



LONDON BOROUGH OF ENFIELD

**AGENDA FOR THE
ANNUAL COUNCIL MEETING
TO BE HELD ON WEDNESDAY, 1ST JULY, 2020
AT 7.00 PM**

MEETINGS THAT HAVE TAKEN PLACE SINCE THE LAST COUNCIL (26 February 2020)

Set out below is a list of meetings that will have taken place since the last Council Meeting: The contact names for the relevant officers are included.

Name of Meeting	Date	Officer	Contact Telephone
Pension, Policy and Investment Committee	27 February 2020	Penelope Williams	020 8312 1330
Procurement Scrutiny Workstream	27 February 2020	Andy Ellis	020 8132 1330
Meridian Water Scrutiny Workstream	2 March 2020	Andy Ellis	020 8132 1111
Councillor Conduct Committee	3 March 2020	Penelope Williams	020 8132 1330
Schools Forum	4 March 2020	Sangeeta Brown	020 8132 0450
Audit and Risk Management Committee	5 March 2020	Metin Halil	020 8132 1296
Bush Hill Park Ward Forum	5 March 2020	Claire Johnson	020 8132 1154
Conservation Advisory Group	10 March 2020	Penelope Williams	020 8132 1330
Vulnerable Young People Task Group	10 March 2020	Elaine Huckell	020 8132 1178
Grange Ward Forum	10 March 2020	Claire Johnson	020 8132 1154
Chase Ward Forum	11 March 2020	Claire Johnson	020 8132 1154
Cabinet	11 March 2020	Jacqui Hurst	020 8132 1207
Housing Advisory Group	12 March 2020	Elaine Huckell	020 8132 1178
Ponders End Ward Forum	12 March 2020	Claire Johnson	020 8132 1154
Winchmore Hill Ward Forum	12 March 2020	Claire Johnson	020 8132 1154
Exclusions Scrutiny Workstream	12 March 2020	Susan O'Connell	020 8132 1319
Director Digital Data Technology Interviews	13 March 2020	Jane Creer	020 8132 1211

Name of Meeting	Date	Officer	Contact Telephone
Licensing Sub Committee	18 March 2020	Jane Creer	020 8132 1211
Licensing Sub Committee	8 April 2020	Jane Creer	020 8132 1211
Planning Committee	21 April 2020	Metin Halil	020 8132 1296
Cabinet	13 May 2020	Jacqui Hurst	020 8132 1207
Schools Forum	19 May 2020	Sangeeta Brown	020 8132 0450
Overview and Scrutiny Committee	21 May 2020	Elaine Huckell	020 8132 1178
Planning Committee	21 May 2020	Jane Creer	020 8132 1211
Overview and Scrutiny Committee	28 May 2020	Stacey Gilmour	020 8132 1383
Planning Committee	2 June 2020	Jane Creer	020 8132 1211
Overview and Scrutiny Committee	4 June 2020	Elaine Huckell	020 8132 1178
Cabinet	10 June 2020	Jacqui Hurst	020 8132 1207
Licensing Sub Committee	17 June 2020	Jane Creer	020 8132 1211
Meridian Water Scrutiny Workstream	17 June 2020	Andy Ellis	020 8132 1111
Planning Committee	23 June 2020	Jane Creer	020 8132 1211
Member and Democratic Services Group	30 June 2020	Stacey Gilmour	020 8132 1383

**THE WORSHIPFUL THE MAYOR
AND COUNCILLORS OF THE
LONDON BOROUGH OF ENFIELD**

Please Reply to: Penelope Williams
Phone: (020) 8379 4098
E-mail: Penelope.Williams@enfield.gov.uk
My Ref: DST/PW
Date: 15 July 2020

PLEASE NOTE: This is a virtual meeting. Please click [here](#) to view the meeting or copy and paste the link below into your web browser:

https://teams.microsoft.com/l/meetup-join/19%3ameeting_YWRmZGQ3Y2YtOTE5Yy00MmlyLTg1OGItNDg1ZDM1MjE5MTZi%40thread.v2/0?context=%7b%22Tid%22%3a%22cc18b91d-1bb2-4d9b-ac76-7a4447488d49%22%2c%22Oid%22%3a%22de181320-9e9a-429c-a8db-b37ae5b5ded1%22%2c%22IsBroadcastMeeting%22%3atrue%7d

Dear Councillor,

You are summoned to attend the meeting of the Council of the London Borough of Enfield to be held at the Civic Centre, Silver Street, Enfield on Wednesday, 1st July, 2020 at 7.00 pm for the purpose of transacting the business set out below.

Yours sincerely

Jeremy Chambers

Director Law & Governance

- 1. MAYOR'S CHAPLAIN TO GIVE A BLESSING**
- 2. DECLARATION OF INTERESTS**

Members of the Council are invited to identify any disclosable pecuniary, other pecuniary or non-pecuniary interests relevant to items on the agenda.

- 3. ELECTION OF MAYOR**

To elect the Mayor of the London Borough of Enfield for the municipal year 2020/21.

4. ELECTION OF DEPUTY MAYOR

To elect the deputy Mayor of the Council for the municipal year 2020/21.

5. APPOINTMENT OF MAYOR'S AND DEPUTY MAYOR'S CONSORTS

5.1 Appointment of Mayor's Consort

The Mayor to announce the appointment of the Mayor's Consort for the Municipal Year 2020/21.

5.2 Appointment of Deputy Mayor's Consort

The Mayor to announce the appointment of the Deputy Mayor's Consort for the Municipal Year 2020/21.

6. ANNOUNCEMENT OF YOUNG MAYOR AND YOUNG DEPUTY MAYOR

The Mayor will announce the appointment of the Young Mayor and Deputy Young Mayor for 2020/21.

7. APOLOGIES

8. MINUTES (Pages 1 - 20)

To approve as a correct record the minutes of the Council meeting held on Wednesday 26 February 2020.

9. MAYOR'S ANNOUNCEMENTS IN CONNECTION WITH THE ORDINARY COUNCIL BUSINESS

10. NOTIFICATION OF CABINET MEMBERSHIP

To note the appointments to Cabinet made by the Leader of the Council as detailed under 14.1 on the agenda.

11. COUNCIL PLAN 2020-22 (Pages 21 - 54)

To receive a report from the Chief Executive presenting, for agreement and adoption by Council, the new Council Plan: A Lifetime of Opportunities 2020 – 2022.

12. COUNCIL'S COMMITTEE STRUCTURE AND REVIEW OF SCRUTINY (Pages 55 - 84)

To receive a report from the Director of Law and Governance setting out changes to the Council constitution.

This report is due to be considered by the Member and Democratic Services Group at a meeting to be held on 30 June 2020.

13. MEMBERS ALLOWANCES 2020/21 (Pages 85 - 88)

To receive a report from the Director of Law and Governance on the Members Allowances Scheme.

Council is asked to approve the allowances for 2020/21.

14. MEMBERSHIP OF COMMITTEES AND PANELS (Pages 89 - 92)

To receive a report of the Director of Law and Governance asking the Council to determine the constitution and political balance of the committees, joint committees and panels that have been set up for discharge of the Council's functions.

15. APPOINTMENT TO COUNCIL BODIES FOR 2020/21

14.1 To establish Council bodies for the coming Municipal Year and to appoint memberships to these.

14.2 To confirm the terms of reference of those bodies.

16. REPRESENTATION ON OTHER BODIES AND ORGANISATIONS 2020/21 (Pages 93 - 98)

To consider the Council's representation on outside bodies and organisations as required.

17. COUNCIL SCHEME OF DELEGATION

The Council is asked to agree the authority's Scheme of Delegation as set out in Part 3 of the Constitution.

[Constitution - Part 3](#)

18. DELEGATION OF ENFORCEMENT POWERS (Pages 99 - 138)

To receive a report from the Executive Director Place seeking Council agreement to the delegation of enforcement powers within the Place Department.

Council is asked to approve the delegations in the report.

19. CALENDAR OF MEETINGS (Pages 139 - 146)

19.1 To approve the calendars of Council meetings, including the proposed date for the next Council meeting on Wednesday 30 September 2020 at 7.00pm.

19.2 The Council is asked to approve the calendars for 2020/21 and

2021/22, subject to any further changes/additions being delegated to the Director of Law and Governance in consultation with both party groups.

Please note that two versions of each calendar have been provided. One for the current committee structure and one for the new committee structure which is due to be considered as part of item 12 above.

20. DATE OF NEXT MEETING

Members are asked to note that subject to Item 19.1 above, the next meeting of the Council will be held on Wednesday 30 September 2020 at 7.00pm.

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**MINUTES OF THE MEETING OF THE COUNCIL
HELD ON WEDNESDAY, 26 FEBRUARY 2020**

COUNCILLORS**PRESENT**

Kate Anolue, Sabri Ozaydin, Huseyin Akpinar, Mahmut Aksanoglu, Maria Alexandrou, Daniel Anderson, Dinah Barry, Ian Barnes, Mahym Bedekova, Chris Bond, Sinan Boztas, Yasemin Brett, Anne Brown, Nesil Caliskan, Mustafa Cetinkaya, Katherine Chibah, Clare De Silva, Guney Dogan, Ergin Erbil, Susan Erbil, Achilleas Georgiou, Alessandro Georgiou, Margaret Greer, Charith Gunawardena, Christine Hamilton, Ahmet Hasan, Elaine Hayward, Stephanos Ioannou, Rick Jewell, Saray Karakus, Nneka Keazor, Joanne Laban, Dino Lemonides, Tim Leaver, Derek Levy, Mary Maguire, Gina Needs, Terence Neville OBE JP, Ayfer Orhan, Ahmet Oykenner, Vicki Pite, Lindsay Rawlings, Michael Rye OBE, George Savva MBE, Edward Smith, Jim Steven, Claire Stewart, Doug Taylor, Mahtab Uddin, Glynis Vince, Hass Yusuf and James Hockney

ABSENT

Tolga Aramaz, Guner Aydin, Alev Cazimoglu, Will Coleshill, Lee David-Sanders, Birsen Demirel, Chris Dey, Elif Erbil, Ergun Eren, Bernadette Lappage and Andy Milne

1**THE MAYOR'S CHAPLAIN TO GIVE A BLESSING**

The Mayor's Chaplain, Father Emmanuel Ogunnaike from St Edmunds Catholic Church in Edmonton, gave the blessing.

2**MAYOR'S ANNOUNCEMENTS IN CONNECTION WITH THE ORDINARY BUSINESS OF THE COUNCIL**

The Mayor welcomed everyone to the meeting.

1. Speech of the Young Mayor

The Young Mayor, Okan Gurhan, gave a brief speech. He began by expressing his gratitude to Councillor Kate Anolue for setting up the young mayoralty and enabling him to be the first young mayor of Enfield.

Being Young Mayor had been a wonderful opportunity, he had met so many people and he had gained so much from the experience. Highlights included visiting the House of Lords and meeting Bambos Charalambous MP and attending the Mayor's Day with mayors from all over London.

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On 17 April 2020 they had arranged a public speaking event called the Big Speech for year 8 children. He hoped members would be able to attend.

He was very grateful for an amazing year and he hoped to be able to go on to Oxford University to study Politics Philosophy and Economics and become a lawyer, politician or a banker.

The Mayor thanked Okan Gurhan and said how much she valued the young people.

2. The Mayor's Announcements

The Mayor began by saying how quickly the last year had passed.

The Mayor thanked the officers in democratic services who had enabled her to achieve the goal of creating a young mayor and deputy mayor for Enfield. This had been a great success and for next year there were now 45 young people interested in the roles. She hoped the Council would continue to support the initiative.

The Mayor said that she was happy to have spent her life working with people, 40 years at North Middlesex Hospital and for the people of Enfield and she would continue to do so.

The Mayor was organising a special event on Friday 6 March 2020 to commemorate International Women's Day, celebrating the achievements of local women.

During the year the Mayor had visited lots of organisations and other boroughs. Enfield had a great deal of vivacity, people spoke over 100 different languages and it was a wonderfully cultured borough. She had lived in Enfield for more than 40 years and loved Enfield.

Last week she had visited sickle cell unit at North Middlesex Hospital. They needed their own machine. This had changed dramatically since her last visit in 2012 but more resources were needed. This was one of her ten charities for which she was raising money. She wanted to help the lonely, the vulnerable, carers and the elderly and all vulnerable, isolated and lonely residents.

This had been a tough year but she felt that it could not have gone better. When people invited her to an event, she had found it difficult to refuse, so she had been to many events.

The Mayor said that she could not have done it without the help and support of Koulla Panaretou, the Mayor's Secretary, saying how hard she worked and how wonderful the way she appealed to people was. She also thanked her wonderful drivers Bill Cornish and Paresh Thakore who were so caring, always on time and enjoyed what they are doing. She respected them all and thanked them all for making things go so well.

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3. Speech of the Deputy Young Mayor

Deputy Young Mayor, Christevie Ngoma, also gave a short speech. She said that her whole year as deputy had been an amazing experience. She had learnt so much and would have some wonderful memories. She had particularly enjoyed working with Councillor Barnes on climate change, meeting and talking to so many new people and hearing new ideas. She also wanted to study Politics, Philosophy and Economics and hoped that she could be a role model for others in the future.

Councillor Barnes thanked Christevie Ngoma and Okan Gurhan for their fantastic contributions on the Climate Change Task Force.

Councillor Laban added her thanks saying how proud she was of the young people and wished them both a brilliant future.

**3
APOLOGIES**

Apologies for absence were received from Councillors Aramaz, Aydin, Cazimoglu, David Sanders, Demirel, Dey, Elif Erbil, Eren, Lappage, Milne and for lateness from Councillors Alessandro Georgiou and Levy.

**4
MINUTES OF THE MEETING HELD ON 29 JANUARY 2020**

The minutes of the meeting held on 29 January 2020 were confirmed as a correct record.

**5
DECLARATION OF INTERESTS**

Before inviting members to declare any interests, the Mayor asked Jeremy Chambers (Director Law and Governance) to make a short statement on the declaration of interests' requirements, in relation to agenda item 6 (Budget Report 2020/21 and Medium-Term Financial Plan).

NOTED

1. Under guidance issued by the Department of Communities and Local Government there was no requirement for members to declare a Disclosable Pecuniary Interest (DPA) in relation to item 6 on the budget or setting of the Council Tax.
2. The requirements within Section 106 of the Local Government Finance Act 1992 would, however, still apply, which required any Member who was two or more months in arrears on their Council Tax to declare their position and not vote on any issue that could affect the calculation of

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the budget or Council Tax. No declarations in this respect were made at the meeting.

3. Having noted the advice provided, the following interests were declared:

- Councillor Mahym Bedekova declared a non-pecuniary interest in item 8 the Housing Revenue Account (HRA), Business Plan Budget 2020/21, Rent Setting and Service Charges.
- Councillors Oykenner and Lemonides declared a disclosable-pecuniary interest in Item 11 (Review and Adoption of the Statutory Pay Policy Statement) as they had relatives who worked for the Council.

6

PETITION - WHITEWEBBS PARK

The Lead Petitioner Sean Wilkinson spoke for 5 minutes in support of the petition on Whitewebbs Park. He raised the following points:

- Leases and freehold purchase were used in the past by the rich and powerful to enclose the land of Enfield Chase. The poor received nothing. However, in 1931 an enlightened Council purchased Whitewebbs Park as public open space for the people of Enfield.
- Whitewebbs is a beautiful park with a small café, many attractive footpaths and a public golf course. It makes a huge contribution to people's mental and physical wellbeing.
- The ancient woodland with its magnificent trees cleans the air, helps flood prevention and to combat climate change.
- Although it is poorly served by public transport, there is free parking which makes it very accessible.
- There is an abundance of plant and animal life, lots of biodiversity.
- Any development that involves construction, earth-working and landscaping would be a denial of the Council's commitment to climate reform.
- There was concern that the potential for dealing with 200,000 cubic metres of imported material has not been retracted from the tender documents.
- The suggestion that the golf course was losing money could be applied to any of the Council's leisure facilities. It was felt that accounts can be twisted to show anything.
- The golf course needed quality preparation, the right facilities and adequate parking.
- There has been a policy of secrecy around this issue, minimal publicity, misleading and contradictory statements.
- The initial commitment to require the current level of public access across the park has been changed to rights of way, but there were none in the park.

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- Any community consultation had been done by the community, who had consulted with 120 park users at a public meeting and had put together a petition signed by over 3,500 people.
- A Council committee and councillors had been misled by officers.
- The secrecy had generated a great deal of mistrust.
- The Council had only organised a question and answer session with the preferred bidder. There was no longer any stakeholder involvement.
- Councillors were custodians not owners of the park and they had a responsibility to guard it for the people of Enfield, not to sell it off to the rich and powerful
- The petitioners wanted their children and grandchildren to have a beautiful natural park, to enhance the environment, defend the climate, for the Council to think anew and put an end to these proposals.

In response, Councillor Caliskan, Leader of the Council thanked the petitioner and the residents who had come to attend the meeting. She made the following points:

- She agreed that the park was absolutely beautiful.
- The Council had owned the freehold since 1931 and there were no restrictive covenants.
- The golf course had been opened in 1932 so there was a long history of sport on the site. However, over the past 5 years the golf course had lost money, over £960,000. This money was needed to deliver other vital services such as adult social care and services for children.
- The Council owned other local golf courses which have successfully operated under leases for many years.
- There had been lots of misinformation about this matter, particularly during the recent General Election, but the Leader made very clear that the Council would not be selling or disposing of the site. There were no plans for housing development, major building or landfill.
- The Council were proposing a 25year lease with no automatic renewal and strict controls. The whole site would not necessarily be included in the lease. The surrounding land had been included in the tender document to encourage ideas for further leisure uses and to enhance biodiversity through further planting or active management of the wood and grassland areas.
- Any proposal for Whitewebbs would be subject to planning policy. The Council's position was to protect and boost this popular open space.
- In the first phase of the tender process, the Council had received 18 expressions of interest. These bidders had received advice from the planners and it was expected that 6 of these will be submitted to the next stage. This would be announced next week.
- The Council were committed to engaging with stakeholders, such as the Woodland Trust and the Local Wildlife Trust. A public engagement event would be held in late May/early June.

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- The Council would make sure that it was utilising its assets in the best way possible and was looking to enhance public open space so that it could be enjoyed by everyone.

In response Councillor Laban highlighted the following:

- Support for the petitioners in their passion for local green spaces.
- The need to acknowledge that the Council had gone about this project in the wrong way. Communication had been very poor, people had been alarmed by the inclusion of the woodlands and the possibility of soil dumping in the tender documents.
- Support for the Leader's commitment to further engagement.
- The need to listen to taxpayers concerns about any proposals for Whitewebbs.

Other points highlighted during the debate by the majority group:

- The Council would be consulting with the public and would listen to the views of the petitioners and other residents.
- The Council had always been committed to the first five points in the petition and they would continue to adhere to them.
- Some misinformation had been promoted during the election campaign.
- Local ward councillors had been fervent green campaigners.
- Whitewebbs should be used by the many not the few. Activities for the whole family would be welcomed. Biodiversity needed protecting. Any new leaseholder would have to be transparent on and committed to these issues.
- The valued criteria included protection of the rights of way, preserving and enhancing biodiversity, refreshing facilities and a community engagement plan.
- Several members expressed good memories of the park. It was haven for wildlife, for rest and recuperation.
- The Council had every intention to ensure that the park was there for future generations.
- The Council had admitted that they had made mistakes, but listening was a two-way process. It was heartening to see so much local interest, particularly as Whitewebbs was one of the few parks in the borough without a friend's group.

Other points highlighted during the debate from the Opposition:

- The marketing of Whitewebbs was a lesson in how not to do things.
- The residents had many legitimate concerns. During the election campaign many posters supporting the petition had been seen in the windows of local people.

At the end of the debate Councillor Caliskan, Leader of the Council summed up the Council's response. She thanked the Lead petitioner, was happy to

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listen to people's views, but had to take account of the fact that the golf course had only 100 members and was losing money. The Council was committed to protecting and enhancing the open space and were looking to ensure adequate investment. But she also regretted the huge misinformation campaign about the matter.

It was agreed, after a vote with the following result, that the points raised by the petitioners would be referred to the Executive Director Place for further consideration.

For 36
Against: 13
Abstentions: 0

**7
CHANGE IN THE ORDER OF BUSINESS**

Councillor Glynis Vince moved and Councillor Michael Rye seconded a motion to extend the time available for debate on reports from 60 minutes to 90 minutes.

This was not agreed after a vote with the following result:

For: 13
Against: 35
Abstentions: 0

Councillor Glynis Vince moved and Councillor Michael Rye seconded a motion to change the order of business to take item 9 after item 13.

This was not agreed after a vote with the following result:

For: 13
Against: 36
Abstentions: 0

**8
2020/21 BUDGET AND 2020/21 TO 2024/25 MEDIUM TERM FINANCIAL PLAN**

Councillor Maguire moved and Councillor Caliskan seconded the report of the Acting Executive Director Resources presenting the 2020/21 Budget and 2020/21 to 2024/25 Medium Term Financial Plan for Council approval. (Report No: 190A)

NOTED

1. Recommendations 2.1 – 2.10 had been endorsed and recommended onto Council for formal approval by Cabinet on 12 February 2020.

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2. The amendment to recommendation 2.1 (ii) set out in the green update sheet as follows:

- “2.1(ii) a. Set the Council Tax at Band D for Enfield’s services for 2020/21 at £1,363.77 (section 7), being a 1.99% general Council Tax increase and a 2.00% Adult Social Care Precept.
b. Set the Council Tax at Band D for the total of Enfield’s services and GLA services for 2020/21 at £1,694.8
c. Note the GLA element of the Total Band D for 2020/21 being £332.07”

3. The following comments highlighted by Councillor Maguire, Cabinet Member for Finance and Procurement when moving the report.

- a. That once again the Council would receive insufficient funding from the Government. Since 2010 it had suffered a cut of more than 50%, down from £191.2m to £94.7m. In real terms, taking account of inflation, this would be £178m.
- b. Enfield also suffers from the damping mechanism, meaning it receives £11m less than Government assesses we should. This equates to £80 for every household. A £76m budget gap.
- c. Many services have increased costs including social and children’s services.
- d. Nevertheless, the administration had managed to set a resilient and sustainable budget which will protect vulnerable residents.
- e. The Government’s one-off approach to funding could only be a sticking plaster. Despite multiple promises the settlement this year only covers one year which makes planning ahead difficult.
- f. The Adult Social Care precept will bring in £4.5m which will not be enough.
- g. However, despite reduced funding and many savings, the Council continues to provide the best possible services.
- h. Thanks to the Chief Executive, Executive Directors and all the staff who had worked so hard to find every penny of savings and deliver this budget.
- i. This year the Council had produced a 5-year financial plan, a 10 year Capital strategy and a ten year treasury management strategy to provide additional transparency.
- j. The savings identified were realistic and achievable. It was proposed that the Council uses £1.5m of its reserves which keeps them at an acceptable level of £39m. 17% of the net budget.
- k. Full details are set out in the report including all savings and income generation schemes, the schools’ budget, fees and charges, anticipated pressures and including an additional £10.5m for adult social care, using £1m of the Community Infrastructure levy to support the recommendations from the recent poverty commission, 0.5m for flytipping.
- l. The green update sheet contains an amendment highlighting the contribution to the Mayor of London.

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- m. The Council Tax will increase by 1.99% including the increase in the Mayor of London's levy of 3.91%, this will result in an average increase of £1.22 a week.
 - n. The Council would maintain pressure on the Government to fully fund local government, provide long term funding commitments, make sure that Enfield received fair funding and produce the promised Green Paper on Adult Social Care.
4. Councillor Laban, Leader of the Opposition responded highlighting:
- a. After ten years of this Labour administration the people of Enfield were suffering from higher taxes, higher borrowing and poorer services.
 - b. The building on the small sites were still not completed, security costs were spiralling, the number of crossing patrols had been reduced, there were failed procurements, contracts had been neglected and nothing had been done about the Carnegie Library in Ponders End.
 - c. Properties had been left empty, meaning less income coming in. The small sites properties were still not occupied, the Council had yet to complete on a deal with a housing association. The Enfield Innovation Limited deal had not been secured and there was a risk that it would fall through. There were problems with the delivery of housing at Meridian Water. There were no plans to make the print services more commercial.
 - d. There had been very few responses to the budget consultation only 83 compared with over 5,500 on the recent petition about the rubbish collection services. Such a small sample cannot be reflective.
 - e. Parents valued the school crossing patrols which were being reduced.
 - f. Money had been wasted on a £100,000 internal staff survey and £100,000 on hospitality. Every year the Council was overspending. £5.1m last year. The budget is not robust. The large capital programme created an added pressure which will impact on day to day services. These should be the priority.
1. The comments of the Majority Group:
- a. The need to acknowledge that several Conservative Councils have gone under because of the lack of Government funding.
 - b. Despite the cuts the Council is still required to provide services. There have been savage cuts to services for children and the elderly. Twenty-four children's centres have been reduced to one. 90% of youth budget has been cut. Thanks to the Mayor of London the Council has been able to invest in a new youth project to help keep young people away from crime. There is a deficit in school budgets. Many teaching assistants have been lost. Where the Council can, they have been investing in youth

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services, in special educational needs including the new school in Southgate.

- c. The budget was resilient and sound based on proper Labour values. The administration were custodians holding power on behalf of the residents. They were determined to invest in the community and would not turn their back on vulnerable people.
- d. Insourcing was an appropriate policy. Council led services obtained better results. The Council can ensure that staff are paid the London Living Wage. Housing repairs, cemetery management and transport services had all been bought back under the Council's control delivering a better service for residents.
- e. Concern that the Government was proposing to disregard criteria such as deprivation and homelessness in their allocation of future local government funding.
- f. The budget was the culmination of many months hard work, informed by political values and the excellent professionalism and judgement of officers.
- g. The Council was investing in addressing climate change and were producing a new strategy. They had invested in LED street lighting which will not only save energy but also provide brighter lighting. The new waste collection services would also boost recycling levels and help protect the environment and Energetik would significantly reduce energy consumption. Other green schemes included low traffic neighbourhoods, encouraging people not to use their cars, resulting in cleaner air, and flood alleviation schemes.
- h. Funding would be available to support and empower young people. Parenting was particularly important. There would be a programme of young parenting courses at the Dugdale Centre, additional spending on youth workers, covering potential crime hot spots and places where there were concerns about youth violence.
- i. After ten years of Conservative austerity difficult decisions had had to be made but the Council had 800 front line staff working in environment on the highway and the street scene, preserving safe clean green spaces and creating flood alleviation, sustainable drainage and rain garden projects. £38m had been obtained for regeneration projects including from the Liveable Neighbourhoods Fund for Enfield Town.

A recognition of the pressures in adult social care and support for the adult social care precept.

6. The following comments from the Opposition Group:
 - a. Concern about gang violence and support for the Nexus youth project and other investments in youth services. If the opposition had been in power they would double the resources

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for youth services and reverse the changes to the bin services, if they could find significant savings.

- b. Councils should be continually improving and providing value for money. The Opposition felt that they could make further cost cutting measures, find additional savings and strengthen income targets. Insourcing was in their view not necessary.
- c. Wandsworth Conservative Council had the best levels of service and the lowest Council tax of any other authority.
- d. The Government were determined to support the Northern constituencies which had been let down by Europe and it was right that these areas of the country should be prioritised.
- e. Support for fairer funding for Enfield and agreement that Enfield had been let down for many years by all governments through the use of the damping mechanism.
- f. There had been a 5% increase in funding to education through the direct schools grant and money had been allocated to lessen the impact of changes to the funding formula.
- g. Praise for the Schools Forum who were doing an excellent job in allocating the new formula and welcome support for the new children's premium.
- h. The view that school standards had increased despite the cuts.
- i. That the ambition for 10,000 new homes at Meridian Water did not match the figures in the Leaside Area Action Plan for 5,000 new homes. The development at Meridian Water was a significant undertaking and there was no guarantee that it would turn out well. It could have a negative impact on other council services.
- j. Money had been wasted on ICT projects and transformation schemes. It was now harder to contact the Council. Many people had vented their anger on social media.
- k. Funding from Government had increased. There was more money for social care.
- j. Some disappointment that there was only half a page in the budget documents on the climate emergency.
- k. The new rubbish collection service had experienced many problems and bins were not being collected.
- l. Too much money was being spent on consultants.

The meeting was adjourned at 8.45pm at this point in the proceedings due to a medical emergency.

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When the meeting was resumed, Councillor Barnes proposed and Councillor Laban seconded a motion to end the meeting bringing in the guillotine motion.

This was agreed without a vote.

The budget report was then agreed following a roll call vote detailed below:

AGREED

1. With regard to the revenue budget for 2020/21:
 - (i) To set the Council Tax Requirement for Enfield at £133.276m in 2020/21;
 - (ii) a. To set the Council Tax at Band D for Enfield's services for 2020/21 at £1,363.77 (section 7), being a 1.99% general Council Tax increase and a 2.00% Adult Social Care Precept.
b. To set the council Tax at Band D for the total of Enfield's services and GLA services for 2020/21 at £1694.80
c. To note the GLA element of the total Band D for 2020/21 being £332.07
2. To approve the Medium-term Financial Plan (MTFP), including:
 - (i) the pressures set out in Appendix 3, £30.148m in 2020/21 (partly offset by a £3.600m benefit from the Pensions Actuarial Review to give a net figure of £26.548m), which includes:
 - £1.5m for additional social workers within Children's Social Care to address caseload pressures.
 - a further £10.3m allocated in 2020/21 to address Adults and Children's Social Care pressures, partly funded from further Social Care Support Grant allocated by the Government in 2020/21 (£5.4m).
 - (ii) £2.405m investment in transformation funded by the flexible use of capital receipts.
 - (iii) an allocation of £0.5m per annum within the 2019/20 and 2020/21 budgets which is recommended to provide mentoring related to serious youth violence and improve data to better target resources (para 10.7).
 - (iv) full year effects of prior year savings and income generation totalling £3.279m set out in Appendix 2a.
 - (v) the savings of £9.2m and income proposals of £2.7m in 2020/21 set out in Appendix 2b.
 - (vi) to adopt the key principles set out in section 11.
 - (vii) to note the £3.4m for Capital Financing included within the pressures figure to invest in proposals to deliver long term benefits to the Council.
3. To approve the Schools Budget for 2020/21 (Section 8.20 and Appendix 5)

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4. To approve the changes in Fees and Charges for 2020/21 as set out in Sections 10.20 to 10.44 and Appendices 11 to 13 and delegate authority to Executive Directors and Directors to negotiate discounts where appropriate.
5. To note the gap remaining in the MTFP for 2021/22 to 2024/25 and the actions being taken to address this (Section 14).
6. To approve that the New Homes Bonus funding of £0.646m is applied as a one-off contribution to the General Fund in 2020/21.
7. To approve the planned flexible use of capital receipts in 2019/20 being £3.256m and approve the planned flexible use of capital receipts in 2020/21, being £2.405m (Section 10.45 and Appendix 10).
8. To note the feedback and minutes from the Budget Engagement and Overview and Scrutiny Committee Budget Meeting on 19th December 2019 as set out in Appendices 1a and 1b.
9. With regard to the robustness of the 2020/21 budget and the adequacy of the Council's earmarked reserves and balances to:
 - (i) note the risks and uncertainties inherent in the 2020/21 budget and the MTFP (section 11) and agree the actions in hand to mitigate them;
 - (ii) note the advice of the Executive Director of Resources regarding the recommended levels of contingencies, balances and earmarked reserves (section 13 and Appendix 8a) and have regard to the comments of the Director of Finance (section 17) when making final decisions on the 2020/21 budget; and
 - (iii) approve the recommended levels of central contingency and general balances (section 13).
10. To note Section 106 of the Local Government Finance Act 1992 requires any Member who is two months or more in arrears on their Council Tax to declare their position and not to vote on any issue that could affect the calculation of the budget or the Council Tax. Any Member affected by Section 106 who fails to declare this could be subject to prosecution.

In accordance with standing order regulations 2014, the vote was recorded in relation to the decisions in 2.1 (i) (ii), 2.2 (iv) (v) (vi) (vii), 2.4, 2.5, and 2.9

For: 35

Councillor Mahmut Aksanoglu
Councillor Daniel Anderson
Councillor Ian Barnes
Councillor Dinah Barry
Councillor Mahym Bedekova
Councillor Chris Bond
Councillor Sinan Boztas
Councillor Yasemin Brett
Councillor Anne Brown
Councillor Mustafa Cetinkaya
Councillor Catherine Chibah
Councillor Guney Dogan
Councillor Susan Erbil

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Councillor Ergin Erbil
Councillor Achilleas Georgiou
Councillor Margaret Greer
Councillor Charith Gunawardena
Councillor Christine Hamilton
Councillor Ahmet Hasan
Councillor Rick Jewell
Councillor Saray Karakus
Councillor Nneka Keazor
Councillor Tim Leaver
Councillor Dino Lemonides
Councillor Derek Levy
Councillor Mary Maguire
Councillor Ayfer Orhan
Councillor Ahmet Oykenen
Councillor Sabri Ozaydin
Councillor Vicki Pite
Councillor George Savva
Councillor Claire Stewart
Councillor Doug Taylor
Councillor Mahtab Uddin
Councillor Hass Yusuf

Against: 13

Councillor Maria Alexandrou
Councillor Clare De Silva
Councillor Alessandro Georgiou
Councillor Elaine Hayward
Councillor James Hockney
Councillor Stephanos Ioannou
Councillor Joanne Laban
Councillor Terence Neville
Councillor Lindsay Rawlings
Councillor Michael Rye
Councillor Edward Smith
Councillor Jim Steven
Councillor Glynis Vince

The vote recorded in regard to recommendation: 2.2 (i)(ii)(iii), 2.3, 2.6, 2.7, 2.8 and 2.10

For: 49

Councillor Mahmut Aksanoglu
Councillor Maria Alexandrou
Councillor Daniel Anderson
Councillor Ian Barnes
Councillor Dinah Barry
Councillor Mahym Bedekova

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Councillor Chris Bond
Councillor Sinan Boztas
Councillor Yasemin Brett
Councillor Anne Brown
Councillor Mustafa Cetinkaya
Councillor Catherine Chibah
Councillor Clare De Silva
Councillor Guney Dogan
Councillor Susan Erbil
Councillor Ergin Erbil
Councillor Achilleas Georgiou
Councillor Alessandro Georgiou
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Councillor Sabri Ozaydin
Councillor Vicki Pite
Councillor Lindsay Rawlings
Councillor Michael Rye
Councillor George Savva
Councillor Edward Smith
Councillor Jim Steven
Councillor Claire Stewart
Councillor Doug Taylor
Councillor Mahtab Uddin
Councillor Glynis Vince
Councillor Hass Yusuf

Against: 0

Abstentions: 0

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9

DURATION OF TIME ALLOWED FOR THE COUNCIL MEETING

The Mayor advised, at this stage of the meeting, that Council Procedure Rule 9 would apply.

NOTED that in accordance with Council Procedure Rule 9 (page 4-8 – Part 4), the remaining items of business on the Council agenda were considered without debate.

10

HOUSING REVENUE ACCOUNT (HRA), BUSINESS PLAN BUDGET 2020/21, RENT SETTING AND SERVICE CHARGES

RECEIVED the report of the Executive Director Place and Director of Finance, on the Housing Revenue Account (HRA) Business Plan Budget 20/21, Rent Setting and Service Charges. (Report No: 190A)

NOTED

1. That the recommendations in the report had been endorsed and approved for recommendation onto Council by Cabinet on 12 February 2020.

AGREED

1. **To approve the HRA 30-Year Business Plan shown in Appendix 1**
2. To approve the detailed HRA Revenue Budget for 2020/21
3. To note the 10-year HRA Capital Programme and additional borrowing requirements to deliver 3,500 additional units
4. To note the social and affordable rent levels for circa.10,100 properties in 2020/21 and note the London Affordable Rent levels applicable for new homes to new tenants
5. To Approve the level of service charges for 2020/21 for those properties receiving this service.
6. To Approve the new pricing structure for Community Halls and Garages as outlined in paragraph 3.46 of the report
7. To note changes to the Landlord consent process and introduction of tiered application fees for 2020/21
8. To approves increasing the Under-Occupation incentive to support the downsizing strategy as shown in paragraph 3.66. In addition, delegate to Director of Housing and Regeneration to increase the incentive aiming
9. for flexible, bespoke packages that meet the needs of vulnerable
10. tenants on a case by case basis by up to £2,000 per case.
11. To approves the Leaseholder Ground Source Heat Pump charging proposal outlined in paragraph 3.78.

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12. To note the change in Thames Water billing, from the Council collecting the charges to Thames Water directly charging residents outlined in paragraph 3.88.
13. To note the heating charges for 2020/21 for those properties on communal heating systems. heating systems.

Councillor Laban, Leader of the Opposition, indicated that if there had been a vote the Opposition Group would have voted against this report.

11

CAPITAL STRATEGY AND TEN YEAR CAPITAL PROGRAMME 2020/21 TO 2029/30

RECEIVED the report of the Acting Executive Director Resources on the Capital Strategy and Ten-Year Capital Programme. (Report No: 191A)

NOTED that this report was recommended to Council by Cabinet at their meeting on 12 February 2020.

AGREED

1. To approve the 2020/21 Capital Strategy.
2. To approve 2020/21 Capital Programme and to note the 2020/21 to 2029/30 Ten Year Capital Programme as set out in Appendix 1 - Table 3C, this includes the following additions considered by Cabinet on 28th January:
 - i. Capital programme monitor Period 8 (November) 2019 additions (£359.97m),
 - ii. 2020/21 Corporate Condition Programme (CCP) - KD5004, £2.5m,
 - iii. Montagu Industrial Estate Redevelopment - KD4876, £33.36m
 - iv. Business Case for Capital Funding for Highways, Street Scene and Parks infrastructure 2020/21-2029/30 - KD5044, £7.2m.
3. To approve the following presented as separate agenda items:
Housing Revenue Account (HRA) -10-year Capital Programme £1,173m

Councillor Laban, Leader of the Opposition, indicated that, if there had been a vote, the Opposition Group would have voted against this report.

12

TREASURY MANAGEMENT STRATEGY STATEMENT 2020/21

RECEIVED the report of the Acting Executive Director Resources on the Treasury Management Statement 2020/21. (Report No: 192A)

NOTED that this report had been recommended to Council by Cabinet at the meeting held on 12 February 2020.

AGREED

1. ***To approve the attached Treasury Management Strategy Statement for 2020/21;***

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2. *To note the Economic context & Interest rate forecast (Appendices A and B);*
3. *To approve the Prudential Indicators set out in Appendix D;*
4. *To approve the Minimum Revenue Provision Statement (Appendix E); and*
5. *To approve the Counterparty List and Limits set out in Appendix F.*
6. *To note the plans to develop options for financing the ten-year capital programme and report to Cabinet in December 2020, as per section 4 Next Steps. In the interim the Cabinet Member for Finance and Procurement will regularly update, and progress will be reported in the formal treasury reports (outturn and mid-year).*

Councillor Laban, Leader of the Opposition, indicated that if there had been a vote the Opposition Group would have voted against this report.

13

REVIEW AND ADOPTION OF THE STATUTORY PAY POLICY STATEMENT - 2020

RECEIVED the report of the Director of Human Resources and Organisational Development on the review and adoption of the Council's statutory pay policy statement. (Report No: 218)

AGREED the amendments to the statutory pay policy statement as included in appendix 1 to the report.

14

NEW DECISION-MAKING ARRANGEMENTS TO SPEND THE ENFIELD COMMUNITY INFRASTRUCTURE LEVY & SECTION 106 AGREEMENTS

RECEIVED the report of the Executive Director Place on the new decision making arrangements to spend the Enfield community infrastructure levy and section 106 agreements. (Report No: 195A)

NOTED that Cabinet agreed to recommend this report on to Council at the meeting held on 12 February 2020.

AGREED

1. From April 2020 onwards to allocate CIL spend through the main capital programme and agree on the priorities on its allocation, as part of the annual budget setting process.
2. To note that Cabinet agreed the following at their meeting on 12 February:
 - To approve the proposed governance arrangements through which decisions on the funding of infrastructure (CIL and S106 agreements) will be determined (see section 3.12);
 - To note the revocation of the Regulation 123 List (April 2016) which restricts the use of CIL to specified projects
 - To delegate authority to the Cabinet Member for Strategic Planning to approve consultation on the neighbourhood

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portion (based on 15% of CIL receipts) and the priorities on how it is spent

- To approve the publication of the borough's first Infrastructure Funding Statement (see appendix 1) setting out how CIL and S106 income has been spent over the previous financial year (2018/2019) and how spend will be prioritised over the next reporting period; and
- To delegate authority to the Executive Director of Place in consultation with the Cabinet Member for Strategic Planning to approve the publication of future Infrastructure Delivery Statements and authority to consult on updates to the Infrastructure Delivery Plan.

Councillor Laban, Leader of the Opposition, indicated that if there had been a vote the Opposition Group would have voted against this report.

15

CONSTITUTION REVIEW

RECEIVED the report of the Director of Law and Governance seeking approval on changes to the Council Constitution. (Report No: 219)

AGREED

1. To approve the proposed amendments as set out in Appendix 1 of the report.
2. To note that the revised Constitution will apply following the Annual Meeting in May 2020.

Councillor Laban, Leader of the Opposition, indicated that, if there had been a vote, the Opposition Group would have voted strongly against this report.

16

COUNCILLOR QUESTION TIME

1. Urgent Questions

There were no urgent questions.

2. Questions by Councillors

NOTED the forty questions on the Council agenda and the written responses provided by the relevant Cabinet Members.

17

COMMITTEE MEMBERSHIP

There were no changes to committee memberships.

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**18
NOMINATIONS TO OUTSIDE BODIES**

There were no nominations for outside bodies.

**19
DATE OF NEXT MEETING**

NOTED that the next meeting of the Council would be Annual Council on Wednesday 13 May 2020 at 7pm.

London Borough of Enfield**Enfield Council Annual meeting****Meeting Date: 1 July 2020**

Subject: Enfield Council Plan 2020-2022
Cabinet Member: Cllr Nesil Caliskan
Executive Director: Ian Davis
Key Decision: n/a

Purpose of Report

1. This report presents the new Council Plan: A Lifetime of Opportunities 2020 – 2022 to the Council AGM on 1st July 2020.

Proposal

2. It is proposed that the new Council Plan: A Lifetime of Opportunities 2020-2022 is agreed and adopted by Enfield Council.

Reason for Proposal(s)

3. This new Council Plan refreshes the existing current corporate plan to reflect progress made since 2018, updating priorities and ambitions until 2022. This is in response to operational needs and meets recommendations made in a recent peer review report carried out by the Local Government Association (LGA) in January 2020.
4. The mid-point of May 2020 and the advent of the Covid-19 crisis presents the local authority with a timely opportunity to present a new refreshed draft that can set out the priorities of the local authority for the remainder of the present electoral cycle and also reflect on the impacts of Covid-19 for the borough.
5. The new council plan document (formerly referred to as the 'corporate plan') presents a renewed vision for delivering a lifetime of opportunities in the borough until 2022 and beyond as well as reflecting on the many successes delivered since May 2018. It also reflects in a timely fashion on how we will seek to maintain focus and delivery on our agreed ambitions in the light of the Covid-19 outbreak and how we are flexing to meet the new challenges arising.

Relevance to the Council Plan

6. The new document is the new Council Plan for the organisation and captures how we will prioritise action as a whole between 2020 and 2022.

Background

7. The new Council Plan presents an update and refresh of the Enfield Council Corporate Plan, 'Enfield Council: A Lifetime of Opportunities 2018-2022' which was approved by Council in 2018.

Main Considerations for the Council

8. The local authority is refreshing the existing current 'corporate plan' to reflect progress made since 2018, update priorities and ambitions until 2022 and to respond to a main recommendation in a most recent peer review by the Local Government Association (LGA). In their subsequent report issued in January 2020, a key recommendation was to engage a refresh of this key document could helpfully reflect the journey made so far and new and emerging priorities that have become central to the delivery of council services since the last Plan was developed and signed off in June 2018.
9. The new Council Plan document is the result of extensive work carried out by the Corporate Strategy Team under the direction of the Executive Management Team at Enfield Council and the ruling group.
10. Since work commenced on the refresh the outbreak of Covid-19 has given fresh impetus to this work. The current draft aims to set out how the local authority will retain its ambitions for the borough and will seek to deliver them in a post Covid-19 environment.
11. The new draft council plan document (formerly referred to as the 'corporate plan') presents a renewed vision for delivering a lifetime of opportunities in the borough until 2022 and beyond as well as reflecting on the many successes delivered since May 2018.
12. The new draft Council Plan 2020 – 2022 'A lifetime of opportunities' sets out the Council's strategic direction and priorities for the next two years. The plan addresses three overarching priorities and four cross-cutting themes.
13. The 3 priorities are:
 - **Good homes in well-connected neighbourhoods**
 - **Safe, healthy and confident communities**
 - **An economy that works for everyone**

Each of these priorities have 4 supporting objectives within which dedicated actions and milestones are contained.

14. The plan also recognises that we continue to evolve as an organisation and identifies four new cross cutting themes to support deliver of these priorities. These are:

- **A Modern Council**
- **Equal Enfield**
- **Early Help**
- **Climate Action**

These cross-cutting themes in the draft reflect the journey undertaken by the local authority since May 2018 and are set against the future challenges faced by the council as it seeks to deliver a transformational agenda.

- **Covid-19: Impact and recovery**

15. The onset of the Covid-19 crisis from late February into March 2020 and the present has led lead officers in the Corporate Strategy Team to revisit the text to take this unprecedented challenge into account. This work has been carried out under the strategic direction of the Executive Management Team and has changed the tone of the draft to reflect the new challenges the outbreak has set for local authorities and how we will respond. All agreed that the overarching strategic aims of the new Council Plan remained wholly valid and securing the achievement of them became even more critical for the future prosperity of Enfield. The present draft reflects this.
16. Lead officers in the Corporate Strategy Team are also playing a key role in helping to deliver the councils current response to the Covid-19 crisis. This has enabled a thorough understanding of the response being made and the challenges being faced, and this has been incorporated into the text.

- **Consulting with the organisation**

17. The Corporate Strategy Team have worked closely with our Executive Management Team (EMT) and have consistently engaged with lead departmental officers through a programme of sessions at Departmental Management Team (DMT) levels to ensure that the coverage in the document is comprehensive. This was vital to ensure that the draft document was reflective of how the organisation is working to meet strategic goals but also to ensure it could be drafted in a way that could inspire ownership across the organisation as the defining strategic document for the organisation.

- **Consulting with Members**

18. The involvement of members from the administration was vital if we were to produce a document that could be owned by all and meet some of the main points raised by the LGA in their review. We have consulted with Cabinet Members and held a session with the wider ruling group in May

2020 to help refine the messaging in the document and gain views on emphasis and tone. This strategic linkage between organisation and political administration will be an essential part of how we work together for the remainder of this present term.

- **Embedding behaviours and ensuring ownership of the council plan**

19. The Corporate Strategy Team under the direction of EMT and with leadership from the Director for HR and OD, will be creating a programme of presentation and induction to help embed the plan. This will complement those used by HR to support employees and will aim to connect officers to each other and to the shared ambitions of the administration expressed in the plan effectively.

- **Evaluation and further refresh**

20. The Covid-19 crisis and some of the uncertainties generated mean that this new document has flexibility built into it to allow for the local authority to flex if necessary as we move into the 'recovery' phase of the outbreak. It is intended that the plan is subject to 6 monthly monitoring as standard with a narrative report produced by the Corporate Strategy Team for EMT and Cabinet annually. This will provide an opportunity to assess progress made against stated objectives and targets and give a chance for the organisation to consider how it may need to flex as potential new challenges arise. The evaluation process will also allow for interim assessments to be made if necessary to help coordinate any recalibration or reprofiling requirements that may become necessary in the future.

Safeguarding Implications

21. There are no immediate safeguarding implications connected to the document but the adherence to relevant policies and provision of adequate resources to provide high quality safeguarding services are enshrined in the new plan.

Public Health Implications

22. The new draft plan summarises our public health approach as part of an ongoing commitment to creating safe, healthy and confident communities. It links strongly to key operational strategies and policies such as the new Joint Health and Wellbeing Strategy and our ambition to create Health in All Policies (HiAP). It also considers the impact of public health crisis following the Covid-19 pandemic, setting out our response so far and prioritised plans for recovery.

Equalities Impact of the Proposal

23. The Council Plan sets out a high-level approach to how we will continue to evolve and manage the equalities agenda. Much work on has already been carried out to enhance our understanding of the equalities agenda in the borough and its impact on life chances and access to opportunity.

Our recently published and independent report 'All Things Being Equal: Report of the Enfield Poverty and Inequality Commission' (Jan 2020) set out 27 recommendations that are linked to the delivery of the new draft Council Plan. In addition, our new council plan cross-cutting theme of achieving an 'Equal Enfield' enshrines further our commitment to promoting and taking action to deliver greater equality in our borough, ensuring equalities considerations are built into decision making and service design.

24. All work streams reflected in the new draft council plan are subject to either predictive or retrospective equality impact assessments (sometimes both) and this document will reinforce this process and help drive the work of the newly restructured Corporate Equalities forums that have been initiated for both officers and members. Incorporating equalities considerations in decision making and service design is at the heart of the ambitions contained in the new Council Plan.
25. The delivery of our ambition to become 'A Modern Council' has also meant that further joint working on our organisational equalities agenda has been escalated and work planning to address this is in progress, led by the Director of HR supported by the Corporate Equalities Board and senior officers.

Environmental and Climate Change Considerations

26. The new Council Plan fully reflects the ambitions of the new Enfield Climate Action Plan, taking them fully into account. The realisation of the local authority's ambitions to become more environmentally sustainable as an organisation as well as provide the infrastructure to support the community, our businesses and other stakeholders is a key cross-cutting theme of this new document.

Risks that may arise if the proposed decision and related work is not taken

27. The current Enfield Council Corporate Plan is no longer fit for purpose as much has changed since it was drafted in 2018. To continue with the plan would ignore the recommendations made by the LGA when reviewing both our policy and communications work which made clear there was an opportunity to more closely align the work of the local authority across its many services areas as well as to link more clearly outcomes to objectives and align the organisation with the administration it is working with. This would mean that there would be an absence of transparency as the document would not accurately reflect achievements and future ambitions if not refreshed. It was considered vital to ongoing organisational development that this refresh work was actioned with the involvement of staff and members.

Risks that may arise if the proposed decision is taken and actions that will be taken to manage these risks

28. The adoption of the new Council Plan reflects and is mindful of the operational risks that the local authority faces in seeking to deliver a challenging and transformational agenda. This is embedded into the operational strategies and plans that flow from the document and the robust approach to risk management that is adopted by Departments and Teams as a result.

Financial Implications

29. There are no specific financial implications attached to the approval of the Council Plan.

Legal Implications

30. The General Power of Competence (General Power) under the Localism Act 2011 (LA 2011) provides: 'A local authority has power to do anything that individuals may do' even if:

- It is unlike like anything else the authority may do
- It is unlike anything that other public bodies may do
- It is carried out in any way whatever
 - Anywhere in the UK or elsewhere
 - For a commercial purpose or otherwise for a charge or without a charge
 - For, or otherwise than for, the benefit of the authority, its area or persons resident or present in its area.

31. When exercising the General Power, local authorities will still be bound by the usual constraints of public law. The exercise of the General Power, as with any other power, can still be challenged under judicial review on the following grounds:

- Illegality
- Irrationality
- Procedural unfairness
- Legitimate expectation

32. The exercise of the power will also be subject to express statutory restraints such as the public sector equality duty in section 149 of the equality Act 201:

- a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This report and its recommendations present as being within the legal powers and duties cited above.

Workforce Implications

33. The new Council Plan sets out in summary our wider aspirations to create a modern Council that supports and develops all of its workforce to be the best it can be. A working group headed by the Director of HR is working with the Corporate Strategy Team to finalise a workforce plan with interventions and measures that can ensure that the new plan is owned and is influencing how we work as an organisation.

Property Implications

34. The new Council Plan with its ambition to deliver 'A Modern Council' is linked to the ongoing development and implementation of strategies and policies linked to the management of the Council's buildings portfolio, management of relevant companies and reflects our responsibilities as corporate landlord to the community.

Other Implications

35. The new Council Plan also reflects our priorities in areas such as community safety and cohesion, economic development, smarter procurement, environmental services, leisure and culture and our response to the Covid-19 crisis.

Options Considered

36. The Council could have continued with the existing Corporate Plan or delayed drafting a new plan until the longer-term implications of Covid-19 public health crisis has become clearer. However, as the LGA review recommended, it would be in the interests of the Council to refresh and create a new Council Plan that clearly reflects the progress made as an organisation and can most clearly set out the strategic aims and priorities for the next two years to ensure that resources are allocated to defined need; regeneration and infrastructure projects are well planned and managed; services are provided cost effectively; and that there is a positive effect on the lives and wellbeing of Enfield's residents.

Conclusions

37. The report is commended to Enfield Council for agreement and adoption.

Report Author: Shaun Rogan
Head of Corporate Strategy
Shaun.rogan@enfield.gov.uk
0203 132 1091

Date of report 8 June 2020

Background Papers

None

Appendices

The new Council Plan is attached at Appendix 1.

A LIFETIME OF *Opportunities*

ENFIELD COUNCIL PLAN 2020-2022





**Cllr Nesil Caliskan Leader,
Enfield Council**

Foreword

Over the last two years Enfield Council has pushed ahead with bold and positive ambitions to improve the Council and our borough – we have made great progress.

The Council has delivered a new agenda with energy and determination, working to deliver a lifetime of opportunities for all our residents. From launching the most ambitious Council-led house building programme in the history of the borough, to securing investment for community initiatives to help young people make positive life choices, to bringing new businesses that provide high-skill jobs into Enfield and securing investment in our town centres, we have already achieved significant successes.

Enfield Council will also continue to support our EU national residents in light of Brexit, making sure they know we want them to stay as a vital part of our diverse and dynamic community.

Internally, the Council has focused on adding greater robustness and transparency to how we take decisions and how we plan for the future. I believe that at its best, local government can help transform lives for the better. Councils often fill the gap left by national government so that our communities have the support they need. That is why Enfield Council's approach will continue to be one that is proactive and ambitious for our borough.

Most recently, Enfield Council have worked with our partners to respond to the immense challenges brought about by the Covid-19 pandemic. The crisis required an unprecedented response and for the local authority to act decisively to protect and support residents. I am incredibly proud of the way Enfield Council demonstrated local leadership, acting as a catalyst for our community to respond with us. Enfield Council's 'Enfield Stands Together' initiative provided crucial support at this difficult time for residents, businesses, our workforce and our partners like the NHS and other frontline organisations. I pay tribute to our council officers and residents who have done so much already to support those most impacted by the crisis.

I would like to extend my deepest sympathies to those in our borough who have suffered the loss of loved ones as a result of the Covid-19 outbreak. I know this will continue to be a painful time for many in our community who are grieving.

The negative consequences of the crisis will be felt for many years to come. Enfield Council is planning how we can continue to protect local people and the services we deliver to them. This plan sets out how we will do this in the context of the Covid-19 pandemic, adapting to tackle new challenges that residents, communities and businesses are facing. We are working hard to ensure that the ambitions contained in this document are not blunted by the impact of the pandemic. We will do all we can to achieve our objectives in this challenging context. We know if we succeed, we will transform lives.

The story of Covid-19 is far from over and so we will continue to work with our communities and partners to protect and help our residents. We will do so whilst delivering our long-term commitments, including delivering

a huge programme of activities and learning opportunities to help young people to realise their potential and improve school provision. We will build more affordable homes and invest in our own existing housing stock so that everyone in our borough has a decent place to call home. We will continue to work to provide opportunities for residents to increase their skill levels and household income. We will invest in our communities and provide early help to address and prevent underlying issues of poor health, poverty and inequality.

As this plan shows, tackling the climate emergency also continues to be a top priority for Enfield Council. We will take bold action to become a carbon neutral organisation by 2030 and for there to be a reduction in emissions across Enfield.

In recent months, both the Covid-19 crisis and the global Black Lives Matter movement have reminded us once again of the importance of creating a better society in which everyone has a fair chance. At the core of that, I want Enfield Council to create and facilitate change that promotes opportunity for everyone,, tackles inequality and dismantles discrimination. No one in our borough should be left behind. We will work to create a lifetime of opportunities for everyone in Enfield.

Enfield Council should be an organisation that seeks to learn and improve, a modern council that is brave, delivers services people want and in a form that works for them, staffed by people who care deeply about the community they serve.

I believe this new council plan gives a clear sense of the journey we are taking, the challenges ahead and our approach to meeting those challenges to make a positive and lasting impact in Enfield.

A LIFETIME OF *Opportunities* for everyone



GOOD HOMES IN WELL CONNECTED NEIGHBOURHOODS

- Build more and better homes for local residents
- Invest in and improve our council homes
- Deliver housebuilding and regeneration programmes with our residents
- Drive investment to deliver good growth for London



SAFE, HEALTHY AND CONFIDENT COMMUNITIES

- Keep communities free from crime
- Inspire and empower young Enfield to reach their full potential
- Deliver essential services to protect and support vulnerable residents
- Create healthy streets, parks and community spaces



AN ECONOMY THAT WORKS FOR EVERYONE

- Create more high-quality employment
- Enhance skills and connect local people to opportunities
- Develop town centres that are vibrant, safe and inclusive
- Craft a cultural offer for Enfield to support London's status as a world class city

A MODERN COUNCIL

An empowered, responsive and happy workforce

Accessible and efficient

Financial resilience and good governance

Working in partnership

CLIMATE ACTION

FAIRER ENFIELD

EARLY HELP

GOOD HOMES IN WELL-CONNECTED NEIGHBOURHOODS



THERE ARE **125,370** HOMES IN ENFIELD, OF WHICH:

10,080
ARE LOCAL AUTHORITY OWNED (8%)

8,400
ARE REGISTERED PROVIDER HOMES (7%)

106,830
ARE PRIVATE SECTOR HOMES (85%)

The average house price in Enfield is

£393,237

which is 12.3 times the median average salary

ENFIELD HAS **FOUR UNDERGROUND STATIONS**

on the Piccadilly Line,
18 RAILWAY STATIONS
and around
570 BUS STOPS,
served by
45 DAY-BUS ROUTES

SAFE, HEALTHY AND CONFIDENT COMMUNITIES

MORE RESIDENTS UNDER 20

THAN LONDON AND NATIONAL AVERAGES



ESTIMATED POPULATION OF **333,869,** THE 5TH MOST POPULOUS BOROUGH IN LONDON

3 theatres, 17 libraries and 130 parks and open spaces



OUR PUPILS SPEAK OVER **178 LANGUAGES AND DIALECTS,** WITH 55% OF PUPILS SPEAKING ENGLISH AS AN ADDITIONAL LANGUAGE

ENFIELD IS HOME TO **LEA VALLEY PARK, THE 'GREEN LUNG' OF LONDON**

AN ECONOMY THAT WORKS FOR EVERYONE



65.9%

of working-age people are in employment; this is lower than national rates (Nomis Annual Population Survey, year to Dec 2019)



41%

of working age residents are qualified to **NVQ LEVEL 4 AND ABOVE** (Annual Population Survey 2018)

MERIDIAN WATER HOSTED **FIELD DAY MUSIC FESTIVAL**

IN 2019 WITH OVER **25,000** ATTENDEES

92%

of businesses registered in Enfield are **'MICRO-BUSINESSES,'** employing fewer than 10 people

A MODERN COUNCIL



ENFIELD COUNCIL EMPLOYS **2,993 staff,** 53% OF WHOM LIVE IN THE BOROUGH



WE HAVE **600,000** customer contacts every year via the telephone and **10.3m hits** on the councils' website



ENFIELD COUNCIL EMITS AN ESTIMATED **22,000 tonnes OF CARBON each year**

a figure we have committed to reducing to net zero by 2030.

THIS CARBON FOOTPRINT IS THE EQUIVALENT OF ONE PERSON FLYING FROM LONDON TO SINGAPORE AND BACK 22 TIMES.

PRIORITY 1

Good homes in well-connected neighbourhoods

We are delivering more and better homes for Enfield where everyone benefits from the opportunities that growth can bring. Our bold house building programme means that we will create homes that local people can afford. We want to create a place where anyone born in the borough has a home to grow up in, where they can choose to stay in and age in, to benefit from the great city that is London.

Our ambition to massively increase housing supply is an opportunity for us to develop homes and neighbourhoods for people on different incomes, which help people of all ages live healthier and more environmentally sustainable lives. We will deliver a range of different housing products to meet the needs of all our residents, in the right locations, at a price they can afford. We will also improve the condition of homes which are already built.

Our vision for placemaking will put public spaces at the heart of the community, strengthening the connection between people and the places they live and recognising the value this brings. We want to grow our borough in a way which means no one will be left behind. This means developing a diversity of housing products to meet the needs of people who are at risk of homelessness or living in temporary accommodation, those in the private rented sector paying unaffordable levels of rent, and those having to consider a move away from Enfield when they would prefer to stay. This will include social and affordable rented housing and, crucially, more 'intermediate' homes for people who are not eligible for social or affordable rented housing but who are also struggling to access good quality private rented accommodation or cannot afford to buy - 60% of households in Enfield fall into this category.

The Enfield Model for Regeneration, embodied in our plans for the Joyce and Snells estate renewal, sets the principles for delivering with and for Enfield residents. We will take the lead as a housing

authority to make sure that we and our partners deliver good quality homes, in well-designed places, at scale and pace.

We already have over 10,000 council homes in the borough and we would like to build more in the coming years. Our new approach to estate renewal will see us working ever more closely with tenants and leaseholders to build on the strength of our existing communities. Our aim is to make sure that all refurbishment and redevelopment is owned by residents from the drawing board to the creation of new and improved council housing in the borough.

To ensure these new and revitalised neighbourhoods can prosper, we will work together with all relevant partners to unlock key housing growth areas through improved transport infrastructure and will continue to call on national and regional government to support these shared aims.

We are analysing the economic and social impact of the Covid-19 crisis in Enfield, ensuring we can continue to deliver our ambitions for more and better homes in this challenging new context. The role of local government in leading development and good growth is more important now than ever, with our policy to take the lead in developing homes and neighbourhoods being entirely necessary.

The Enfield Housing Test for Good Growth

In everything we do, our vision is for homes and places that are:



Affordable to Enfield residents



Safe and good for health and wellbeing



Child, age and disability friendly



Environmentally sustainable



Digitally connected

Our achievements

551

new homes



In 2019/2020, we delivered 551 new homes through council-led projects, of which 239 are affordable, including 178 council homes.

650

affordable homes



We commenced a new GLA-funded development programme to deliver 650 affordable homes by 2022.

PRIVATE
RENTED SECTOR
LICENSING
SCHEMES



In January 2020, we agreed plans to introduce a new additional and selective licensing scheme, that will improve the conditions of private rented property and management standards.¹

MERIDIAN 1
900
NEW HOMES



We signed the agreement for 'Meridian 1'. This will create around 900 new homes at Meridian Water with 50% being affordable. The first new homes will be delivered in 2022.

LOCAL PLAN
INVOLVING
8K
RESIDENTS



We consulted on the new Local Plan for Enfield, involving over 8,000 residents as well as local businesses in shaping the future of the borough.

£156m
HOUSING
Infrastructure
FUND



We secured £156m for Meridian Water to pay for new road infrastructure, environmental improvements and a high frequency rail service.

NEW
MERIDIAN
WATER
STATION



We have created a new station at Meridian Water and a third rail track which has increased the frequency of services to and from Stratford.

NEW
BUS
SERVICE



In partnership with TfL, we are implementing a new bus service between Crews Hill and North Middlesex hospital, subject to public consultation.

17KM
CYCLEWAYS



Since 2018, we have delivered over 17km of high quality cycleways.

27.61
KILOMETER
ROAD REPAIR



Since 2018, we have resurfaced and repaired 27.61 km of road.

¹ Subject to approval from the Secretary of State

Looking ahead

Build more and better homes for local residents

We will:

- Directly deliver or acquire 3,500 new council owned homes over the next 10 years, of which 1,031 will be delivered by 2023, plus many more through our strategic enabling role, set at a range of social and affordable rents to meet the needs of our residents.
- Require all new homes we control to be above current building regulation energy standards.
- Increase the supply of intermediate housing products, for people who are not eligible for social or affordable rented housing but who are also struggling to access good quality private rented accommodation or cannot afford to buy.
- Increase the number of homes owned and managed by our housing company, Housing Gateway and provide new, decent quality, private rented housing on longer term tenancies to end the cycle of homelessness.
- Implement an additional and selective licensing scheme for private landlords, subject to agreement from the secretary of state, to help improve standards of management in the private rented sector, whilst taking a strong approach to tackling poor conditions and rogue landlords.
- Apply our 'Enfield Housing Test for Good Growth' in the decisions we make regarding the design of new and renewed homes and neighbourhoods.
- Mitigate the impacts of the Covid-19 crisis through a proactive programme management approach to minimise disruption to our housing and regeneration programmes.

Invest in and improve our council homes

We will:

- Work with residents to implement the emerging regulatory framework for building safety.
- Develop a low carbon council housing retrofit plan.
- Take control of our council housing repairs by establishing an in-house service, to ensure quality, social value and value for money.
- Make best use of all council homes by supporting and incentivising under-occupiers to move into smaller properties, effectively managing voids and dealing with illegal occupation and sub-letting.
- Make sure that all newly available council and registered provider homes are allocated fairly to people who need them the most through a revised Housing Allocations Policy.
- Deliver our Better Council Homes Programme to improve how we work with and support our tenants and leaseholders.

Looking ahead

Deliver housebuilding and regeneration programmes with our residents

We will:

- Deliver a successful residents ballot to regenerate the Joyce and Snells estate so that work can begin in 2022/23 to provide high quality new homes for existing residents of all tenures and contribute further additional new homes for local people.
- Support planning applications for increased density and acquire additional homes to increase levels of affordable housing on the New Avenue, Alma and Ladderswood regeneration schemes.
- Identify the estates most in need of regeneration and seek innovative ways to bring forward these new regeneration schemes.
- As part of our estate regeneration programme, deliver over 700 homes by 2022, with the majority being set at social rent, affordable rent or London Affordable Rent.
- Complete the first new homes in phase one of Meridian Water by December 2022; begin construction on the second phase in mid-2021; and sign agreements for future phases by December 2022.

Drive investment in better transport to deliver good growth for London

We will:

- Publish a new Local Plan that will shape how Enfield is developed in the future and to make sure that everyone benefits from opportunities that growth can bring.
- Work in partnership with the Greater London Authority, Transport for London, the London Stansted Cambridge Consortium and our regional partner local authorities to produce the transport infrastructure required in Enfield for the benefit of local people now and in the future.
- Play an active role in the sub-regional Local London Partnership, to secure opportunities for infrastructural investment in Enfield and deliver long term growth and prosperity, ensuring we are globally connected whilst locally focused.
- Complete Government-funded strategic infrastructure works for Meridian Water, which include a major new road and public park, due for completion in 2023.

PRIORITY 2

Safe, healthy and confident communities

The Covid-19 crisis has highlighted how important our role is in the preservation and nurturing of safe, healthy and confident communities. We have worked with and for residents alongside the NHS, community groups and Enfield businesses to support people in need. We will use this experience to continue to improve our services long into the future.

Our population continues to grow and we are taking action so that people of all ages can access the essential support services they need. With increasing older and young populations in the borough we know that even greater demands will be placed on our social care services. In response, we are committing additional resources into social work and adult social care. We are also continuing to prioritise services that prevent and tackle homelessness; this will be particularly important given our high levels of homelessness and anticipated increased demand as a result of the COVID-19 crisis.

We need to prevent problems occurring in the first place wherever possible – whether that's by providing early advice and support to stop people getting into debt or becoming homeless, or preventing people developing avoidable health conditions. Our Joint Health and Wellbeing Strategy sets out how we will work with partners to make Enfield a place where people eat well and are active, smoke-free and socially connected.

Keeping our residents safe is of paramount importance too. This is why we continue to fund additional neighbourhood policing resources to support our local communities whilst lobbying hard for extra resources. We know that there are challenges in keeping our young people safe. Since 2018, we have prioritised work to address

serious youth violence and increased youth service provision. By supporting and inspiring our young people into positive activities, we can help every young person in Enfield reach their potential.

We also continue to keep a strong connection with schools, supporting them to provide an excellent education to their pupils and improve the wellbeing of the communities they serve. Schools have clearly demonstrated their role in supporting communities throughout the Covid-19 crisis, and we will work together to support families to recover over the longer term.

The Covid-19 crisis has also shown us how essential joint working with the voluntary and community sector is. Working with Enfield Voluntary Action and with many charities and grassroots organisations across the borough, we set up Enfield Stands Together. This community resilience programme has successfully brought together key local partners and organisations with hundreds of new local volunteers to get help to those who need it.

We intend to continue this partnership with the community and local organisations to improve quality of life across Enfield over the longer term. We will provide opportunities for local people to get involved in creating their own vibrant neighbourhoods. This includes revamping our library services and bringing services together under one roof to improve outcomes for communities; and creating more quality community spaces as part of our regeneration programme.

Through our multi-agency Brexit Panel, we will continue to offer support to the EU national residents in our borough who wish to remain in the UK following the decision to leave the European Union. We would love all EU national residents to stay here with us.

Our achievements

£1.3m
Young
LONDONERS
Fund



We have secured £1.3m to deliver community led programmes to help young people make positive life choices and address serious youth violence, building on the success of our 2019 Summer University programme.

**FIRST TWO
SCHOOL
STREETS**



We have launched our first two school streets, preventing cars from going up to school gates at drop off and pick up times – encouraging active travel and making the environment surrounding schools healthier, safer and more pleasant for everyone.



We have launched a dedicated multi-agency domestic abuse hub and free phone line to respond to concerns quickly, reduce risks and ensure the safety of children and vulnerable adults.

0800 923 9009

**ESSENTIAL
SUPPORT
Covid-19
crisis**



Our call for volunteers in March 2020 generated an overwhelming response with huge numbers of local people registering to help provide support to vulnerable people during the Covid-19 crisis.



68 learners completed their apprenticeships with us and 207 learners started on our apprenticeship programme.

**200
SPECIAL
EDUCATIONAL
NEEDS SCHOOL
PLACES**

We have created 200 additional Special Educational Needs and Disability (SEND) school places in the borough.

91
EXTRA CARE
accommodation
units

We have secured funding from the GLA to develop 91 extra care accommodation units.

**WINTER
SHELTER
OPENED**



In December 2019, we opened a Winter Shelter for rough sleepers, offering 20 bed spaces, showers and a hot meal.

**SUPPORTING
EU NATIONALS**



We are supporting a safe status for EU Nationals in Enfield through a multi-partner Brexit Panel and deepened work with the local community.

**MENTAL
HEALTH @
40
SCHOOLS**

We have developed mental health support teams in 40 schools in Enfield.

**5000
CYCLE
TRAINING
SPACES**



We have provided 5,000 cycle training spaces so that, in every school in Enfield, children in one school year will have a place.

**NEW
WETLANDS
AREA**



We have created two new wetlands area in Broomfield Park and Enfield Town Park, providing 8,000m³ flood storage, improving water quality and biodiversity, enhancing wildlife habitat and improving local green spaces for local people to enjoy.

Looking ahead

Keep communities free from crime

We will:

- Fund additional police officers for the borough.
- Work with schools, the police and the community to protect young people from involvement in crime and from sexual and criminal exploitation.
- Publicise the new domestic abuse hub free helpline to the wider community, especially those who are suffering from domestic abuse or those who are worried about someone who might be.
- Lead a co-ordinated and multi-agency response to tackle modern-day slavery.
- Support the PREVENT agenda and ensure that our diverse communities remain cohesive and tolerant.
- Deliver interventions which meet the specific needs of communities most impacted by rising crime.
- Pilot the use of speed cameras on the A10 to combat anti-social behaviour and crime.

Inspire and empower young Enfield to reach their full potential

We will:

- Develop high quality early years education and support to ensure the best start in life for all children in Enfield.
- Develop partnerships between schools across the borough, so that all schools are good or outstanding and we improve outcomes for all learners.
- Meet the increasing demand for pupil places through our primary and secondary school expansion programme.
- Increase the capacity of special schools to provide high quality education within the borough for more children and young people with special educational needs and disabilities.
- Work with our communities and local schools to engage young people in positive activities to help them achieve their full potential.
- Respond to young peoples' views and ideas about how we can make the borough even better.
- Support young people affected by exploitation, abuse and violence to be resilient and empowered to regain confidence and control over their lives.

Deliver essential services to protect and support vulnerable residents

We will:

- Protect vulnerable children through effective early help and children's social work services.
- Support and protect children and young people who are looked after so that they achieve their full potential.
- Protect vulnerable adults from harm and deliver robust early help and social care services for adults with additional needs.
- Reduce social isolation and improve mental health by making every contact count, increasing the use of social prescribing and developing inclusive community spaces and services.
- Make sure residents with care and support needs can access good housing that meets their needs.
- Implement a new Housing Advisory Service to prevent homelessness and rough sleeping; and a new Debt Service that will improve access to benefit advice, support around debt and good credit for residents on the lowest incomes.
- Support all our EU residents to remain in Enfield ahead of Britain exiting the European Union.
- Mitigate the disproportionate impact of Covid-19 amongst groups identified to be at a higher risk by delivering targeted engagement, outreach and intervention to support communities and minimise risk of exposure.
- Establish a lasting legacy from our *Enfield Stands Together* Programme, to enable communities to help and support one another into the longer term.

Create healthy streets, parks and community spaces

We will:

- Deliver healthier neighbourhoods where residents are supported to eat well, be active, be smoke free and be socially connected.
- Make our neighbourhoods safer, healthier and better places to live by working with communities to reduce and slow down traffic - particularly around our schools.
- Work with partners to reduce reliance on cars and increase the number of journeys taken by walking, cycling and public transport.
- Create opportunities to get more people visiting and enjoying our parks and open spaces.
- Establish our flagship libraries as community hubs, helping to achieve the best possible outcomes for local people at every stage of their lives.

PRIORITY 3

An economy that works for everyone

We will work with partners to create a dynamic economy that provides high quality employment opportunities for local people and makes Enfield a prime destination for business. A new economic development strategy will set out Enfield's unique offer to contribute to the growth and prosperity of London and the south east.

Enfield has long-established manufacturing and logistics industries as well as the capacity to re-establish its heritage as a 'making' place and grow our reputation as a destination for creative industries. We want to build on this to attract more businesses into the borough which offer secure employment at a minimum London Living Wage to local people.

The Covid-19 crisis has placed unimaginable pressure on Enfield's local economy and many of our Small and Medium Enterprise (SME) businesses are facing great uncertainty. The local authority is working directly with local businesses to understand the pressures they face and give them the support they need during this critical time. We are also looking ahead with businesses to establish a solid platform from which they can recover and develop for the future, ensuring our local economy bounces back with renewed strength and focus.

We know we have huge untapped workforce potential in our borough and that many of our residents are in low paid employment. By working in partnership with businesses and our educational establishments, we will help local people develop the skills they need to access good and sustainable job opportunities.

Creating opportunities for all also means helping to remove barriers that prevent people from entering the labour market. We are prioritising

efforts to increase the quality and availability of apprenticeships and other employment opportunities for young people and adults with learning difficulties and mental health issues. We believe we have a duty to use our position and influence to help those people get fair access to jobs and training in our borough and we will do all we can to make this happen.

Our town centres are facing huge challenges. The way people shop is changing, most notably the significant shift to shopping online. This has been compounded by businesses shutting down as a result of the Covid-19 outbreak. We are taking action to work with local communities and businesses to future-proof our town centres by creating new reasons for people to visit and enjoy them. This will include considering how we can transition from a traditional day-time economy and diversify to increase our night-time economy offer as well as considering the role that housing can play in creating the sustainable high streets of the future.

We know that the ability to make and export culture is an increasingly important economic driver for Enfield and the wider London economy. We will work towards making Enfield a capital for culture in North London, taking advantage of our unique characteristics. We will consider how opportunities to foster and celebrate culture can inform our wider decision making to create a strong visitor economy and make Enfield a destination of choice for people across London and beyond.

Looking further ahead, we see Enfield as a future London Borough of Culture. The ability to craft a cultural offer for Enfield, that can help secure the future of the borough and support London's status as a world class city, underpins all of these ambitions.

Our achievements

Employment and SKILLS



We are working with the eight other London local authorities in the Local London group, to maximise the employment and skills opportunities for local people regionally.



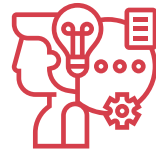
Since May 2018, we have created 326 construction jobs and training places through our S106 agreements. 333 local residents have successfully accessed construction jobs and training opportunities across the borough.

SUMMER UNIVERSITY Programme



In 2019, the Council ran a Summer University programme together with local providers, developed in partnership with young people, to offer a wide range of courses and activities over the summer holidays. 545 young people attended the programme and of these, 70 gained a nationally recognised qualification.

HIGHLY- SKILLED BUSINESSES



We are continuing to bring highly-skilled businesses into Enfield, including the creation of a world leading Cancer Treatment Centre. We are working in partnership with Metaswitch to build their headquarter offices in Enfield Town.

MAKERS SPACE



We have launched a Makers Space at Meridian Water in partnership with Building Bloqs.

OPEN HOUSE LONDON

In 2019, we took part in Open House London – promoting and celebrating our rich heritage and showcasing our new emerging developments, such as Meridian Water.



£1.5 million waived for Enfield businesses and charities who rent council buildings

GRANTS paid



We have supported businesses during the Covid-19 crisis, paying 32,210 grants worth £40,410,000 and giving 1,832 businesses relief from business rates, totaling £46,246,234.

Looking ahead

Create more high-quality employment

We will:

- Work with local businesses to understand the challenges they face as a result of the Covid-19 crisis and support them to survive and ultimately prosper as part of Enfield's dynamic local economy.
- Transform our industrial areas so they become an integral part of London's future sustainable growth and provide more high-quality and low carbon career opportunities for our residents.
- Attract creative and low carbon industries into the borough.
- Work with businesses across the borough to reduce low pay.
- Make it easier for residents to set up their own businesses and increase their income.
- 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.
- 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 support decent work and fair pay in Enfield, drawing on existing good practice.
- Implement a new dynamic approach to inward investment for Enfield that works with and for business, making Enfield a number one destination for those looking to invest in London.

Enhance skills to connect local people to opportunities

We will:

- Build a new skills and training centre for the real estate and construction sector in Upper Edmonton, so that local people access jobs arising from regeneration, promoting this widely and effectively through our Build Enfield programme.
- Provide a brokerage role between employers and local colleges to agree a suite of courses that meet emerging need.
- Work with our partners to deliver a new English for Speakers of Other Languages (ESOL) programme for Enfield residents.

- Work with schools and businesses 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 people to the jobs of the future.
- Improve access to apprenticeships for people across Enfield, leading by example by enhancing the Council's apprenticeship programme.
- Increase the number of residents with special educational needs or disabilities (SEND) gaining and sustaining employment.

Develop town centres that are diverse, safe and inclusive

We will:

- Continue to support our communities to invest in and improve Enfield's town centres, through our Town Centre Action Plan Programme, responding to the new challenges presented by the Covid-19 crisis, and helping local high streets to recover from the significant economic impact this has had.
- Use our Local Plan update to promote the intensification and flexibility of town centres, so that they can adapt over time.
- Enhance the vitality and diversity of our town centres so that they are inclusive, attractive and safe places for residents and visitors of all ages.

Craft a cultural offer for Enfield to support London's status as a world class city

We will:

- Build on Enfield's growing reputation as a destination of choice for London's festivals and events.
- Make our diverse green spaces a prime destination for people across the city and region.
- Help more local people get active and enjoy sport through high quality leisure centres and sporting events.
- Celebrate the community spirit of Enfield and rebuild community connections through cultural and community activities close to home, adhering to social distancing restrictions, while they remain in place.

A LIFETIME OF OPPORTUNITIES FOR EVERYONE:

Our cross-cutting themes

We have identified four cross-cutting themes that will inform our work to deliver transformation in the borough and help us make the right decisions.

We need to deliver outcomes in the following areas to achieve a lifetime of opportunities for everyone in Enfield:

1 A modern council

2 Climate Action

3 Fairer Enfield

4 Early help



1 A modern council

Everybody who works for Enfield Council helps to make our vision for creating a lifetime of opportunities a reality. Our organisational values and individual behaviours will help us to become a modern council that is fit for the future and puts residents, communities and customers at the heart of everything we do. Underpinned by our Customer Experience strategy, achieving the best possible outcomes for local people is our top priority and we will support our workforce to deliver on this promise.

We are making changes within the organisation to support our workforce to be empowered, responsive and happy. We want every member of staff to share our organisational values and behaviours to help us deliver the best possible outcomes for everyone who lives, works or spends time in Enfield.

Our Values Be bold, make a difference, show you care.



To deliver on our values:

- We Take Responsibility
- We are Open, Honest and Respectful
- We Listen and Learn
- We Work Together to Find Solutions



Our achievements

**Top
10**

Enfield Council is in the top 10 most effective councils for adult social care, delivering great services and good value for money.

**OFSTED
GOOD**

In 2019, Ofsted rated our children's social care services 'good'.

**PAY
POINT**

We have launched a PayPoint system, where residents can pay their council tax and housing rent at their local retailer. This is not only more cost effective for the Council but is more convenient for our residents.

**NEW
CHILDRENS
PORTAL**

We have launched our Children's Portal, putting information, guidance and advice all in one place to support children and families and improve access to services.



We have brought our housing repairs service and cemetery service in-house, providing a better service, better value for money and providing employment opportunities for local people.



We have set up a schools website to facilitate simpler processes and a customer-focused, more commercial approach.



We have developed a ten-year capital and treasury strategy to make sure our financial decision making is sustainable.



We have introduced a live webchat facility to our website, and we hold 3,000 webchat conversations every month.



We have adapted quickly to the COVID-19 crisis, redeploying our staff to support residents, communities and businesses across Enfield and ramping up our home working capabilities so that we continue to deliver excellent services during the social distancing requirements.

Looking ahead

An empowered, responsive and happy workforce

We will:

- Enable managers to develop strong leadership skills and create an environment where staff can do their best.
- Inspire, protect and promote equality and diversity within our workforce and reduce the ethnicity pay gap.
- Tackle low pay and poverty by always paying our staff at least the London Living Wage; offering no zero-hour contracts; and by working with our suppliers and commissioned service providers so that they do the same.
- Deliver high quality services which benefit local people. This means our workforce directly delivering our services when we think this best meets residents' needs.
- Support our staff to adapt to new ways of working as a result of Covid-19 and social distancing restrictions, helping people to work safely and effectively wherever they are.

Accessible and efficient services

We will:

- Deliver our services from fewer and better equipped buildings that are energy efficient, well-maintained, supported with the right technology and in the right locations for the benefit of our communities.
- Our buildings will be welcoming, accessible and inclusive places where residents can access all the support they need in one place and where our staff feel happy to work.
- Invest in modern, user-friendly digital technology so that the first choice for residents is to use the phone and web to resolve simple queries and requests. This means our staff can spend more time on complex queries and with residents who might need extra support.
- Make sure all our buildings are accessible to all residents and for anyone with a disability and bring the right services together under one roof so that residents can easily access a network of services.

Financial resilience and good governance

We will:

- Target resources smartly and reinvest income wisely to deliver excellent value for money in all that we do.
- Make decisions which are timely, transparent, evidence-based and robustly scrutinised.
- Seek opportunities to generate income by proactively securing grant funding and developing an increasing commercial culture to support a resilient budget.
- Ensure that all decisions we make will help us to become carbon neutral; create good health for local people; safeguard children and vulnerable adults; enhance equality of opportunity and tackle discrimination and inequality.

Working in Partnership

We will:

- Collaborate with schools, the NHS, the Metropolitan Police and the Greater London Authority to join-up services and deliver the best possible outcomes for residents.
- Work with all local community and business partners to deliver our 'Enfield Stands Together' programme to ensure that everyone who needs help can get it.
- Inspire further community action beyond the Covid-19 pandemic to ensure the long-term well-being of our borough.
- Work in partnership with the private sector for the benefit of all Enfield residents and make sure our supply chain is robust and fit for purpose to support service delivery.
- Collaborate with our residents so they can meaningfully contribute to decision making and improve outcomes for communities across the borough.

2 Climate Action

We will work with our staff, suppliers, residents, businesses, schools, statutory partners and Government to become a carbon neutral organisation by 2030 and create a carbon neutral borough by 2040.

To achieve this, we have developed a plan for climate action in the following areas:

- The Council's operations
- Travel
- Buildings
- Waste
- Energy
- Natural landscape
- Influencing others.

The first area – the Council's operations – sets out how we will reduce the Council's own emissions to zero and we have set targets for how we will achieve this. It includes how we will reduce carbon emissions the Council creates from the operation of our own buildings (including our libraries, civic centre, other council buildings and our maintained schools); from the goods and services we purchase; and from how our staff commute to work and travel during the working day.

The remainder of the plan focuses on the actions we intend to take across the borough to reduce carbon emissions from all sectors, either through direct initiatives, using our statutory powers or by influencing behaviour. This includes tackling emissions produced from people travelling across the borough, from homes and businesses, and from how waste is produced, managed and disposed of. It also includes the plans we have for low carbon energy for Enfield and how we will look after the natural landscape across Enfield to capture carbon emissions and improve biodiversity.



3 Fairer Enfield

A Fairer Enfield is one where all residents, service users and Council staff are supported to fulfil their potential, are treated with respect and are actively involved in shaping the decisions that will affect their workplace and wider community.

The following four core values form the framework for a Fairer Enfield:

Equal Outcomes

A place where residents have the same opportunities regardless of their protected characteristics or socio-economic background. This not only requires the Council to treat all residents and staff equally, but also to accept the need to sometimes move beyond “equal treatment” towards providing extra support.

Dignity and Respect

A place where everyone is treated with dignity and respect. This means having due regard for a person’s feelings, wishes and rights. Negative behaviours such as discrimination, harassment and intimidation undermine people’s dignity.

Diversity

Diversity means appreciating the value of differences between individuals and groups. By celebrating the rich diversity, culture and heritage of our community we show respect to residents and our workforce. Promoting the benefits of a diverse community helps to break down barriers and negative attitudes and helps to promote social cohesion and good community relations.

Inclusion

To reduce inequality, every section of the local community must be included in decision making and be involved in community life. Every individual should be encouraged and supported to become an active member of their community, especially those who may face barriers to doing this.

Enfield Poverty and Inequality Commission

In 2019, we set up an independent commission to better understand the forces driving poverty and inequality in the borough. The commission, chaired by Baroness Tyler of Enfield, listened to the experiences of local people and examined local intelligence to identify 27 recommendations for the Council and our partners.

The Commission’s report was published in January 2020, providing a unique insight into how poverty and inequality affect the lives of many local people. We are committed to delivering on the recommendations so that we can begin to remove the barriers that prevent too many people in Enfield from reaching their full potential.

The report can be found on the Enfield Council website at: new.enfield.gov.uk/services/your-council/enfield-poverty-and-inequality-commission/

Looking ahead

We will:

- Deliver on the 27 recommendations made by the independent Enfield Poverty and Inequality Commission.
- Reduce inequality for disadvantaged groups by implementing specific and measurable equalities objectives, due to be published as part of our new Equality and Diversity Policy in autumn 2020.
- Continue to promote and embed equality of opportunity for all staff through our equalities staff groups - the Ethnic Minority Network; the Women into Leadership Board; Disability Working Group; and LGBT+ Staff Group.

4 Early Help

When problems are identified early on, it is much easier to solve them, residents have better outcomes and the cost to public services is less. This is why we are joining up services across the Council and with our partners to deliver a range of coordinated early help services. We are doing this so that we can identify early the different challenges local people are facing and help them to solve these issues before things get worse. This is sometimes referred to as taking a 'prevention-based' approach.

The help, support and information needed will differ in each individual case. A family may be facing multiple challenges – for example, they may be struggling to pay their rent and other household bills after losing a job; dealing with parenting challenges; and experiencing stress and anxiety. By finding out about the whole situation that the family is in, understanding the root causes of the issues and working with them to identify their solutions in a way that they find supportive, we can help them to:

- increase their income through claiming the right benefits;
- keep their home by negotiating a rent arrears repayment plan with their landlord;
- put in place new boundaries and routines with their children through one to one family support;
- connect into things going on in their local community including clubs, activities and resources in their local library;
- develop the skills needed to access new employment opportunities.

We will deliver early help and prevention services within community hubs, bringing services together so that people are supported to resolve their problems.

We will provide effective early help or 'prevention' based services both online, for those who can access help this way, and also from welcoming, accessible and inclusive buildings in the right parts of the borough for people who need them. We want to provide the support that people need to build on their strengths and become more resilient, and help people access all the help and support they need. We will deliver this support and information in partnership with local people; voluntary and community sector organisations; and other statutory partners - helping communities to help one another.



Supporting our Communities during Covid-19

The Covid-19 outbreak has had a huge impact on our communities. We have acted decisively and in partnership with our key community groups to support residents and business during this incredibly challenging time.

Recognising the urgency and scale of the challenge as the crisis escalated in the spring, our staff and partners in the community took on new and demanding roles. As a result, our community response programme, "Enfield Stands Together" was established quickly, identifying and meeting demand from local people and businesses for critical assistance.

Our response to the Covid-19 outbreak as of June 2020:



90 schools kept open with 785 key workers and vulnerable families supported



12,118 calls taken by Enfield Stands Together helpline



7,061 medication collections and deliveries to vulnerable residents



1,200+ volunteers supported and coordinated



400+ staff redeployed to support response effort



24,460 food parcels and essential items delivered to residents



100% of essential services delivered



2,136 visits to our digital library services webpages

Covid-19 recovery

Protecting people in the borough from contracting Covid-19; helping our communities and businesses recover from its impact; and continuing to deliver services while social distancing restrictions are eased are central to our planning for the next two years.

While all priorities in this plan will help local people and local organisations to adapt and recover, there are some which we expect to particularly help the borough to get back on its feet in the wake of the Covid-19 outbreak.

Enfield Council as an ally - supporting our residents through hard times

- Mitigate the disproportionate impact of Covid-19 amongst groups identified to be at a higher risk by delivering targeted engagement, outreach and intervention to support communities and minimise risk of exposure.
- Improve access to benefit and debt advice for residents on the lowest incomes and implement a new Housing Advisory Service to prevent homelessness.
- Enhance skills to connect local people to opportunities.
- Create healthy streets, parks and community spaces.

Enfield Council as a community catalyst - unlocking our community capacity

- Establish a lasting legacy from our 'Enfield Stands Together' Programme, to enable communities to help and support one another into the longer term.
- Celebrate the community spirit of Enfield and rebuild community connections through cultural and community activities close to home, adhering to social distancing restrictions, while they remain in place.
- Establish our flagship libraries as community hubs, helping to achieve the best possible outcomes for local people at every stage of their lives.

Enfield Council as a business partner – working with business to rebuild the Enfield economy

- Work with local businesses to understand the challenges they face as a result of the Covid-19 crisis and support them to survive and ultimately prosper as part of Enfield's dynamic local economy.
- Transform our industrial areas so they become an integral part of London's future sustainable growth and provide more high-quality and low carbon career opportunities for our residents.
- Enhance the vitality and diversity of our town centres so that they are inclusive, attractive and safe places for residents and visitors of all ages.

Enfield Council as a strong operation – a modern council supporting change and recovery

- Support our staff to adapt to new ways of working as a result of Covid-19 and social distancing restrictions, helping people to work safely and effectively wherever they are.
- Deliver our services from fewer and better equipped buildings that are energy efficient, well-maintained, supported with the right technology and in the right locations, for the benefit of our communities. Our buildings will be welcoming, accessible and inclusive places, where residents can access all the support they need in one place, and where our staff feel happy to work.
- Invest in modern, user-friendly digital technology so that the first choice for residents is to use the phone and web to resolve simple queries and requests. This means our staff can spend more time on complex queries and with residents who might need extra support.

Thank you for reading our Council Plan.

We've got big ambitions to deliver a lifetime of opportunities for everyone in Enfield and we also have a plan to make this happen. We will be open and honest with you about how we are making our ambitions a reality through a published annual report and regular updates on our website.

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:

<https://new.enfield.gov.uk/services/your-council/our-vision-aims-and-values/>

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London Borough of Enfield**Council – Annual Meeting****Meeting Date – 1 July 2020**

Subject: Council's Committee Structure and Review of Scrutiny function**Cabinet Member: The Leader****Key Decision: N/a**

Purpose of Report

Following review of the Council's Constitution, this report provides proposals for a revised streamlined committee structure and enhancement of the council scrutiny function.

Proposals

- 1. To agree the revised streamlined Council's committee structure to take immediate effect.**
- 2. To note the review of the Council's scrutiny function carried out by the Centre for Public Scrutiny and agree proposed Scrutiny Panels**
- 3. To agree an additional Associate Cabinet Members focusing on children and young people in the borough.**
- 4. To instruct the Monitoring Officer to make any necessary amendments to the Constitution as a result of these decisions**

Background

- 1. A complete review of the Constitution was undertaken to ensure that it was fit for purpose and any inconsistencies within the Constitution were amended. The review was split into two phases to make it more manageable. At its meeting on 8 May 2019, the Council agreed to implement phase 1 of the constitution review and Phase 2 was agreed at Council on 26th February 2020 and the changes have been implemented.**
- 2. A requirement of the review of the Constitution was to provide proposals for a revised structure seeking to streamline the current committees and enhance the scrutiny function.**

Main Considerations for the Council

3. With an objective of to enhancing the scrutiny function, the Council commissioned the Centre for Public Scrutiny (CfPS) to undertake a review the effectiveness of the Council's scrutiny function. The proposals for the new committee structure are based on the response from members and officers and have been endorsed by the CfPS.
4. A copy of the CfPS' findings report is attached as **Appendix 3**.
5. The proposals for change to the scrutiny structure entails a move to seven standing Scrutiny Panels, with the Overview & Scrutiny Committee remaining and overseeing the Scrutiny Panels.
6. The proposed seven scrutiny Panels are:
 - (i) Crime;
 - (ii) Health & Adult Social Care;
 - (iii) Children & Young People;
 - (iv) Regeneration & economic Development;
 - (v) Finance & Performance;
 - (vi) Environment & Climate Action; and
 - (vii) Housing
7. Membership of both Overview and Scrutiny Committee and the Scrutiny Panels will be approved by Council elsewhere on this agenda.
8. Both OSC and the Scrutiny Panels will have work planning sessions at the start of the municipal year to set their work programmes. These work programmes will go to OSC for consideration prior to being approved by Council. All existing workstreams are concluded with immediate effect.
9. The Overview & Scrutiny Committee will maintain management of the Scrutiny function co-ordinating the Panels work programmes and dealing with call-ins, pre-decision scrutiny and overseeing scrutiny of major cross-cutting and corporate issues. This would be the first time the Council has a dedicated scrutiny panel for finance and performance.
10. The proposals are based on feedback received from members who felt that standing panels would provide better accountability, transparency, and improve their involvement.
11. OSC and Scrutiny Panels will be scheduled to meet a minimum of 4 times per year, however, it's likely OSC will meet more often to deal with call-ins and pre-decision Scrutiny.
12. The revised structure for Scrutiny means there is a need to look at the wider committee structure to avoid areas of duplication ensuring that council resources and councillors time are used effectively. The terms of

Reference for the proposed new committees are set out as **Appendix 1**. Summarised below between paragraphs 15 and 24 are the proposals for the revised committees/Boards/Forums.

13. No functions from previous committees have been deleted. The functions have been merged to provide a more streamlined structure, and emphasis has been placed on new Boards and Panels to provide a structure that delivers accountability, transparency on decision making and provides a greater opportunity for engagement.
14. The Council's new proposed Committee structure can be found at **Appendix 2**.

Environment Forum

15. Separate Boards deal with issues affecting the environment and local areas under the current structure. To avoid an inconsistent approach to these issues, it is considered that an overarching Board with local interest groups feeding into this Board would be an effective way for all interested parties to liaise and consider issues together. This Board would deal with issues that currently are undertaken separately by Green Belt Forum, Conservation Advisory Group, and Public Transport Consultative Group.
16. Membership of the Forum would consist of 7 Members of the Council with up to 21 representatives from local groups with an interest in the natural and built environment.

General Purposes Committee

17. The General Purposes Committee will incorporate the following meetings:
 - Audit & Risk Management;
 - Member and Democratic Services Group (MDSG); and
 - Electoral Review Panel.
18. There will be six meetings per annum, the main business on the agenda will relate to Audit and Risk items. Items can be included, when necessary that relate to the functions currently covered by MDSG and the Electoral Review Panel.
19. It won't be necessary to have an item on these subjects at every meeting, they will be on an 'as and when basis'. For example, the electoral Review Panel meets only once or twice a year.

Appeals, Appointments & Remuneration Committee

20. This committee will undertake the functions of the Remuneration Committee, Appointments Panel and Staff Appeals panel.
21. There will be a pool of 13 members including the Leader of the Council, the Deputy Leader of the Council and the Leader of the Opposition.

22. Three members will be selected for the Remuneration Committee function, and for staff appeals and appointments, as is the current practice members will be drawn from the pool, according to the requirements in the terms of reference.

Equalities Board

23. Within the current committee structure there are forums that deal with different equalities issues, but not all the 9 protected characteristics within the Equalities Act are covered. It is therefore proposed that an equalities board is established with representation from Community groups to consider equalities issues to ensure a consistent approach.
24. Membership of the Equalities Board would be 9 Members (6:3) with up to 9 members from local groups representing the 9 protected characteristics within the Equalities Act.

Associate Cabinet Member (ACM) Children and Young People

25. ACMs currently cover three geographical areas in the borough: Enfield West, Enfield North and Enfield South East.
26. It is proposed to introduce a fourth ACM with the focus of Children and Young People. This will post will link into the Children and Young People's Scrutiny Panel.

Safeguarding Implications

27. The introduction of a Scrutiny Panel with the focus on children and young people will:
- (i) Examine and report the policies and services of the Council as they impact on children and young people in the borough;
 - (ii) Promote the participation, engagement and influence of children and young people in the services which affect them; and
 - (iii) Receive the monitoring and progress reports as they relate to children and young people in the borough.

Public Health Implications

28. Issues relating to public health would be scrutinised at the Health and Adult Social Care Scrutiny Sub Committee.

Equalities Impact of the Proposal

29. The creation of an Equalities Board will positively affect those people who share protected characteristics by raising awareness of issues they face and aiming to reduce and remove inequalities and barriers that exist.

Environmental and Climate Change Considerations

30. The proposals include an Environment Forum and as part of the new proposed scrutiny structure an Environment and Climate Action Scrutiny Panel. These will provide dedicated committees for councillors to properly scrutinise the Council's response to climate change and provide a forum for residents to contribute to the discussion.

Risks that may arise if the proposed decision and related work is not taken

31. Whilst there is no legal risk, to not implement these recommendations would result in a lost opportunity to enhance the Council's scrutiny function and streamline its management of meetings.

Risks that may arise if the proposed decision is taken and actions that will be taken to manage these risks

32. As with the implementation of any new governance system particular care will need to be taken to ensure officer resources are directed and managed in the right way,

Financial Implications

33. There are no financial implications regarding the proposed streamlining of the Council's committee structure and review of scrutiny panels.

Legal Implications

34. The Local Authorities (Committee System) (England) Regulations 2012 (the LACSR) are made under the provisions of Sections 9J, 9JA and 105 of the Local Government Act 2000 (as amended) (LGA 2000). The proposals set out at Paragraphs 5 – 24 and Appendices 1-2 require compliance with the provisions of Parts 3 – 5 of the LACSR which set out the general provisions of systems of operation of committees and in particular for overview and scrutiny committee/committees.
35. The Leader has the power to make executive arrangements and also to decide how the executive functions are to be discharged by virtue of Chapter 2 of the LGA 2000 including the appointment of Cabinet Members and/or Associate cabinet members as proposed at paragraphs 25-26.
36. Further, the proposals outlined at paragraphs 5-24 and Appendices 1-2 require that local authorities must have regard to Statutory Guidance on Overview and Scrutiny in Local and Combined Authorities (May 2019) published by the Ministry of Housing Communities and Local Government issued under section 9Q of the Local Government Act 2000 and under paragraph 2(9) of Schedule 5A to the Local Democracy, Economic Development and Construction Act 2009. This requires local authorities to follow the guidance unless there is a good reason not to do so.
37. The LGA 2000, S9P places a mandatory duty on local authorities to prepare and keep up to date its constitution; Section 37 requires

authorities to adopt constitutions containing their standing orders, code of conduct for members, any other information they considered appropriate and 'such information as the Secretary of State may direct'.

38. The Local Government Act 2000 (Constitutions) (England) Direction 2000 Paragraph 3 sets out 26 matters (a-z) which must be included in the constitution; those pertinent to the recommendations in this Report being:
- (i) Paragraph 3c pertains to a description of the principal roles and functions of the members of the council under executive arrangements or, as the case may be, alternative arrangements including the rights and duties of those members;
 - (ii) Paragraph 3k (i) & (ii) pertains to a description of the arrangements for the operation of overview and scrutiny committees including. the terms of reference and membership of those committees and any rules governing the exercise of their functions; and any rules governing the conduct and proceedings of meetings of those committees whether specified in the authority's standing orders or otherwise';
 - (iii) Paragraph 3i pertains to a description of the functions of the local authority executive which, for the time being, are exercisable by the executive collectively or a committee of the executive, stating as respects each function, the membership of the body by who it is exercisable;
 - (iv) paragraph 3l(i-vii) in the case of a local authority which is operating executive arrangements, a description of the roles of the executive, committees of the executive and members of the executive including but not limited to the roles, functions, rights, responsibilities and duties of members of the executive as provided by sub-paras i-vii.
39. The Monitoring Officer pursuant to Part 2 paragraph 9.3(a) has a duty to maintain an up to date version of the constitution to make any necessary amendments to it in line with the provisions of paragraphs 38 and 39 following the outcome of the decisions in this report.

Workforce Implications

40. There are no workforce implications.

Property Implications

41. There are no property implications

Other Implications

42. There are no other implications.

Options Considered

43. The current committee structure could remain in place. This has been rejected following members feedback.

Conclusions

44. The review of the scrutiny function by the CfPS supports the proposed increased emphasis on scrutiny. The review also highlighted areas where positive changes would be useful.
45. The review and emphasis on the scrutiny function has given a timely opportunity to consider the Council's wider meeting structure. No current functions are ceasing to be delivered. However, the following individual Committees would be abolished, resulting in 26 fewer scheduled meetings per annum. Their functions remain and are incorporated within the new structure: MDSG, Electoral Review Panel, Deaf Forum, LBE/EREC, Vulnerable Young People's task Group, CAG, Green Belt Forum, Public Transport Consultative Group, Housing Advisory Board, Adoption Panel (this is now undertaken regionally).
46. The report also recommends the creation of a fourth ACM to concentrate on children and young people in the borough.
47. Any changes to the SRA will be agreed under the Members Allowances Report in this agenda.

Report Author: Jeremy Chambers
 Director of Law and Governance

Date of report 1 July 2020

Appendices

Appendix 1 – Terms of Reference of revised committees

Appendix 2 – Proposed new structure chart

Appendix 3 – Copy of the CfPS finding report

Background Papers

The following documents have been relied on in the preparation of this report:

None.

OVERVIEW AND SCRUTINY COMMITTEE
Appointed by: Chair and Vice Chair appointed by Council
Proportionality: Applies
Membership: 8 (2 Conservative, 6 Labour)
Chair and Vice Chair appointed by: Council
Public/Private meetings: Public and private
Quorum: 3
Frequency: minimum of 4 meetings per annum
<p>Terms of reference: The leadership and co-ordination of the Council's scrutiny function will be the responsibility of the Overview and Scrutiny Committee.</p> <ul style="list-style-type: none"> (i) Development, co-ordination and implementation of the overall scrutiny annual work programme for all scrutiny panels; (ii) Reviewing executive decisions under the Call-in procedures; (iii) Ensure that the Education statutory co-optees are provided with the support they require; (iv) Leading consultation on the Budget and considering the views of the Finance and Performance Scrutiny Panel (v) To develop its own work programme (vi) To receive petitions and consider Councillor Calls for Action as set out in the Constitution; and (vii) To take responsibility for the scrutiny of monitoring reports both external and internal

Holding the Executive to account:

- Questioning the Leader and Cabinet Members in a constructive manner on issues within their portfolio
- Reviewing council performance and making suggestions for improvement
- Scrutinising the activities of partner agencies

Policy review and development:

- Reviewing policies and strategies developed by the council or the wider strategic partnership

Consulting and involving local people:

- All Committee and panel meetings are held in public
- Examining and responding to referrals from Healthwatch Enfield (Health Scrutiny)
- Operating Councillor Call for Action where members can refer matters that affect their local area

CRIME SCRUTINY PANEL
Appointed by: Chair and Vice Chair appointed by Council
Membership: 8
Chair and Vice Chair appointed by: The Chair of each Scrutiny Panel shall be a member of the OSC, as determined by the OSC at its first meeting
Public/Private meetings:
Quorum: 3
Frequency: minimum of 4 meetings per annum
Terms of reference: <ol style="list-style-type: none"> 1. To scrutinise and make a report or recommendations on the Metropolitan Police Service, Emergency services, Safer Neighbourhood Board and community safety 2. To scrutinise, and prepare reports, as necessary, about any Council actions and decisions relating to crime and community safety

HEALTH & ADULT SOCIAL CARE SCRUTINY COMMITTEE
Appointed by: Chair and Vice Chair appointed by Council
proportionality: Yes
Membership: 8
Chair and Vice Chair appointed by: The Chair of each Scrutiny Panel shall be a member of the OSC, as determined by the OSC at its first meeting
Public/Private meetings: Public
Quorum: 3
Frequency: minimum of 4 meetings per annum
The Overview and Scrutiny Committee and Health Scrutiny Panel will: <ol style="list-style-type: none"> (i) Scrutinise the planning and provision of local health services and through this process contribute to the continuous improvement of health services and services that impact upon health. (ii) Respond to consultations by NHS bodies and provide dates and publish timeframes for its decision-making process on proposals for substantial developments. (iii) Comply with regulations formalising arrangements for health scrutiny. (iv) Consider matters referred to the Council by the local Healthwatch and respond within 20 days. (v) Scrutinise Public Health services commissioned by the Council / Health and Wellbeing Boards.
The following provisions are preserved: <ol style="list-style-type: none"> (i) Enable health scrutiny to review and scrutinise any matter relating to health services in its area; (ii) Require NHS bodies to provide information to and attend before meetings of the committee; (iii) Make reports and recommendations to relevant NHS bodies and to the Local Authority; (iv) Require health providers to respond within a fixed timescale; and (v) Require health providers to consult local authorities

ENVIRONMENT & CLIMATE ACTION SCRUTINY PANEL
Appointed by: Chair and Vice Chair appointed by Council
proportionality: Applies
Membership: 8
Chair and Vice Chair appointed by: The Chair of each Scrutiny Panel shall be a member of the OSC, as determined by the OSC at its first meeting
Public/Private meetings:
Quorum: 3
Frequency: minimum of 4 meetings per annum
Terms of reference: <ol style="list-style-type: none"> 1. To examine and report on the strategies, policies and services of the Council and matters of importance to Enfield as they relate to the Environment 2. To consider environmental matters on request from another standing committee and report its opinion to that standing committee. 3. To take into account in its deliberations the cross cutting themes of the achievement of sustainable development, climate change, and the impact on health of Enfield residents

HOUSING SCRUTINY PANEL
Appointed by: Chair and Vice Chair appointed by Council
Proportionality: Applies
Membership: 8
Chair and Vice Chair appointed by: The Chair of each Scrutiny Panel shall be a member of the OSC, as determined by the OSC at its first meeting
Public/Private meetings: Public
Quorum: 3
Frequency: minimum of 4 meetings per annum
Terms of reference: <ol style="list-style-type: none"> 1. To examine and report on the strategies, policies and actions of the Council as they relate to the Council's existing housing stock and services 2. To scrutinise the planning and provision of the Council's housing stock 3. To consider housing matters on request from another standing committee and report its opinion to that standing committee.

FINANCE & PERFORMANCE SCRUTINY PANEL
Appointed by: Chair and Vice Chair appointed by Council
Proportionality: Applies
Membership: 8
Chair and Vice Chair appointed by: The Chair of each Scrutiny Panel shall be a member of the OSC, as determined by the OSC at its first meeting
Public/Private meetings: Public
Quorum: 3
Frequency: minimum of 4 meetings per annum
Terms of reference: <ol style="list-style-type: none"> 1. To examine the draft budget proposals for the next financial year and to report to Overview and Scrutiny Committee as part of their annual budget meeting. 2. To examine, monitor and report to Overview & Scrutiny on matters relating to the finance and performance of the Council and its partners 3. To consider finance and performance matters on request from another standing committee and report its opinion to that standing committee. <p>To consider the quarterly monitoring reports provided by the Council</p>

REGENERATION & ECONOMIC DEVELOPMENT SCRUTINY PANEL
Appointed by: Chair and Vice Chair appointed by Council
Proportionality: Applies
Membership: 8
Chair and Vice Chair appointed by: The Chair of each Scrutiny Panel shall be a member of the OSC, as determined by the OSC at its first meeting
Public/Private meetings: Public
Quorum: 3
Frequency: minimum of 4 meetings per annum
Terms of reference: <ol style="list-style-type: none"> 1. To examine and report the services, policies and proposals from the Council that impact on the future and current regeneration and economic development in Enfield 2. To consider matters relating to regeneration and economic development on request from another standing committee and report its opinion to that standing committee.

EQUALITIES BOARD
Appointed by: Chair and Vice Chair appointed by Council
Proportionality: Applies
Membership: 9 members with up to 9 members from local groups representing the 9 protected characteristics
Chair and Vice Chair appointed by: Council
Public/Private meetings: Public
Quorum: 3
Frequency: minimum 4 times a year
<p>Terms of reference: Equalities Board is the forum by which the Council can oversee its processes to eliminate discrimination on the protected characteristics. The following characterises are protected under the Equalities Act 2010:</p> <ul style="list-style-type: none"> • age; • disability; • gender reassignment; • marriage and civil partnership; • pregnancy and maternity; • race; • religion or belief; • sex; • sexual orientation <ol style="list-style-type: none"> (i) To monitor the Council's performance against current equality legislation. (ii) To act as a consultative and advisory body with regard to the development of new policies/initiatives and to actively support such initiatives. (iii) To raise awareness of the specific needs of service users in terms of service delivery. (iv) To provide a sounding board for any initiative or proposal that the Council is making and how they may affect the protected characteristics either directly or indirectly. (v) To provide a better understanding of equalities in order to gain knowledge, and to promote awareness and encourage mutual respect. (vi) To encourage the Council to realise the benefits of a diverse workforce that reflects the make-up of the local population. (vii) To encourage the Council support to staff in a manner that encourages them and makes them feel secure in their working environment. (viii) To analyse data and information gained from monitoring, impact assessments and general consultation activity to inform priorities and future practice. (ix) To consider workforce equalities and diversity matters referred to it by

the Director of Law and Governance, Human Resources, Audit & Risk
Management

GENERAL PURPOSES COMMITTEE
Appointed by: Chair and Vice Chair appointed by Council
Proportionality: Applies
Membership: 9 councillors
Chair and Vice Chair appointed by: Council
Public/Private meetings: Public
Quorum: 3
Frequency: minimum 6 times a year
<p>Terms of reference:</p> <p>To consider:</p> <p>Internal Audit</p> <ul style="list-style-type: none"> (i) The annual Internal Audit Report, including the Head of Internal Audit and Risk Management's Annual Opinion over the Council's assurance framework and internal control environment. (ii) The annual risk-based plan of internal audit work, from which the annual (iii) opinion on the level of governance, risk management and internal control can be derived. The plan will include the budget requirement and resource plan in terms of audit days needed to deliver the programme of work. (iv) The internal audit charter, defining the service's purpose, authority and responsibilities. The charter will cover arrangements for appropriate resourcing define the role of internal audit in fraud-related work and set out arrangements for avoiding conflicts of interest. (v) Regular updates from the Head of Internal Audit and Risk Management on audit and investigation activities. These will include progress on delivering the annual programme of work, emerging themes, risks and issues and management's responsiveness in implementing recommendations and responding to Internal Audit. In line with requirements of the Public Sector Internal Audit Standards, performance of the Internal Audit Service and the results of quality assurance and improvement activities will also be reported. (vi) Specific internal audit reports agreed between the Chair and the Executive Director Resources or the Chief Executive. (vii) The Council's policies on 'Raising Concerns at Work' and the 'Anti fraud and corruption strategy'. (viii) The implementation of relevant legislation relating to fraud and corruption. <p>External Audit</p> <ul style="list-style-type: none"> (i) The External Auditor's Annual Letter and relevant reports. (ii) Specific reports as agreed with the External Auditor. (iii) To comment on the scope and depth of external audit work and to ensure it gives value for money.

- (iv) The External Auditor's Report to those charged with governance from the audit of the accounts.

Risk Management

- (i) The strategy for effective development and operation of risk management and corporate governance in the Council to ensure compliance with best practice.
- (ii) Departmental and corporate risk registers.

Procurement and Contracts

- (i) An overview of the Council's Constitution in respect of contract procedure rules, financial regulations and relevant codes of conduct and protocols.
- (ii) Reports on waiving of contract procedure rules.

Other issues

- (i) The Council's annual Statement of Accounts.
- (ii) Any matters referred to it from the Monitoring Officer's meetings.
- (iii) Any issue referred to it by the Chief Executive or a Director, or any Council body for determination.
- (iv) An Annual Report, for submission to Council, summarising the work done by the Committee over the past year and outlining work to be done in the year to come.
- (v) The Council's Annual Governance Statement and to formally agree it.
- (vi) Quarterly updates on the use of Regulation of Investigatory Powers Act 2000 (RIPA).
- (vii) Commissioned work from internal and external audit, the Executive Director Resources or other Council officers

Constitution

- (i) To keep under review and make recommendation to the Council advised by the monitoring officer, on the Constitution to ensure that the aims and principles of the Constitution

Members Support

- (i) Making recommendations to the Council for the adoption or revision of a scheme of allowances, training and development for Members.
- (ii) To consider issues and develop proposals relating to all aspects of Members' support, including:
 - Administrative and ICT support;
 - Members' enquiries; and
 - Members' wellbeing and office accommodation support.

Elections

- (i) To review and agree the electoral arrangements in the borough relating to the designation of polling districts and polling places in accordance with any provisions of the Representation of the People Acts.

- (ii) To receive reports from the Returning Officer on the conduct of major elections in the Borough, and to make relevant recommendations to Council as necessary in respect of the areas which come within the Council's jurisdiction.
- (iii) To receive reports from the Electoral Registration Officer on the administration of the Register of Electors and the absent voting process in the Borough, and to make relevant recommendations to Council as necessary in respect of the areas which come within the Council's jurisdiction.
- (iv) To consider consultation papers from government and other bodies (such as The Electoral Commission) on aspects of the electoral process, and to agree the Council's formal responses to such consultations.

STAFF APPEALS, APPOINTMENT AND REMUNERATION COMMITTEE
Appointed by: Chair and Vice Chair appointed by Council
Proportionality: Applies
<p>Membership: 3 members from pool of 13 members including Leader of the Council, Deputy Leader of the Council, Leader of the Opposition</p> <p>For appointments: The membership of each panel is dependent upon the level of the post being filled.</p> <p>Head of Paid Service Appointment: (Up to 6 members) Leader of the Council; Deputy Leader of the Council; Leader of the Opposition; and up to 3 other Councillors (split 2 majority: 1 opposition)</p> <p>Chief Officer & Deputy Chief Officer Appointment: (5 members) (Names to be agreed depending on appointment in question) 3 majority and 2 opposition</p> <p>For appeals: 3 members one of which should be Chair or Vice Chair + 2 from remaining pool none of whom are members of the committee concerned with the work of the relevant Service Group.</p>
Public/Private meetings: Public when possible
Quorum: 2
Frequency: 4 meetings per annum
<p>Terms of Reference:</p> <p>Remuneration</p> <p>(i) To make recommendations to the Cabinet, and Council if appropriate on strategic pay and remuneration issues relating to staff in posts graded Assistant Director, Director and Chief Executive, plus other salary scales with similar levels of remuneration</p> <p>(ii) To consider all elements of the Council's senior management remuneration package, including</p> <ul style="list-style-type: none"> • levels of consolidated/fixed salaries; • elements of variable non consolidated salary payments; • any additional pay or non pay benefits that could be considered as part of the total remuneration package; • processes for determining the pay progression of staff; • termination payments packages; • parameters and process for appointing senior interim or agency staff. <p>The remit of the Committee will not extend to consideration of the level of remuneration of individual members of staff (within the context of the agreed policy) as these will be covered by individual contracts of employment.</p> <p>Appointments</p> <p>(i) To be responsible for making appointments to all posts at Executive Director and Director level and for making a recommendation for the appointment of the Head of the Paid Service to the Full Council.</p>

Appeals

- (i) To deal with appeals against dismissal, grading, pension entitlement and grievances by Chief Officer and Deputy Chief Officer.

ENVIRONMENT FORUM
Appointed by: Chair and Vice Chair appointed by Council
Proportionality: Applies
<p>Membership: 5 members, who are not members of the Planning Committee</p> <p>Up to a maximum of 5 representatives from the following:</p> <ul style="list-style-type: none"> • Transport for London • Train Operating Companies providing services within the Borough • London Borough of Enfield • representatives of local bodies with an interest in natural and built environment <p>The wider membership for the Forum will consist of:</p> <ul style="list-style-type: none"> • Plus 21 other members comprising 2 nominated by the Federation of Enfield Residents and Allied Associations and 1 nominated by each of the following: <ul style="list-style-type: none"> • Edmonton Hundred Historical Society; • Enfield Preservation Society; • Southgate District Civic Trust; • Southgate Green Study Group; • Grange Park Conservation Area Study Group; • Meadway Conservation Area Study Group; • Eastern Enfield Study Group; • Edmonton Study Group; • Bush Hill Park Conservation Area Study Group; • Enfield Town Conservation Area Study Group; • Forty Hill and Bulls Cross Study Group; • Clay Hill Study Group; Trent Park Conservation Committee; • Enfield, Edmonton and Southgate Chamber of Commerce; and • Enfield Lock Conservation Group. <p>Council officers will attend as appropriate</p>
Chair and Vice Chair appointed by:
Public/Private meetings: Public
Quorum: 2 Members
Frequency: monthly
<p>Terms of reference:</p> <p>General</p> <ul style="list-style-type: none"> (i) to advise and comment on policies and strategic issues in Enfield that affect the built and natural environment, (ii) to encourage community initiatives that improve sustainability, (iii) to enable information exchange and networking among members and supporters in Enfield (iv) to scrutinise and monitor the progress of the Local Plan. <p>Green Belt</p> <ul style="list-style-type: none"> (i) To comment on strategic and policy issues affecting the green belt in

Enfield, such as government, regional or local policies, and changing patterns of usage.

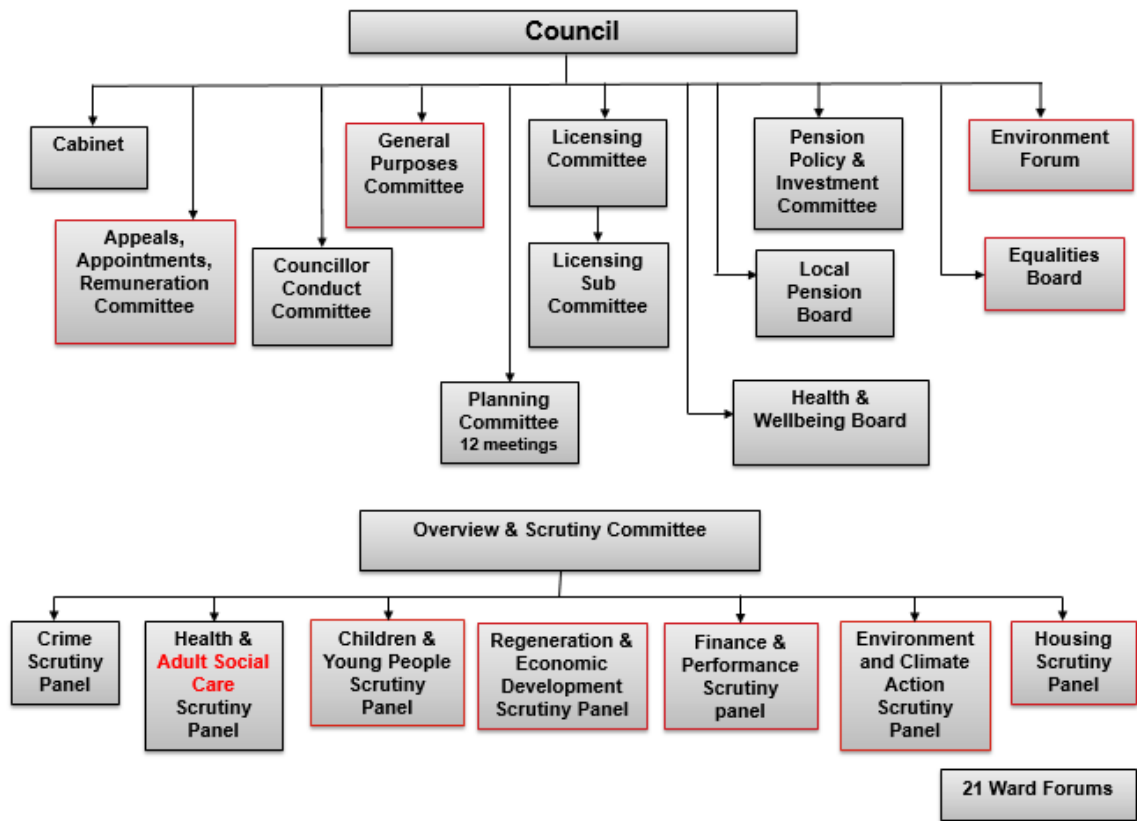
- (ii) To consider and comment on major developments which are likely to affect the character or appearance of the green belt.
- (iii) To comment on the Council's various enforcement policies which are likely to affect the character and appearance of the green belt.
- (iv) To keep under review the Council's overall management of the green belt in the borough.

Conservation of the Borough

- (i) To consider and advise the Head of Planning and Planning Committee on proposals for development which are referred to the Group which could affect the character or appearance of conservation areas, ancient monuments, listed buildings or their settings, or the architectural or historic interest of key sites in the borough generally.
- (ii) To advise the Head of Planning and appropriate Cabinet Member on the preservation or enhancement of the character or appearance of heritage features, areas and their environs.
- (iii) To encourage the improvement of heritage features, areas and their environs.
- (iv) To make recommendations to the Head of Planning and appropriate Cabinet Member for the designation of further Conservation Areas and Article 4 Directions relating to the historic environment of the borough.
- (v) To promote greater awareness of architectural quality through the bi annual Enfield Design Awards scheme.

Public Transport

- (i) To consider and monitor the operation and provision of public transport facilities within the Borough;
- (ii) To share information on key developments relating to the public transport network including receiving reports from representative forums and groups;
- (iii) To identify strategic issues for public transport providers to address; and
To provide input into the development of Council policies and responses to relevant consultations.



Copy of the CfPS findings letter



Jeremy Chambers
London Borough of Enfield
By e-mail

9 June 2020

Dear Jeremy,

FINDINGS OF CFPS SCRUTINY IMPROVEMENT REVIEW

Thank you for inviting the Centre for Public Scrutiny to carry out an evaluation of Enfield's scrutiny function. As you will be aware I and Cllr John Cotton (an LGA Member Peer) visited the council for two days earlier this year to conduct a range of in-person interviews.

Following these interviews with council officers, councillors and others, and having had the opportunity to undertake an extensive review of documentation, our approach to these reviews is to draft a letter like this one, containing key findings and evidence and suggesting areas in which actions might be developed.

This letter does not set out the precise detail and wording of potential actions. We think that it is important that the councils where we provide support (and, in particular, councillors) determine what actions will best address the findings we have made. We are happy to make the offer to work with you, and councillors, to develop and finalise these actions.

1. Your objectives

Overall our work has looked at:

- **Culture.** The mindset and mentality underpinning the operation of the overview and scrutiny process. This will involve a focus on the Council's corporate approach to scrutiny;
- **Information.** How information is prepared, shared, accessed and used in the service of the scrutiny function;
- **Impact.** Ways to ensure that scrutiny is effective, that it makes a tangible difference to the lives of local people.

In doing so, we looked at four main areas of scrutiny practice. These are:

- Organisational commitment and clarity of purpose;
- Members leading and fostering good relationships;
- Prioritising work and using evidence well;
- Having an impact.

Before we started we were advised that particular advice and assistance was sought on making structural changes to Enfield's scrutiny committees. Since our visit, proposals have been made, and are due to be considered by councillors. Our findings, as far as possible, therefore aim to provide assurance on these proposals, and explore ways in which refinements might be made to ensure that positive change can be embedded.

As far as possible, our findings reflect this context.

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The proposals will increase the number of formal scrutiny committees and decrease the number of standing panels and workstreams. In particular, they involve the creation of new bodies to look at finance and performance and children's services. Both are to be welcomed. A finance and performance panel could take a watching brief over finance, performance and risk issues, feeding intelligence and insight to other committees and grounding their work programmes in a rigorous sense of the council's ongoing delivery in scrutiny's seven priority areas.

The establishment of a separate committee to focus on children's services, meanwhile, delivers on the council's commitment to concerted member action in this area. We think that thought will need to go into the way that this committee works to ensure that it intersects productively with other children's services improvement activity.

As this review was undertaken, the COVID-19 pandemic was in its early stages. At the time of writing these findings, it was expected that the effects of the pandemic would be felt for some time to come. Inevitably, this will affect scrutiny in the short term (including the implementation of the proposed structural changes to the function). COVID-19 presents scrutiny with the challenge, and the opportunity, to recast its role to focus on matters critical to local people, and to streamline its work accordingly. Doing this may provide an opportunity to test out ways of carrying out shorter, sharper investigations and reviews (along the lines that we discuss in section 4. We provide more general advice on scrutiny's role during the pandemic in publications available at <https://www.cfps.org.uk/covid-19-notice/>

2. Overall

- The council is aware that scrutiny requires improvement. Some members think that this need is particularly urgent, and that the function has "drifted" in recent years;
- The council is acting on this need for change (for example, by securing agreement from members for structural change to the scrutiny committee system). However, some members are disengaged, doubting the commitment of the executive to supporting improvement;
- Scrutiny could be better aligned with the areas that it needs to focus on to deliver real change. There is recognition of this, and steps are currently being taken to refine scrutiny's focus and align it more closely to where it can add most value;
- Too little scrutiny work has been productive – some recent workstream activity has lacked focus, the use of call-in has been excessive (although systems have recently been improved) and pre-decision work where it occurs often comes to late to influence decisions.

Scrutiny in Enfield has significant potential. The council understands the way that improvement needs to be carried out in order for this potential to be realised, and the Leader, Chief Executive and Senior Officers have made commitments to support this improvement. While there is scepticism and disengagement from some quarters, other members with whom we spoke were keen to speak positively about the future, and (along with senior officers) were able to articulate a realistic roadmap for the future.

This said, challenges remain. Some of the biggest barriers and risks to improvement lie in behaviours, attitudes and culture. Developing a common understanding of scrutiny's purpose, and building a sense of common purpose and common endeavour between scrutiny and the executive, has been and continues to be a challenge. Some members and officers have different experiences of, and views on, scrutiny's past effectiveness – which informs their views about the kinds of improvement now required.

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Frank and candid conversation – one-to-one and in groups – between members, and between officers and members, will be necessary to build a shared sense of where scrutiny is now and where it needs to go.

The current proposals, which we hope will soon be agreed, will lay strong foundations for these improvements. In order for these improvements to be embedded and delivered, however, parallel steps will need to be taken to bring about changes in attitudes and behaviour. These kinds of improvements are more complex than structural changes, and rest on five connected issues:

- **How scrutiny's role is articulated;**
- How scrutiny members access and use information, and the support they receive in doing this;
- How scrutiny prioritises and manages its work programme;
- The scoping and management of workstreams/task and finish work;
- The profile of scrutiny within the organisation, including the esteem in which it is held by councillors.

Those with executive responsibility (including senior officers) recognise the need to address these issues. Scrutiny members also recognise this need – despite the disengagement of some. We hope and expect that articulating cultural and attitudinal change in the way we have described above provides the council with a clearer roadmap as to how these necessary conversations happen.

3. Organisational commitment and clarity of purpose

The organisation has focused itself on improving scrutiny, recognising the strategic need to do so. It has already started to take action, by making necessary changes to call-in and by preparing to implement a more focused committee structure. This demonstrates a leadership commitment to take action, but some councillors feel that they do not have a stake in this improvement process, including a role in directing it. A small number feel that the executive is actively working to limit and constrain scrutiny.

We do not believe that this is the case. Some recent disagreements (for example, around the role of Assistant Cabinet Members) can be seen as proxies for this lingering sense of suspicion and scepticism. In the past, the tendency has also been for call-in to act as a focus for this kind of disagreement, in a way that has become antagonistic. We talk more about call-in in section 6.

Tensions may have been exacerbated by the high turnover of councillors at the last election. In 2018, there were 29 new councillors out of a total of 63. While we are aware that all new councillors were given the opportunity to engage in a comprehensive member induction programme at the time, it may now be right to revisit the issue of new (and longer-standing) members' needs – and their skillsets – as part of a way both of improving relationships, and of setting out members' expectations of the roles they will perform on scrutiny. A small number of members feel that they have been left to navigate their roles without sufficient support, and this has contributed to the sense for these councillors that the organisation's commitment to scrutiny is limited.

It is important to note that a degree of disengagement in scrutiny from some councillors is not uncommon and is not necessarily evidence of critical risks to the function, or to governance. The disengagement we have seen in Enfield is felt – strongly – by what seems to be a minority

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of councillors. Political and personal tension may contribute to this issue. The important thing is that there is a recognition that this disengagement exists.

The key to improvement, and to re-engaging those councillors who feel detached from scrutiny, must lie in clarity on scrutiny's role and priorities, because attempts to re-engage councillors have become detached from scrutiny has to be carried out with a purpose in mind. The proposed changes to scrutiny offer an obvious mechanism to do this. Steps have been taken to align scrutiny's future role to the seven most important areas of concern for the Council but this new focus will need to be embedded in the way that members and officers interact day-to-day. This means having conversations to better articulate exactly what scrutiny's unique role might be in respect of these areas, and how it can work with the executive to be able to engage at the right time to productively influence the council's approach.

For example, might scrutiny's role be to bring to bear insights from the local community on these issues? Might it be to monitor implementation of key decisions relating to these matters, and associated budgets? Could it be to understand risk factors which might serve to derail the council's aspirations, and seek to oversee ways to mitigate them? Could it be to take a more active role earlier on in the policy development process on these issues? Each of these roles would require a different set of ways of working, and different executive/scrutiny relationships.

The statutory scrutiny guidance published in May 2019 makes reference to the development of a clear, unambiguous role for scrutiny, and for the development of an executive/scrutiny protocol to define how the relationship will practically function as scrutiny delivers this role. The council having agreed scrutiny's renewed focus on its seven priority areas, councillors now need to be brought into that wider discussion on exactly what scrutiny's focus will be in respect of those priorities.

4. Members leading and fostering good relationships

There has been a big learning curve for the large number of new members elected in 2018. Some new councillors do not feel that adequate opportunities were made available to them to engage in training and induction activity – either formal, or through their substantive work. Some councillors feel a lack of confidence in being able to engage productively in the work of scrutiny.

The wider conversation about scrutiny's fundamental role – which we suggest above – will we think go a considerable way in resolving some of these remaining problems. But councillors also need support in understanding how their behaviours and attitudes, within these new roles, need to develop.

Making scrutiny work is a collective responsibility. It is everyone's job to attempt to foster good relationships. Political and personal disagreement is inevitable, but with a common understanding of scrutiny's overall role, it should become easier to have conversations about how best that role might be transacted.

In the first instance, this will require a commitment from all scrutiny members to collective leadership of the function. Leadership in scrutiny is not just a matter for chairs, and others in prominent positions. Others must also exercise the responsibility.

As things stand, members exert control of the function, but this does not always translate into the forms of leadership that are needed to ensure the function is effective. Leadership is about being prepared to take advice, exercise critical judgement on what the function's priorities

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ought to be, and being open and candid about where scrutiny can, and cannot, add value. At the moment, on some matters (especially work programming) members are less willing to take officer advice, leading to work programmes which are not sufficiently focused. This is an example of members exercising control, but not the qualities of leadership.

Leadership is about members recognising that officers are there to support their work and that their advice should be taken seriously. This respect and regard from members exists in the abstract (and overall members were positive about the support they receive from officers), but as a matter of practice we saw evidence that when it comes to selecting work, members go their own way.

This would be justified when decisions are made in a framework where scrutiny's role is clear and well-understood, but in this context it leads to the selection and pursuing of issues and topics which look tangential. Scrutiny members do not, as things stand, seem aware of the wider, corporate issues and priorities of the council, or of the risks and constraints affecting the work of the council and its partners. The proposed new structure will provide a key opportunity to address this, by focusing work on key areas of corporate priority.

Adopting this sense of collective leadership and collective responsibility requires a reset of expectations and relationships, which we anticipate will be directly assisted by the proposed structural changes. Scrutiny members need to take the first step in setting out their individual and collective expectations, feeding that into the wider discussion about scrutiny's role. Officers need to play an active part in this conversation.

Once scrutiny's role and expectations about the relationships to support that role have been determined, members will need to lead on attempts to trial different ways of working in scrutiny. We talk about different models and ways of working for scrutiny in "The good scrutiny guide" (2019); we set out a few below. The COVID-19 crisis also provides the challenge, and opportunity, to scrutiny to adopt snappier approaches to in-depth investigation than the workstream model.

Collective member leadership will be required to understand what new ways of working could be adopted, to develop a menu of attractive methods, to trial a broad spectrum of them, and to incorporate successful approaches permanently. Different ways of working could include:

- More public facing activity. Some members and officers expressed to us a view that scrutiny could be more publicly visible. A clearer focus for the function provides the opportunity to design public engagement activities in a way which will be more obviously useful. This is likely to be about scrutiny members going to where community groups – both offline and online – and listening in to existing, ongoing conversations in spaces where local people feel comfortable;
- More shorter, sharper methods. Shorter "challenge panel" sessions to tackle problems or blockages on a certain issue and the use of individual councillors to act as "rapporteurs" on certain matters will give more opportunities for active involvement to a wider number of members while keeping within scrutiny's overall resource envelope. These methods would require councillors to be more proactive – carrying out work with some guidance from officers, but less support than they are used to. For some members, this might be empowering – for others, it might prove more of a challenge. The discussion, which we recommended above, around scrutiny members' expectations of their role, will help to clarify exactly what kinds of support members might need and expect on these approaches.

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Trialling these methods should be based on the overriding requirement that, collectively, they sit within the existing resource envelope for the scrutiny function. Certainly, we expect that a more focused approach than the workstream model, which tended to look quite open-ended, will provide more opportunity for more councillors to engage in a wider range of work.

Effective deployment of new ways of working will require a greater understanding by councillors of their rights to the access and use of information, which we cover in the section below.

Success here will hinge on member training and development. An active member development programme exists but more opportunity could now be taken to build on it to incorporate development outcomes in substantive scrutiny work. For example, the heightened priority of finance and performance in the new committee structure could lead to more systematic, ongoing support for relevant members on these matters.

5. Prioritising work and using evidence well

Members' overall access to and use of information to support their work is poor. Analysis of recent committee agendas, minutes and reports suggests that members focus much of their time in committee on exploratory questioning, limiting the amount of value they can add. We heard that in the past members had tended to be scattergun in their approaches to officers with requests for information – although there are signs of recent improvement here. The frequent exercise of call-in (a far more common occurrence in Enfield than in most other councils) also suggests that prioritisation of work is a challenge; the objectives of call-ins appear frequently to be indistinct (other than to express general political disagreement).

Prioritisation rests on prompt access to high quality and relevant information. The council, as standard, has a schedule of key decisions supported by the expected range of background papers. As is the case for many councils, it is not an especially useful document, and is not integrated with other corporate strategic and delivery plans. Corporate and departmental plans exist, backed up with information and performance management frameworks. Members to whom we spoke were only variably aware of this information. Longer-standing councillors were generally more familiar while some of those more recently elected had a very limited sense of the way in which the council produces and uses information to support its decision-making.

Members need to proactively engage with officers more to be clearer about what information they need and expect – driven by a better understanding of scrutiny's role. This is not about what matters they are personally interested in, but which scrutiny, as a function of the council, can add most value. This understanding then needs to be used to inform prioritisation of agendas and the work programme, as we described above.

With more focus will come less of a tendency for scattergun information requests and less of a reliance on being "fed" information by officers. The situation has led to understandable officer frustration in some cases, with officers being uncertain why members want and need to see information – therefore making it difficult to provide information which meets members' needs and expectations. This has led to some members feeling that the quality of information they receive, overall, is poor, including concerns about delays to how and when members do get hold of information. To inform our review, we have looked at officer reports submitted to scrutiny committees in the eighteen months before our review began. Many are generic in nature, and do not engage with the topics under discussion so as to assist members in hold the executive to account – suggesting a lack, overall, of member leadership and direction in

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what the expectations are that reports will cover, and the purpose for which they will be submitted to committee for consideration. The same analysis demonstrates that it is common practice for general reports "for information" to be submitted to committee. Members and officers could instead think of different ways for the information contained in these reports to be provided to members, both to reduce the burden on officers in writing reports and to assist members by providing them with information which is more succinct and relevant to their priorities. Below we talk about the possibility of an "information digest" to meet this need.

Information needs to be used more clearly to inform the work programme. As things stand (as we noted in the section above) members are unwilling to take advice on the work programme, which has in past led to the selection of less productive workstreams and committee items. This is a nuanced matter. It is right that councillors bring to bear their own judgement on the work programme but this judgement must also be informed by accurate information.

Topics chosen tend to be quite siloed, although there is some history of cross-cutting work being picked up through workstreams (and we recognise that cross-cutting issues will be picked up more effectively in the new proposed structure). Members will need to be prepared to be more reflective and self-critical in how they approach topic selection.

More clarity on scrutiny's role, focus and ways of working will help members to direct their attention to the right topics, tacking in the right way and at the right time. Officers will need to be proactive in working with members to understand the kinds of regular information flows that will be necessary to support this role.

The heavy use by councillors of call-in has historically used up a significant resource, for little benefit. As in other councils, use of call-in tends to be political in nature. All recognise the need to significantly curtail its use, releasing resource which can be better prioritised. We would expect that a more systematic approach to the preparation and sharing of information in advance of decisions being made would, in this context, serve to limit the use of call-in, but only as part of the wider package of changes around scrutiny's role and relationships we discussed in the sections above. The only way to systematically tackle the overuse of the call-in function is through dialogue and the agreement of mutual expectations between members on the executive and scrutiny.

The statutory scrutiny guidance published in May 2019 suggested the preparation of a regular "information digest" which would allow members to keep a proportionate watching brief over council services and giving them the intelligence needed to select topics where they can add value. This is something Enfield should pursue and could be built into the standing operating procedure of new committees and panels. For example, the finance and performance panel might take an active role, given its oversight responsibilities, to provide insight and intelligence based on the information it receives to inform the detailed work programmes of other committees.

Councillors will need to understand that building consensus around topic selection will mean that certain things that they are interested in may not be chosen for scrutiny. Limited time and space will be available for high-impact scrutiny work.

6. Having an impact

Our comments on impact reflect the structure for scrutiny which has existed hitherto. Proposed changes pre-empt many of the areas where we consider improvements to be necessary, making it particularly important that these changes are implemented and embedded swiftly.

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At the moment, impact comes through work in two spaces – in committee and in workstreams.

In committee, impact has been limited given that committee has become a place for information-sharing rather than action. In the new structure, the opportunity could be taken (given the increase in the number of committees overall) to reduce the number of substantive items per agenda, allowing members to look at fewer items in more depth. In the section above on information, we suggest an information-sharing mechanism that could support members to choose the right items.

Arrangements for the operation of workstreams is changing, alongside changes to the committee structure. This is the right move. There are examples of good work (on care leavers' transition, for example) but overall, scoping of recent workstreams could have been tighter (much work seems to have been quite open ended), and the timescale for their work shorter. "Mission creep", without effective oversight, has led some workstreams to continue working without a clear sense of an endpoint for many months. Some end products – such as those for the empty shops review and the schools review – which are of limited utility. Too often it seems as though workstreams are being used as a clearing house for providing general information to members rather than a space for finding a solution to a clearly-defined problem. This having been said it is important that one significant benefit of workstreams – the ability to delve into cross-cutting issue – is retained in the new system.

Scrutiny has been inconsistent in following up on the implementation of recommendations, making assessments of impact difficult. For example, there were significant differences of opinion on the effectiveness of the loneliness workstream. In respect of the Meridian Water workstream, while some felt that it had brought real benefit to the project and the area, others felt that it had been hampered by limited engagement by officers.

All of these issues have led to some member disengagement from workstream activity from scrutiny members.

We understand that it is proposed to take a much more limited approach to long-term work in the new structure. We endorse this. We think it likely that there will be a small number of cross-cutting topics which will lend themselves to longer term study. However, in the interests of delivering results and clear added value – quickly and efficiently – models such as the ways of working introduced in the previous section, better embedded within the new committee structure, are likely to prove more effective. This will be bolstered by stronger topic selection.

I hope that you, your colleagues and Enfield's councillors find these thoughts useful as you review what actions you propose to take to further improve scrutiny. I look forward to continuing to work with you to clarify those actions and to provide whatever further ongoing support you might require as those actions come to be implemented.

Yours sincerely,

Ed Hammond

Centre for Public Scrutiny

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London Borough of Enfield**Meeting: Annual Council****Meeting Date: 1 July 2020**

Subject: Members Allowances and Special Responsibility Allowances**Cabinet Member: Leader**

Purpose of Report

1. The report outlines changes to the members special responsibility allowance (SRA).

Proposals

2. That the current Members Allowances Scheme is re-approved as set out in Part 6 of the Constitution, with the amendments below.
3. That the automatic increase in allowances by the average earnings as at March 2020:
 - (i) Not be implemented for the 2020/21 financial year; or
 - (ii) Is implemented for the 2020/21 financial year.

Background

4. The Local Authorities (Members' Allowances) (England) Regulations 2003 provide that a Local Authority shall make a scheme in accordance with these Regulations in respect of each year. Regulation 10 provides that such a scheme shall be made before the beginning of each year commencing on 1st April. Such a scheme may be amended during the year, but only revoked and replaced with a new scheme with effect from the beginning of a year.
5. If the annual increase in allowances is applied, the annual increase would be 1.5% equalling to £159. This would raise the basic allowance to £10,729 from £10,570. The overall increase in cost for 63 councillors would be £10,017 in total.

Main Considerations for the Council

6. The proposals take into account the proposed new committee structure for the Council and the additional Associate Cabinet Member post. The approach put forward in this report allows for more transparent Member roles and delivery of more focused working.

7. The current SRA levels are set out below:

Current	£
Leader of majority party	26,364
Deputy Leader of majority party	15,828
Leader of the Opposition Party	15,828
Majority party Whip	8,437
Opposition Party Whip	4,223
Cabinet x 8 @ £13184	10,5472
OSC x 8 @ £8442	67,536
ACMs x 3 @ £7608	22,824
Chair of Planning	8,442
Chair of Licensing	8,442
Chair of Audit & Risk	8,442
Chair of Pension Policy & Investment Cttee	1,000
Chair of Local Pension Board	1,000
Mayor*	17,788
Deputy Mayor	5,876
Total	317,502.00

* this sum includes £3,000 to cover hosting of events in the Mayors' Parlour

8. The revised special responsibility allowance, if agreed, would be as follows:

Proposed	£	Cost to change
Leader of majority party	26364	-
Deputy Leader of majority party	15828	-
Leader of the Opposition Party	15828	-
Majority party Whip	8437	-
Opposition Party Whip	4223	-
Cabinet x 8 @ £13184	105472	-
OSC x 8 @ £7608	60864	- (6,672.00)
ACMs x 4 @ £7608	30432	- 7,608.00
Chair of Planning	7608	- (834.00)
Chair of Licensing	7608	- (834.00)
Chair of General Purposes	7608	- (834.00)
Chair of Pension Policy & Investment Cttee	7608	6,608.00
Chair of Local Pension Board	1000	-
Mayor*	17,788	-
Deputy	5,876	-
Chair of Environment Forum	7,608	7,608.00
NLWA x 2 @ 7608	15,216	15,216.00
Chair of Equalities Board	1,000	1,000.00
Fostering x 2 @ 3804	7,608	7,608.00
Total	353,976.00	36,474.00

* this sum includes £3,000 to cover hosting of events in the Mayors' Parlour

9. Members will only be entitled to one SRA which means £36,474 would be the maximum additional cost.
10. The revisions consider the proposed changes to the scrutiny function, the Council's committee structure and the introduction of a fourth Associate Cabinet Member with the focus of children and young people. Should the proposals not be approved the SRA level for these positions would have to be reconsidered.

Safeguarding Implications

11. There are no safeguarding implications from this report.

Public Health Implications

12. There are no public health implications from this report.

Equalities Impact of the Proposal

13. There is no impact on equalities from these proposals.

Environmental and Climate Change Considerations

14. There are no environmental or climate change considerations from this report.

Risks that may arise if the proposed decision and related work is not taken

15. There is no risk.

Risks that may arise if the proposed decision is taken and actions that will be taken to manage these risks

16. There is no risk.

Financial Implications

17. The proposal in this report would result in an additional cost of £36k due to changes in the Special Responsibility Allowance as a result of the changes to the scrutiny function, the council's committee structure and the introduction of a fourth associate cabinet member. This will need to either be managed within existing budgets in 2020-21 or any arising budget pressure reported as part of the council's budget monitoring arrangements. A budget growth will need to be submitted for consideration and upon approval inclusion into the MTFP to fund the additional cost in future years.

Legal Implications

18. The Local Authorities (Members' Allowances) (England) Regulations 2003 (as amended) (LAMAER) are made under the provisions of section 18

Local Government and Housing Act 1989 and require local authorities to make a scheme of allowances for their members and to establish and maintain an independent remuneration panel to make recommendations to the Council about the scheme and the amounts to be paid including which members are entitled to pensions in line with The Local Government Pension Scheme and Discretionary Compensation (Local Authority (Members in England) Regulations 2003.

19. The LAMAER make specific provision for London Councils to establish a panel, which could exercise the functions of an independent remuneration panel on behalf of London borough councils and regard has to be had to the report of the Independent Panel on the Remuneration of Councillors in London established by London Councils on behalf of all London Councils published in January 2018.
20. The Monitoring Officer pursuant to Part 2 paragraph 9.3(a) has a duty to maintain an up to date version of the constitution to make any necessary amendments to it at Part 6 following the outcome of the decisions in this report.

Workforce Implications

21. There are no workforce implications.

Property Implications

22. There are no property implications.

Other Implications

23. There are no other implications.

Options Considered

24. That no amendment should be made to the special responsibility allowances for members. This was rejected as it would not reflect the proposed changes to the Councils committee structure.

Report Author: Jeremy Chambers
 Director of Law and Governance

Date of report: 1 July 2020

Appendices

None.

Background Papers

None.

London Borough of Enfield**Meeting: Council****Meeting Date: 1 July 2020**

Subject: Membership of Committees and Panels

Director: Jeremy Chambers (Director of Law and Governance)

Key Decision: Non-Key

Purpose of Report

1. The Council is legally required to review the constitution and political balance of its committees, joint committees and panels every year at the Annual Council meeting. These bodies are set up to enable the Council to discharge its functions.
2. The proposals within the report support this requirement.

Proposals

3. That as a result of the review, the seats allocated to each political party on the committees and bodies to which Section 15 of the Local Government and Housing Act 1989 apply, be as set out in Appendix A of this report.
4. In accordance with paragraph 11 of the report, Council resolves without dissent that the rules of political proportionality should not apply to those bodies marked with an asterisk * on Appendix A.

Reason for Proposals

5. There is a duty imposed on the Council to review, at the Annual Meeting or as soon as possible thereafter, the political balance of bodies to which it makes appointments.
6. The bodies in question are the committees and boards shown in the table contained in the appendix A to this report.
7. The table shows the political balance of the Council and the number of seats suggested for allocation to each political party in respect of each committee or board, to comply with the provisions of Section 15 of the Local Government and Housing Act 1989.

Relevance to the Council Plan

8. The review will have a positive impact on members' representational roles and a consequential impact on communities and the Council's overall governance arrangements.

Background

Main Considerations for the Council

9. Section 15 of the Local Government and Housing Act 1989 imposes a duty on Councils to review the representation of different political groups on bodies to which the Council makes appointments. The Act requires that the review should be held at the Annual Meeting or as soon as practicable after that meeting or when the membership of the Council changes.
10. The Act provides four principles concerning political representation that must be observed when conducting a review. The four principles are:
 - a. That not all seats are allocated to the same political party.
 - b. That the political group with most seats should have the most seats on each committee.
 - c. Subject to a and b above that the total number of seats allocated to political groups on all committees (to which Section 15 of the Act applies), shall be in the same proportion as the total number of seats on the authority held by each political group.
 - d. Subject to a to c above that the number of seats allocated to each political group on a committee (to which Section 15 of the Act applies), shall be the same as the proportion of the total number of seats on the authority held by each political group.
11. The fourth principle can be waived if the members of the Council agree with no member voting against. Where the fourth principle is waived the allocation of seats on the committee in question must still be included in the calculation as to the total number of seats held by each political group on all committees.
12. The committees and boards to which the provisions of Section 15 of the Act apply are shown in Appendix A together with the overall political balance of the Council.

Safeguarding Implications

13. The members of the relevant boards will receive safeguarding training.

Public Health Implications

14. None identified.

Equalities Impact of the Proposal

15. The review and proposals within this report will help to ensure the fair, equal and consistent allocation of seats between each political party on

Council bodies. The proposals have not been subject to a detailed equalities impact assessment.

Environmental and Climate Change Considerations

16. None identified.

Risks that may arise if the proposed decision and related work is not taken

17. If the Council does not review the composition of its committees and other bodies to reflect the Council's membership, any decisions taken could be unlawful.

Risks that may arise if the proposed decision is taken and actions that will be taken to manage these risks

18. None – Council is required under Section 15 of the Local Government and Housing Act 1989 to review the representation of different political groups on bodies to which it makes appointments whenever there is a change in political representation. The Act requires that the review should be held at the Annual Meeting or as soon as practicable after that meeting or the change has occurred.

Financial Implications

19. There are no financial implications arising from the recommendations contained within this report. The work of committees will be carried out within existing resources.

Legal Implications

20. There is a specific duty imposed on the Council to review each year at the Annual meeting, or as soon as practicable thereafter, the representation of different political groups.
21. The legislation provides that the Council may make alternative arrangements to the 'proportionality' principles within this report only by a unanimous vote. However, a political group may decide to offer a seat on a committee or panel to another political group. This does not affect the proportionality principles as it remains within the gift of that political group to determine how it wishes to exercise that discretion, if at all.
22. The recommendations in this report are in accordance with the power set out within Section 15 of the Local Government and Housing Act 1989.

Workforce Implications

23. None. The work of the committees will continue to be carried out by the current Governance and Scrutiny team.

Property Implications

24. None

Other Implications

25. None

Options Considered

26. No other options have been considered because the Council is required under Section 15 of the Local Government and Housing Act 1989 to review at the Annual meeting the representation of different political groups on bodies to which it makes appointments.

Conclusions

27. The Council is asked to approve the representation of the different political groups and bodies to which it makes appointments as set out in Appendix A to the report.

Report Author: Penelope Williams
Governance and Scrutiny
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020 8132 1330

Date of report: 1 July 2020

Appendices

Appendix A – Sets out the proportionality and memberships for each committee.

Background Papers

None

**REPRESENTATIVES ON OUTSIDE BODIES AND ORGANISATIONS
2020/2021**

The term of office for all representatives expires at the Annual Meeting 2021 unless otherwise stated.

ORGANISATION	REPRESENTATIVE	
	LABOUR	CONSERVATIVE
<u>London Councils</u>		
Leaders' Committee	Nesil Caliskan Deputy: Ian Barnes Deputy: Mary Maguire	
Grants Committee	Nesil Caliskan Deputy: Mary Maguire Deputy: Ian Barnes	
Transport and Environment Committee	Guney Dogan Deputy: Chris Bond Deputy: Ian Barnes	
Greater London Employment Forum	Nesil Caliskan Deputy: Mary Maguire	
Pensions Common Investment Vehicle (CIV) Joint Committee	Tim Leaver	
<u>London Councils – other bodies:</u>		
London Councils Limited <i>(Normally will be each borough's representative on Leaders' Committee.)</i>	Nesil Caliskan	
London Irish Councillors Network <i>(No limit on number of nominations.)</i>	Mary Maguire	
Local Government Association General Assembly	Nesil Caliskan Ian Barnes Mary Maguire	Joanne Laban

**REPRESENTATIVES ON OUTSIDE BODIES AND ORGANISATIONS
2020/2021**

ORGANISATION	REPRESENTATIVE	
	LABOUR	CONSERVATIVE
Age UK - Enfield	Christine Hamilton	
	Director of Adult Social Care	
Barnet, Enfield & Haringey Mental Health Trust Foundation	Alev Cazimoglu	
Belling Educational Foundation	Bernadette Lappage	Mike Rye
Edmonton United Charities <i>(Allows 3 Council representatives.)</i>	Mayhm Bedekova Mustafa Cetinkaya	Jim Steven
energetic (formerly Lee Valley Heat Network Limited) <i>(Council Company)</i>	Doug Taylor	
Enfield in Bloom	Hass Yusuf	Lindsay Rawlings
Enfield Church Trust for Girls	Kate Anolue	
Enfield Citizens Advice Bureau	Ian Barnes	Jim Steven
Enfield Enterprise Agency Management Board (Trading as Enterprise Enfield)	Sabri Ozaydin	Lee David-Sanders
Enfield Innovations Ltd Council Company	Sabri Ozaydin	
Enfield Hate Crime Forum	Nneka Keazor	Joanne Laban
Enfield Innovations Ltd <i>(Council Company)</i>	Sabri Ozaydin	
Enfield, Essex & Hertfordshire Border Liaison Group – Broxbourne, Epping Forest, Lee Valley RPA, Enfield, Essex and Herts. <i>(Allows up to 5 Council Members – should include relevant Cabinet Members with responsibility for Environment and Property and the ACM Enfield North)</i>		Jim Steven Elaine Hayward
Enfield Music Hub Advisory Board	Rick Jewell	Edward Smith

**REPRESENTATIVES ON OUTSIDE BODIES AND ORGANISATIONS
2020/2021**

ORGANISATION	REPRESENTATIVE	
	LABOUR	CONSERVATIVE
Enfield Norse Limited (Cleaning Joint Venture Co.) <i>(Council Company)</i>	Charith Gunawardena	
	Executive Director of Resources	
Enfield Racial Equality Council (EREC)	Mahtab Uddin Nneka Keazor	Lee David-Sanders (Lead) Jim Steven Glynis Vince
Executive Committee	Nneka Keazor	
Health and Social Partnership Boards		
Physical & Sensory Disabilities Mental Health Older People Carers	Elif Erbil Claire Stewart Mustafa Cetinkaya Huseyin Akpinar	Glynis Vince Jim Steven Glynis Vince Lee David-Sanders
Heritage of London Trust	Anne Brown	
Housing Gateway Ltd <i>(Council Company)</i>	Tim Leaver	
Joint Health Overview Scrutiny Committee for North Central London Sector	Alev Cazimoglu	Glynis Vince
Lee Valley Regional Park Authority <i>(Appointments are for a 4-year term of office)</i>	Christine Hamilton until 11 June 2021	

**REPRESENTATIVES ON OUTSIDE BODIES AND ORGANISATIONS
2020/2021**

ORGANISATION	REPRESENTATIVE	
	LABOUR	CONSERVATIVE
London Road Safety Council (formerly London Accident Prevention Council)	Ian Barnes	
	Road Safety Officer	
London Youth Games Ltd.	Ian Barnes Recreation Manager (Sports and Play Development)	
Montagu Regeneration (Council Company)	Ergin Erbil	
Newable Limited (formerly Greater London Enterprise Limited)	Mary Maguire	
North London Heat and Power Project Community Liaison Group (Lower Edmonton Ward cllr)	Kate Anolue Chris Bond	

**REPRESENTATIVES ON OUTSIDE BODIES AND ORGANISATIONS
2020/2021**

ORGANISATION	REPRESENTATIVE	
	LABOUR	CONSERVATIVE
North London Waste Authority <i>(The Authority consists of 14 councillors with each of the 7 constituent Councils appointing 2 members to serve)</i> North London Waste Planning Members Group	Guney Dogan Chris Bond Kate Anolue	
Old Enfield Charitable Trust <i>(Four year term)</i>	Chris Bond	Mike Rye
Reserve Forces & Cadets Association for Greater London	Bernadette Lappage	
Royal Free NHS Foundation Hospital Trust – Council of Governors	Alev Cazimoglu	
Safer & Stronger Communities Board	Nneka Keazor	
Safer Neighbourhood Board	Nneka Keazor	Lee David-Sanders
Single Homeless Forum	Gina Needs	Edward Smith
Southgate Relief Charity	Ian Barnes	Edward Smith

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London Borough of Enfield**Council****1 July 2020**

Subject: Approval of Delegated Authority of Enforcement powers**Cabinet Member: Cllr George Savva
Executive Director: Sarah Carey - Place****Key Decision: KD: 5110**

Purpose of Report

1. This report sets out the delegated authority arrangements for approval within the Place and other Directorates, and updates arrangements in respect of changes within teams in Place and as a consequence of changes in legislation

Proposal(s)

2. To agree the delegated authorities outlined in this report and set out in detail at Appendices A - J. These appendices will be updated and managed by the Director of Law & Governance as required following any relevant legislative change that each respective service area will need to enforce.

Reason for Proposal(s)

3. This report updates previously agreed delegations to incorporate changes arising from changes in teams/structures within the Place Directorate and new legislation.

Relevance to the Council's Corporate Plan

4. Delegation of enforcement powers fully supports the Corporate Plan in the use of enforcement when needed for good quality homes, to support safe, strong and healthy communities and to support businesses in our economy.

Background

5. Legal proceedings are issued in the name of the Director of Law and Governance where legal services have conduct of the case. If the conduct of the case is under Executive Director, Directors, Head of Service or Team Leader within the Place Directorate, then proceedings are issued in their named designation as detailed in Appendices B and C paragraphs 1.3 and 1.11 and 1.35 and Appendix D-G paragraphs 1.3. Proceedings under the Health and Safety at Work Act 1974 are brought in the name of the Health and Safety Inspector appointed under Section 19 of the Act.

Main Considerations for the Council

6. This is an ongoing updating process to ensure that the Council has effectively and legally delegated its statutory powers to officers. Failure to have these powers effectively delegated could invalidate enforcement action taken.

Safeguarding Implications

7. No direct implications.

Public Health Implications

8. The proper delegation of enforcement powers ensures that officers are able to take enforcement action on safety, health and environmental matters and will therefore ensure that the health and wellbeing of Enfield residents is protected and improved.

Equalities Impact of the Proposal

9. Retrospective Equality Impact Assessments have been reviewed and revised for all services in Place Department, so encompass enforcement activity. As statutory regulators we are obliged to work in accordance with our enforcement policies. The need to delegate enforcement powers is inherently for the purposes of addressing unsafe conditions and detriment to the environment in premises and neighbourhoods and tackling illegal practices to protect and ensure that there is fairness for all residents and businesses in the Borough.

In terms of the socio-economic impact of enforcement (penalty notices and prosecutions) many of the fines are set in statute and in prosecutions the courts determine the level of fines taking account of the defendant's financial situation. Enforcement (by notice, penalty notices or prosecution) is likely to have an adverse impact on individuals with lower income, but despite this enforcement action is only taken when necessary to protect the public generally, and so is justified.

Enforcement staff have undertaken equalities training.

Environmental and Climate Change Considerations

10. There are no direct impacts, but there are powers for delegation in this report which assists with energy efficiency enforcement and the enforcement of environmental amenity in neighbourhood (eg flytipping).

Risks that may arise if the proposed decision and related work is not taken

11. The Council is at risk of legal challenge to any of its enforcement action where staff operate with powers that have not been properly delegated from the Council.

Risks that may arise if the proposed decision is taken and actions that will be taken to manage these risks

12. Not applicable. The risks arise if this decision is not taken.

Financial Implications

13. There are no specific financial implications arising from Recommendations. Enforcement will continue to be undertaken within existing resources.

Legal Implications

14. Pursuant to Section 101 of the Local Government Act 1972 a local authority may arrange for the discharge of any of their functions by a committee, a sub-committee or an officer of the authority or by any other local authority.

The power to appoint Proper Officers to discharge these functions comes from sections 112, 234 and 270 (3) of the Local Government Act 1972 and sections 69 and 72 of the Weights and Measures Act 1985, and section 18 and 19 of the Health and Safety at Work etc. Act 1974.

The Director of Law and Governance is authorised under the Constitution to institute, defend or participate in any legal proceedings on behalf of the Council. The delegation of authority sought in this respect will continue the existing arrangement to provide parallel authority to identified managers within Place to that vested in the Director of Law and Governance.

The recommendations contained within this report are within the Council's powers and duties and will ensure that officers are authorised to carry out all relevant enforcement action.

Workforce Implications

15. There are no workforce implications arising from this report.

Property Implications

16. There are no property implications arising from this report.

Other Implications

17. None.

Options Considered

18. There are no alternative options to consider. If the report is not approved, enforcement powers will not be effectively delegated to officers.

Conclusions

19. To agree the delegated authorities outlined in this report and set out in detail at Appendices A - J. These appendices will be updated and managed by the

Director of Law & Governance as required following any relevant legislative change that each respective service area will need to enforce.

Report Author: Sue McDaid
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020 3 132 0917

Date of report 13 May 2020

Background Papers

The following documents have been relied on in the preparation of this report:

None

Appendices

Appendix A

Delegated Authority within the Place Directorate

- 1.1 Pursuant to section 101 of the Local Government Act 1972, powers are delegated to the Director Environment and Operational Services, Place Department in respect of those matters listed in Appendices A – J. These appendices will be updated and managed by the Director of Law and Governance as required following any relevant legislative change that each respective service area need to enforce.
- 1.2 Pursuant to section 101 of the Local Government Act 1972, powers are delegated to the Head of Community Safety in respect of those matters listed in Appendix B. This appendix will be updated and managed by the Director of Law and Governance as required following any relevant legislative change that each respective service area need to enforce.
- 1.3 Pursuant to section 101 of the Local Government Act 1972, powers are delegated to the Director of Environment and Operational Services in respect of those matters listed in Appendix C. This appendix will be updated and managed by the Director of Law and Governance as required following any relevant legislative change that each respective service area need to enforce.
- 1.4 Pursuant to section 101 of the Local Government Act 1972, powers are delegated to the Director of Housing & Regeneration in respect of those matters listed in Appendix D. This appendix will be updated and managed by the Director of Law and Governance as required following any relevant legislative change that each respective service area need to enforce.
- 1.5 Pursuant to section 101 of the Local Government Act 1972, powers are delegated to the Director of Property and Economy in respect of those matters listed in Appendix E. This appendix will be updated and managed by the Director of Law and Governance as required following any relevant legislative change that each respective service area need to enforce.
- 1.6 Pursuant to section 101 of the Local Government Act 1972, powers are delegated to the Head of Planning in respect of those matters listed in Appendix F. This appendix will be updated and managed by the Director of Law and Governance as required following any relevant legislative change that each respective service area need to enforce.
- 1.7 Pursuant to section 101 of the Local Government Act 1972, powers are delegated to the Programme Director – Meridian Water in respect of those matters listed in Appendix G. This appendix will be updated and managed by the Director of Law and Governance as required following any relevant legislative change that each respective service area need to enforce.

Appendix B

Delegated Authority within the Community Safety Team

- 1.1 Pursuant to section 101 of the Local Government Act 1972, powers are delegated to the Head of Community Safety, in respect of those matters listed in paragraphs 1.2-1.14 below.
- 1.2 That the Head of Community Safety be appointed as a Proper Officer and have delegated power to appoint Proper Officers pursuant to sections 112, 234, 270 (3) of the Local Government Act 1972 for the purposes of signing all Notices, Orders, Licences and other documents, given, made or issued by them on behalf of the Council under the legislation in Appendix H.
- 1.3 That the Head of Community Safety, be authorised pursuant to Section 222 of the Local Government Act 1972 to institute proceedings in any Magistrates Court in respect of offences or other matters falling within the legislation in Appendix H;
- 1.4 That the Head of Community Safety be authorised under Section 223 of the Local Government Act 1972 to appear on behalf of the Council before any Magistrates Court in relation to proceedings instituted by them;
- 1.5 That there be delegated to Head of Community Safety the power to authorise officers of the Service to appear on behalf of the Council in any Magistrates Court under Section 223 of the Local Government Act 1972 in relation to proceedings instituted for legislation shown at Appendix H.
- 1.6 That there be delegated to the Head of Community Safety the power to authorise officers to exercise powers and duties falling within the legislation referred to at Appendix H, subject where appropriate to officers holding the appropriate level of competence which may include qualifications, knowledge and or experience.
- 1.7 That there be delegated to Head of Community Safety;
 - 1.7.1 Power to authorise officers to serve and sign in their own name all relevant notices in accordance with the legislation listed under Appendix H.
 - 1.7.2 Power to authorise officers to serve and sign in their own name any fixed penalty notice, penalty charge notices or similar in accordance with the legislation listed at Appendix H.
 - 1.7.3 The power to institute civil proceedings under section 2 of the Local Government Act 2000 to protect the economic, social or environmental well-being of the community.
 - 1.7.4 The power of general competence under Section 1 of the Localism Act 2011.

- 1.8 That named officers as authorised by the Head of Community Safety, be delegated power to authorise directed surveillance and the use of covert human intelligence sources in accordance with the requirements of the Regulation of Investigatory Powers Act 2000 and to authorise officers to seek authorisation by Magistrates. (The Director of Law and Governance to maintain a record of duly authorised named officers holding the above posts and such other posts which satisfy the requirements of the Council's policy relating to the Regulation of Investigatory Powers Act 2000). To be made aware of applications for communications data under the Investigatory Powers Act 2019.
- 1.9 That there be delegated to the Head of Community Safety the power to seek an Injunction or Criminal Behaviour Order in either the Magistrates' Court or County Court.
- 1.10 That there be delegated to the Head of Community Safety the power to sign a Public Space Protection Order under the Anti-social Behaviour, Crime and Policing Act 2014
- 1.11 That there be delegated to the Head of Community Safety the power to seek closure orders for 'crack houses' and brothels under the Anti- social Behaviour, Crime and Policing Act 2014.
- 1.12 That there be delegated to the Head of Community Safety the power to seek 'gang' injunctions under section 37 of the Policing and Crime Act 2009.
- 1.13 That the Head of Community Safety be delegated power to authorise officers (including Metropolitan Police Officers operating within the Council's Housing estates) to enforce The London Borough of Enfield Byelaws for Pleasure Grounds, Public Walks and Open Spaces sealed by the Council on 27 April 2011 and confirmed by the Secretary of State on 25 August 2011.
- 1.14 That there be delegated to the Head of Community Safety power to authorise officers (including Metropolitan Police Officers operating within the Council's Housing estates) to serve and sign in their own name any fixed penalty notice, penalty charge notices and similar in accordance with those offences relating to litter, dog fouling and dog controls listed in Appendix J.

Appendix C

Delegated Authority within the Director of Environment and Operational Services Division

Public Realm:

- 1.1 Pursuant to section 101 of the Local Government Act 1972, powers are delegated to the Director of Environment and Operational Services and Head of Public Realm Services in respect of those matters listed in paragraphs 1.2-1.7 below.
- 1.2 That the Director of Environment and Operational Services and Head of Public Realm Services be appointed as Proper Officers and have delegated power to appoint Proper Officers pursuant to sections 112, 234, 270 (3) of the Local Government Act 1972 for the purposes of signing all Notices, Orders, Licences and other documents, given, made or issued by them on behalf of the Council under the legislation in Appendix H.
- 1.3 That the Director of Environment and Operational Services and Head of Public Realm Services, be authorised pursuant to Section 222 of the Local Government Act 1972 to institute proceedings in any Magistrates Court in respect of offences or other matters falling within the legislation in Appendix H;
- 1.4 That the Director of Environment and Operational Services and Head of Public Realm Services be authorised under Section 223 of the Local Government Act 1972 to appear on behalf of the Council before any Magistrates Court in relation to proceedings instituted by them;
- 1.5 That there be delegated to Director of Environment and Operational Services and Head of Public Realm Services the power to authorise officers of the Service to appear on behalf of the Council in any Magistrates Court under Section 223 of the Local Government Act 1972 in relation to proceedings instituted for legislation shown at Appendix H.
- 1.6 That there be delegated to the Director of Environment and Operational Services and Head of Public Realm Services the power to authorise officers to exercise powers and duties falling within the legislation referred to at Appendix H, subject where appropriate to officers holding the appropriate level of competence which may include qualifications, knowledge and or experience;
- 1.7 That there be delegated to the Director of Environment and Operational Services and Head of Public Realm Services, the
 - 1.7.1 Power to authorise officers to serve and sign in their own name all relevant notices in accordance with the legislation listed under Appendix H.

1.7.2 Power to authorise officers to serve and sign in their own name any fixed penalty notice, penalty charge notices or similar in accordance with the legislation listed at Appendix J.

1.7.3 The power to institute civil proceedings under section 2 of the Local Government Act 2000 to protect the economic, social or environmental well-being of the community.

1.7.4 The power of general competence under Section 1 of the Localism Act 2011.

Regulatory Services:

1.8 Pursuant to section 101 of the Local Government Act 1972, powers are delegated to the Director of Environment and Operational Services and Head of Regulatory Services in respect of those matters listed in paragraphs 1.8-1.32 below.

1.9 That the Director of Environment and Operational Services and Head of Regulatory Services be appointed as Proper Officers and have delegated power to appoint Proper Officers pursuant to sections 112, 234, 270 (3) of the Local Government Act 1972 for the purposes of signing all Notices, Orders, Licences and other documents, given, made or issued by them on behalf of the Council under the legislation in Appendix H.

1.10 That the Director of Environment and Operational Services and Head of Regulatory Services have delegated power to appoint Proper Officers pursuant to sections 69 and 72 of the Weights and Measures Act 1985.

1.11 That the Director of Environment and Operational Services and Head of Regulatory Services and Team Leaders under the direction of the Service Head, be authorised pursuant to Section 222 of the Local Government Act 1972 to institute proceedings in any Magistrates Court in respect of offences or other matters falling within the legislation in Appendix H;

1.12 That the Director of Environment and Operational Services and Head of Regulatory Services be authorised under Section 223 of the Local Government Act 1972 to appear on behalf of the Council before any Magistrates Court in relation to proceedings instituted by them;

1.13 That there be delegated to Director of Environment and Operational Services and Head of Regulatory Services the power to authorise officers of the Service to appear on behalf of the Council in any Magistrates Court under Section 223 of the Local Government Act 1972 in relation to proceedings instituted for legislation shown at Appendix H.

1.14 That there be delegated to the Director of Environment and Operational Services and Head of Regulatory Services the power to

authorise officers to exercise powers and duties falling within the legislation referred to at Appendix H, subject where appropriate to officers holding the appropriate level of competence which may include qualifications, knowledge and or experience;

- 1.15 That there be delegated to the Director of Environment and Operational Services and Head of Regulatory Services the power to institute proceedings and bring contempt of court action in relation to the Enterprise Act 2002 and for Trading Standards Team Leader to be delegated the power to seek and receive voluntary undertakings under the aforesaid legislation.
- 1.16 That there be delegated to the Director of Environment and Operational Services and Head of Regulatory Services and Team Leaders;
 - 1.16.1 Power to authorise officers to serve and sign in their own name all improvement and prohibition notices in food safety and health & safety enforcement.
 - 1.16.2 Power to authorise officers to serve and sign in their own name all relevant notices in accordance with the legislation listed under Appendix H.
 - 1.16.3 Power to authorise officers to serve and sign in their own name any fixed penalty notice, penalty charge notice and similar in accordance with the legislation listed at Appendix H.
 - 1.16.4 All authorisation, variation, revocation, enforcement and prohibition notices under; local authority pollution control enforcement.
 - 1.16.5 The power to institute civil proceedings under section 2 of the Local Government Act 2000 to protect the economic, social or environmental well-being of the community.
 - 1.16.6 The power of general competence under Section 1 of the Localism Act 2011.
- 1.17 That the powers of suspension and forfeiture provided by the Consumer Protection Act 1987 and the European Communities Act 1972 be delegated to the Director of Environment and Operational Services and Head of Regulatory Services and Team Leaders;
- 1.18 That there be delegated to the Director of Environment and Operational Services and Head of Regulatory Services the power to authorise officers to sign licences and registrations (as required by various statutes in Appendix I).
- 1.19 That in cases of serious consumer fraud the Director of Environment and Operational Services and Head of Regulatory Services and Team Leaders under the direction of a Head of Service be delegated authority

to institute proceedings under the Criminal Law Act 1977, Criminal Attempts Act 1981, Common Law Conspiracy to Defraud and Fraud Act 2006.

- 1.20 That the Director of Environment and Operational Services and Head of Regulatory Services be responsible for the discharge of the functions of the Local Authority relating to the appointment and duties of Trading Standards Officers, Fair Trading Officers, Environmental Health Officers, Environmental Protection Officers, Licensing Officers or Technical Officers in the Service;
- 1.21 That the Director of Environment and Operational Services and Head of Regulatory Services be responsible for arranging for the signature and service of Notices under the provisions of Sections 80 and 80(A) Environmental Protection Act 1990;
- 1.22 That the Director of Environment and Operational Services and Head of Regulatory Services be empowered pursuant to section 108 of the Environment Act 1995 to authorise persons as necessary for carrying into effect the provisions of the Act;
- 1.23 That the Director of Environment and Operational Services and Head of Regulatory Services be empowered pursuant to Schedule 1, Part 1 paragraph 14 of the Pollution Prevention Control Act 1999 to authorise persons as necessary for carrying into effect the provisions of the Act;
- 1.24 That the Director of Environment and Operational Services and Head of Regulatory Services be authorised to:
 - 1.24.1 Appoint Animal Welfare Officers to enter premises and to take action under enactments listed in Appendix H;
 - 1.24.2 Instruct, on behalf of the Council, such veterinary surgeon(s) to enter any premises to advise as necessary on action to be taken under the animal welfare legislation listed in Appendix H.
- 1.25 That the Director of Environment and Operational Services and Head of Regulatory Services be given delegated authority to appoint:
 - 1.25.1 A Consultant in Communicable Disease Control and their deputies to perform duties on behalf of the Council in respect of Notifiable Disease, Infections and food poisoning and for action under Section 47 of the National Assistance Act 1948 and
 - 1.25.2 Public Analysts in accordance with Section 27 of the Food Safety Act 1990 and Agricultural Analysts for the purposes of the Agricultural Act 1970;
- 1.26 The Director of Environment and Operational Services and Head of Regulatory Services be empowered:

- 1.26.1 pursuant to Section 19 of the Health and Safety at Work etc Act 1974, to appoint as Inspectors such persons having suitable qualifications as he or she thinks necessary for carrying into effect the provisions of the Act and to terminate any appointment made; and
- 1.26.2 pursuant to Section 39 of the Health and Safety at Work etc Act 1974, to authorise any such Inspectors to prosecute before a Magistrates' Court for any offence under the said Act or Regulations made there under and
- 1.26.3 be given delegated powers to arrange for other people to accompany Inspectors on inspections of workplaces and/or exercise inspector's powers under the provisions of the Health and Safety at Work etc. Act 1974 and
- 1.26.4 on behalf of the Local Authority be given delegated powers to endorse any agreed transfers of enforcement responsibility for any particular premises, or parts of premises, or any particular activities carried on in them, from the Health and Safety Executive to the Local Authority, or vice versa and;
- 1.26.5 be given delegated powers to issue a Sports Ground Safety Certificate under the Safety of Sports Grounds Act 1975;
- 1.27 That named officers as authorised by the Director of Environment and Operational Services and Head of Regulatory Services be delegated power to authorise directed surveillance and the use of covert human intelligence sources in accordance with the requirements of the Regulation of Investigatory Powers Act 2000 and to authorise officers to seek authorisation by Magistrates. (The Director of Law and Governance to maintain a record of duly authorised named officers holding the above posts and such other posts which satisfy the requirements of the Council's policy relating to the Regulation of Investigatory Powers Act 2000). To be made aware of applications for communications data under the Investigatory Powers Act 2019.
- 1.28 That the Director of Environment and Operational Services and Head of Regulatory Services be authorised to take appropriate enforcement action against (including prosecution) contraventions of non-mandatory trading legislation in cases where they determine it is expedient to do so in the interests of consumer protection, fair trading or wider public protection considerations;
- 1.29 That the powers of the Council to provide advice to consumers of goods and services under Section 69(5) of the Weights and Measures Act 1985 be delegated to staff duly authorised for that purpose by the Director of Environment and Operational Services and Head of Regulatory Services.

- 1.30 That the Director of Environment and Operational Services and Head of Regulatory Services be authorised to appoint suitably qualified officers to exercise powers under the Proceeds of Crime Act 2002 for the recovery of assets.
- 1.31 That the Director of Environment and Operational Services and Head of Regulatory Services be authorised to agree protocols which delegate functions for the enforcement of part III of the Consumer Credit Act 1974 and delegate the power to prosecute to Birmingham City Council for any matters associated with or discovered during an investigation by the illegal money lending team against illegal money lenders operating within the London Borough of Enfield.
- 1.32 That the Director of Environment and Operational Services and Head of Regulatory Services be authorised to in respect of duties and provisions of the Food Safety Act 1990, other Acts and any EU derived domestic legislation and direct EU legislation in accordance with the European Union (Withdrawal) Act 2018, and to initiate legal proceedings where necessary and be delegated the power to authorise officers in respect of Acts and any EU derived domestic legislation and direct EU legislation in accordance with the European Union (Withdrawal) Act 2018.

Highways, Parking and Traffic and Transportation:

- 1.33 Pursuant to section 101 of the Local Government Act 1972, powers are delegated to the Director of Environment and Operational Services, Head of Highway Services, Head of Traffic & Transportation and Head of Parking Services, in respect of those matters listed in paragraphs 1.33-1.44 below.
- 1.34 That the Director of Environment and Operational Services, Head of Highway Services, Head of Traffic & Transportation and Head of Parking Services be appointed as Proper Officers and have delegated power to appoint Proper Officers pursuant to sections 112, 234, 270 (3) of the Local Government Act 1972 for the purposes of signing all Notices, Orders, Licences and other documents, given, made or issued by them on behalf of the Council under the legislation in Appendices H-J.
- 1.35 That the Director of Environment and Operational Services, Head of Highway Services, Head of Traffic & Transportation and Head of Parking Services, be authorised pursuant to Section 222 of the Local Government Act 1972 to institute proceedings in any Magistrates Court in respect of offences or other matters falling within the legislation in Appendix H;
- 1.36 That the Director of Environment and Operational Services, Head of Highway Services, Head of Traffic & Transportation and Head of Parking Services be authorised under Section 223 of the Local Government Act

1972 to appear on behalf of the Council before any Magistrates Court in relation to proceedings instituted by them;

- 1.37 That there be delegated to Director of Environment and Operational Services, Head of Highway Services, Head of Traffic & Transportation and Head of Parking Services the power to authorise officers of the Service to appear on behalf of the Council in any Magistrates Court under Section 223 of the Local Government Act 1972 in relation to proceedings instituted for legislation shown at Appendix H.
- 1.38 That there be delegated to the Director of Environment and Operational Services, Head of Highway Services, Head of Traffic & Transportation and Head of Parking Services the power to authorise officers to exercise powers and duties falling within the legislation referred to at Appendix H, subject where appropriate to officers having an appropriate level of competence which may include qualifications, knowledge and or experience.
- 1.39 That there be delegated to the Director of Environment and Operational Services, Head of Highway Services and Head of Traffic & Transportation the power to authorise officers of Highway Services to issue Fixed Penalty Notices pursuant to regulations 19 (1) and 20 (1) of The Traffic Management Permit Scheme (England) Regulations 2007 and s70 and s74 of the New Roads and Street Works Act 1991
- 1.40 That there be delegated to the Director of Environment and Operational Services, the power to authorise the Head of Highway Services and Head of Traffic & Transportation, the Group Engineer Network Management and Improvements, and the Principal Streetworks Officer, the power to initiate proceedings in connection with offences created under the New Roads and Streetworks Act 1991, Traffic Management Act 2004 and other related legislation.
- 1.41 That the Director of Environment and Operational Services, Head of Highway Services, Head of Traffic & Transportation and Head of Parking Services be delegated power to authorise directed surveillance, interception of communications and the use of covert human intelligence sources in accordance with the requirements of the Regulation of Investigatory Powers Act 2000 and authorise officers to seek authorisation from Magistrates. (The Director of Law and Governance to maintain a record of duly authorised named officers holding the above posts and such other posts which satisfy the requirements of the Council's policy relating to the Regulation of Investigatory Powers Act 2000). To be made aware of applications for communications data under the Investigatory Powers Act 2019.
- 1.42 That there be delegated to the Director of Environment and Operational Services, Head of Highway Services, Head of Traffic & Transportation and Group Leaders authority to commence the process to make Traffic Orders under the Highways Act 1980 (sections 25, 116 and 118) and the Town & Country Planning Act 1990 (sections

247 and 249). That said officers may proceed to confirm such Orders if unopposed.

- 1.43 That the Director of Environment and Operational Services, Head of Highway Services, Head of Traffic & Transportation and Head of Parking Services be delegated power to authorise officers to serve and sign in their own name any fixed penalty notice, penalty charge notices and similar in accordance with those offences under the Highways Act 1980 listed in Appendix J.
- 1.44 That the Director of Environment and Operational Services be authorised to exercise powers under section 96 of the Highways Act 1980 for the removal and retention of trees in accordance with the Council's Highway Strategy.

Appendix D:

Delegated Authority within the Director of Housing & Regeneration Division

- 1.1 Pursuant to section 101 of the Local Government Act 1972, powers are delegated to the Director of Housing & Regeneration, Head of Housing Services, Head of Housing Property Services, Head of People Assessments, Head of Impact, Head of Housing Development, Director of Residence and Safety and Regeneration Project Director in respect of those matters listed in paragraphs 1.2-1.7 below.
- 1.2 That the Director of Housing & Regeneration, Head of Housing Services, Head of Housing Property Services, Head of People Assessments, Head of Impact, Head of Housing Development, Director of Residence and Safety and Regeneration Project Director be appointed as Proper Officers and have delegated power to appoint Proper Officers pursuant to sections 112, 234, 270 (3) of the Local Government Act 1972 for the purposes of signing all Notices, Orders, Licences and other documents, given, made or issued by them on behalf of the Council under the legislation in Appendix H.
- 1.3 That the Director of Housing & Regeneration, Head of Housing Services, Head of Housing Property Services, Head of People Assessments, Head of Impact, Head of Housing Development, Director of Residence and Safety and Regeneration Project Director, be authorised pursuant to Section 222 of the Local Government Act 1972 to institute proceedings in any Magistrates Court in respect of offences or other matters falling within the legislation in Appendix H;
- 1.4 That the Director of Housing & Regeneration, Head of Housing Services, Head of Housing Property Services, Head of People Assessments, Head of Impact, Head of Housing Development, Director of Residence and Safety and Regeneration Project Director be authorised under Section 223 of the Local Government Act 1972 to appear on behalf of the Council before any Magistrates Court in relation to proceedings instituted by them;
- 1.5 That there be delegated to Director of Housing & Regeneration, Head of Housing Services, Head of Housing Property Services, Head of People Assessments, Head of Impact, Head of Housing Development, Director of Residence and Safety and Regeneration Project Director the power to authorise officers of the Service to appear on behalf of the Council in any Magistrates Court under Section 223 of the Local Government Act 1972 in relation to proceedings instituted for legislation shown at Appendix H.
- 1.6 That there be delegated to the Director of Housing & Regeneration, Head of Housing Services, Head of Housing Property Services, Head of People Assessments, Head of Impact, Head of Housing Development, Director of Residence and Safety and Regeneration Project Director the

power to authorise officers to exercise powers and duties falling within the legislation referred to at Appendix H, subject where appropriate to officers holding the appropriate level of competence which may include qualifications, knowledge and or experience;

- 1.7 That there be delegated to the Director of Housing & Regeneration, Head of Housing Services, Head of Housing Property Services, Head of People Assessments, Head of Impact, Head of Housing Development, Director of Residence and Safety and Regeneration Project Director to authorise officers to serve and sign in their own name any fixed penalty notice, penalty charge notice and similar in accordance with the legislation listed in Appendix H.

Appendix E:

Delegated Authority within the Director of Property and Economy Division

- 1.1 Pursuant to section 101 of the Local Government Act 1972, powers are delegated to the Director of Property and Economy, Head of Strategic Property Services, Head of Corporate Maintenance & Construction Team Head of Facilities Management and Head of Economic Development in respect of those matters listed in paragraphs 1.2-1.7 below.
- 1.2 That the Director of Property and Economy, Head of Strategic Property Services, Head of Corporate Maintenance & Construction Team Head of Facilities Management and Head of Economic Development be appointed as Proper Officers and have delegated power to appoint Proper Officers pursuant to sections 112, 234, 270 (3) of the Local Government Act 1972 for the purposes of signing all Notices, Orders, Licences and other documents, given, made or issued by them on behalf of the Council under the legislation in Appendix H.
- 1.3 That the Director of Property and Economy, Head of Strategic Property Services, Head of Corporate Maintenance & Construction Team Head of Facilities Management and Head of Economic Development, be authorised pursuant to Section 222 of the Local Government Act 1972 to institute proceedings in any Magistrates Court in respect of offences or other matters falling within the legislation in Appendix H;
- 1.4 That the Director of Property and Economy, Head of Strategic Property Services, Head of Corporate Maintenance & Construction Team Head of Facilities Management and Head of Economic Development be authorised under Section 223 of the Local Government Act 1972 to appear on behalf of the Council before any Magistrates Court in relation to proceedings instituted by them;
- 1.5 That there be delegated to Director of Property and Economy, Head of Strategic Property Services, Head of Corporate Maintenance & Construction Team Head of Facilities Management and Head of Economic Development the power to authorise officers of the Service to appear on behalf of the Council in any Magistrates Court under Section 223 of the Local Government Act 1972 in relation to proceedings instituted for legislation shown at Appendix H.
- 1.6 That there be delegated to the Director of Property and Economy, Head of Strategic Property Services, Head of Corporate Maintenance & Construction Team Head of Facilities Management and Head of Economic Development the power to authorise officers to exercise powers and duties falling within the legislation referred to at Appendix H, subject where appropriate to officers holding the appropriate level of competence which may include qualifications, knowledge and or experience;

- 1.7 That there be delegated to the Director of Property and Economy, Head of Strategic Property Services, Head of Corporate Maintenance & Construction Team Head of Facilities Management and Head of Economic Development to authorise officers to serve and sign in their own name any fixed penalty notice, penalty charge notice and similar in accordance with the legislation listed in Appendix H.

Appendix F

Delegated Authority within the Head of Planning Division

- 1.1 Pursuant to section 101 of the Local Government Act 1972, powers are delegated to the Head of Planning, Head of Development Management and Head of Strategic Planning in respect of those matters listed in paragraphs 1.2-1.16 below.
- 1.2 That the Head of Planning, Head of Development Management and Head of Strategic Planning be appointed as Proper Officers and have delegated power to appoint Proper Officers pursuant to sections 112, 234, 270 (3) of the Local Government Act 1972 for the purposes of signing all Notices, Orders, Licences and other documents, given, made or issued by them on behalf of the Council under the legislation in Appendix H.
- 1.3 That the Head of Planning, Head of Development Management and Head of Strategic Planning, be authorised pursuant to Section 222 of the Local Government Act 1972 to institute proceedings in any Magistrates Court in respect of offences or other matters falling within the legislation in Appendix H.
- 1.4 That the Head of Planning, Head of Development Management and Head of Strategic Planning be authorised under Section 223 of the Local Government Act 1972 to appear on behalf of the Council before any Magistrates Court in relation to proceedings instituted by them;
- 1.5 That there be delegated to Head of Planning, Head of Development Management and Head of Strategic Planning the power to authorise officers of the Service to appear on behalf of the Council in any Magistrates Court under Section 223 of the Local Government Act 1972 in relation to proceedings instituted for legislation shown at Appendix H.
- 1.6 That there be delegated to the Head of Planning, Head of Development Management and Head of Strategic Planning the power to authorise officers to exercise powers and duties falling within the legislation referred to at Appendix H, subject where appropriate to officers holding the appropriate level of competence which may include qualifications, knowledge and or experience;
- 1.7 That there be delegated to the Head of Planning, Head of Development Management and Head of Strategic Planning to authorise officers to serve and sign in their own name any fixed penalty notice, penalty charge notice and similar in accordance with the legislation listed in Appendix J.
- 1.8 That the Head of Planning, Head of Development Management and Head of Strategic Planning be authorised to name streets and number properties in accordance with Council policy under the London Buildings Acts (Amendment) Act 1939 and the Local Government Act 2003.

- 1.9 That there be delegated to the Head of Planning, Head of Development Management and Head of Strategic Planning and Team Leaders;
 - 1.9.1 Power to authorise officers to serve and sign in their own name all improvement and prohibition notices in health & safety enforcement.
 - 1.9.2 Power to authorise officers to serve and sign in their own name all relevant notices in accordance with the legislation listed under Appendix H.
 - 1.9.3 Power to authorise officers to serve and sign in their own name any fixed penalty notice, penalty charge notice and similar in accordance with the legislation listed at Appendix H.
 - 1.9.4 All authorisation, variation, revocation, enforcement and prohibition notices under; local authority pollution control enforcement.
- 1.10 That there be delegated to the Head of Planning, Head of Development Management and Head of Strategic Planning the power to authorise officers to sign licences and registrations (as required by various statutes in Appendix I and listed at Appendix H).
- 1.11 That the Head of Planning, Head of Development Management and Head of Strategic Planning be responsible for arranging for the signature and service of Notices under the provisions of Sections 80 and 80(A) Environmental Protection Act 1990;
- 1.12 That the Head of Planning, Head of Development Management and Head of Strategic Planning be empowered pursuant to section 108 of the Environment Act 1995 to authorise persons as necessary for carrying into effect the provisions of the Act;
- 1.13 Head of Planning, Head of Development Management and Head of Strategic Planning be empowered pursuant to Schedule 1, Part 1 paragraph 14 of the Pollution Prevention Control Act 1999 to authorise persons as necessary for carrying into effect the provisions of the Act;
- 1.14 The Head of Planning, Head of Development Management and Head of Strategic Planning be empowered:
 - 1.14.1 pursuant to Section 19 of the Health and Safety at Work etc Act 1974, to appoint as Inspectors such persons having suitable qualifications as he or she thinks necessary for carrying into effect the provisions of the Act and to terminate any appointment made; and
 - 1.14.2 pursuant to Section 39 of the Health and Safety at Work etc Act 1974, to authorise any such Inspectors to prosecute before

- a Magistrates' Court for any offence under the said Act or Regulations made there under and
- 1.14.3 be given delegated powers to arrange for other people to accompany Inspectors on inspections of workplaces and/or exercise inspector's powers under the provisions of the Health and Safety at Work etc. Act 1974 and
 - 1.14.4 on behalf of the Local Authority be given delegated powers to endorse any agreed transfers of enforcement responsibility for any particular premises, or parts of premises, or any particular activities carried on in them, from the Health and Safety Executive to the Local Authority, or vice versa and;
 - 1.14.5 be given delegated powers to issue a Sports Ground Safety Certificate under the Safety of Sports Grounds Act 1975;
- 1.15 That named officers as authorised by the Head of Planning, Head of Development Management and Head of Strategic Planning be delegated power to authorise directed surveillance and the use of covert human intelligence sources in accordance with the requirements of the Regulation of Investigatory Powers Act 2000 and to authorise officers to seek authorisation by Magistrates. (The Director of Law and Governance to maintain a record of duly authorised named officers holding the above posts and such other posts which satisfy the requirements of the Council's policy relating to the Regulation of Investigatory Powers Act 2000). To be made aware of applications for communications data under the Investigatory Powers Act 2019.
- 1.16 That the Head of Planning, Head of Development Management and Head of Strategic Planning be authorised to appoint suitably qualified officers to exercise powers under the Proceeds of Crime Act 2002 for the recovery of assets.

Appendix G:

Delegated Authority within the Programme Director of Meridian Water

- 1.1 Pursuant to section 101 of the Local Government Act 1972, powers are delegated to the Programme Director of Meridian Water, Programme Manager, Commercial Lead, Construction & Infrastructure Lead and Socio Economic Lead in respect of those matters listed in paragraphs 1.2-1.7 below.
- 1.2 That the Programme Director of Meridian Water, Programme Manager, Commercial Lead, Construction & Infrastructure Lead and Socio Economic Lead be appointed as Proper Officers and have delegated power to appoint Proper Officers pursuant to sections 112, 234, 270 (3) of the Local Government Act 1972 for the purposes of signing all Notices, Orders, Licences and other documents, given, made or issued by them on behalf of the Council under the legislation in Appendix H.
- 1.3 That the Programme Director of Meridian Water, Programme Manager, Commercial Lead, Construction & Infrastructure Lead and Socio Economic Lead, be authorised pursuant to Section 222 of the Local Government Act 1972 to institute proceedings in any Magistrates Court in respect of offences or other matters falling within the legislation in Appendix H;
- 1.4 That the Programme Director of Meridian Water, Programme Manager, Commercial Lead, Construction & Infrastructure Lead and Socio Economic Lead be authorised under Section 223 of the Local Government Act 1972 to appear on behalf of the Council before any Magistrates Court in relation to proceedings instituted by them;
- 1.5 That there be delegated to Programme Director of Meridian Water, Programme Manager, Commercial Lead, Construction & Infrastructure Lead and Socio Economic Lead the power to authorise officers of the Service to appear on behalf of the Council in any Magistrates Court under Section 223 of the Local Government Act 1972 in relation to proceedings instituted for legislation shown at Appendix H.
- 1.6 That there be delegated to the Programme Director of Meridian Water, Programme Manager, Commercial Lead, Construction & Infrastructure Lead and Socio Economic Lead the power to authorise officers to exercise powers and duties falling within the legislation referred to at Appendix H, subject where appropriate to officers holding the appropriate level of competence which may include qualifications, knowledge and or experience;
- 1.7 That there be delegated to the Programme Director of Meridian Water, Programme Manager, Commercial Lead, Construction & Infrastructure Lead and Socio Economic Lead to authorise officers to serve and sign in their own name any fixed penalty notice, penalty charge notice and similar in accordance with the legislation listed in Appendix H.

Appendix H:**Legislation enforced**

The legislation in Appendix H comprises all the statutes set out in the following table, as amended from time to time, plus all secondary legislation made under or in connection with any of those statutes, including any relevant secondary legislation made under the European Communities Act 1972 and any relevant by-laws or orders made by the London Borough of Enfield and their amendments.

NO.	LEGISLATION
1.	Protection of Animals Acts 1911-1960
2.	Accommodation Agencies Act 1953
3.	Administration of Justice Act 1970 and 1985
4.	Agriculture Act 1970
5.	Agriculture (Misc. Provisions) Act 1968
6.	Animal Boarding Establishments Act 1963
7.	Animal Health Act 1981
8.	Animal Health & Welfare Act 1984
9.	Animals Act 1971
10.	Animal Feed (England) Regulations, 2010
11.	Animal Feed (Hygiene, Sampling etc and Enforcement)(England) Regulations 2015
12.	Animal Health Act 2002
13.	Animal Welfare Act 2006
14.	Anti Social Behaviour Act 2003
15.	Anti-social Behaviour, Crime and Policing Act 2014
16.	Architects Act 1997
17.	Auctions (Bidding Agreements) Acts 1927 & 1969
18.	Biocidal Products and Chemicals (Appointment of Authorities and Enforcement) Regulations 2013
19.	Biofuel Labelling Regulations 2004
20.	Building Act 1984

21.	Business Protection from Misleading Marketing Regulations 2008
22.	Cancer Act 1939
23.	Caravan Sites Act 1968
24.	Caravan Sites & Control Of Development Act 1960
25.	Charities Act 2006
26.	Charities Act 1992
27.	Children & Families Act 2014
28.	Children & Young Persons (Protection From Tobacco) Act
29.	Children and Families Act 2014 (enforcement of The Standardised Packaging of Tobacco Products Regulations 2015)
30.	Children & Young Persons Act 1933
31.	Children & Young Persons Act 1963
32.	Children and Young Persons (Protection from Tobacco) Act
33.	Children and Young Persons (Sale of Tobacco etc.) Order 2007
34.	Chronically Sick and Disabled Persons Act 1970
35.	Cigarette Lighter Refill (Safety) Regulations 1999
36.	Clean Air Act 1993
37.	Clean Neighbourhoods & Environment Act 2005
38.	Client Money Protection Schemes for Property Agents (Requirements to Belong to a scheme etc) Regulations 2018
39.	Computer Misuse Act 1990
40.	Companies Act 2006
41.	Construction Products Regulations 1991
42.	Consumer, Estate Agents and Redress Act 2007
43.	Consumer Credit Act 1974
44.	Consumer Protection Act 1961 & 1987
45.	Consumer Protection from Unfair Trading Regulations 2008
46.	Consumer Rights Act 2015
47.	Control of Pollution Act 1974
48.	Control of Pollution (amendment) Act 1989
49.	Copyright Designs & Patents Act 1988
50.	Cosmetic Product Enforcement Regulations 2013

51.	EC Cosmetics Regulation 1223/2009
52.	Crime and Disorder Act 1998
53.	Criminal Attempts Act 1981
54.	Criminal Damage Act 1971
55.	Criminal Justice & Public Order Act 1994
56.	Criminal Justice Act 1988
57.	Criminal Justice and Immigration Act 2008
58.	Criminal Justice and Police Act 2001
59.	Criminal Law Act 1977
60.	Crossbows Act 1987
61.	Dangerous Dogs Act 1991
62.	Dangerous Wild Animals Act 1976
63.	Data Protection Act 2018
64.	Detergents Regulations 2010
65.	Disability Discrimination Act 1995
66.	Edmonton Urban District Council Act 1929
67.	Education Reform Act 1988
68.	Electrical Equipment (Safety) Regulations 1994
69.	Employment of Women, Young Persons & Children Act 1920
70.	Employment Agencies Act 1973
71.	Energy Conservation Act 1981
72.	Energy Act 2011
73.	Energy Act 2013
74.	Energy Information Regulations 2001
75.	Energy Information Regulations 2011
76.	Environment Act 1995
77.	Environmental Protection Act 1990
78.	Environmental Protection (Microbeads)(England) Regulations 2017
79.	Enterprise Act 2002
80.	Enterprise and Regulatory Reform Act 2013
81.	Estate Agents Act 1979
82.	European Communities Act 1972, and Regulations, Orders or other legislation made thereunder
83.	European Union (Withdrawal) Act 2018

84.	Equine Identification (England) Regulations 2018
85.	Explosives Act 1875
86.	Fair Trading Act 1973
87.	Firearms Act 1968
88.	Fireworks Act 2003
89.	Fire Safety & Safety of Places of Sport Act 1987
90.	Flood and Water Management Act 2010
91.	Fluorinated Greenhouse Gases Regulations 2015
92.	Food & Environment Protection Act 1985
93.	Food Safety Act 1990
94.	Forgery & Counterfeiting Act 1982
95.	Fraud Act 2006
96.	Gambling Act 2005
97.	Greater London Council (General Powers) Act 1972
98.	Greater London Council (General Powers) Act 1973
99.	Greater London Council (General Powers) Act 1974
100.	Greater London Council (General Powers) Act 1978
101.	Greater London Council (General Powers) Act 1981
102.	Greater London Council (General Powers) Act 1982
103.	Greater London Council (General Powers) Act 1984
104.	Guard Dogs Act 1975
105.	Hallmarking Act 1973
106.	Health Act 2006
107.	Health & Safety at Work etc Act 1974
108.	Health and Social Care Act 2008
109.	Highways Act 1835
110.	Highways Act 1980
111.	Housing and Planning Act 2016
112.	Housing Act 1985 (as amended)
113.	Housing Act 1996
114.	Housing, Grants, Construction & Regeneration Act 1996
115.	Housing Act 1988
116.	Housing Act 2004
117.	Hypnotism Act 1952

118.	Intellectual Property Act 2014
119.	Intoxicating Substances (Supply) Act 1985
120.	The Investigatory Powers Act 2016
121.	Knives Act 1997
122.	Land Drainage Act 1991
123.	Legal Services Act 2007
124.	Licensing Act 2003
125.	Local Government (Misc. Provisions) Act 1976
126.	Local Government (Misc. Provisions) Act 1982
127.	Local Government Act 1972
128.	Local Government Act 2000
129.	Localism Act 2011
130.	London Buildings Acts (Amendment) Act 1939
131.	London Local Authorities Act 1990
132.	London Local Authorities Act 1991
133.	London Local Authorities Act 1994
134.	London Local Authorities Act 1995
135.	London Local Authorities Act 1996
136.	London Local Authorities Act 2000
137.	London Local Authorities Act 2004
138.	London Local Authorities Act 2007
139.	London Local Authorities Act 2012
140.	London Local Authorities & Transport For London Act 2003
141.	London Local Authorities & Transport For London Act 2008
142.	London Olympic Games and Paralympic Games Act 2006
143.	Magistrates Court Act 1980
144.	Malicious Communications Act 1988
145.	Mobile Telephones (Re-Programming) Act 2002
146.	Money Laundering, Terrorist Financing and Transfer of Funds (Information on the Payer) Regulations 2017
147.	Motorcycle Noise Act 1987
148.	Motor Vehicle (Safety for children) Act 1991
149.	National Lottery etc. Act 1993
150.	New Roads and Street Works Act 1991
151.	Noise Act 1996

152.	Noise & Statutory Nuisance Act 1993
153.	Offensive Weapons Act 1996 & 2019
154.	Offices Shops & Railways Premises Act 1963
155.	Olympic Symbol Etc (Protection) Act 1995
156.	Package Travel, Package Holidays & Package Tours Regs 1992
157.	Passenger Car (Fuel Consumption and CO2 Emissions Information) Regulations 2001
158.	Poisons Act 1972
159.	Policing and Crime Act 2009
160.	Pollution Prevention & Control Act 1999
161.	Planning (Listed Buildings & Conservation Areas) Act 1990
162.	Prevention Of Damage By Pests Act 1949
163.	Prices Act 1974 and 1975
164.	Proceeds of Crime Act 2002
165.	Protection of Freedoms Act 2012
166.	Protection From Eviction Act 1977
167.	Protection From Harassment Act 1997
168.	Public Health (Control of Diseases) Act 1984
169.	Public Health Act 1936
170.	Public Health Act 1961
171.	Public Health Acts Amendment Act 1907
172.	Psychoactive Substances Act 2016
173.	The Redress Schemes for Lettings Agency Work and Property Management Work (Requirement to Belong to a Scheme etc) (England) Order 2014
174.	Radio Equipment Regulations 2017
175.	Registration, Evaluation, Authorisation & Restriction of Chemicals Regulations Enforcement Regulations 2008
176.	Refuse Disposal (Amenity) Act 1978
177.	Registered Designs Act 1949
178.	Restriction of Offences Weapons Act 1959
179.	Road Traffic Act 1988 & 1991
180.	Road Traffic (Foreign Vehicles) Act 1972
181.	Road Traffic Offenders Act 1988
182.	Road Traffic Regulation Act 1984
183.	Safety Of Sports Grounds Act 1975

184.	Scrap Metal Dealers Act 2013
185.	Solicitors Act 1974
186.	Sunbeds (Regulation) Act 2010
187.	Sunday Trading Act 1994
188.	Tattooing of Minors Act 1969
189.	Telecommunications Act 1984
190.	Tenant Fees Act 2019
191.	Theft Act 1968
192.	Theft Act 1978
193.	The Food Safety and Hygiene (England) Regulations 2013
194.	The Animal Feed England Regulations 2010
195.	The Animal Feed (Hygiene, Sampling & Enforcement) (England) Regulations, 2015
196.	The Animal Feed (Composition, Marketing & Use) (England) Regulations, 2015
197.	The Food Information Regulations 2014
198.	The General Product Safety Regulations 2005
199.	The Standardised Packaging of Tobacco Products Regulations 2015
200.	The Transmissible Spongiform Encephalopathies (England) Regulations, 2018
201.	The Removal and Disposal of Vehicles Regulations 1986
202.	The Environmental Permitting (England and Wales) Regulations 2010
203.	The Single Use Carrier Bags Charges (England) Order 2015
204.	The Smoke and Carbon Monoxide Alarm (England) Regulations 2015
205.	The Standardised Packaging of Tobacco Products Regulations 2015
206.	Tobacco Advertising and Promotion Act 2002
207.	Tobacco Related Products Regulations 2016
208.	Town & Country Planning Act 1990
209.	Trade Descriptions Act 1968
210.	Trade Marks Act 1994
211.	Traffic Management Act 2004
212.	Unsolicited Goods & Services Act 1971

213.	Unsolicited Goods & Services (Amendment) Act 1975
214.	Vehicles (Crime) Act 2001
215.	Violent Crime Reduction Act 2006
216.	Video Recordings Act 1984
217.	Video Recordings Act 1993
218.	Video Recordings Act 2010
219.	Water Act 1989
220.	Water Industry Act 1991
221.	Water Resources Act 1991
222.	Weights & Measures Act 1985
223.	Wildlife & Countryside Act 1981
224.	Young Persons Employment Act 1938
225.	Zoo Licensing Act 1981

Appendix I

LICENCES AND REGISTRATIONS

NO.	LICENCE/ REGISTRATION and LEGISLATION
1.	Animal Welfare Act 2006
2.	The Animal Welfare (Licensing of Activities Involving Animals) (England) Regulations 2018
3.	Auctions and Sales by Competitive Bidding (Greater London Council (General Powers) Act 1984)
4.	Civil Marriage/partnership venues (Marriage Act 1949 and Civil Partnership Act 2004)
5.	Dangerous Wild Animals (Dangerous Wild Animals Act 1976)
6.	Explosives Storage (Manufacture and Storage of Explosives) Regulations 2005)
7.	Food Premises Registration (Food Safety Act 1990, Food Premises (Registration) Regulations 1990, as amended).
8.	Gambling Act 2005
9.	Hairdressers/Barbers Registration (Greater London Council (General Powers) Act 1967
10.	Hire of Pleasure craft licences (Public Health Acts Amendment Act 1907 section 94)
11.	Housing Act 2004
12.	Hypnotism Licences (Hypnotism Act 1952)
13.	Licensing Act 2003
14.	Motor vehicle salvage (Vehicles (Crime) Act 2001 and Motor Salvage Operators Regulations 2002)
15.	Movement of Pigs (Animal Health Act 1981)
16.	Occasional Car boot Sales (London Local Authorities Act 1996)
17.	Permits for Pollution control (Pollution Prevention and Control Act 1999)
18.	Poisons (Poisons Act 1972)
19.	Registration of Cooling Towers (The Notification of Cooling Towers and Evaporative Condensers Regulations 1992)
20.	Sports Ground Safety Certificate (Safety of Sports Grounds Act 1975)
21.	Scrap Metal Dealers (Scrap Metal Dealers Act 2013)
22.	Sex Establishments (Local Government (Miscellaneous Provisions) Act 1982
23.	Skips, scaffolding and other lawful interference with the highway (Highways Act 1980)
24.	Special Treatments (London Local Authorities Act 1991 as amended)

25.	Street Trading (London Local Authorities Act 1990)
26.	Zoo Licences (Zoo Licensing Act 1981)

Appendix J

FIXED PENALTY NOTICES, PENALTY CHARGE NOTICES AND OTHER SIMILAR PROVISIONS

Act	Section	Description of Offence
Criminal Damage Act 1971	1(1)	Damaging property etc) which involves only the painting or writing on, or the soiling, marking or other defacing of, any property by whatever means (e.g. graffiti)
Anti-Social Behaviour, Crime and Policing Act 2014:	48 67 63	Failing to comply with a Community Protection Notice Failing to comply with a Public Spaces Protection Order Consumption of Alcohol in breach of Prohibition Order
Clean Neighbourhoods and Environment Act 2005	3 4	Exposing vehicles for sale on a road. Repairing vehicles on a road.
Refuse Disposal (Amenity) Act 1978	2(1)(a)	Abandoning a vehicle
Energy Act 2013	150	Failure to install carbon monoxide or smoke detectors and maintain in working order
Environmental Protection Act 1990	87	Litter
Environmental Protection Act 1990	Schedule 3A	Unauthorised distribution of literature on designated land
Control of Pollution (Amendment) Act 1989	5	Failure to produce authority to carry controlled waste
Environmental Protection Act 1990	34(6)	Failure to produce Written Description of waste (waste transfer notes)
Environmental Protection Act 1990	34(6)	Failure to comply with household duty of care with respect to waste
Environmental Protection Act 1990	46 47	Offences in relation to waste receptacles
Clean Neighbourhoods and Environment Act 2005	71(4)	Failure to nominate key-holder (within an alarm notification area) or to notify local authority in writing of nominated key-holder's details.
Highways Act 1980	131(2)	Obliteration of road sign
Highways Act 1980	132(1)	Painting or otherwise inscribing or affixing picture etc. upon the surface of a highway or upon a tree,
	137(1)	Willful obstruction of highway
	138	Erecting a building, fence or hedge on highway

	139(3)	Depositing builder's skip on highway without permission
	139(4)(a)	Failure to secure lighting or other marking of builder's skip
	139(4)(b)	Failure to secure marking of builder's skip with name and address
	139(4)(c)	Failure to secure removal of builder's skip
	139(4)(d)	Failure to comply with conditions of permission
	140(3)	Failure to remove or reposition builder's skip
	141(3)	Failure to comply with notice requiring removal of tree or shrub
	147A(2)	Using of stall etc. for road side sales in certain circumstances
	148(a)	Depositing material etc. on a made-up carriageway
	148(b)	Depositing material etc. within 15 feet from centre of made-up carriageway
	148(c)	Depositing anything on highway to the interruption of user
	148(d)	Pitching of booths, stalls or stands or encamping on highway
	151(3)	Failure to comply with notice requiring works to prevent soil or refuse escaping onto street or into sewer
	152(4)	Failure to comply with notice requiring removal of projection from buildings
	153(5)	Failure to comply with notice requiring alteration of door, gate or bar opening outwards onto street
	155(2)	Keeping of animals straying or lying on side of highway
	161(1)	Depositing things on highway which cause injury or danger
	169(5)	Erecting scaffolding or other structure without licence or failing to comply with terms of licence or perform duty under subsection (4)
Environmental Protection Act 1990 and London Local Authorities Act 2004 (Sections 15 & 16 and Schedule 2) (as amended)	80(4)	Contravention or failure to comply with requirement or prohibition imposed by abatement notice
Estate Agents Act 1979 as amended by the Consumers, Estate Agents and Redress Act 2007	23B(1) and schedule 4	Engaging in Estate Agency Work without being a member of an approved redress scheme. (Penalty Charge Notice)

Health Act 2006	6(5)	Failure to comply with a duty to display no smoking signs in smoke free places and smoke free vehicles.
	7(2)	Smoking in a Smoke Free Place
Housing Act 2004	30	Failure to comply with improvement notice
	72	Licensing of HMOs
	95	Licensing of houses under Part 3
	139(7)	Failure to comply with overcrowding notice
	234	Management Regulations in respect of HMOs
Housing and Planning Act 2016	21(1)	Financial Penalty for breach of Banning Order
Housing and Planning Act 2016	126 and Schedule 9	Financial penalty as alternative to prosecution under Housing Act 2004
Town and Country Planning Act 1990 and London Local Authorities Act 2004 (Sections 15 & 16 and Schedule 2)(as amended)	224(3)	Displaying advertisement in contravention of regulations
London Local Authorities Act 1990 and 2004 and London Local Authorities Act 2004 (Sections 15 & 16 and Schedule 2)(as amended)	34(1)	Contravention of condition of street trading licence or temporary licence
	34(2)	Making false statement in connection with application for street trading licence or temporary licence
	34(3)	Resisting or obstructing authorised officer
	34(4)	Failure to produce street trading licence on demand

	38(1)	Unlicensed street trading
London Local Authorities Act 2007 Environmental Protection Act 1990 (EPA)	61, 24, 87EPA	Penalty Charge Notices for littering from Motor vehicles
	61,20,22	Penalty Charge Notices for breaching of regulations relating to receptacles for household, commercial or industrial waste
Energy Performance of Buildings (England and Wales) Regulations 2012 Regulation 36 Committing a breach of duty under Regulations 6(2),6(5),7(2),7(3),7(4),7(5),7A(2), 7A(3), 10(2),11(2),14(3),18(1),20,21 & 35(5)	6(2),6(5)	Energy performance certificates on sale and rent
	7(2) to 7(5)	Energy Performance Certificates on marketing of properties
	7(A) (2) & (3)	Energy performance certificates on construction
	10(2)	Display of energy performance certificates
	11(2)	Statement of energy performance [rating]
	14(3)	Display energy certificates and recommendation reports
	18(1)	Inspections of air-conditioning systems
	20	Keeping of records etc.
	21	Changes of relevant person
	35(5)	Production of documents
Energy Efficiency (Private Rented Property) (England and Wales) Regulations	23	Prohibition on letting of sub-standard property

2015	27	Prohibition on letting of sub-standard non-domestic PR property
	37(4)(a)	Compliance notices
London Local Authorities Act 2004 for byelaw made under Section 235 Local Government Act 1972	15	Fixed Penalty Notice for spitting
The Redress Schemes for Lettings Agency Work and Property Management Work (Requirement to Belong to a Scheme etc) (England) Order 2014	8(1)	Penalty notice for failing to comply with requirement to belong to a redress scheme.
Tenant Fees Act 2019	S1 (Landlord) S2 (Letting Agent), S8	Penalty for engaging in a prohibited practice (to require a relevant person to make a prohibited payment, enter into a contract or make a loan).
Tenant Fees Act 2019	Sch2 & S8	Penalty for not returning a holding deposit and it's repayment.
The Client Money Protection Schemes for Property Agents (Requirement to Belong to a Scheme etc.) Regulations 2019 made under Housing and Planning Act 2016	Reg 3	Penalty for failing to belong to an approved or designated client money protection scheme, that membership must be one that protects the maximum amount of client money that the agent may hold.

	Reg 4	Penalty for failing to obtain, display, publish or produce a certificate of membership of approved/designated Client Money Protection Scheme, or failing to notify clients in writing, if that membership has been revoked or if membership been changed to another scheme.
Traffic Management Act 2004, Part 6		Enforcement of Traffic and Parking contraventions
Environmental Protection Act 1990	S33ZA	Flytipping
Consumer Rights Act 2015	87	Display of fees by estate and letting agents
The Smoke and Carbon Monoxide Alarm (England) Regulations 2015 (Energy Act 2013)	Regulation 8	Breach of Duty under Regulations

LBE CALENDAR OF MEETINGS 2020/2021 (Current Structure)

	MAY 20	JUNE 20	JULY 20	AUG 20	SEPT 20	OCT 20	NOV 20	DEC 20	JAN 21	FEB 21	MAR 21	APR 21	MAY 21
COUNCIL	Wed 13 Annual		Wed 01 Annual		Wed 30		Wed 18		Thurs 28	Wed 24			Wed 05 Annual
CABINET		Wed 10	Wed 15	Wed 05	Wed 16	Wed 14	Wed 11	Wed 09	Wed 20	Wed 10	Wed 10	Wed 21	
SCRUTINY													
Overview & Scrutiny Committee Business Meetings		Wed 03 (Bus) WP	Thurs 30 (Bus)		Wed 09 (Bus)		Thurs 05 (Bus)	Thurs 17 (Bus)1		Thurs 11 (Bus)		Thurs 01 (Bus)	
Call In Dates for OSC (provisional in case of need)		Thurs 18*	Tues 07*	Thurs 06*	Thurs 24*	Thurs 22*	Thurs 26*		Wed 13*	Thurs 04*	Wed 03* Thurs 25*	Tues 27*	
Scrutiny Work Streams:													
Health Scrutiny Standing Workstream		Tues 09 WP			Tues 15				Thurs 21		Wed 24		
Crime Scrutiny Standing Workstream		Thurs 11 WP			Thurs 17				Tues 26		Tues 16		
Scrutiny Workstreams													
Audit & Risk Management Committee		Wed 17	Wed 01 Thurs 23			Thurs 15			Thurs 14		Thurs 04		
Councillor Conduct Committee		Wed 24			Thurs 10			Wed 02			Tues 02		
Remuneration Committee			Thurs 16			Wed 21			Tues 12			Thurs 29	
Planning Committee	Thurs 21	Tues 02** Tues 23	Tues 21	Tues 04**	Tues 01 Tues 22	Tues 20	Tues 03** Tues 24	Tues 15	Tues 05** Tues 19	Tues 02** Tues 23	Tues 02** Tues 23	Tues 20	Tues 04**
? Conservation Advisory Group													
Green Belt Forum		Tues 30							Wed 13				

All dates subject to change.
Recent changes are shown in **bold**.

Governance Team Contact:
Claire Johnson Tel. 0208 379 4239

1 Scrutiny Budget Meeting

* Provisional Call-in (if required)
** Provisional (if required)

19 – 23 Sept 20 – Labour Party Conference

4 – 7 Oct 20 – Conservative Party Conference

TBC-To be confirmed

LBE CALENDAR OF MEETINGS 2020/2021 (Current Structure)

OTHER BODIES	MAY 20	JUNE 20	JULY 20	AUG 20	SEPT 20	OCT 20	NOV 20	DEC 20	JAN 21	FEB 21	MAR 21	APRIL 21	MAY 21
Vulnerable Young People Task Group			Thurs 09		Thurs 03			Tues 01			Tues 09		
Deaf Community Forum						Wed 21					Wed 17		
Health & Wellbeing Board		Thurs 25				Thurs 01		Thurs 03			Thurs 18		
Health & Wellbeing Board (Development Sessions)		Thurs 25				Thurs 01		Thurs 03			Thurs 18		
LBE/Enfield Racial Equality Council			Thurs 02				Wed 04			Wed 03		Wed 28	
Members & Democratic Services Group		Thurs 04			Tues 08		Tues 03		Wed 06	Tues 09	Tues 30		
Safer Neighbourhoods Board			Wed 22			Tues 13			Thurs 14			Thurs 22	
Council Housing Board			Wed 22			Thurs 08		Thurs 10			Thurs 11		
Pension Policy & Investment Committee (@ 9:30am – 12:30pm)		Thurs 25			Thurs 24		Thurs 26			Thurs 25			
Local Pension Board (@ 10:00am – 12:00pm)			Wed 01		Wed 30			Wed 02			Wed 03		
Public Transport Consultative Group (Arranged on an ad hoc basis)													
CHILDREN'S SERVICES													
Corporate Parenting Board (@ 5:30pm)					??			??					
Member/Governor Forum			Tues 07				Tues 17			Tues 09			
Staff Forum & JCGT (@ 6:00pm)		Tues 02					Tues 03			Tues 02			
SACRE		Tues 16					??						
Schools Forum	??		??			??		??	??		??		
GROUPS													
Conservative Group													
Labour Group													
MEMBER DEVELOPMENT		Mon 01	Tues 14	Wed 05	Tues 29	Wed 28	Tues 10		Wed 27	Thurs 25	Wed 03		

Proposed Dates for Council meetings from 2021 to 2022. **Please note these dates are only indicative and will be subject to change.**

	MAY 21	JUNE 21	JULY 21	AUG 21	SEPT 21	OCT 21	NOV 21	DEC 21	JAN 22	FEB 22	MAR 22	APR 22	MAY 22
COUNCIL	Wed 05 Annual												Wed 25 Annual

All dates subject to change.
Recent changes are shown in **bold**.

Governance Team Contact:
Claire Johnson Tel. 0208 379 4239

1 Scrutiny Budget Meeting

* Provisional Call-in (if required)
** Provisional (if required)

19 – 23 Sept 20 – Labour Party Conference

4 – 7 Oct 20 – Conservative Party Conference

TBC-To be confirmed

LBE CALENDAR OF MEETINGS 2020/2021 (Proposed Structure)

	MAY 20	JUNE 20	JULY 20	AUG 20	SEPT 20	OCT 20	NOV 20	DEC 20	JAN 21	FEB 21	MAR 21	APR 21	MAY 21
COUNCIL	Wed 13 Annual		Wed 01 Annual		Wed 30		Wed 18		Thurs 28	Wed 24			Wed 12 Annual
CABINET			Wed 15	Wed 05	Wed 16	Wed 14	Wed 11	Wed 09	Wed 20	Wed 10	Wed 10	Wed 21	
SCRUTINY													
Overview & Scrutiny Committee Business Meetings			Thurs 30		Tue 15 (Bus)			Thurs 17 (Bus)1		Thurs 11 (Bus)		Thurs 01 (Bus)	
Call In Dates for OSC (provisional in case of need)			Tues 07*	Thurs 06*	Thurs 24*	Thurs 22*	Thurs 26*		Wed 13*	Thurs 04*	Wed 03* Thurs 25*	Tues 27*	
Scrutiny Panels:													
Crime Scrutiny Panel					Thurs 02		Wed 04		Tues 26		Tues 16		
Health & Adult Social Care Scrutiny Panel					Wed 09		Thurs 05		Thurs 21		Wed 24		
Children, Education & Young People Scrutiny Panel						Thurs 08		Thurs 10		Wed 03	Tues 09		
Regeneration & Economic Development Scrutiny Panel					Thurs 10			Tues 08		Thurs 04	Wed 17		
Finance & Performance Scrutiny Panel					Tues 08		Tues 03		Wed 06		Thurs 11		
Environment & Climate Action Scrutiny Panel						Tues 13		Wed 16		Tues 09		Thurs 22	
Housing Scrutiny Panel					Thurs 03			Tues 01		Tues 02		Thurs 15	
General Purposes Committee			Thurs 23			Thurs 15	Thurs 26		Thurs 14		Thurs 04	Thurs 22	
Councillor Conduct Committee					Thurs 10			Wed 02			Tues 02		
Staff Appeals, Appointments & Remuneration Committee						Wed 21**	Wed 25**		Tues 12**			Thurs 29**	
Planning Committee			Tues 07 Tues 21	Tues 04**	Tues 01 Tues 22	Tues 20	Tues 03** Tues 24	Tues 15	Tues 05** Tues 19	Tues 02** Tues 23	Tues 02** Tues 23	Tues 20	Tues 04**

All dates subject to change.
Recent changes are shown in **bold**.

Governance Team Contact:
Claire Johnson Tel. 0208 132 1154

1 Scrutiny Budget Meeting

* Provisional Call-in (if required)
** Provisional (if required)

LBE CALENDAR OF MEETINGS 2020/2021 (Proposed Structure)

OTHER BODIES	MAY 20	JUNE 20	JULY 20	AUG 20	SEPT 20	OCT 20	NOV 20	DEC 20	JAN 21	FEB 21	MAR 21	APRIL 21	MAY 21
Environment Forum			Tues 28	Tues 25	Tues 29	Tues 27	Wed 25	Thurs 10	Wed 13	Tues 16	Tues 30	Wed 28	
Health & Wellbeing Board			Thurs 16			Thurs 01		Thurs 03			Thurs 18		
Health & Wellbeing Board (Development Sessions)						Thurs 01		Thurs 03			Thurs 18		
Equalities Board					Thurs 17		Wed 04			Wed 03		Wed 28	
Safer Neighbourhoods Board			Wed 22			Wed 21			Thurs 14			Thurs 22	
Pension Policy & Investment Committee (@ 9:30am – 12:30pm)					Thurs 24		Thurs 26			Thurs 25		Thurs 29	
Local Pension Board (@ 10:00am – 12:00pm)					Wed 30			Wed 02			Wed 03		
CHILDREN'S SERVICES													
Corporate Parenting Board (@ 5:30pm)					??			??					
Member/Governor Forum							Tues 17			Tues 09			
Staff Forum & JCGT (@ 6:00pm)							Tues 03			Tues 02			
SACRE							??						
Schools Forum						??		??	??		??		
GROUPS													
Conservative Group													
Labour Group													
MEMBER DEVELOPMENT			Tues 14	Wed 05	Tues 29	Wed 28	Tues 10		Wed 27	Thurs 25	Wed 03		

Proposed Dates for Council meetings from 2021 to 2022. **Please note these dates are only indicative and will be subject to change.**

	MAY 21	JUNE 21	JULY 21	AUG 21	SEPT 21	OCT 21	NOV 21	DEC 21	JAN 22	FEB 22	MAR 22	APR 22	MAY 22
COUNCIL	Wed 12 Annual												Wed 25 Annual

All dates subject to change.
Recent changes are shown in **bold**.

Governance Team Contact:
Claire Johnson Tel. 0208 132 1154

1 Scrutiny Budget Meeting

* Provisional Call-in (if required)
** Provisional (if required)

19 – 23 Sept 20 – Labour Party Conference

4 – 7 Oct 20 – Conservative Party Conference

TBC-To be confirmed

LBE CALENDAR OF MEETINGS 2021/2022 (Current Structure)

	MAY 21	JUNE 21	JULY 21	AUG 21	SEPT 21	OCT 21	NOV 21	DEC 21	JAN 22	FEB 22	MAR 22	APR 22	MAY 22
COUNCIL	Wed 05 Annual		Wed 14		Wed 22		Wed 17		Wed 26	Wed 23			Wed 25 Annual
CABINET		Wed 09	Wed 07		Wed 15	Wed 13	Wed 10	Wed 08	Wed 19	Wed 09	Wed 09	Wed 06	
SCRUTINY													
Overview & Scrutiny Committee Business Meetings	Wed 26 (Bus) WP	Tues 15 (Bus)	Tues 13 (Bus)		Wed 08 (Bus)		Thurs 04 (Bus)	Thurs 16 (Bus)1		Thurs 10 (Bus)	Thurs 31 (Bus)		
Call In Dates for OSC (provisional in case of need)		Thurs 17*	Tues 06*	Thurs 05*	Tues 14*	Thurs 28*	Thurs 25*		Wed 12*	Tues 01*	Wed 02* Thurs 24*	Wed 27*	
Scrutiny Work Streams:													
Health Scrutiny Standing Workstream		Tues 08 WP			Thurs 16				Thurs 20		Wed 23		
Crime Scrutiny Standing Workstream		Thurs 10 WP			Thurs 23				Tues 25		Tues 15		
Scrutiny Workstreams													
Audit & Risk Management Committee		Wed 16 Wed 30	Tues 20			Thurs 14			Thurs 13		Thurs 03		
Councillor Conduct Committee		Wed 23			Thurs 09			Wed 01			Tues 01		
Remuneration Committee			Thurs 15			Wed 27			Tues 11			Thurs 28	
Planning Committee	Tues 18	Tues 22	Tues 13	Tues 03** Tues 31	Tues 21	Tues 12** Tues 26	Tues 02** Tues 23	Tues 14	Tues 04** Tues 18	Tues 08** Tues 22	Tues 08** Tues 22	Tues 05** Tues 26	
? Conservation Advisory Group													
Green Belt Forum		Tues 29							Wed 12				

All dates subject to change.
Recent changes are shown in **bold**.

Governance Team Contact:
Claire Johnson Tel. 0208 379 4239

1 Scrutiny Budget Meeting

* Provisional Call-in (if required)
** Provisional (if required)

LBE CALENDAR OF MEETINGS 2021/2022 (Current Structure)

OTHER BODIES	MAY 21	JUNE 21	JULY 21	AUG 21	SEPT 21	OCT 21	NOV 21	DEC 21	JAN 22	FEB 22	MAR 22	APRIL 22	MAY 22
Vulnerable Young People Task Group			Thurs 08		Thurs 02		Tues 30				Tues 08		
Deaf Community Forum						Wed 27					Wed 16		
Health & Wellbeing Board		Thurs 24				Thurs 07		Thurs 02			Thurs 17		
Health & Wellbeing Board (Development Sessions)		Thurs 24				Thurs 07		Thurs 02			Thurs 17		
LBE/Enfield Racial Equality Council			Thurs 01				Wed 03			Wed 02		Wed 27	
Members & Democratic Services Group	Thurs 27				Tues 07		Tues 02		Wed 05	Tues 08	Tues 29		
Safer Neighbourhoods Board			Tues 20			Tues 12			Thurs 13			Thurs 07	
Council Housing Board			Tues 06		Thurs 30			Thurs 09			Thurs 10		
Pension Policy & Investment Committee (@ 10:45am)		Thurs 10			Thurs 09		Thurs 18			Thurs 24			
Local Pension Board (@ 2:30pm)			Thurs 15			Thurs 14			Thurs 20			Thurs 21	
Public Transport Consultative Group (Arranged on an ad hoc basis)													
CHILDREN'S SERVICES													
Corporate Parenting Board (@ 5:30pm)					??			??					
Member/Governor Forum			??										
Staff Forum & JCGT		??					??			??			
SACRE		??					??						
Schools Forum	??		??			??		??	??		??		
GROUPS													
Conservative Group													
Labour Group													
MEMBER DEVELOPMENT	Wed 19	Tues 15	Wed 21	Wed 25	Wed 29	Thurs 28	Tues 09		Thurs 27	Thurs 24	Wed 30		

Proposed Dates for Council meetings from 2021 to 2022. **Please note these dates are only indicative and will be subject to change.**

	MAY 22	JUNE 22	JULY 22	AUG 22	SEPT 22	OCT 22	NOV 22	DEC 22	JAN 23	FEB 23	MAR 23	APR 23	MAY 23
COUNCIL	Wed 25 Annual												Wed 03 Annual

All dates subject to change.
Recent changes are shown in **bold**.

Governance Team Contact:
Claire Johnson Tel. 0208 379 4239

1 Scrutiny Budget Meeting

* Provisional Call-in (if required)
** Provisional (if required)

TBC 26 – 29 Sept 21 – Labour Party Conference

TBC 3 – 6 Oct 21 – Conservative Party Conference

TBC-To be confirmed

LBE CALENDAR OF MEETINGS 2021/2022 (Proposed Structure)

	MAY 21	JUNE 21	JULY 21	AUG 21	SEPT 21	OCT 21	NOV 21	DEC 21	JAN 22	FEB 22	MAR 22	APR 22	MAY 22
COUNCIL	Wed 12 Annual		Wed 14		Wed 22		Wed 17		Wed 26	Wed 23			Wed 25 Annual
CABINET		Wed 09	Wed 07		Wed 15	Wed 13	Wed 10	Wed 08	Wed 19	Wed 09	Wed 09	Wed 06	
SCRUTINY													
Overview & Scrutiny Committee Business Meetings	Wed 26 (Bus) WP		Tues 13 (Bus)		Wed 08 (Bus)		Thurs 04 (Bus)	Thurs 16 (Bus)1		Thurs 10 (Bus)	Thurs 31 (Bus)		
Call In Dates for OSC (provisional in case of need)		Thurs 17*	Tues 06*	Thurs 05*	Tues 14*	Thurs 28*	Thurs 25*		Wed 12*	Tues 01*	Wed 02* Thurs 24*	Wed 27*	
Scrutiny Panels:													
Crime Scrutiny Panel		Thurs 10			Thurs 23				Tues 25		Tues 15		
Health & Adult Social Care Scrutiny Panel		Tues 08			Thurs 16				Thurs 20		Wed 23		
Children, Education & Young People Scrutiny Panel			Thurs 08			Thurs 07		Tues 14			Tues 08		
Regeneration & Economic Development Scrutiny Panel		Thurs 24			Thurs 09		Tues 30			Thurs 10			
Finance & Performance Scrutiny Panel		Wed 23			Tues 14			Wed 15			Thurs 10		
Environment & Climate Action Scrutiny Panel		Wed 30				Tues 12		Thurs 09		Tues 08			
Housing Scrutiny Panel			Tues 06		Thurs 30			Tues 07			Thurs 17		
General Purposes Committee		Wed 16 Wed 30	Tues 20			Thurs 14			Thurs 13		Thurs 03		
Councillor Conduct Committee		Wed 23			Thurs 09			Wed 01			Tues 01		
Staff Appeals, Appointments & Remuneration Committee			Thurs 15**			Wed 27**			Tues 11**			Thurs 28**	
Planning Committee	Tues 18	Tues 22	Tues 13	Tues 03** Tues 31	Tues 21	Tues 12** Tues 26	Tues 02** Tues 23	Tues 14	Tues 04** Tues 18	Tues 08** Tues 22	Tues 08** Tues 22	Tues 05** Tues 26	

All dates subject to change.
Recent changes are shown in **bold**.

Governance Team Contact:
Claire Johnson Tel. 0208 132 1154

1 Scrutiny Budget Meeting

* Provisional Call-in (if required)
** Provisional (if required)

?? – ?? Sept 21 – Labour Party Conference

? – ? Oct 21 – Conservative Party Conference

TBC-To be confirmed

LBE CALENDAR OF MEETINGS 2021/2022 (Proposed Structure)

OTHER BODIES	MAY 21	JUNE 21	JULY 21	AUG 21	SEPT 21	OCT 21	NOV 21	DEC 21	JAN 22	FEB 22	MAR 22	APRIL 22	MAY 22
Environment Forum	Tues 25	Tues 29	Tues 27	Tues 24	Tues 28	Tues 19	Wed 24	Thurs 09	Wed 12	Tues 15	Tues 29	Wed 27	
Health & Wellbeing Board		Thurs 24				Thurs 07		Thurs 02			Thurs 17		
Health & Wellbeing Board (Development Sessions)		Thurs 24				Thurs 07		Thurs 02			Thurs 17		
Equalities Board	Thurs 27				Tues 07			Wed 01		Tues 08			
Safer Neighbourhoods Board			Thurs 08			Wed 27			Thurs 13			Thurs 07	
Pension Policy & Investment Committee (@ 9:30am – 12:30pm)		Thurs 10			Thurs 09		Thurs 18			Thurs 24			
Local Pension Board (@ 10:00am – 12:00pm)			Thurs 15			Thurs 14			Thurs 20			Thurs 21	
CHILDREN'S SERVICES													
Corporate Parenting Board (@ 5:30pm)													
Member/Governor Forum													
Staff Forum & JCGT (@ 6:00pm)													
SACRE													
Schools Forum													
GROUPS													
Conservative Group													
Labour Group													
MEMBER DEVELOPMENT	Wed 19	Tues 15	Wed 21	Wed 25	Wed 29	Thurs 28	Tues 09		Thurs 27	Thurs 24	Wed 30		

Proposed Dates for Council meetings from 2022 to 2023. **Please note these dates are only indicative and will be subject to change.**

	MAY 22	JUNE 22	JULY 22	AUG 22	SEPT 22	OCT 22	NOV 22	DEC 22	JAN 23	FEB 23	MAR 23	APR 23	MAY 23
COUNCIL	Wed 25 Annual												Wed 03 Annual

All dates subject to change.
Recent changes are shown in **bold**.

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1 Scrutiny Budget Meeting

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