Diversity

The Council has a statutory duty to ensure that public money is spent in a way that ensures Value for Money and advances equality of opportunity. The embedding of equalities and diversity in the procurement process will help the Council to:

- Obtain value for money for the Council and improve the quality of local authority services
- Ensure that public money is not spent on practices which lead to unfair discrimination
- Create a diverse and integrated workforce
- Deliver more responsive and flexible services in combating social exclusion and building strong and cohesive communities
- Encourage other organisations to practice the Council's public service ethos on equalities.
- Deliver services that meet the needs of residents of the borough
- Improve employment conditions

The Council aims to fulfil the Fairer Enfield objectives by:

- Promoting equality and fairness through its procurement processes and practices
- Striving to ensure equal opportunities for all, when procuring goods, works or services
- Purchasing works and services from contractors who can demonstrate a commitment to making sure that their employees and their customers are not discriminated against because of age, sex, sexual orientation, race (including colour, nationality, national or ethnic origin) religion and belief, disability, gender reassignment, pregnancy/maternity and marital/civil partnership status
- Securing fair employment terms and conditions for comparable employees when purchasing works or services

⁷ Parkes, Nanda, Round, Black, Asian and minority ethnic groups at greater risk of problem debt since Covid-19 2020

⁸ Enfield Poverty and Inequality Commission Report 2020

⁹ Enfield Poverty and Inequality Commission Report 2020

- Securing compliance with our duty to provide works and services that demonstrate Best Value, whilst ensuring that our policies support diversity and do not lead to unfair discrimination or social exclusion.
- Recognising the connection between service quality and the management of workforce issues. Good quality works/services depend on appropriately skilled and motivated workforces. Neglecting relevant workforce matters in order to drive won costs could have adverse effects on the desired quality and value for money.
- Undertaking transparent, open and fair procurement.

The Legal Bit

Equality Act 2010

The Equality Act (2010) sets out anti-discrimination law in the UK. It identifies the following protected characteristics:

- age,
- disability
- gender reassignment
- race
- religion or belief
- sex, sexual orientation
- pregnancy and maternity
- marriage and civil partnerships.

Enfield Council is also going beyond our statutory duties under the 2010 Equality Act by seeking to also implement the Act's socio-economic duty (Part 1 Section 1).¹⁰ We commit to treating everyone equally regardless of socio-economic status and will work to eliminate discrimination and disadvantage caused by a person's socio-economic status.

The Act sets out the Public Sector Equality Duty (PSED) which applies to public authorities in England, e.g. local authorities, police, schools, universities. It also applies to organisations carrying out a public function. It therefore includes private companies or voluntary sector organisations that have been contracted to carry out public functions on behalf of a public authority. The duty only applies in respect of the public function being carried out and not the wider business of the contracted body.

The PSED requires public authorities (and those acting on our behalf) to have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not, and

¹⁰ Fairer Enfield 2021-25

- Foster good relations between people who share a protected characteristic and those who do not.

The Act also explains that advancing equality of opportunity involves having due regard to the need to:

- Remove or minimise disadvantages suffered by people due to their protected characteristics.
- Take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people, and
- Encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low

The main purpose of the Equality Act 2010 (EqA 2010) is to streamline and strengthen antidiscrimination legislation in Great Britain. It provides the legal framework that protects people from discrimination.

Social Value Act 2012

The Social Value Act 2012 is aimed at those commissioning, policy making or operational roles who need to procure services on behalf of a contracting authority (the Council).

Before they start the procurement process, commissioners should think about whether the services they are going to buy, or the way they are going to buy them, could secure these benefits for their area or stakeholders.

The Act is a tool to help commissioners get more value for money out of procurement. It also encourages commissioners to talk to their local provider market or community to design better services, often finding new and innovative solutions to difficult problems.

The benefits sought should depend on what would best meet that area's particular needs and could be in the form of social benefits (for example reducing anti-social behaviour), economic benefits (for example increasing local employment for long term unemployed), or environmental benefits (for example reducing local congestion).

The Act is not an end in itself but is one tool to promote the wider uptake of a particular approach to commissioning for best value, namely social value.

Other Laws that may apply:

Acts of Parliament

- Human Rights Act 1998
- Civil Partnership Act 2004

Although it is not stated in legislation as a protected characteristic, we also commit to treating everyone equally regardless of socio-economic status and

will work to eliminate discrimination and disadvantage caused by a person's socio-economic status.

Competing for Contracts

The Council has to follow the requirements of UK procurement legislation and its own internal Contract Procedure Rules when procuring goods, services or works. Accordingly, if your organisation wants to win work from the Council, you will need to be aware of our Fairer Enfield Policy and our Sustainable and Ethical Procurement Policy [insert link] to comply with all the relevant legislation on equalities.

Enfield Council seeks to work with organisations who maintain high standards of ethical conduct, treat their employees fairly and promote equality and diversity in employment and service provision.

This will be tested through our procurement process. At Selection Questionnaire (SQ) or Invitation to Tender (ITT) you will be asked questions to demonstrate how your organisation is delivering Equality and Diversity in your workplace. Some example questions are set out in Appendix 1.

In preparation for the procurement it will be helpful for you to:

When tendering for work from the Council, you should, as a suggested minimum:

- 1) Make sure you have all the information you need about the procurement, so you can consider how you will respond. Make sure you understand how the tenders will be evaluated.
- 2) Make sure you answer fully any questions on equality that are in the procurement documentation, and supply copies of your policies if requested.
- 3) In tenders, where asked, it would be helpful if you can back up these policies up with positive examples, that are relevant to the contract in question and that show how equality matters are really embedded in your organisation, and not just in policy documents.
- 4) If you are successful in getting the contract, make sure you are geared up to meet your obligations, including those on equality matters, and monitor your own performance going forward.
- 5) Do you need to give your staff any specific training before the contract starts?
- 6) Bear in mind that we will be monitoring your performance of the contract throughout the contract term. Make sure you answer any questions we ask about your performance, including on equality matters.
- 7) Remember that other authorities may approach us about your performance on our contract, particularly if you put us forward as a referee on other tenders.

In some instances, questions may represent a minimum standard below which potential contractors will not be considered; in others they may be

scored to reflect relative levels of impact on equalities issues. The criteria used to evaluate answers to the questions will be provided at the same time as the questions.

While equality is more likely to be relevant to contracts for services, it should not be assumed that it will not be relevant to contracts for goods or works.

The impact of the procurement with regard to the promotion of equalities within service delivery and employment opportunities will also be monitored and managed during the life of each contract, to ensure suppliers are actively supporting our Fairer Enfield Policy and Sustainable and Ethical Procurement Policy.

Equalities in the contract

Our standard Terms and Conditions of Contract include equalities clauses/specifications that are relevant and proportionate to the contract. If these are included then as a supplier you can expect to be monitored on these clauses, general equalities legislation and any specifics added to the monitoring performance you have been advised of, in addition to the other Contractual KPI's and monitoring requirements. This will include evidencing that you are upholding the equalities act, and specific requirements that might have been set out in the tendering process.

What we expect of you

As a supplier to the Council, you will be expected to work with us to support and improve Equality and Diversity within the Borough. Ensure that as a minimum you are meeting the Equality Act 2010 by the use of policies.

Our Sustainable and Ethical Procurement Policy sets out minimum, enhanced and preferred standards of expectation. They may be embedded into the specification or through the social value element of the process.

As a minimum we expect you to:

1. Comply with obligations under the Equality Act 2010.
2. Have an up to date policy on Equality and Diversity, that covers all aspects of operations, including the implementation of the policy and how outcomes are monitored.
3. That you collect and analyse workforce monitoring data. Refer to the [Mayor of London's Workforce Data Equality Guide](#) for guidance.
4. That you review recruitment, selection, promotion, training and termination procedures to ensure no discrimination is being practised.
5. That you comply with the Unite Construction Charter (for works contracts)
6. That you deliver services which are accessible and appropriate to meet the diverse needs of citizens and communities. (Service contracts)

In addition to this we may ask for more enhanced requirements such as:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equalities Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not
- Not use any form of forces, bonded, indentured, or compulsory labour.
- That as a minimum you will pay all workers minimum wage required by applicable laws and regulations and provide all legally mandated benefits.
- Not to employ children under the age of 15. Where national laws or regulations allow children between the ages of 13 and 15 to perform light work, then this work is not permitted under any circumstances if it would hinder a minor from the completion of compulsory schooling or training, or if the employment would be harmful to their health and development (International Labour Organisation Minimum Age Convention 138).

We also expect you to:

- a) Develop an equal opportunities policy
The policy should:
 - contain a statement of your organisation's commitment to equal opportunities
 - require all employees to respect and act in accordance with the policy
 - identify a senior employee who is responsible for the policy
 - include a procedure for dealing with complaints of discrimination
 - cover recruitment, promotion and training
 - explain how you will implement, monitor and review the policy
 - be communicated to all staff

Further information on developing an equal opportunities policy is available on the Commission for Racial Equality's website.

- b) Monitor your progress in achieving your targets and the objectives of your equal opportunities policy.
- c) Provide training for all people, including managers, throughout your organisation, to ensure they understand the importance of equal opportunities and ensure no discrimination is being practised. Provide additional training for staff who recruit, select and train your employees.
- d) Review recruitment, selection, promotion and training procedures regularly, to ensure that you are delivering on your policy.
- e) Draw up clear and justifiable job criteria, which are demonstrably objective, and job related.

- f) Do not allow offensive behaviour and language on any of your premises or sites
- g) Have respectful and safe standards of dress for your staff.
- h) Have care and consideration for members of the public at all times.
- i) Offer pre-employment training, where appropriate, to prepare potential job applicants for selection tests and interviews. You should also consider positive action training aimed at groups which are underrepresented in your workforce.
- j) Examine your existing policies and practices to identify barriers to equal opportunities. Set an action plan for your organisation, with clear targets, so that you and your staff have a clear idea of what you want to achieve and by when.
- k) Develop links with local community groups, organisations and schools, in order to reach a wider pool of potential applicants.
- l) Always remember to follow equality legislation in your employment practices, and all areas of your operations, including the performance of works, the supply of goods and the performance of services.
- m) Consider your organisation's image: do you encourage applications from underrepresented groups in your workforce and feature these groups in your recruitment literature, or could you be seen as an employer who is indifferent to these groups?
- n) Consider flexible working, career breaks, providing childcare facilities, and so on, to help parents/guardians in particular meet domestic responsibilities and pursue their occupations.
- o) Consider making changes to working practices and the physical features of your premises in response to the needs of people affected by disability.
- p) Consider access issues for people in the area of construction or delivery sites (e.g. wheelchairs, prams etc).

We will monitor your adherence to the Equalities requirements to ensure you continue to meet our objectives within the Contract and will ask for evidence at contract review meetings and agenda items.

As a supplier to the Council, you must ensure that any sub-contractors also meet the EqA 2010 and are supporting the Council's Fairer Enfield Policy and Sustainable and Ethical Procurement Policy. You should ask prospective sub-contractors to respond to the questions in our SQ/ITT when assessing the

capability of a sub-contractor to ensure that the selected sub-contractor meets our equality and diversity requirements.

What Happens if you do not comply?

Where our contract monitoring indicates breaches of equality requirements, we may discuss this with you and agree steps to rectify this. A serious breach may mean that we will need to use sanctions provided in your contract, but we will initially work with you to understand the problem.

We may, at our discretion:

- Explore whether staffing matters are properly managed
- Discuss and perhaps clarify the equality criteria
- Ask whether there are any different ways to the equality objectives
- Evaluate performance management
- Ask you questions about our partnership working approach

Next Steps

We recognise as a Council that we are on a journey to improve equality and diversity, and our Fairer Enfield Policy, sets out how we will move forward to create a fairer Enfield.

We are continuously improving how we implement and monitor equalities and diversity in procurement.

In the future we are aiming to:

- Ensure that all procurement has questions/method statements around implementation and support of the councils Fairer Enfield
- All contracts will be monitored to ensure compliance
- Develop monitoring further to include sub-contractors within our supply chain
- Invest in monitoring systems to support the monitoring of Equalities and diversity in Procurement
- Train Council Officer to embed further implementation and Monitoring of equalities and diversity in procurement
- Improve specifications to ensure they take account of the different needs of users, and carry out EQIA's (Equality Impact Assessments) for all procurement projects
- Invest in Social Value Portal to monitor and manage social value through procurement
- Invest in monitoring systems to capture sub-contractor compliance to equalities in procurement
- Move to achieving level of the [Equality Framework for Local Government](#).

Appendices

Appendix 1

Some Examples of Questions you may be asked in the procurement process.

Responsible Procurement

Enfield is committed to maximising social value through its procurement activities, as required by the Public Service (Social Value) Act 2012 and as outlined within our Sustainable and Ethical Procurement Policy. This contract has been identified as most relevant to the following mechanisms to achieve social value; (1) targeted recruitment and (2) training and progression opportunities:

After TUPE, what measures will your organisation take to:

- investigate any current gender gap, and if identified, ensure appropriate gender representation at all staffing levels through targeted recruitment/ other forms of positive action to bridge that gap.
- a) target new recruitment opportunities towards socially excluded groups. It is suggested that ex-military service personnel would be a particularly relevant target group,
and/or
b) target new recruitment opportunities towards individuals residing in Enfield borough.

Answers should include details on how recruitment would be targeted i.e. methods of advertising, use of partner organisations.

Diversity of Perspectives

Please describe your process for structuring the project teams you will put forward under this framework to ensure appropriate expertise and diversity of experience and perspectives, which will in turn allow the development of solutions that meet the needs of the client and as broad a range of stakeholders as possible.

Appendix 2

Fairer Enfield Policy [insert link]

Appendix 3

Useful documents:

- [Council Plan](#)
- [Fairer Enfield: Equality, Diversity and Inclusion Policy](#)
- [Climate Action Plan](#)
- [An Economy that Works for Everyone: Economic Development Strategy](#)
- [Enfield Poverty and Inequality Commission Report](#)
- [Meridian Water Environmental Sustainability Strategy](#)
- [Meridian Water Employment Strategy](#)
- [Housing and Growth Strategy](#)

- [Joint Health and Wellbeing Strategy](#)
- [Modern Slavery Strategy](#)
- [Modern Slavery Statement 2020](#)
- Procurement Strategy 2021 – 2023 (draft)
- [Modern Slavery in Supply Chains](#) (Introduction for procurement professionals)
- [Modern Day Slavery Act 2015](#) (Overview of the Act focussing on the impact on Supply Chains)
- [CIPS guide to tackling Modern Slavery in Supply Chains](#)
- [Transparency in Supply Chains](#) (Government guidance issued under section 54 (9) of the Modern Slavery Act 2015)
- [Ethical Trading Initiative](#)
- [Equality Framework for Local Government.](#)