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EQUALITIES BOARD

Tuesday, 16th February, 2021, 7.30pm
This will be a virtual meeting

Membership:

Councillor : Guner Aydin, Lee David-Sanders (Deputy Leader of the Opposition), Ergin Erbil (Associate Cabinet Member (Non-geographical based)), Margaret Greer, Charith Gunawardena, Bernadette Lappage, Dino Lemonides, Ayfer Orhan and Jim Steven

AGENDA – PART 1

1. WELCOME AND APOLOGIES

2. DECLARATIONS OF INTEREST

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

3. MINUTES OF THE MEETING HELD ON 2 DECEMBER 2020 (Pages 1 - 6)

To receive and agree the draft minutes of the meeting held on 2 December 2020.

4. INCLUSIVE TRANSPORT

An overview of inclusive transport in Enfield.

5. COVID-19 UPDATE (Pages 7 - 26)

An update on Covid-19 statistics in Enfield and the roll-out of the vaccine.

6. FAIRER ENFIELD POLICY (Pages 27 - 88)

To note the Draft Fairer Enfield Policy, to be agreed at Full Council on 2 March 2021.

7. FORWARD PLAN FOR FUTURE MEETINGS

To discuss items for future meetings.

8. ANY OTHER BUSINESS

With the approval of The Chair, any items of business relevant to the Equalities Board.

9. DATES OF FUTURE MEETINGS

To note the dates of future meetings as follows:

Wednesday 28 April 2021.

MINUTES OF THE MEETING OF THE EQUALITIES BOARD HELD ON WEDNESDAY, 2ND DECEMBER, 2020

MEMBERS: Councillors Lee David-Sanders (Deputy Leader of the Opposition), Margaret Greer (Vice Chair), Charith Gunawardena, Bernadette Lappage, Ayfer Orhan and Jim Steven

Community Representatives:

Chandra Bhatia – Enfield Racial Equality Council
Ben Ingber – Age UK Enfield
Mark Warwick – Enfield Carer’s Centre
Noelle Skivington – Healthwatch Enfield
Tim Fellows – Enfield LGBT Network
Nnenna Anyanwa – Citizens Advice Enfield
Ginnie Landon – Enfield Women’s Centre

Officers: Harriet Potemkin, Head of Strategy and Policy, Lucy Nasby, National management Trainee, Stuart Lines, Director of Public Health, Gayan Perera, Health Intelligence Manager, Peter George Programme Director Meridian Water, Andy Ellis, Governance and Scrutiny Officer.

Also Attending: Tinu Olowe, Director of Human Resources and Organisational Design, Jayne Paterson, Business Development Manager.

8. WELCOME AND APOLOGIES

As the Chair, Cllr Ergin Erbil, was unwell and unable to attend the meeting, Cllr Margaret Greer (Vice Chair) chaired the meeting.

Cllr Greer wished Cllr Erbil well and welcomed everyone to the meeting.

9. DECLARATIONS OF INTEREST

No declarations of interest were received.

10. MINUTES OF THE MEETING HELD ON 23 SEPTEMBER 2020

- 1) With reference to item 4i) of the minutes, background data would be shared with Board Members.
- 2) An amendment to item 4ii) was noted, to read ‘homelessness issues for young people’

With the above amendments, the minutes were agreed.

EQUALITIES BOARD - 2.12.2020

11. TERMS OF REFERENCE

- 1) The use of the word 'gender' as opposed to 'sex' had been amended in the Terms of Reference, however, there was inconsistent use of the terms within the Equalities Annual Report. This would be addressed.

12. EQUALITY AND DIVERSITY ANNUAL REPORT 2020

Harriet Potemkin, Head of Strategy and Policy provided an overview of the draft Equality and Diversity Annual Report 2020.

- 1) The report is very detailed and provides an overview of activity during 2020.
- 2) Included within the report is the latest demographic data and analysis.
- 3) The report details how the Council are tackling inequality and provides information across the 3 themes of; Good Homes in Well Connected Neighbourhoods, Safe, Healthy and Confident Communities, An Economy that works for Everyone.
- 4) There have been many events that have been organised during 2020, to celebrate the diverse community in Enfield, including Black History Month, Inter Faith Week, LGBT History Month and World Mental Health Day
- 5) The Council now work with and support The Enfield Faith Forum, Covid-19 Resilience Board and Enfield Youth Parliament.
- 6) The report provides information on how the Council are creating a diverse workforce and the various forums available to support specific groups, including The Ethnic Minority Network, The Disability Working Group and Women in to Leadership.

Following the update, The Chair asked for comments and questions from Board Members.

- 7) It was agreed that the report should include detail of how the Council fund groups such as the LGBT Network and the Women's Centre.
- 8) The date of the International Women's day was amended.
- 9) The role of EREC in planning Black History Month will be acknowledged in the report.
- 10) In the section relating to older people, there is an emphasis on social isolation, but the report should contain details of some of the wider issues faced by older people.
- 11) The role of unpaid carers will be acknowledged and expanded upon.
- 12) It was agreed to review the content relating to mental health to ensure the Council reaches out to those suffering mental ill-health.
- 13) It was requested that on page 8 of the document, the title 'Ethnic Diversity' should incorporate the term 'race'. In addition, there should be standardisation of the words 'gender' and 'race'.
- 14) On page 13, there should be reference to pregnancy and maternity and deaths in childbirth within the BAME community.
- 15) In relation to Good Homes in Well Connected Neighbourhoods, it would be useful to include statistics on BAME rough-sleepers.

EQUALITIES BOARD - 2.12.2020

13. THE IMPACT OF COVID-19 ON BAME GROUPS IN ENFIELD

Stuart Lines, Director of Public Health and Gayan Perera, Health Intelligence Manager gave a presentation and highlighted the following;

- 1) There is a disproportionate impact of Covid-19 upon BAME groups in Enfield. Covid-19 cases per 1,000 for the black and Asian ethnicity groups are in excess of those for the majority of other groups.
- 2) To mitigate the impact, a number of actions have been carried out.
 - Education and awareness via the Enfield Faith Forum
 - Working with BAME representatives on the Covid Resilience Board
 - Video campaigns in community languages
 - Providing Covid-19 training sessions in liaison with Health Champions
- 3) Currently, ethnicity is not recorded on death certificates. This will soon be a nation-wide requirement which will assist with detailed analysis of groups most at risk.
- 4) There are a lot of developing messages that resonate with different groups including, to fund, develop and implement culturally competent Covid-19 education and prevention campaigns. There have been several stakeholder engagement activities and the NHS Covid-19 app was introduced at the Community Resilience Board to encourage community groups to use it.
- 5) The Health and Wellbeing Strategy will be used in an attempt to accelerate appropriate health promotion and disease prevention programmes.
- 6) A key element of the Integrated Care Partnership is a workstream looking at strategies to address existing health inequalities faced by BAME communities, that have been exacerbated by Covid-19.

The Chair thanks Officers for the presentation and asked for comments and questions from Board Members.

- 7) It was confirmed that the highest risk age group is the over 65's who may be suffering co-morbidities such as diabetes, hypertension or heart disease.
- 8) A question was asked in relation to getting messages across on the need to wear face masks and it was noted that while this is difficult to enforce, retailers are encouraged to promote this.
- 9) It was confirmed that the Enfield specific data could be shared with the Board.
- 10) Following a question on what has been learned about why BAME groups are disproportionately represented it was noted that levels of deprivation, housing conditions and occupations such as taxi drivers and care workers (a reluctance to lose hours and wages to get tested), result in higher figures.

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- 11) Patients with dementia accounted for 25% of all Covid-19 related deaths as the over 80s age group was the highest affected age range.

The Chair asked that further updates are provided to the Equalities Board and hoped that the potential vaccine would soon be available.

14. EQUALITY AND DIVERSITY IN MERIDIAN WATER

Peter George, Programme Director Meridian Water gave an update on Equality and Diversity within the development scheme.

- 1) Meridian Water will provide 10,000 new homes and 6,000 jobs over the next couple of decades.
- 2) The Meridian Water Equality, Diversity and Inclusion Action Plan was circulated to members and comments would be welcome.
- 3) It was noted that leadership is a vital element of an action plan such as this. In team meetings, discussions were held on the Black Lives Matter Movement following the death of George Floyd. It was important that team members were allowed to voice their opinions and from this an Equalities and Diversity Champion was established within the Meridian Water Team.
- 4) The Director has given an interview to a trade journal on the need to ensure contracts are given to companies who share the same ethos as the Council in this regard. This has led to a number of invitations to speak at events on the subject.
- 5) A staff group was formed to comment on the action plan and previous feedback from Councillors included the need to ensure local people from local wards benefit from the new homes, jobs and training opportunities.
- 6) Monitoring will be evident for all BAME issues within the Meridian Water development.

The Chair thanked Peter George for the update and asked Members of the Board for any comments or questions.

- 7) It was noted that the aims are very good as housing and employment is a major issue for the BAME community. The affordable housing will be a mixture of tenures, including housing associations which will have regard for ethnicity and diversity.
- 8) An enlarged copy of the action plan will be provided to Board Members as required.

ACTION:Andy Ellis

- 9) A comment was received that Edmonton is 60% BAME, therefore this should be reflected in Meridian Water, however, it is important to not allow a ghetto to be created. It was suggested that a housing points based scheme would be beneficial. The Local Lettings Plan will be based on a priority points scheme with people in Edmonton with

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particular needs having the first opportunity to bid, before the rest of the Borough can bid.

- 10) It was noted that the 20 year plan will provide an area where people will be proud to live.

15. FAIRER ENFIELD POLICY CONSULTATION

Harriet Potemkin, Head of Strategy and Policy provided an update and highlighted the following;

- 1) This version of the document follows on from the draft policy discussed at the last meeting of the Equalities Board. The contributions from Board Members have been included within the revised document.
- 2) There have been very useful meetings with representatives from the Voluntary Sector.
- 3) The actions taken and events attended were noted, with the aim of getting the policy embedded once approved.
- 4) A summary of the feedback received to date was given, along with detail on the 6 objectives that are included within the policy.
- 5) The next steps include to develop the action plan further before presenting the final draft policy to Full Council in February 2021.

The Chair thanked Harriet and asked for comments or questions from Board Members.

- 6) Consideration should be given within the policy to violence against women and girls (VAWG) issues.
- 7) A question was asked in relation to how the Council addresses hate crime. In response, Officers from the Community Safety Team could provide an update at a future meeting.
- 8) It was noted that mental health carries a wide brief but it was vital to identify meaningful support for all age groups and communities. The delivery of mental health objectives would be considered further within the document.

16. FUTURE AGENDA ITEMS

The following potential items were noted for discussion at future meetings:

- Hate Crime
- Mental Health and Wellbeing within the BAME community
- Sustainable and Ethical Procurement
- Covid-19 testing and take up of vaccines
- Affordability of Housing for BAME groups
- Fairtrade and the Co-operative Movement – how does this support local communities to take an active role in the economy. Invite the Co-operative to do a presentation.

It was agreed that some items would need to be prioritised, with some rolling over to the next municipal year. This would be discussed with the Chair.

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17. ANY OTHER BUSINESS

There were no items of other business.

18. DATES OF FUTURE MEETINGS

The dates of future meetings were noted and Cllr Greer thanked everyone for attending and wished everyone a safe and reflective Christmas.

Enfield COVID19 Update

[View in Power BI](#) ↗

Last data refresh:
12/02/2021 12:11:31 GMT Standard
Time
Downloaded at:
12/02/2021 12:13:23 GMT Standard
Time

Table: Weekly COVID-19 infection rate* between 6th Feb- 12th Feb 2021 for selected local authorities/ regions and England

Local authority	Number of cases per 100,000 residents	Number of cases	Trend since (29th Jan to 4th Feb)
Enfield	102.5	342	 192.0
North Central London boroughs	92.3	1,394	 171.2
NCL highest rate: Barnet	111.7	442	
NCL lowest rate: Camden	63.7	172	
London	111.7	10,007	 210.0
London highest rate: Ealing	191.3	654	
London lowest rate: Camden	63.7	172	
England	137.1	77,144	 203.0
England highest rate: Middlesbrough	314.2	443	
England lowest rate: Plymouth	46.2	121	

*Number of new cases in the seven days ending on 12th Feb 2021

Data source: NHS dashboard- Data available- <https://digital.nhs.uk/dashboards/progression-full-width>

Accessed on 14th Feb 2021 at 07:30 am

ENFIELD COVID-19 DATA



(6 Feb – 12 Feb 21)

TOTALS

Cases = 30 Jan 20 – 12th Feb 21
Deaths = 06 Mar 20 – 29th Jan 21

31 Jan – 6 Feb

TOTAL

CASES = 28,787

DEATHS = 701
(671 excess[#])

NEW CASES*

↓ **342**

RECENT COVID DEATHS*

29
(25 excess deaths[#])

Average age= 78
Range= 45- 100
Born outside UK= 19

INFECTION RATE PER 100,000*

↓ **103**

AGE GROUP

0-29	30-59	60+
90	131	82

INFECTION RATE RANK*

NCL[#] = 2
LON= 18; Eng= 107

TESTING RATE RANK

NCL[#] = 1
LON=12; Eng= 127

Page 9

12/ 11 / 12 Feb update

15 Feb update

TESTS*

↓ **4,550**
per 100,000
(PCR = 4,562 tests; lateral flow = 10,627 tests-4th highest number in London)

VACCINATIONS

51,427 1st DOSES
(excluding care homes)

2,940 2nd DOSES
(excluding care homes)

Care homes

Staff	Residents
629	1,067

CARE SETTINGS

CARE HOMES= 15
deaths= 0; Staff = 17
Residents = 6

SUPPORTED LIVING=11
Staff= 9

DOM CARE AFFECTED

18
Staff = 23 Clients = 19

SCHOOLS/ EARLY YEARS AFFECTED

5

Staff = 6 cases
Students = 4 cases

WARDS WITH HIGHEST INFECTION RATES*

- HASELBURY (183)**
- UPPER EDMONTON (171)**
- SOUTHGATE GREEN (162)**

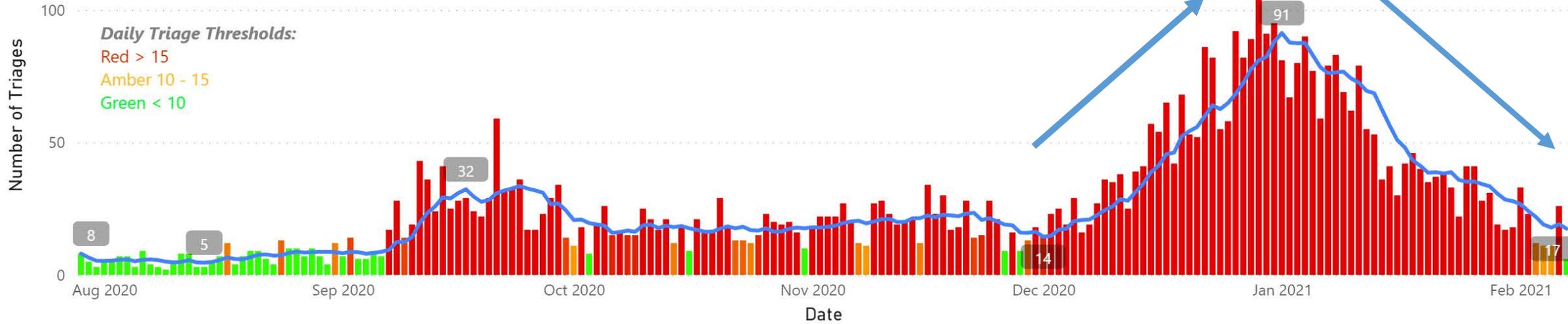
[#]According to ONS weekly mortality analysis.

[#]North Central London includes Camden, Barnet, Enfield, Haringey & Islington

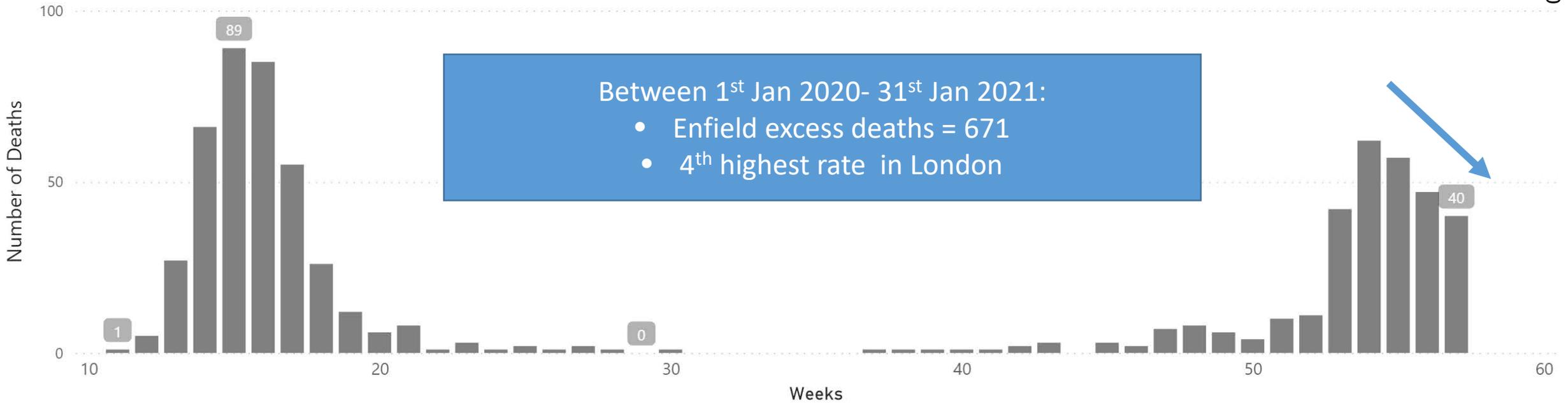
↑↓ Change since last week of data

111/999 COVID-19 Triages

● 111 Triages ● Rolling 7-Day Average



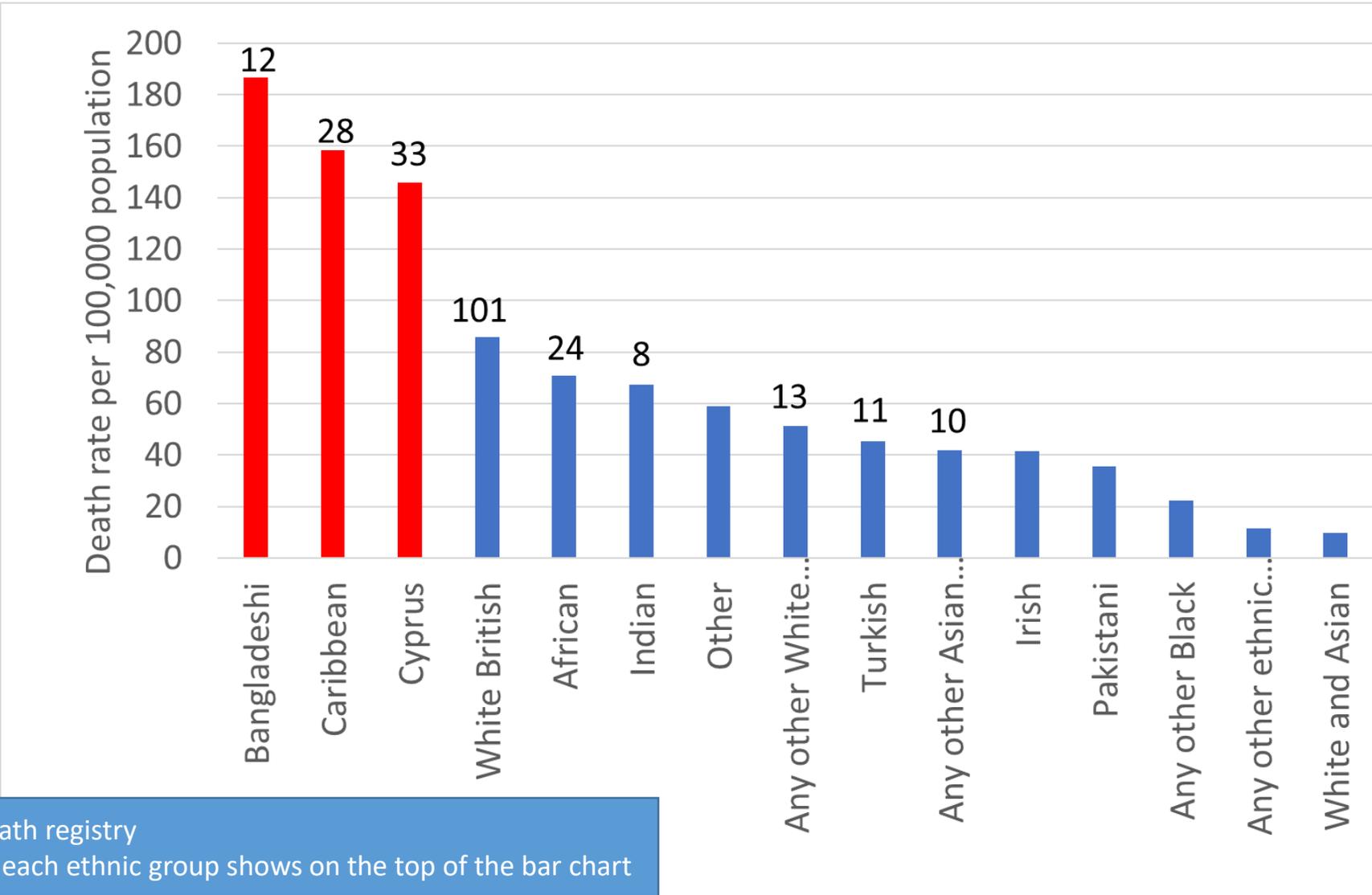
COVID-19 Deaths



Excess deaths (North Central London) : 29 Jan 2021

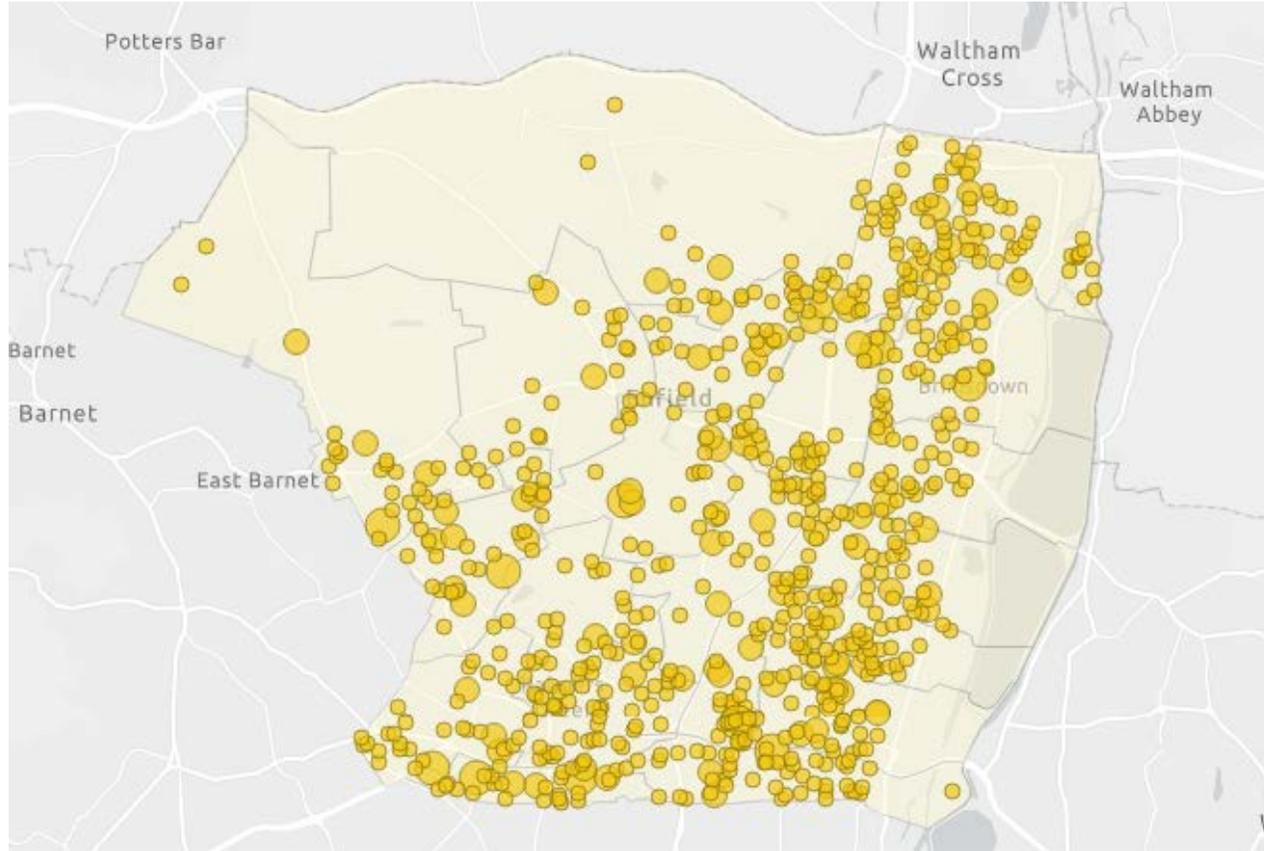
	Excess deaths (total)	COVID deaths (total)	Rate per 100,000
NCL average	445	510	138.3
Barnet	742	833	187.5
Camden	177	278	65.6
Haringey	444	446	165.3
Enfield	671	701	201.0
Islington	194	294	72.3

Analysis of COVID deaths between 13th Dec 2020 and 9th Feb 2021 in Enfield (total deaths = 251)

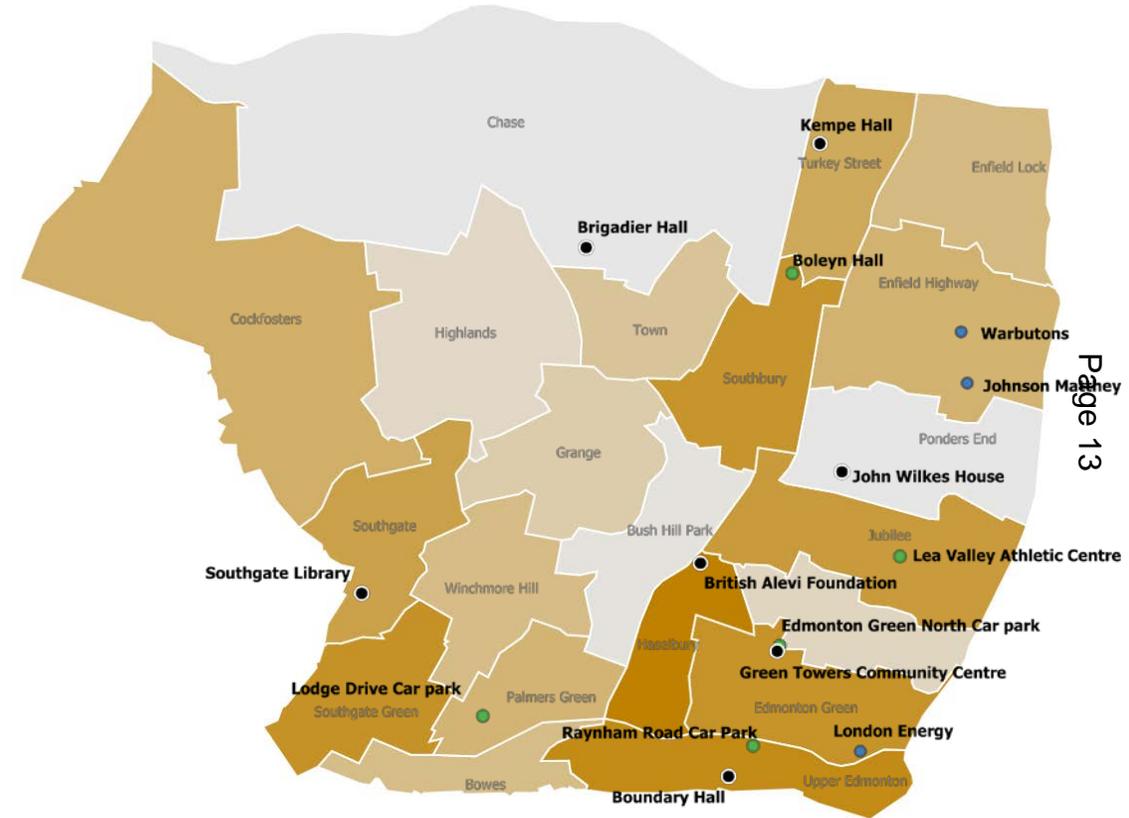


Data source: Enfield death registry
*Number of deaths for each ethnic group shows on the top of the bar chart

COVID-19 Cases Lab-Confirmed in the Previous 2-Weeks (28 Jan – 10 Feb)

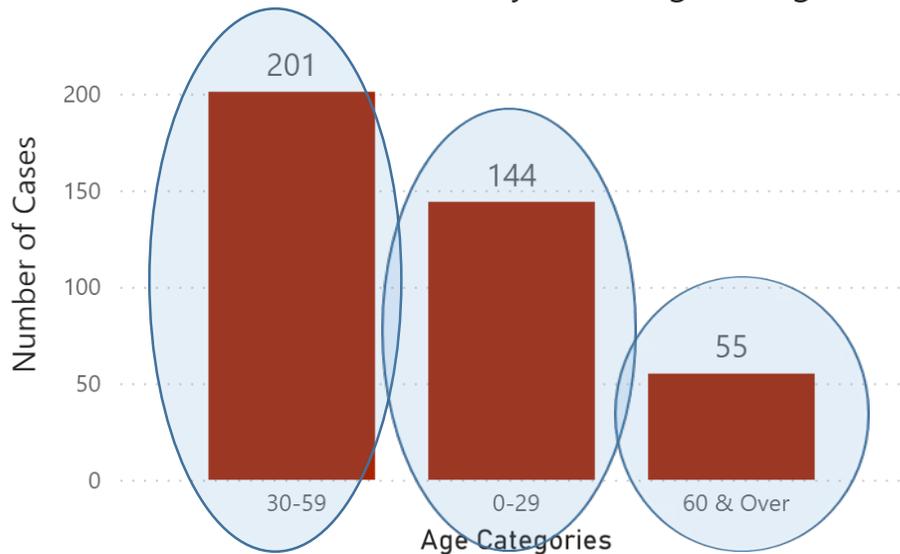


Previous Week Average Weekly COVID-19 Infection Rate per 100,000 by Ward (04 - 10 Feb)

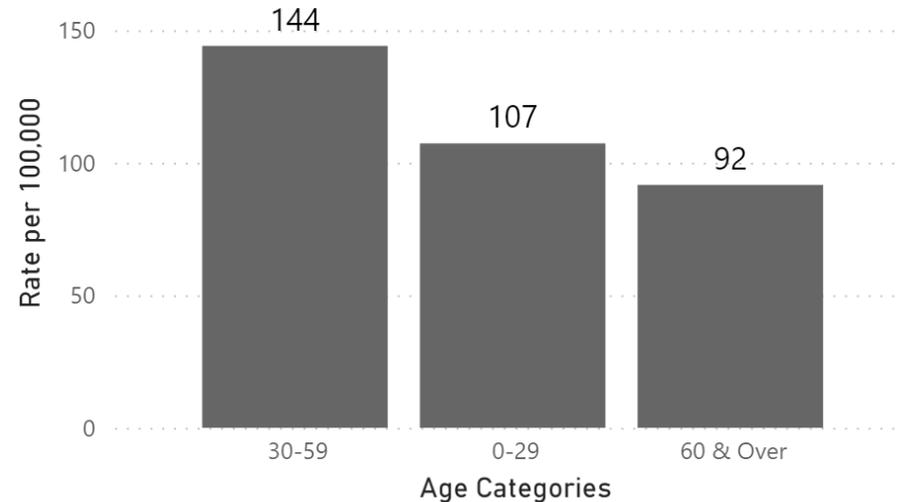


Number of COVID-19 Cases by Broad Age Categories

Time Period
 ■ 7-Days
 □ 28-Days
 □ 14-Days

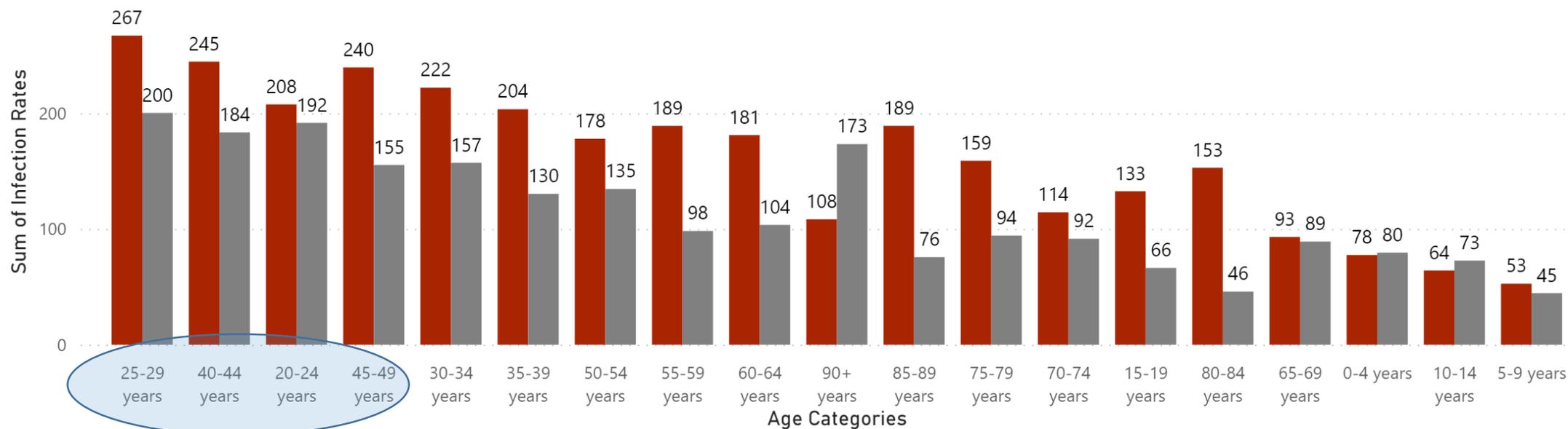


Infection Rate per 100,000 by Broad Age Categories



Infection Rate per 100,000 by 5-Year Age Brackets

Time Period ● 14-Days ● 7-Days



Latest vaccination data

Total received 1st Dose (ex care homes)	51,427
Total received 2nd Dose (ex care homes)	2,940

Covid Eligible Cohort	1st Dose	1st Dose (Eligible)	1st Dose (remaining to target)	2nd Dose
Clinically extremely vulnerable 16-69	3,156 (59%)	5,340	849	18
50-54 years	1,719 (7%)	23,216	15,693	73
55-59 years	4,399 (21%)	21,020	11,366	60
60-64 years	9,270 (55%)	16,912	3,414	55
65-69 years	8,124 (62%)	13,051	1,664	40
70-74 years	8,658 (77%)	11,284	-195	31
75-79 years	6,463 (79%)	8,223	-296	45
80+ years	9,638 (79%)	12,226	-469	2,618

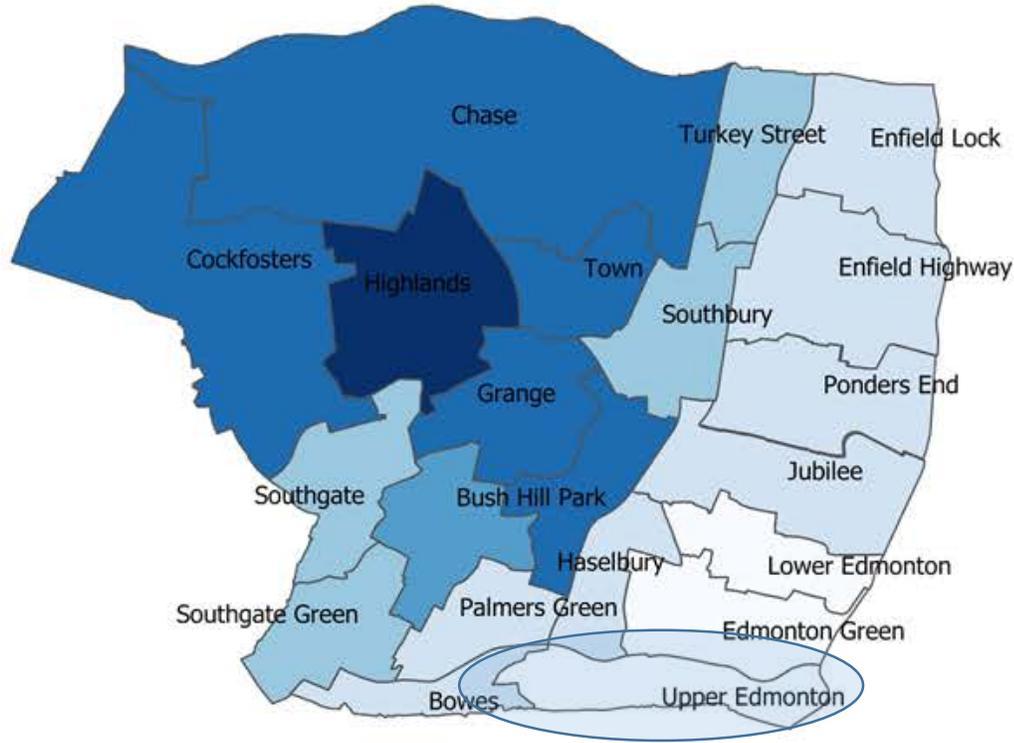
Number of **Vaccine decliners** = **662**

Ethnicity: Black and Mixed Ethnicity most likely to decline

Language spoken: Bulgarian, Greek, Turkish most likely to decline

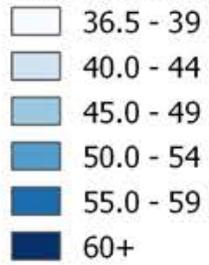
Vaccine Uptake by Ward

% uptake 1st dose

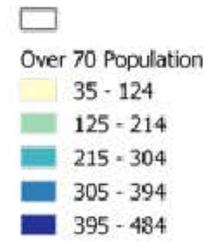
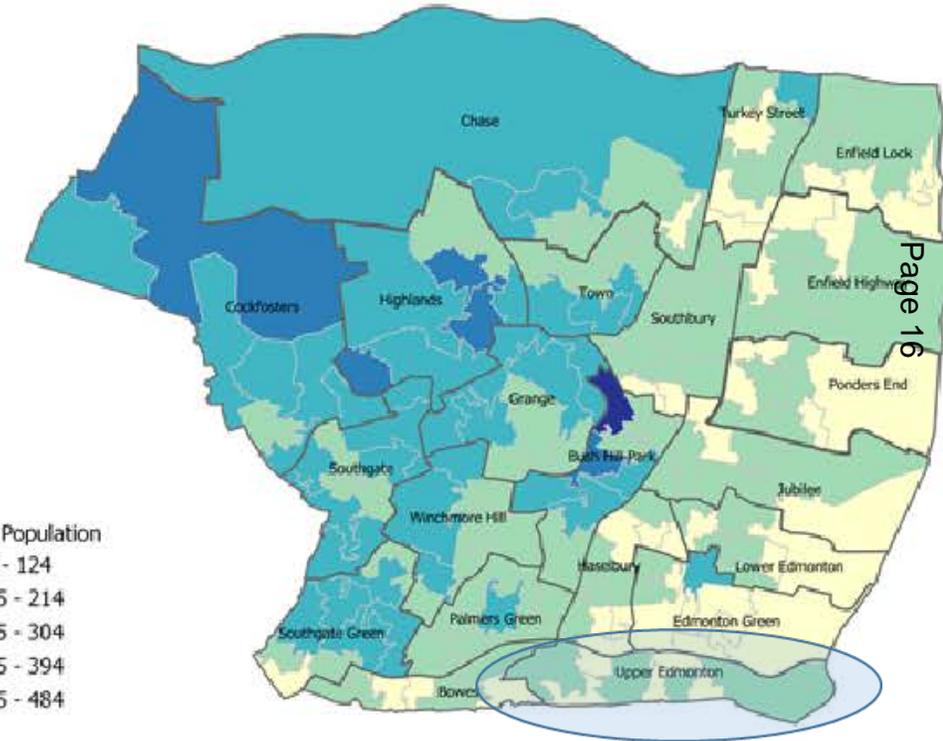


Decliner

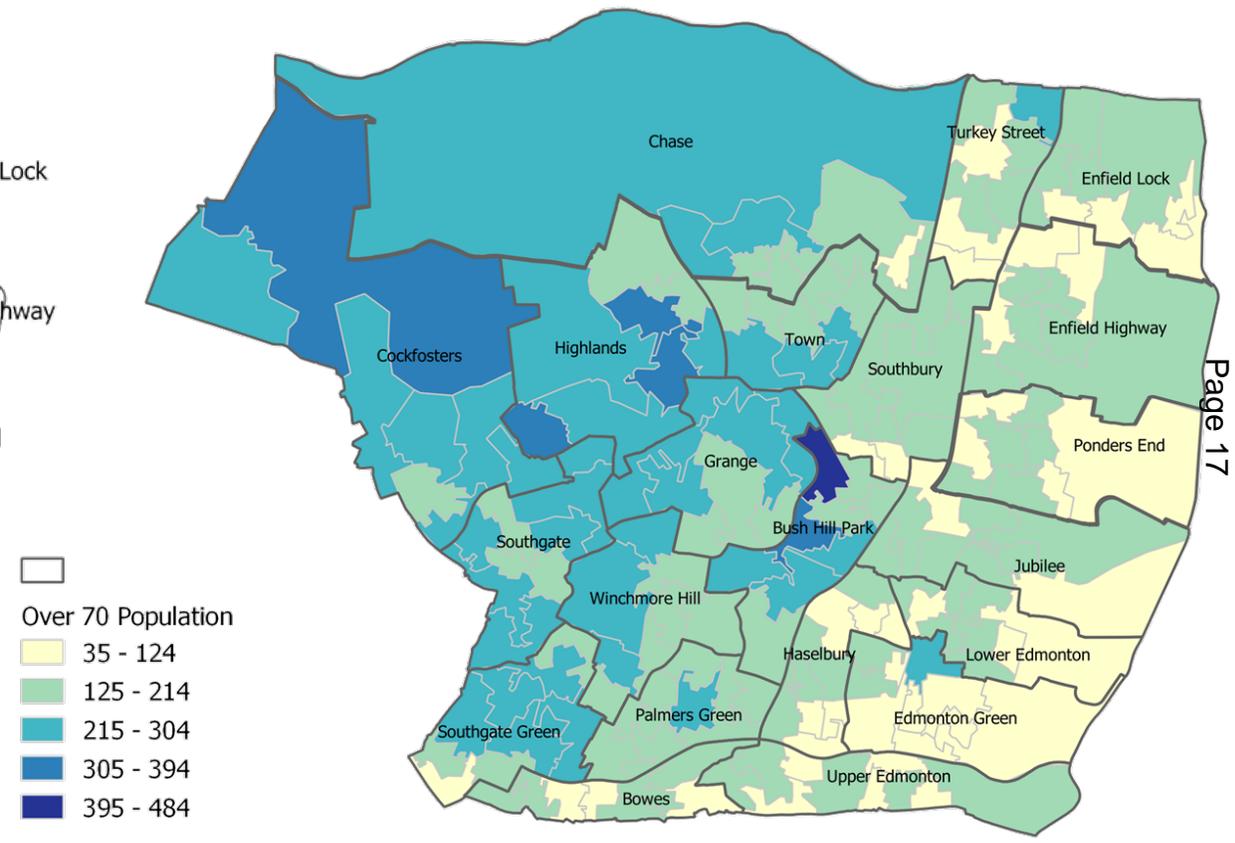
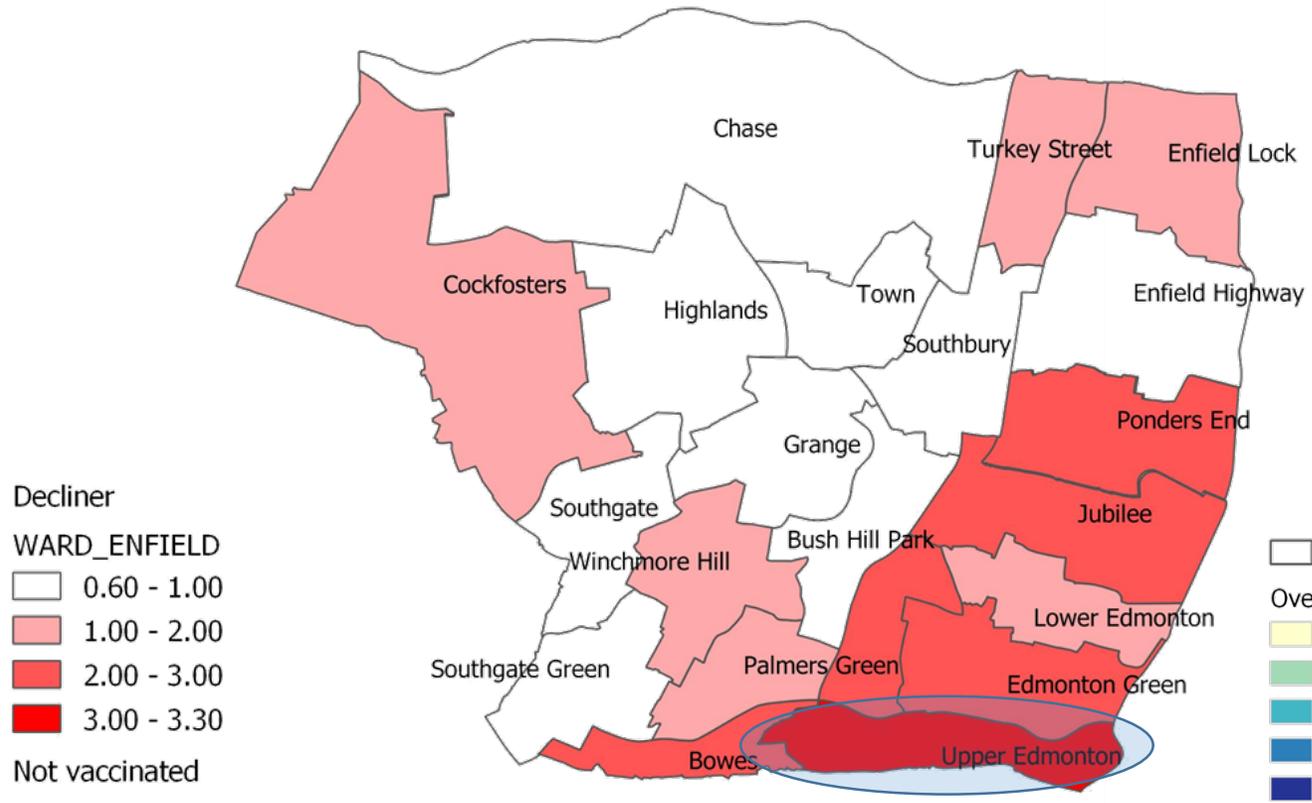
WARD_ENFIELD



Not vaccinated



% declined first dose (over 70)



Vaccination data by language (over 70s only)

Residents whose first language is Bengali or Turkish are more likely to have not yet been vaccinated or declined (first dose)

Persons not yet vaccinated or declined

Main Language	% Measure Calculation	No. Eligible Persons Tooltips	No. Measure Calc.
Turkish	40.20%	850	342
Bengali	28.30%	152	43
Greek	28.00%	1035	290
Italian	19.50%	267	52
Gujarati	12.90%	240	31

Decliners

Main Language	% Measure Calculation	No. Eligible Persons Tooltips	No. Measure Calc.
Bengali	2.00%	152	5
Turkish	1.80%	850	15
Greek	1.20%	1035	12
Italian	0.70%	267	5
Gujarati	0.00%	240	5

Vaccination data by ethnicity (over 70s only)

Black and mixed ethnic groups are more likely to have not yet been vaccinated or declined (first dose)

Persons not yet vaccinated or declined

<i>Ethnicity Category (group)</i>	<i>% Measure Calculation</i>	<i>No. Eligible Persons</i>	<i>Persons not vaccinated or declined 1st dose</i>
Black	46.00%	2520	1,158
Mixed	35.40%	435	154
Other	33.30%	848	282
Not Recorded	23.90%	5463	1,303
Asian	20.60%	2482	511
White	18.60%	20036	3,725

Decliners

<i>Ethnicity Category (group)</i>	<i>% Measure Calculation</i>	<i>No. Eligible Persons</i>	<i>Number declined</i>
Black	3.80%	2520	95
Mixed	3.20%	435	14
Not Recorded	1.40%	5463	78
Other	1.20%	848	10
Asian	1.10%	2482	27
White	0.90%	20036	180

Increasing uptake / combatting vaccine hesitancy

Click to add subtitle



Reaching out to our communities

- Key focus of Council comms in NHS roll-out of vaccine is **building vaccine confidence** and maximising take up within communities with high levels of hesitancy or refusal
- **Integrated approach** to comms and engagement activity involving the Council, CCG, Primary Care and Public Health delivered by a Multi-Disciplinary Group

Communicating and engaging with our communities

- **Identified and mapped** out key communities where there is high levels of hesitancy and refusal of vaccine
- Identified and in communication with **key community leaders /influencers** within those communities to understand concerns, assets required and engagement opportunities
- **Attending relevant community forums** and meetings to address concerns – Covid Resilience Board, Faith Forum, Enfield Racial Equality Council etc
- Promoting, attending and setting up **targeted online community events** – Bangladeshi community event, Enfield Communities Summit. Somali, Ghanaian, Bulgarian and Turkish events being planned for February
- Producing **tailored assets** to be shared within specific community networks – films, translations and social media assets
- **Tailored PR and adverts** within appropriate ethnic media

How do we ensure those with disabilities have access and support?

Led by community services – Des O'Donoghue

- Addressing **transport issues** and considering what council service can do to support access
- Vaccine hub 22/2/20. **Longer appointments, carer vaccination, learning disability nurses in attendance.**
- Providing **accessible materials**

NCL work

Hybrid model is proposed to maximise uptake and best use of clinical time.

- **Vaccination hubs**
 - Clients have low needs and can be supported to attend appointments at sites
 - To organise with local PCN leads
- **Roving model**
 - In-reach into accommodation. Similar to care homes roving teams. Suitable for accommodation which houses large number of clients.
- **Housebound model**
 - For small accommodation units where clients cannot access mainstream model.
- **Street or out-reach model**
 - Appropriate for clients who will do not fit into any of the above categories and where a team (e.g. enhanced UCL Find & Treat team) will be required for vaccination

Glossary

Indicator	Definition
Infection rate per 100,000	An infection rate is the probability or risk of an infection in a population. It is used to measure the frequency of occurrence of new instances of infection within a population during a specific time period. Calculation: (lab-confirmed case count/Enfield resident population) *100,000.
Number of tests conducted per 100,000 population	Calculation: (count of Pillar 2 tests conducted/Enfield resident population) *100,000.
Positivity rate of Pillar 2 testing	Calculation: (count of tests with positive Pillar 2 results/count of pillar 2 tests conducted) *100,000.
Number of cases in Pillar 1 & 2	Cases: Lab-confirmed case count; a lab-confirmed case is when a tested specimen is returned positive. Duplicate tests for the same person are removed therefore lab-confirmed cases are counts of people. This is a count of people NOT TESTS. Pillar 1: swab testing in Public Health England (PHE) labs and NHS hospitals for those with a clinical need, and health and care workers. Pillar 2: swab testing for the wider population, as set out in government guidance.
Number of cases with no contacts	Count of COVID-19 cases as identified via NHS Test and Trace that were recorded as having 0 contacts.
Number of cases with contacts	Count of COVID-19 cases as identified via NHS Test and Trace that were recorded as having contacts.
Number of positive Pillar 2 tests	Count of tests with positive Pillar 2 results; this can be duplicate testing.
111/999 triages	Data about the rate of calls to these services relating to coronavirus; this data is based on potential COVID-19 symptoms reported by members of the public to NHS Pathways through NHS 111/999 and is not based on outcomes of tests for coronavirus. This is NOT A COUNT OF PEOPLE.
Exceedance (Observed Vs Expected)	Observed: the observed count of lab-confirmed COVID-19 cases within a given period. Expected: the expected number of lab-confirmed COVID-19 cases within a given period as defined by regression modelling.
Number of Pillar 2 tests conducted	This is a count of the total number of valid tests conducted (positive, negative and void) on a particular specimen where the date the test was taken is available and plausible, where the upper tier local authority is in England, and where valid postcode is recorded.

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Fairer Enfield

DRAFT Equality, Diversity and Inclusion Policy

Scope	<p>This policy sets out Enfield Council's approach to equality, diversity and inclusion. It outlines our vision for an equal and socially inclusive borough and describes how implementing good practice on equality, diversity and inclusion helps the Council deliver its wider health, social and economic aims.</p> <p>This policy sets out how we are meeting our Public Sector Equality Duty under the Equality Act 2010, which requires us to demonstrate due regard to the need to:</p> <ul style="list-style-type: none"> • advance equal opportunities • eliminate unlawful discrimination • foster good relations <p>It also includes our equality objectives, required as part of the Public Sector Equality Duty.</p> <p>The policy sets out the principles everyone who works for Enfield must follow in order to uphold our duties under the Act as a service provider, commissioner, employer and community leader.</p>
Approved by	<i>To be taken for approval at Full Council March 2021</i>
Approval date	<i>Scheduled for Full Council March 2021</i>
Document Author	Corporate Strategy Service
Review	This policy will be periodically reviewed and, when necessary, updated to respond to local and national change.

Contents

Foreword

Introduction

Defining Equality, Diversity and Inclusion

Meeting our statutory requirements

Our approach to equality and inclusion

Equalities objectives

Using data to inform our work.....

Governance

Monitoring and Review

Acting When Things Go Wrong.....

DRAFT

Foreword

Enfield is increasingly one of the most diverse parts of London, with all the benefits this brings us across our communities, culture, heritage and local economy. We are extremely proud of this and believe it is one of our strongest assets.

We are also determined to tackle the inequality experienced by so many people across the borough, which has been magnified by the Covid-19 pandemic. The Marmot Review and Institute for Health Equity, in their most recent [report¹](#), highlight that the poorest families are now suffering even more as a result of the pandemic: losing health, jobs, lives and educational opportunities. The Black Lives Matter Movement has emphasised the longstanding institutional inequality of Black communities across the country and we know that there are also other minority groups experiencing entrenched inequality.

Enfield is the 9th most deprived London borough and has the 11th highest rate of child poverty in London - too many people in Enfield do not have fair and equal opportunities and are struggling more than ever as a result of the pandemic.

There is an urgent need to do things differently and we must act as a community leader to build back fairer. We are committed to working with our communities to do more and implement solutions to address entrenched discrimination, racism and injustice and act to ensure equality of opportunity for all.

This policy reinforces our duty to comply with relevant legislation and statutory requirements and as the borough continues to grow, confirms our commitment to improve equality and diversity for all who live, learn, earn or visit in Enfield, as reflected in our [Council Plan 2020-22](#). It outlines the behaviours and values that everyone working for the Council must demonstrate and the actions they must take in order to make this a reality.

It also includes eight equality objectives, which demonstrate specific areas where we are tackling inequality. These objectives have been identified based on analysis of local data on experiences of different people in our communities, national research on inequality and consideration of the views and experiences of our staff, communities and our partners.

In the future, we want people in Enfield and beyond to look to the Council as a model of good practice in equality, diversity and inclusion. We will continue to engage with our diverse communities – both longer established groups and our new arrivals, those who are vulnerable or at risk of being marginalised – to ensure everyone's voices are heard. Thank you to everyone who has contributed to creating this policy and I look forward to working with all our partners as we seek to address inequality and create a lifetime of opportunities for everyone in Enfield.

Cllr Nneka Keazor, Cabinet Member for Community Safety and Cohesion

¹ www.instituteofhealthequity.org/resources-reports/build-back-fairer-the-covid-19-marmot-review/build-back-fairer-the-covid-19-marmot-review-full-report.pdf

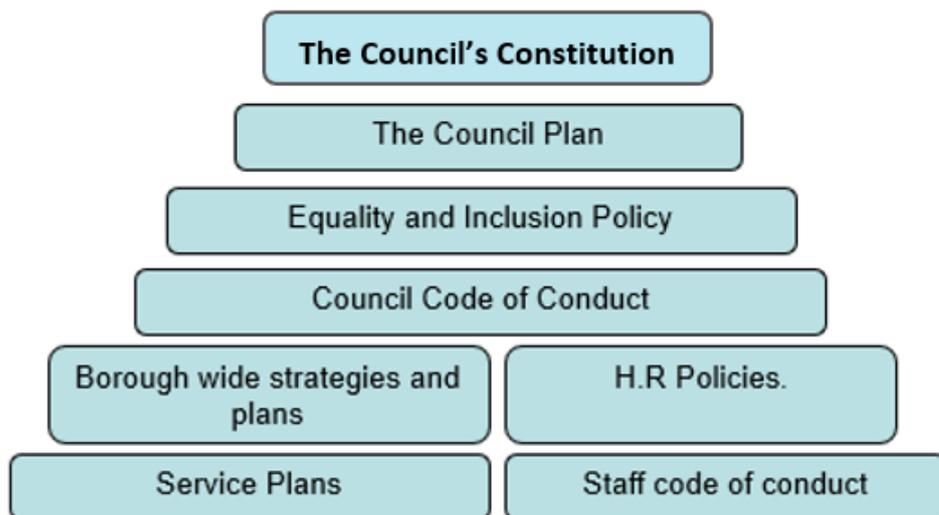
Introduction

We will work with our partners to create a fairer Enfield, helping to create a lifetime of opportunities for everyone in the borough. We will support residents, service users and Council staff to fulfil their potential, treating all members of our diverse community with respect and actively involving people from all groups in shaping the decisions that affect the services they receive, the places they live in or the organisation in which they work.

This policy sets out how Enfield Council will tackle inequality and foster an inclusive workplace and inclusive communities, as the borough continues to grow, develop and create new opportunities for everyone in Enfield.

The policy explains the expectations on our workforce, as we work together to design and deliver services to create a vibrant and inclusive borough. It sets out the Council's role in advancing equality and tackling inequality and discrimination. It impacts on everyone who lives, works, studies in or visits Enfield.

The policy should be considered alongside other key documents which set out the expectations and requirements on everyone who works for the Council. The diagram below shows how this policy relates to other key policies and strategies.



Defining Equality, Diversity and Inclusion

We define an equal and inclusive borough as one where all residents, service users, Council staff and elected members are supported to fulfil their potential, are treated equally 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 Opportunities**

We will treat everyone fairly and equally, so that our staff, partners and communities have the same opportunities, regardless of their protected

characteristics or socio-economic status. To do this, we will move beyond treating 'everyone the same' and instead make sure that we meet the different needs of individuals and groups. This is essential to address discrimination and disadvantage in an unequal society.

- **Dignity and Respect**

We will treat everyone with dignity and respect. "Respect" can be defined as having due regard for a person's feelings and wishes. Negative behaviours such as discrimination, harassment and intimidation undermine people's dignity, prevent equality and reinforce disadvantage.

- **Diversity**

We will appreciate the value of differences between individuals and groups. We will celebrate the rich diversity, culture and heritage of our community and work with our partners to ensure that everyone in Enfield can safely express their views, religion, beliefs, feelings and wishes. Promoting the benefits of a diverse community helps to break down barriers and negative attitudes created through lack of understanding and misinformation and helps to promote social cohesion and good community relations.

- **Inclusion**

We will support communities from across the protected groups to actively participate in community life and to influence decision-making. We will support disadvantaged groups to have the opportunity to help shape policy and service changes which will affect them. We will take action to support minority groups to be proportionately represented in leadership roles across the Council.

Meeting our statutory requirements

Enfield Council complies with the Human Rights Act 1998 and the Equality Act 2010. The Equality Act 2010 covers nine protected characteristics, which cannot be used as a reason to treat people unfairly. Every person has one or more of the protected characteristics, so the Act therefore protects everyone. The protected characteristics are:

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

The Equality Act 2010 places a duty on public bodies to play an active role in reducing inequality (the Public Sector Equality Duty) through three key aims. It requires public bodies to have due regard to the need to:

- **Eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited by the Act;
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it by minimising disadvantage suffered by people due to their protected characteristics
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

Enfield Council is committed to fulfilling our Public Sector Equality Duty. Direct and/or indirect discrimination, harassment or victimisation will not be tolerated within the workplace, or in the way we deliver services or carry out our functions and duties. The Council is committed to promoting equality of opportunity, eliminating unlawful discrimination and promoting community cohesion throughout the borough. We will seek to protect the right of everyone not to be discriminated against and work to ensure equality of opportunity for all, so that each person is supported to realise their potential.

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

Our approach to equality and inclusion

Equality, diversity and inclusion is central to the decisions we make on how to deliver the best possible outcomes for our communities at a time of considerable financial challenge for the local authority. We will continue to use our limited resources smartly and our workforce will continue to maintain high standards in service delivery to support all those who live, learn, work in or visit Enfield in the most effective and efficient way possible, to tackle inequality and discrimination and promote equality, diversity and inclusion in all that we do.

The following principles set out the approach we will take.

As a community leader we will:

- Work with our partners to implement our Council Plan to create a lifetime of opportunities for everyone in Enfield.
- Be open and transparent about our progress on equality and inclusion, sharing information with our partners and our communities, celebrating successes and learning from experience, including our mistakes.
- Work with partners to increase representation of minority ethnic communities on Enfield boards and in other community leadership positions.
- Promote good relations between communities in our communications and address negative stereotyping of any groups.

- Promote knowledge, mutual understanding and respect of the beliefs and practices of different religious groups and their common ground to promote good relations between persons of different faith traditions.
- Promote the community and voluntary sector and work with groups, individuals and organisations to provide culturally specific services, with equalities firmly embedded in those relationships and projects.
- Use our influence to encourage other employers and service providers in the borough to comply with our standards for equality, diversity and inclusion. We will encourage organisations in the borough and all organisations we commission to employ diverse workforces; provide equalities training to their staff and provide high quality services that are accessible to everyone.
- Provide training and guidance to elected members and officers on unconscious bias, language and stereotypes attributed to certain protected characteristics to help tackle structural inequality.
- Lead by example by demonstrating best practice for equality, diversity and inclusion as a service provider, commissioner and employer (see below).

As a service provider and commissioner, we will:

- Deliver services that are accessible to all and that are tailored to the diverse and individual needs of our community. Reasonable adjustments will be provided where necessary to help people access our services.
- Demonstrate behaviours in line with the *Enfield Staff Code of Conduct*. Staff are expected to promote equality by not discriminating against anyone and by treating members of the public, colleagues and elected members with respect.
- Engage with all groups in our community when making decisions about our services; and prioritise engagement with those who represent marginalised or disadvantaged groups or where involvement is low.
- Ensure that everyone receives fair, sensitive and equal treatment and is treated with dignity and respect when accessing our services. We will also make sure that service users are aware of their rights when accessing services.
- Consistently collect and monitor relevant equalities data from our service users so that we can understand how effective our services are at reaching and improving outcomes for diverse communities. This helps us to understand the needs of our different residents and design policies and services to meet those needs.
- Routinely carry out an Equality Impact Assessment (EQIA) to consider the impact that any prospective changes to policy or service delivery may have on different protected groups and take action to mitigate against any unequal impact. This process will also be used to ensure we are taking every opportunity to advance equality.

- Use commissioning and procurement of services as a tool to reduce inequality across the borough by ensuring that commissioned services are compliant with Enfield's equalities standards, encourage payment of the London Living Wage and add social value to the borough. We will work with a diverse range of suppliers and aim for commissioned services to achieve economic, social and environmental benefits over and above the direct purchasing of goods, works, and services in line with our Council Plan priorities.
- Ensure that there is no modern slavery or human trafficking in in our supply chains or any parts of commissioned operations.

As an employer we will:

- Be an organisation where local people choose to work and develop good careers, where staff from different backgrounds work together harmoniously and productively and everyone feels valued.
- Take action to employ a diverse workforce which is representative of the community we serve across all pay scales.
- Use policies and practices that demonstrably enable staff to fulfil their potential and progress within our organisation.
- Pay all directly-employed Council staff at least the London Living Wage.
- Review and update our human resources policies (including those relating to recruitment, learning and development and employee relations) to ensure that they are inclusive and accessible for all staff, regardless of protected characteristics.
- Provide reasonable and timely adjustments for staff to allow them to work effectively and access any services or support they may require.
- Provide training and support to enable staff to manage and/or work within a diverse workforce.
- Address any unfair treatment in the workplace relating to any of the protected characteristics.
- Routinely carry out an Equality Impact Assessment (EQIA) to consider the impact that any prospective changes to policy or service delivery may have on staff as a result of their protected characteristics and take action to mitigate against any unequal impact. This process will also be used to ensure we are taking every opportunity to advance equality of opportunity for all staff groups.
- Formally recognise the contribution of our staff equalities groups and support their work. These groups work to support staff across the Council to overcome challenges that may prevent them from thriving at work or fulfilling their potential. These groups include, *Women into Leadership, Ethnic Minority Network, Disability Working Group, LGBT Network, Young Professionals*

Network and Mental Health and Wellbeing Group. Access to funding for staff groups will be equitable and allocated to support work that contributes to the Council's aim of advancing equality and inclusion for all staff.

- Support employees to participate in staff groups as part of their professional development and wellbeing and grant staff reasonable remitted time from their daily role in order to do this.

Our expectations of Enfield residents, communities and our partners:

We cannot reduce inequality alone and so we ask all our residents, communities, service users and partners to support us by also committing to treating Council staff, elected members, and all those who live in, work in, learn in or visit Enfield with respect and fairness. We ask that:

- Service users do not use language or physical actions of any form that could demean, distress or offend Council staff or elected members. Threats of violence against a member of staff, an elected member or our partners will not be tolerated. Legal action may be taken against any person using or threatening violence.
- Enfield's residents and visitors treat each other with mutual respect and open mindedness. Enfield is home to many diverse communities, and it is important to respect different religions, cultures, beliefs and lifestyles.
- Enfield residents and visitors continue to demonstrate respect and tolerance for others when using online forums. Threatening or abusive language is not acceptable online or in person.

Equalities objectives

The Public Sector Equality Duty requires us to publish one or more specific and measurable equalities objectives every four years that demonstrate areas where we are tackling inequality. We have identified eight objectives to reduce inequality, which affect specific groups in Enfield.

To identify these objectives, we have:

- analysed local data on the experiences of different groups in our communities
- analysed national research on inequality
- learnt from the successful approaches taken by councils elsewhere, as well as other public sector and voluntary and community sector organisations
- considered, discussed and responded to the views and experiences of our staff, voluntary and community sector groups and partners.

As well these eight focused areas of work to reduce inequality for specific groups in Enfield, we are taking action to overcome structural causes of inequality by implementing our [Council Plan 2020-2022](#) to create a lifetime of opportunities for everyone in Enfield. This Plan includes action to improve housing, education,

employment and health for people across the borough. Delivering on this plan is intended to have a significant positive impact on equality of outcomes for people currently facing disadvantage across all protected characteristic groups.

Overcome racism in Enfield

Ethnic minorities experience inequality in housing, education, employment, health and criminal justice. This inequality has been evidenced most recently by the disproportionate impact of Covid-19 nationally and locally.

We will:

- Celebrate and promote the rich diversity of the borough by delivering an annual programme of educational, challenging and inspiring events celebrating ethnic minority communities.
- Work with Enfield's schools to create a diverse and inclusive curriculum that educates children and young people on systemic racism and our local diverse history.
- Work with our communities and partners to better understand and address the overrepresentation of young Black men in mental health in-patient services.
- Implement the recommendations from Public Health England's *Beyond the Data* report, to tackle the disproportionate impact of Covid-19 on Black and ethnic minorities.
- Supporting Black and ethnic minority owned businesses to thrive, through our procurement processes and by providing local support to small and medium (SME) businesses, many of which are ethnic minority led.
- Work with our partners to reduce the discrimination experienced by Gypsy, Traveller and Roma communities in accessing education, healthcare and service provision.
- Increase the representation of Black and ethnic minorities in leadership positions across the Council's workforce, so that it is proportionately representative of Enfield's ethnic minority population by 2030.
- Provide training on unconscious bias which includes language and structural racism, as part of our equalities training programme.

Deliver positive interventions to reduce serious youth violence in Enfield

Enfield continues to suffer high levels of serious youth violence and there is local evidence that Black young people in particular are over-represented in youth convictions.

We will:

- Work with our communities and partners to better understand the over-representation of Black people in youth convictions and better support young people to prevent them from being drawn into gangs, crime and serious violence.
- Ensure that young people and families from different backgrounds within our community know how to access support for themselves and their peers, and seek help when they need it to stop problems escalating.
- Work with the police to ensure that interventions outside the Criminal Justice System are used where possible, to reduce the number of young people in the

system, intervene early and support young people to end their involvement in crime and violence through holistic support that identifies and addresses underlying vulnerabilities.

- Enhance mutual trust and co-operation between our young people, communities and public services including the police, so that interventions such as Stop and Search are seen to be used proportionally, fairly and respectfully.
- Prioritise investment in universal youth services and targeted outreach youth workers, including mentors.
- Encourage and support local businesses and employers to provide training, apprenticeships and employment opportunities to young people who are not in education, training or employment (NEET).
- Ensure that public spaces are increasingly safer for young people and are discouraging for perpetrators of exploitation/violence to congregate and cause harm.

Increase the number of residents affected by special educational needs and disabilities (SEND) who are in paid employment

Residents affected by special educational needs and disabilities are disproportionately impacted by unemployment. Enfield's employment rates for people affected by disabilities are lower than the national average.

We will:

- Explore options to expand all our supported employment services, including our 'Equals Employment' service, schools careers service, and apprenticeship programmes.
- Support young people affected by SEND to work towards and achieve their preparing for adulthood objectives.
- Provide good quality work placements for supported internships at the Council and work with other Enfield employers to do the same, with pathways into paid employment following completion of the placements.

Improve the wellbeing and celebrate the contribution of our Lesbian, Gay, Bi and Trans Communities

Anyone can find themselves discriminated against on the basis of their sexual orientation, but discrimination is more common against people who are lesbian, gay, bi and trans (LGBT).² We want all LGBT people who live, work and learn in Enfield to feel included, valued and safe.

We will:

- Effectively monitor sexual orientation, gender identity and trans status of our staff and service users to understand the needs and experiences of LGBT people in Enfield and develop more inclusive services and policies as a result.
- Create an LGBT inclusive workplace by delivering training, encouraging an active LGBT staff network and running an 'LGBT allies' programme, which means non-LGBT staff can identify themselves as supportive individuals.

²https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/722314/GEO-LGBT-Survey-Report.pdf

- Work with our community organisations to develop policies which are LGBT inclusive and are tackling LGBT issues.
- Consult our LGBT community on how we can raise the profile of Pride events and LGBT history in Enfield.
- Work with schools to tackle homophobic, biphobic and transphobic bullying and to better support the mental health and wellbeing of LGBT students.

Provide access to support services and networks to reduce social isolation

Social isolation and loneliness can affect anyone, however people aged 65 and over are particularly at risk. In 2016, a national report by the Campaign to End Loneliness estimated that 30% of over 65s were mildly to severely lonely.³ Insufficient social connection can have a detrimental effect on psychological health and can increase the risk of physical health issues.

We will:

- Enable the increased use of social prescribing to help people of all ages take part in positive activities within their communities and improve their mental and physical health. Social prescribing is when health professionals refer patients to support in the community, in order to improve their health and wellbeing.
- Provide opportunities for people to socially connect through volunteering, mentoring and befriending initiatives, building on the good practice of local organisations and on the legacy of our Enfield Stands Together Programme. This programme was set up to identify and support people needing critical assistance during the Covid-19 lockdown in spring 2020, many of whom were experiencing social isolation.
- Train and support staff across the Council and our Voluntary and Community Sector to be active listeners and responders and help local people to take part in our agenda to Make Every Contact Count.
- Support local social enterprises and voluntary and community sector organisations to work with residents to improve self-management of long-term conditions and improve access to social activities to reduce social isolation and improve physical health and mental wellbeing.
- Help local people to access high quality employment, which is characterised by fair pay, security, good working conditions, a good work life balance and opportunities to progress.

Work with our partners to mitigate the impact of Covid-19 on Children and Young People's mental health and wellbeing

The Covid-19 pandemic is having a profound impact on children, young people and families' mental health and wellbeing. There are additional challenges for young people who were already struggling with their mental health and for others the pandemic has created new mental health issues, as a result of the loss of routine, loss

³<https://www.enfieldccg.nhs.uk/Downloads/Equalityanddiversity/Equality%20information%20report%202016.pdf>

of education, loss of employment, social isolation, traumatic experiences and a breakdown of formal and informal support networks.⁴

We will:

- Work to better understand and address the immediate and long-term impacts of the Covid-19 pandemic on the mental health, emotional wellbeing, and aspirations of children, young people and their families.
- Work in partnership with children, young people and their families so that mental health support can be understood and talked about in a common language that everyone understands, and that help is provided in a way that is right for them when they need it. This includes through digital platforms, school, community and/or specialist mental health services.
- Explore funding opportunities to work with our partners, schools and settings to develop Enfield Trauma Informed Practice in Schools (E-TIPS).
- Work with schools to mitigate, as far as possible, the disproportionate impact of the Covid-19 lockdowns on the educational attainment of children and young people in low income families and children and young people affected by special educational needs and disabilities.
- Work with our partners to support all young people to access opportunities to develop the skills they need to secure employment.

Keep people safe from domestic abuse

Anyone can experience domestic abuse, but women are twice as likely to have experienced it than men.⁵ During the Covid-19 lockdown, Enfield recorded the third highest level of domestic violence with injury in London. In addition to the scale of the issue, the nature of domestic abuse is complex and insidious. As well as physical violence, it can involve coercive control, and/or psychological, emotional and financial abuse.

We will:

- Enhance our quick response to concerns through our dedicated multi-agency domestic abuse hub to reduce risks and ensure the safety of vulnerable adults and of their children.
- Prevent domestic abuse from happening in the first place by challenging attitudes and behaviours which foster it and intervene where possible to prevent it.
- Ensure Enfield Council can support any of our employees experiencing domestic abuse, by producing a domestic abuse policy with clear protocols on how managers will identify and respond to staff at risk.
- Work with primary and secondary schools to develop our approach to sex and relationship education in Enfield. This will include developing how we educate boys and girls on healthy relationships, consent, gender equality and staying safe online.

⁴ <http://www.instituteofhealthequity.org/resources-reports/build-back-fairer-the-covid-19-marmot-review/build-back-fairer-the-covid-19-marmot-review-full-report.pdf>

⁵ <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/domesticabuseinenglandandwales/yearendingmarch2018#understanding-domestic-abuse>

- Increase support to parents of adolescents who display violent behaviours, particularly those with a range of complex needs, such as young people who are gang-associated, and/or have drug or alcohol misuse issues, or mental ill-health.
- Ensure our work to tackle domestic violence and abuse is inclusive of the needs of LGBT communities by including LGBT-specific issues as part of our publicity campaigns and through ensuring LGBT-specific issues are considered as part of all training on domestic violence and abuse.
- Support women in isolated communities, including Gypsy, Roma and Traveller Communities, to access support and services to prevent and tackle domestic abuse, including through access to women's refuges and culturally sensitive locations. Where English is not their first language, this support will include promoting access to English language courses.
- Provide clear and realistic housing information and advice to victims and survivors whose existing accommodation is not safe, so that they can make informed decisions on their future housing.

Promote safe, cohesive communities and tackle hate crime

Hate crime is 'any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice towards someone based on a personal characteristic'.⁶ These characteristics include disability, race, religion or belief, sexual orientation and trans identity.

We will:

- Tackle extreme behaviour, encourage the reporting of all hate crime and ensure that victims are supported through the criminal justice system.
- Implement an education programme in schools, to build young people's understanding of diversity and inclusion. This will build understanding in Enfield's young people from an early age to help reduce future hate crime incidence.
- Create community spaces that promote cohesion and where we can celebrate the diversity, culture and heritage of our communities, through the inclusive design of all council-led regeneration schemes, including Meridian Water and Joyce and Snells.
- Work with all Enfield faith communities to promote peace, mutual understanding and respect and to support and encourage others to do likewise.
- Improve community cohesion by promoting good relations between Gypsy, Roma and Traveller communities and the wider community. This will help to reduce and eliminate harassment and discrimination towards Gypsy, Roma and Traveller communities.
- Reduce the risk of crime against vulnerable people who are affected by illness, disability and frailty.

Using data to inform our work

⁶ <https://new.enfield.gov.uk/services/community-safety/sscb-partnership-plan-2017-2021-community-safety.pdf>

We collect and monitor data on the protected characteristics of people using our services. We do this in order to better understand whether all members of the community have equal access to our services and are not discriminated against. We use this to inform how services can be developed and improved, helping us to ensure that consideration of equalities is an integral part of all our decisions and service planning.

Collecting and analysing this data allows us to take action to reduce and eliminate differences in take-up of services or outcomes experienced by different groups of service users and employees, and to improve our services for the benefit of everyone living or working in Enfield. Collecting and analysing this data can help us to investigate the causes of inequality and take action to reduce and remove inequalities.

This means that we will:

- ask people who use our services to provide us with information on their protected characteristics, always giving them an option to opt out of providing this information if they would prefer not to give it
- store this information securely, in accordance with the requirements of the Data Protection Act 2018 and the General Data Protection Regulations (GDPR)
- analyse this information to determine whether or not we are providing a fair and equal service and make service changes as required as a result of our analysis.

We will benchmark our approach using national recognised standards of excellence in equalities including using the following national resources:

- As a service provider we compare ourselves against other Local Authorities and use the Equality Framework for Local Government (EFLG) to review and improve performance across key performance areas which include knowing your communities; leadership, partnership and organisational commitment; involving your communities; responsive services and customer care; as well as a skilled and committed workforce.
- As an employer, we use the Stonewall Workplace Equality Index to measure progress on Lesbian, Gay, Bi and Trans inclusion.
- The council is a Disability Confident employer and we also use our staff equality monitoring data to benchmark ourselves against other London Boroughs.

Governance

This policy forms part of the Council's policy framework, which is agreed by **Full Council**.

Councillors represent the views of their communities and bring their views into the Council's decision-making process in their role as community leaders.

The Equalities Board which forms part of the Council's Committee structure is made up of elected members from different political parties and community groups, representing different protected groups. The Board is the forum by which the Council can oversee its processes to eliminate discrimination and promote equality, diversity and inclusion.

The Executive Management Team will provide visible leadership on equality ensuring it is embedded into policy, strategy, service delivery, our culture and behaviours as well as ensuring that the Council is meeting its duty under the Act.

The Corporate Equalities Board is made up of directors within the Council workforce. The role of the Corporate Equalities Board is to drive the corporate equality, diversity and inclusion improvement programme, which aims to deliver on the principles of a fairer Enfield by building capacity across the organisation to improve the Council's approach. The Board has oversight of the implementation of the action plan for achieving our equalities objectives and provides challenge, assurance and advice on all matters relating to the delivery of this policy.

A **lead director** has been identified to oversee the delivery of each equality objective. Lead directors are responsible for the development of individual action plans and will report to the Board on performance and progress for their objective.

All members of our workforce are responsible for delivering services, working with our communities and working with one another in accordance with the Council's policies and procedures in regard to tackling inequality and promoting equality, diversity and inclusion. Senior Officers throughout the Council are responsible for ensuring that everyone who works for Enfield follows this policy in all aspects of their work.

Monitoring and Review

This Fairer Enfield Policy will be periodically reviewed and updated to reflect changing needs, new strategies or organisational restructure.

Progress in delivering on our equalities objectives will be subject to ongoing review and the objectives themselves will be reviewed and updated every four years, in line the Public Sector Equality Duty.

Progress made towards achieving our equalities objectives will be assessed annually by the Corporate Equalities Board, supported by the Corporate Strategy Service and the Knowledge and Insight team. As part of our Public Sector Equality Duty, we publish an annual [Equalities Report](#). This report examines progress on equalities targets; reviews the inequalities which persist across Enfield and demonstrates our commitment to overcoming these challenges. The report includes our workforce review which outlines the makeup of our workforce by ethnicity, age, disability and gender. It also shows how these groups are represented across different pay scales and includes the annual gender pay gap.

Progress against the objectives set out in this policy will be reviewed in our annual Equalities Report, following its approval. A review of progress against the objectives one year on from the policy approval will be contained in the 2021 annual report, scheduled for publication in early 2022.

Equality Impact Assessments (EQIAs) are used to monitor the equality impact of all key decisions, including by assessing whether groups are disproportionately affected by changes to policy or services and identifying action we will take as a result to mitigate this. We also use our equality impact assessment process to review the accessibility of our services to all groups.

Acting When Things Go Wrong

As a Council we aim to apply the highest equality and inclusion standards, however, despite the best intentions sometimes things can go wrong.

People have the right to complain about either a service they have received from us, a contractor that provides services on our behalf, or their experience in the workplace. The Council has a formal complaints procedure for service users and a grievance procedure for employees. We also have a procedure for dignity at work for those who feel they have faced discrimination through service delivery or employment.

The Council takes all complaints seriously and actively encourages people to voice their concern when things go wrong, so that the issue can be addressed, and lessons can be learnt. Responding to and learning from complaints will form a key part of the Council's drive for better local services.

We do not tolerate unlawful discrimination, harassment or victimisation and will take decisive and appropriate action against people found in breach of this policy. Employees found in breach of this policy may be liable to disciplinary action including dismissal.

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Fairer Enfield: Findings from the engagement for a new Equality, Diversity and Inclusion Policy

Initial date of report and analysis January 2020

From Corporate Strategy Service

Enquiries If you have any questions about the engagement methodology, materials or findings, please contact:

consultation@enfield.gov.uk

Background

To help inform the development of a new Equality, Diversity and Inclusion Policy, we engaged with our staff, community and partners between 12th October and 13th December 2020. This report outlines the findings from that engagement.

Fairer Enfield is one of the cross-cutting themes for the refreshed Council Plan 2020-2022. The new Fairer Enfield Policy sets out how Enfield Council will tackle inequality and promote an inclusive workplace and inclusive communities, as the borough continues to grow, develop and create new opportunities for everyone in Enfield.

The policy explains the expectations on our workforce, as they work with colleagues to design and deliver services to create a vibrant and inclusive borough. It sets out the Council's role in promoting equality and tackling inequality and discrimination, as a community leader, service provider and employer. The policy impacts on everyone who lives, works and learns in Enfield.

Engagement Approach

Our staff, community and partners were invited to engage on how Enfield Council can tackle inequality and advance equality, diversity and inclusion. This engagement focused on 3 key questions:

- Do you think we need to make any changes to the draft policy?
- Do you think there is anything missing from the draft policy?
- Do you have any ideas you would like to share about how we can best deliver on the draft objectives?

To actively encourage feedback and engagement, we used a wide variety of communication methods. We created a staff questionnaire to enable staff to feedback on the policy anonymously and presented the draft policy to each of our 5 staff equalities networks and to recognised trade union representatives. This engagement was promoted through our internal communications.

A letter introducing the engagement and draft policy was sent on behalf of the Cabinet Member for Community Safety and Inclusion to all known voluntary and

community sector (VC) organisations in the borough and the draft policy and engagement was promoted at local forums and boards. To further encourage feedback from community groups, the Corporate Strategy Service called 75 VCS organisations representing minority groups in Enfield to ask their representatives to feedback on the policy (Appendix 1).

The draft policy was also published on the Council website and the engagement was promoted on social media, to encourage feedback from residents.

Engagement Overview

In total 213 people took part in our engagement: 50 members of staff completed questionnaires, 14 individuals and representatives of VCS organisations fed back via email and 149 people attended presentations to feedback on the draft policy.

The VCS organisations and forums that took part in the engagement included:

- Young Mayor
- Age UK Enfield
- Alpha Carers
- Faith Forum
- Enfield LGBT Network
- Enfield Caribbean Association
- Youth Parliament
- VCS Prevention and Early Intervention Steering Group
- One to One Enfield - Enfield Learning Difficulties and Autism Council
- O-Bay Community Trust
- Wellbeing Connect Service
- Diversity Role Models
- Equality and Diversity Manager - Royal Free
- Enfield Town Residents Association
- Gypsy Traveller and Roma Communities Board
- Federation of Enfield Residents and Allied Associations
- Voluntary Sector Strategy Group – this includes representatives from Enfield Racial Equality Council, Local Motion, Age UK Enfield, Enfield Carers Centre, Citizens Advice Enfield, Enfield Voluntary Action, Enfield Clinical Commissioning Group, Enfield LGBT Network, Enfield Women’s Centre, Healthwatch Enfield, Alpha Carers, Enfield Over 50’s Forum, North London Credit Union and Enfield Disability Action.
- The Equalities Board - this includes representatives from Age UK Enfield, Enfield LGBT Network, Enfield Faith Forum, Enfield Women’s Centre, Enfield Racial Equality Council, Healthwatch Enfield, Citizens Advice Enfield and Enfield Carer’s Centre.
- Older People’s Partnership Board
- Early Help Network
- Mental Health Partnership Board

- Recognised Trade Unions – GMB, Unison and Unite.

Key Findings

The Draft Equalities Objectives 2021-25

Overcome racism in Enfield

In a focus group session, the Women into Leadership Network said that the objective must make clear that it is the responsibility of everyone to deliver on this, including the White ethnic group. Officers in the Education Department recommended including anti-racist learning programmes for schools across the borough, due the importance of education in tackling racism.

Participants said that to reduce the disproportionate impact of Covid-19 on ethnic minorities the Council must go further than just supporting ethnic minorities and that reference to Black History Month felt tokenistic, as it does not encompass issues faced by other ethnic minorities. In their feedback, the Youth Parliament noted that acronym BAME, (Black, Asian and Minority Ethnic), does not always feel inclusive.

To achieve this objective, one VCS organisation said that we needed to create a strategic engagement programme to ensure that we consider important issues relevant to ethnic minority communities at all times. Similarly, another VCS organisation suggested that we run a bi-annual conference to boost recruitment of ethnic minority candidates at the Council and increase the Council's engagement with ethnic minorities. They also commented that to ensure that health and social care boards reduce health inequalities experienced by our Black communities, these boards need to have representatives from Black organisations.

When the draft policy was presented to the Early Intervention and Prevention Steering Group, they highlighted that the overrepresentation of young Black men as mental health in-patients was missing from the objective. Participants also suggested to include actions to reduce: the historical overrepresentation of Black pupils in school exclusions, higher levels of unemployment in ethnic minority communities and police brutality.

How we have addressed these views

- We have strengthened the duty on everyone to be allies to minority groups throughout the policy and have included an action to 'work with Enfield's schools to create a diverse and anti-racist curriculum that educates children and young people on systemic racism, and our local diverse history.'
- Our Secondary Behaviour Support Service and NEXUS are working in partnership with schools and children's services to improve pupils' behaviour, reduce exclusions and to support students that are educated within alternative provisions. Through early intervention and support, this holistic approach has reduced the disproportional representation of Black and ethnic minority pupils in school permanent exclusions in Enfield, from 65% in 2017/18 to 22% in 2018/19. As a result of this support, Enfield also now has the fourth lowest rate of permanent exclusions in London. We have removed the focus on

tackling racism through reducing school exclusions from this objective as it implied we continue to have over-representation of Black and minority ethnic groups amongst those facing exclusions which is not the case in Enfield.

- In the Fairer Enfield Policy, we refer to the specific ethnic groups and use ethnic minorities when referring to all groups except the White British group. This also reflects the best practice guidance from the Civil Service which advises that we do not use the acronyms BAME or BME because they include some groups and not others, and the UK's ethnic minorities include White minorities and people with a Mixed ethnic background.¹
- We have included an action in the objective to better understand the overrepresentation of young Black men in mental health in-patients' services.
- Our Public Health team have developed an action plan to implement the Public Health England recommendations to reduce the impact of Covid-19 on ethnic minority groups. We have updated the policy action to encompass this wider work to tackle the health inequalities that the Covid-19 pandemic has so clearly highlighted.
- In October 2020, we had the first meeting of the Equalities Board, a new Board agreed by the Council earlier in the year. This board forms part of the Council's Committee Structure and is made up of elected members from different political parties and community groups, representing different protected groups, including Enfield Racial Equality Council (EREC). The Board is the forum by which the Council can oversee its processes to eliminate discrimination and promote equality, diversity and inclusion. We have now made clearer reference to the role of this Board in the policy.
- The policy includes a clearer action to provide training on unconscious bias, on language and structural racism as part of our equalities training programme.

Deliver positive interventions to reduce serious youth violence in Enfield

This is a new objective, reflecting the feedback we received.

In a focus group with the Youth Parliament, they said that further work needed to be undertaken to understand the causes leading to youth offending convictions. Participants also suggested that there needed to be more apprenticeships and job opportunities for young people that had been through the youth system and one participant said that there needed to be a Gangs Team in Enfield.

How we have addressed these views

- A new focused objective on delivering positive interventions to reduce serious youth violence in Enfield has been included in the policy. This reflects local and national data, Enfield has the second highest levels of serious youth violence in London and there is national evidence that people who identify as Black, Asian, mixed or 'other' ethnicities are more at risk of becoming involved

¹ <https://www.ethnicity-facts-figures.service.gov.uk/style-guide/writing-about-ethnicity>

in crime.^[1] There is local evidence that Black young people in particular are over-represented in youth convictions. Thus, we have included an action to work with our communities and partners to better understand the over-representation of Black people in youth convictions and better support young people to prevent them from being drawn into gangs, crime and serious violence.

Increase the number of residents affected by Special Educational Needs and Disabilities who are in paid employment

In a focus group with the Disability Working Group, they suggested that the objective is expanded to focus on employment opportunities for people who are affected by disabilities at all ages. Similarly, participants suggested that the objective is expanded to include other employment pathways, which could be promoted through the school's careers service or job centre. Officers in the Education Department suggested that the objective should include educational opportunities and training to support people with SEND to live independently, as part of their preparing for adulthood agenda.

Participants suggested a range of actions to achieve this objective. Firstly, that Lead Officers should speak to managers who have employed supported interns, to discuss their experiences and how we can further develop the programme. Secondly, that senior managers should promote the supported internship programme across the organisation. Finally, that Human Resources should review and adapt job roles to ensure they are accessible to people affected by SEND or hidden disabilities.

How we have addressed these views

- In our Children and Young People's Plan, we include a specific action to support young people with SEND to prepare for adulthood.
- A key performance indicator for this objective, which will be included in the action plan for the objectives, is an increase in the number of supported interns on our supported internship programme delivered by West Lea School and an increase in the number of external employers offering placements to supported interns.
- We have included additional employment pathways which support people affected by SEND by at all ages, including the school's careers service and Equals employment service. The Lead Officers for the objective will work with Human Resources to promote the supported internship programme and review how apprenticeships, traineeships and the recruitment process could be adapted to support people affected by SEND to gain and sustain paid

^[1] Youth Justice Statistics 2018-2019:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/862078/youth-justice-statistics-bulletin-march-2019.pdf

The Lammy Review 2017:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/643001/lammy-review-final-report.pdf

employment at the Council. This detail will be reflected in the action plan for the objectives.

Improve the wellbeing and celebrate the contribution of our Lesbian, Gay, Bi and Trans Communities

In their feedback, one resident said that we needed to specify what schools were doing to support the mental health and wellbeing of LGBT students. This could be achieved by working with CAMHS and our wider mental health partners, as well as reviewing the curriculum to incorporate LGBT issues.

Some participants asked why we had used the acronym LGBT and not LGBT+ or LGBTQ, as it less restrictive and encompasses a wider number of sexual orientations. While one resident noted that LGBT was not mentioned until page 10 of the engagement document, and as celebrating LGBT communities was an equalities objective this reference needed to be higher up.

To ensure that our workforce is representative of our LGBT community, it was suggested that we run a recruitment campaign to highlight Enfield Council as an inclusive employer. Furthermore, in response to our staff questionnaire it was suggested that we create gender neutral toilets and promote LGBT role models, the use of gender pronouns, LGBT history and events in Enfield.

How we have addressed these views

- The Corporate Strategy Service are working with the Educational Psychology Service and CAMHS to develop actions to tackle homophobic, biphobic and transphobic bullying and to better support the mental health and wellbeing of LGBT students.
- In 2020, Enfield Council joined Stonewall's Diversity Champions Programme, to support the development of our policies in relation to LGBT activities. As a result, we are developing an action plan to ensure that key HR policies demonstrate our commitment to respecting and celebrating the identities of our LGBT employees and that our practices are LGBT inclusive. Together with the LGBT+ Staff Network, our Learning and Organisational Development Team ran a successful LGBT+ Allyship Workshop in autumn 2020, to help staff work together to create an inclusive workplace which better supports our diverse resident population.
- There are many valid and similar constructions used to group together LGBT communities. In the policy we use the acronym LGBT, as it is used by Stonewall. This acronym is preferred over many valid and similar constructions for simplicity, consistency and inclusiveness.
- As part of the Council's Build the Change programme, gender neutral toilets have been installed on the first floor of the Civic Centre.
- To celebrate LGBT History month in 2020, the Council created a series of educational and inspirational displays which were shown at the Civic, the Dugdale Centre and Enfield Town Library. As part of this objective, the Corporate Strategy Service will work with the LGBT Network to raise the profile of Pride in Enfield.

Provide access to support networks and services to reduce social isolation

Participants stressed the importance of physical health in promoting mental wellbeing. Voluntary and Community partners (VCS) stressed the work of the VCS to combat isolation and loneliness amongst their client groups both prior to and during the Covid-19 pandemic.

The Education Department also stressed the policy should include a commitment to the creation of a borough wide ESOL (English for Speakers of Other Languages) strategy and a commitment to reduce illiteracy in adults.

In a focus group with the Enfield Youth Parliament, they recommended that to achieve this objective we should make it easier for residents and young people to access and find services, volunteering, and spaces. Finally, one participant highlighted the importance considering armed forces veterans and another highlighted the work of the community hubs to support social connection through activities and groups.

How we have addressed these views

- The objective has been amended to 'provide access to support services and networks to reduce social isolation', in recognition of the important work of our VCS partners in reducing social isolation. This has been reiterated in the actions for this objective, as well as the importance of physical and mental health: 'support local social enterprises and VCS organisations to work with our local community to improve self-management of long-term conditions and improve access to social activities in order to improve physical and mental health and to reduce social isolation'.
- The Council is working with the local voluntary and community sector to increase access to ESOL lessons for both the children and parents of families for whom English is an additional language, a recommendation from the Enfield Poverty and Inequality Commission.
- The [Mylife](#) and [Youth Bubble](#) websites promote activities and services in one convenient location for adults, children and young people in Enfield.
- Enfield Council has signed the Armed Forces Convention, a promise to ensure that those who serve or have served in the armed forces, and their families, are treated fairly. The Fairer Enfield Policy sets out how Enfield Council will tackle inequality and promote inclusive communities for everyone in Enfield. To create a Fairer Enfield, every section of our community must be included in decision making and be involved in community life, including our Armed Forces community.
- In July 2020, the Customer Operations team opened two Community Hubs in our Enfield Town and Edmonton Green libraries. The Community Hubs have been set up to better support people with complex needs within the community. Officers in these hubs take a strength-based approach that helps people to recognise their needs and together identify the best way to improve their situation, linking them to other services and support as needed in a

joined-up way. Lead officers for these Hubs will be included as leads delivering on our Make Every Contact Count action within the action plan

Work with our partners to mitigate the impact of Covid-19 on Children and Young People's mental health and wellbeing

This is a new objective, reflecting the feedback we received.

In their feedback, the Education Department stressed the importance of focusing on mental health in schools. This is particularly important giving the impact of the Covid-19 Pandemic on children and young people's mental health, as a result of the loss of routine, loss of education, social isolation, traumatic experiences and the breakdown of formal and informal support networks. Therefore, services and initiatives remain focused on tackling inequality amongst children and young people, which has been exacerbated by the pandemic.

How we have addressed these views

- A new focused objective on children and young people's mental health has been included in the policy, setting out clear actions to support young people to have good mental health. This also reflects the findings from the Marmot Review, which shows that children in the most deprived areas in UK are 4-6 months further behind their peers because of school closures.² Therefore, we have included an action to work with schools to mitigate, as far as possible, the disproportionate impact of Covid-19 lockdowns on the mental health, wellbeing and educational attainment of children and young people in low income families and children and young people affected by special educational needs and disabilities.

Keep people safe from domestic abuse

Participants suggested that this objective should include a workplace policy for domestic abuse. To achieve this objective, participants said we should work with schools and NHS colleagues to help them spot signs of domestic abuse and encourage professionals to report signs. A further suggestion was to consider how we could work with perpetrators of domestic violence to break the cycle or prevent domestic violence from happening. Finally, participants suggested that the objective needed to be extended to include male victims and children and young people abusing their parents or carers.

Participants noted that there needed to be an investment in police services, as a lack of resources can lead to a delay in attending a call out, and that we need to ensure that there is a safe helpline for individuals experiencing domestic abuse to contact. Furthermore, as domestic violence can often be fuelled by drugs, alcohol and mental ill health, one participant suggested that we create strong link between these services to address some of the root causes of domestic violence.

How we have addressed these

² <http://www.instituteofhealthequity.org/resources-reports/build-back-fairer-the-covid-19-marmot-review/build-back-fairer-the-covid-19-marmot-review-full-report.pdf>

- The objective recognises that anyone can experience domestic abuse, however, women are twice as likely to have experienced it than men.³
- A workplace policy for domestic abuse is currently being developed by Human Resources and this is now included in our actions for this objective.
- In May 2020 we 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. An action to continue to deliver on this is included in the policy.
- As part of the Violence Against Women and Girls strategy, a training programme has been developed for professionals and staff to help them spot the signs of domestic abuse and encourage reporting. This is now included as an action.
- We have included a specific action on working with schools to teach children and young people about healthy relationships, consent, gender equality and staying safe online. This is also in our Violence Against Women and Girls Strategy.
- We have included an action to increase the support to parents of adolescents who display violent behaviours, particularly those with a range of complex needs, such as young people who are gang-associated, and/or have drug or alcohol misuse issues, or mental ill-health.

Promote safe, cohesive communities and tackle hate crime

When presenting the draft policy to the Faith Forum, they said that the policy needed to be clear about protecting religious freedom and highlighted the importance of religion to ethnic minorities. In their feedback, a member of the public highlighted that traveller and trans communities can often be victims of hate crime and need to be explicitly mentioned in the objective.

One VCS organisation expressed specific concern for the autistic community and to educate the public on hidden disabilities, learning disabilities and autism. Participants also suggested actions to tackle hate crime, firstly to work with perpetrators of hate crime to develop prevention programmes and secondly to create community spaces, which promote cohesion and cultural celebrations.

How we have addressed these views

- The importance of religious freedom has been included in our core values of inclusion.
- In our Enfield Hate Crime Strategy, we commit to understanding the reasons why perpetrators commit hate crime offences to improve our prevention measures. We have now included this within the actions for the Fairer Enfield policy as well.
- We have included a specific action focused on reducing hate crime against the Gypsy, Roma and Traveller Communities, which aims to improve

³<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/domesticabuseinenglandandwales/yearendingmarch2018#understanding-domestic-abuse>

understanding of Gypsy, Roma and Traveller communities needs and culture, thus reducing harassment and discrimination.

- We have clarified our action point around protecting those at risk of hate crime, to include reducing 'the risk of crime against vulnerable people with illness, disability and frailty', this will include vulnerable people of all ages and those affected by hidden disabilities.
- We have included an action to create 'community spaces that promote cohesion and cultural celebrations, where we can celebrate the diversity, culture and heritage of our communities, through the inclusive design of all council-led regeneration schemes, including Meridian Water and Joyce and Snells.'

Feedback on the commitments and principles set out in the draft Policy:

Our commitments as an employer

In the draft policy we outline our commitments as an employer in tackling inequality, and advancing equality, diversity and inclusion. However, it was felt by some staff that the policy was not 'internal' enough to speak to the issues facing staff.

When discussing their feedback, a representative from a VCS organisation said that to achieve the equalities objectives the Council must build the capacity of its staff. This will include developing a strong unconscious bias programme for all staff and elected members.

The Ethnic Minority Network also suggested ways in which the Council can support ethnic minorities into senior leaderships at the Council. This included a specific mentoring programme, training to support staff to progress, and that Human Resources should review recruitment processes to support candidates from ethnic minorities. It was also suggested that to demonstrate their support to all the staff networks (their 'Allyship'), Senior Leaders and Councillors attend events run by the Ethnic Minority Network.

The importance of a diverse senior leadership at the Council and recruiting a workforce which is representative of the borough's population was also stressed by our Voluntary Sector Partners.

How we have addressed these

- The Learning and Organisational Development Team have facilitated staff focus groups to reflect on how Enfield can be a more inclusive employer; and are reviewing our training programmes to reflect this feedback. Delivery of the new training programme will be a key action for delivering on the new policy in its first year.
- In the policy we included a clear commitment to educate all officers and elected members on unconscious bias, on language and structural racism.
- A Director has been appointed as an ambassador to each staff network and this has been included in the policy.
- We have strengthened our commitments as an employer to ensure our staff feel valued and supported to fulfil their potential:

- 'Ensure the top of the Council's workforce is proportionately representative of Enfield's ethnic minority population by 2030.'
- 'Supporting a workplace where staff from different backgrounds work together harmoniously and productively and everyone feels valued.'
- 'Use policies and practices that demonstrably enable staff to fulfil their potential and progress within our organisation.'

Digital exclusion

Throughout the engagement, feedback often focused on digital inclusion and a reflection on the impact of lockdown on residents who cannot afford Wi-Fi or devices, particularly with the closures of libraries and community centres. Participants expressed specific concern about the impact of digital exclusion during the Covid-19 pandemic on school pupils, the elderly and disabled residents, and how we could better support these groups to be digitally included.

How we have addressed these views

- To reduce digital exclusion in Enfield, we are developing a digital inclusion plan for the Borough. This plan will set out the Enfield picture on digital exclusion, identify the barriers people face in getting online and identify a multi-agency approach to address these issues.

Accountability

Throughout the engagement, participants made clear the importance of the duty of the Council, as a community leader, in tackling inequality. Participants wanted to ensure that the actions for each objective have clear outcomes and measures of success. Subsequently, several VCS organisations suggested SMART key performance indicators to ensure appropriate impact evaluation. Furthermore, participants felt that the policy should include how our staff, community or partners could report if they felt the policy was not being adhered to.

Community Organisations suggested that the Council should produce an annual report identifying progress towards tackling inequality. They also suggested that addressing inequalities should be a priority in the Council's budget.

The importance of reviewing and challenging Equality Impact Assessments (EqIA), where they believe there will be a disproportionate impact, was highlighted by both the Trade Unions and VCS organisations. Participants also stressed the importance of considering the impact of all decisions on protected groups.

Furthermore, participants put forward several suggestions to ensure we uphold our Public Sector Equality Duty. They suggested that equalities training is provided to Council staff and subcontractors and that the equalities workstream is included in the job description of senior officers at the Council.

How we have addressed these views in the revised policy:

- A detailed action plan to achieve our equalities objectives will be published on the council website by April 2021 and will be reviewed annually. This will

include key performance indicators and lead officers for each action and objective. Furthermore, a new equalities training programme is being developed by our Learning and Development Team.

- In the policy we have included a section which recognises that despite the best intentions sometimes things can go wrong. Enfield Council acknowledges that people have the right to complain about either a service they have received from us, a contractor that provides services on our behalf, or their experience in the workplace.
- On an annual basis we publish our Equalities Report, this report examines progress on equalities targets for each service and identifies some of the inequalities which persist across Enfield and demonstrates our commitment to overcoming these challenges. reference to this, and a link to the annual reports, has now been included in the policy.
- As well the focused areas of work to reduce inequality for specific groups in Enfield, we are taking action to overcome structural causes of inequality by implementing our [Council Plan 2020-2022](#) to create a lifetime of opportunities for everyone in Enfield. This Plan includes action to improve housing, education, employment and health for people across the borough. We have now made clearer reference to this in the policy, and the positive impact expected by successfully delivering on the Council Plan for people with protected characteristics currently facing disadvantage.
- A new EqlA template and guidance has been developed by the Corporate Strategy Service, which states that an EqlA must be completed and updated throughout the decision-making process. The aim of an EqlA is to identify and remove any potential barriers to fairness and equality in a service provision and take all reasonable steps to advance equality, by considering the impact that a proposed change could have on different groups with protected characteristics. Our approach to EqlAs is now set out more clearly in the policy.
- Within the Council, the Executive Management Team provide visible leadership on equality ensuring it is embedded into policy, strategy and delivery as well as ensuring that the Council is meeting its duty under the Act. The role of the Corporate Equalities Board is to drive the corporate equality, diversity and inclusion improvement programme, which aims to deliver on the principles of a fairer Enfield by building capacity across the organisation to improve the Council's approach. The Board, which is made up of Directors, has oversight of the implementation of the action plan for achieving our equalities objectives and provides challenge, assurance and advice on all matters relating to the delivery of this policy. This has been further emphasised in the policy.

Further suggestions to deliver and improve the policy.

As part of the feedback on the draft policy, we asked participants if they thought anything was missing from the policy which could further improve our approach to tackling inequality and advancing equal opportunities for everyone in Enfield.

One suggestion from a member of the public was to include social mobility as an action throughout the policy. Participants also suggested that the policy and future consultations should be published in an easy read format and were keen for the policy to be widely publicised using a range of methods, including easy read, once published

In their feedback, some participants examined the four core values and others were concerned that 'equal outcomes' was unrealistic and should be replaced with 'equality of opportunities'.

How we have addressed these views in the revised policy:

- An easy read version of the final Fairer Enfield Policy will be published, and the Corporate Strategy service will review our approach to providing easy read versions of future consultation documents. Our new guidance on completing equality impact assessments will include guidance for staff to consider the format in which information should be published, including advice on producing easy read versions where there will be an impact on people affected by learning disabilities.
- While the policy doesn't make explicit reference to the term 'social mobility' our new Council Plan and the principles set out throughout the policy reflect our approach of tackling inequality and promoting equality of opportunities for everyone in Enfield.
- We have updated the policy to make clearer that we understand equality to be about fair and equal treatment but acknowledge the need to move beyond just treating 'everyone the same' to focus on improving outcomes to ensure meaningful and positive change. This may mean responding to individuals or groups differently to meet their needs or address differing levels of disadvantage and discrimination in an unequal society.

Appendix 1

The Fairer Enfield Policy was shared on behalf of the Cabinet Member for Community Safety and Inclusion to all known voluntary and community sector organisations in the borough. To further encourage feedback from community groups, the Corporate Strategy Service called and emailed the following 75 VCS organisations representing minority groups in Enfield to ask their representatives to feedback on the policy.

- Action for Social Inclusion Partnership
- African Families' Positive Disability
- Age UK Enfield
- Alpha Care
- Arberia
- Association of French African Women in Enfield
- Bangladesh Welfare Association of Enfield
- British Alevi Federation
- Bush Hill Park United Reformed Church
- Central African Youth in Enfield
- Citizens Advice Enfield
- Deputy Lieutenant for the London Borough of Enfield
- Edmonton Islamic Centre
- Enfield Bangladeshi Welfare Association (EBWA)
- Enfield Borough Over 50's Forum
- Enfield Carers Centre
- Enfield Caribbean Association
- Enfield Cypriots Association
- Enfield Deaf Image Group & Enfield Disability Action
- Enfield LGBT Network
- Enfield Racial Equality Council
- Enfield Saheli
- Enfield Somali Community Association
- Enfield Voluntary Action
- Enfield Women's Centre
- Gargaar Somali Welfare Association
- Godwin Lawson Foundation
- Gospel Temple Apostolic Church
- Green Towers Luncheon Club
- Healthwatch Enfield
- Hindu Tamil Cultural Association
- Hope and Restoration/trading as H&R Training Professionals
- JCCESK-Edmonton (The Kimbanguist Help and Advice Centre)
- KAC (Kurdish Advice Centre)
- Kirkisrak Community House
- Kongolese Children's Association

- Kurdish Housing Association
- Lefkara Association of Great Britain - Enfield Branch
- London Anglo Tamil Association
- Mind in Enfield
- Naree Shakti (Women's Strength)
- National Autistic Society
- Nene Tereza
- North Enfield Foodbank
- North London Asian Care
- O"-Bay Community Trust
- One to One Enfield
- Over 50 Bangladeshi Society
- Palmers Green & Southgate Synagogue
- Palmers Green Mosque
- Polish Saturday School in Enfield
- Positive Enfield (Umoja)
- Poverty Concern
- ProjectACEi
- Robust Blessing Ministries
- Rumi Mosque
- Samafal Somali Families Association Ltd
- Sanatan Cultural Society
- Shpresa Programme
- Signpost (part of Community Heart London)
- Sisters In Islam - Muslim Youth Club
- Skills & Training Network
- Society of Indian Teachers and Associates
- Southgate Progressive Synagogue;
- Tamil Relief Centre
- The Judah Foundation
- The Kimbanguist Association of London
- The London Merit Association
- The Shane Project
- The Wellbeing Co
- Third Age Challenge Project
- Time to Help UK
- Trinity at Bowes Centre Plus
- Turkish Cypriot Community Association
- Wellbeing Connect Services

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Fairer Enfield

Background Report on the development of our proposed equalities objectives

Report Author: Corporate Strategy Service

Date: February 2021

The Public Sector Equality Duty requires us to publish one or more specific and measurable equalities objectives every four years that demonstrate areas where we are tackling inequality. We have identified eight focused areas of work to reduce inequality, which affect specific groups in Enfield.

To identify these draft objectives, we have:

- analysed local data on the experiences of different groups in our communities
- analysed national research on inequality
- learnt from the successful approaches taken by councils elsewhere, as well as other public sector and voluntary and community sector organisations
- considered and discussed the views and experiences of the staff in our staff equality networks and the experiences of voluntary and community sector partners.

This briefing provides a summary of the local and national data and best practice which has informed the development of the equalities' objectives.

Overcome racism in Enfield.

Black, Asian and Minority Ethnic groups experience inequality in housing, education, employment, health and criminal justice. In Enfield, our 10% most deprived areas are the most diverse areas with the largest population of residents from ethnic minorities.

This inequality has been evidenced by the disproportionate impact of Covid-19 nationally and locally.¹ In Enfield, data on deaths between 15th March and 5th May shows that Covid-19 deaths in Enfield disproportionately affected the following ethnic groups: Turkish, Somalian, African, Caribbean, East Asian, Bangladeshi and Ghanaian, and among people who spoke Turkish, Arabic, Akan and Bengali.

National analysis of survival rates shows that, after accounting for the effect of gender, age, deprivation and region, people of Bangladeshi ethnicity had around twice the risk of death when compared to people of White British ethnicity. People of Chinese, Indian, Pakistani, Other Asian, Caribbean and Other Black ethnicity had

¹https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/908434/Disparities_in_the_risk_and_outcomes_of_COVID_August_2020_update.pdf

between 10-50% higher risk of death when compared to white British.² To tackle the disproportionate impact of Covid-19 on ethnic minorities, we will implement the recommendations from Public Health England's *Beyond the Data* report.

Children from Gypsy, Roma and Traveller (GTR) communities have the poorest educational outcomes of all ethnic minority groups as they often leave school earlier than other ethnic groups, often resulting in teachers and education authorities having low expectations of GTR children.³ However, for many GTR children, early removal from school can be attributed to parents seeking to remove children from the impacts of discrimination and bullying.⁴ Furthermore, health outcomes for GTR communities are very poor compared to other ethnic groups, which stem from discrimination, difficulties navigating the NHS, and a reluctance by GTR people to seek medical attention until their condition has become very serious. We will work with our partners to reduce the discrimination experienced GTR communities in accessing education, healthcare and services.

London has the highest number of mental health detentions for Black African and African Caribbean patients. The reasons suggested for the high rates of detention have been partly attributed to the population proportion of Black ethnic groups in London and the lack of alternative to inpatient treatment. Whilst, some researchers have attributed the higher rates of detention of Black African and African Caribbean patients compared to white patients, to discrimination and racial stereotyping by health care practitioners.⁵ We want to work with our communities and partners to better understand and address the overrepresentation of Black men in mental health in-patient services at a local level and provide evidence-based interventions.

Black and ethnic minority communities are also particularly vulnerable to increased debt and financial hardship because of the economic lockdown. National analysis found that 12-18% of ethnic minority communities were struggling financially before the crisis, compared to 5% across the population.⁶ We can take action through our work to improve access to benefit and debt advice for all residents.

Enfield has a diverse and growing business sector, 42.2% of company directors in the Borough are non-UK nationals and hail from Cyprus, Turkey, Greece, Africa, Central and Eastern Europe, and Central and South Asia. We want to help Black and ethnic minority-owned businesses in the Borough to thrive, through our procurement processes and by providing local support to small and medium (SME) businesses.

We can also take action as an employer to reduce the ethnicity pay gap for our staff, learning from best practice elsewhere and listening to and working with our Ethnic Minority network.

²https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/908434/Disparities_in_the_risk_and_outcomes_of_COVID_August_2020_update.pdf

³ <https://publications.parliament.uk/pa/cm201719/cmselect/cmwomeq/360/full-report.html#heading-9>

⁴ http://bucks.ac.uk/__data/assets/pdf_file/0028/54649/Rain-Report.pdf

⁵ <https://raceequalityfoundation.org.uk/health-care/mental-health-report-published/>

⁶ <https://www.ippr.org/blog/minority-ethnic-groups-face-greater-problem-debt-risk-since-covid-19>

Furthermore, we are also learning from and responding to the Black Lives Matter movement. We will work with Enfield schools to create a diverse and anti-racist curriculum that educates children and young people on systemic racism, and our local diverse history, as well as working with our communities to deliver an annual programme of educational, challenging and inspiring events celebrating our ethnic minority communities.

Deliver positive interventions to reduce serious youth violence in Enfield.

Enfield continues to suffer high levels of serious youth violence. It is evidenced in national research that people who identify as Black, Asian, Mixed or 'Other' ethnicities are more at risk of becoming involved in crime;⁷ and in local data which shows Black people are over-represented in youth convictions. The Lammy Review 2017 highlights that the BAME proportion of young people offending rose for the first time from 11% in the year ending March 2006, to 19% in the year ending March 2016.⁸ There is also local evidence that Black people in Enfield are over-represented in youth convictions.

We can take action with our partners to increase our understanding of the causes of this at a local level, and by providing targeted and evidence-based interventions to help prevent people most at risk from being drawn into crime.

Increase the number of residents with special educational needs and disabilities (SEND) in paid employment

Disabled residents are disproportionately impacted by unemployment. Data from 2019 showed that only 42.6% of disabled persons in Enfield were in employment. This is lower than the national average, which estimates 53.2% of disabled persons are in employment.⁹

The Council already has successful programmes in place to support residents with SEND into employment, which can be further developed to achieve this objective. The supported internship scheme is a yearlong study program, commissioned by the Council to West Lea School, for 16-24-year olds who have an Educational Health Care Plan or a Statement of Special Educational Needs. From the 2018/19 Cohort, 62% of students went straight into paid employment and only 5% finished without a job offer or an offer to extend their placement.

The Equals Employment Service is part of Adult Social Care and provides support to adults with disabilities to gain and sustain paid employment. Once students graduate from the supported internship scheme, they are be transferred to the 'Equals Team' for support.

⁷ Youth Justice Statistics 2018-2019:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/862078/youth-justice-statistics-bulletin-march-2019.pdf

⁸ https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/643001/lammy-review-final-report.pdf

⁹ National Population Survey, 2019

Improve the wellbeing and celebrate the contribution of our Lesbian, Gay, Bi and Trans Community.

It is estimated by the Department for Trade and Industry that between 5-7% of the UK population are lesbian, gay or bi. However, the ONS 2018 Annual Population Survey estimated that 2.4% of the UK population identified themselves as Lesbian, Gay or Bi. London had the largest proportion of the population who identified as LGB (2.8%) in 2018, which could be associated with a relatively young and diverse population. Assuming and applying those estimates to Enfield's population of 333,794, the LGB population in Enfield may be anywhere between around 7,677 (applying the national ratio) and 9,346 (applying the London ratio) by the ONS Annual Population Survey Estimate.¹⁰

Although we do not have local data on outcomes for our LGBT community, Stonewall have produced a report based on YouGov research with 5,000 lesbian, gay, bi and trans people across Britain.¹¹ The study shows that 52% of LGBT people had experienced depression in the last 12 months; almost half (46%) of trans people have thought about taking their own life; and 31% of LGB people who aren't trans have said the same.

The School Report, published by Stonewall in 2017, demonstrated the need to further support LGBT young people to reach their full potential. This report found that nearly half of LGBT pupils are bullied for being LGBT at school and just 40% of LGBT young people said they have an adult that they can talk to about being LGBT.

Furthermore, a study by University College London and Sussex University to assess mental health among lesbian, gay, bisexual, transgender and queer (LGBTQ) people during the pandemic found high levels of stress and depressive symptoms amongst young and transgender respondents. This is because many younger people have been unable to access support during lockdown, especially where home has not been a safe space for them to speak openly about their identity.¹² We can act locally, working with our schools, to help improve the wellbeing of our LGBT community and tackle homophobic, biphobic and transphobic bullying.

Another national survey carried out by Stonewall found that 23% of respondents have experienced a negative or mixed reaction from others in the workplace due to being LGBT or being thought to be LGBT.¹³ We can take action as an employer, learning from best practice guidance provided by Stonewall, to create an LGBT inclusive workplace.

Provide access to support services and networks to reduce social isolation

According to Enfield Council's Scrutiny Review of Loneliness 2019, 31% of Enfield residents over 65 live alone and the Campaign to End Loneliness estimated that

¹⁰ Borough Profile 2020

¹¹ https://www.stonewall.org.uk/system/files/lgbt_in_britain_health.pdf

¹² <https://www.medrxiv.org/content/10.1101/2020.08.03.20167403v1>

¹³ https://www.niesr.ac.uk/sites/default/files/publications/160719_REPORT_LGBT_evidence_review_NIESR_FINALPDF.pdf

30% of the local population aged over 65 feel mildly to severely lonely.¹⁴ Enfield's over 65 population is predicted to grow by 23% in the next 10 years and is the part of our population projected to grow fastest, with increasing numbers of older people at risk of loneliness and isolation.

Insufficient social connection can have a detrimental effect on psychological health and increase risk of physical health issues. Amongst elderly people, loneliness has been linked to a 29% increase in the risk of developing cardiovascular disease and an increase in the risk of accelerated cognitive decline.¹⁵ Social isolation also puts people at risk of injury, contributing to the risk of falls. Between April 2017 and March 2018, 805 Enfield residents were admitted to hospital due to falls.¹⁶

During the COVID-19 pandemic, risk of isolation and loneliness has increased further, with certain groups of people particularly impacted. A survey conducted by Alzheimer's Society found that 56% of people with dementia living on their own felt lonelier over the lockdown period; whilst 23% of people with dementia who live with another person felt lonelier during this period.¹⁷ In Enfield, it is estimated that 3,280 people are living with dementia.¹⁸

People living in care homes and assisted living communities have also been particularly impacted, unable to see family and friends, or even their informal carers due to 'no visitors' policies. The cancellation of group activities and communal dining in care homes, to reduce the risk of coronavirus transmission, added to the isolation that people experienced.

We can take action to provide opportunities for social connection and reduce the risk of social isolation for over 65s in Enfield, in our role as care provider, and in our role as community leader – by continuing to find innovative ways to help connect and empower communities to support one another.

Work with our partners to mitigate the impact of Covid-19 on Children and Young People's mental health and wellbeing.

The Covid-19 pandemic has had a profound impact on children and young people's mental health and wellbeing. There have been additional challenges for young people who were already struggling with their mental health and for others the pandemic has created new mental health issues, as a result of the loss of routine, loss of education, social isolation, traumatic experiences and a breakdown of formal and informal support networks.¹⁹ A NHS study, in July 2020, found that clinically significant mental health conditions amongst children had risen by 50% compared to

¹⁴ <https://governance.enfield.gov.uk/documents/s73329/LonelinessandSocialIsolationScrutinyWorkstreamReportFinalDraft.pdf>

¹⁵ <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5102822/>

¹⁶ <http://www.enfieldccg.nhs.uk/Downloads/Equality-and-diversity/Equality%20information%20report%202016.pdf>

¹⁷ <https://www.alzheimers.org.uk/news/2020-07-30/lockdown-isolation-causes-shocking-levels-decline-people-dementia-who-are-rapidly>

¹⁸ RNIB. Sight Loss Data Tool Version 4.0 (Accessed Nov 2020)

¹⁹ <http://www.instituteofhealthequity.org/resources-reports/build-back-fairer-the-covid-19-marmot-review/build-back-fairer-the-covid-19-marmot-review-full-report.pdf>

three years earlier. A staggering 1 in 6 children now have a probable mental health condition.²⁰

A national survey conducted by Young Minds revealed that 81% of respondents agreed that their mental health had become worse as a result of the Covid-19 crisis. Of these, 41% said that it had made their mental health much worse.²¹

To mitigate the impact of Covid-19 on children and young people's mental health, we will work in partnership with young people so that mental health support can be understood and talked about in a common language that everyone understands, and that help is provided in a way that is right for them and when they need it.

We are acutely aware of the importance of schooling in a child's development. Prior to the Covid-19 pandemic, research had found that students from more disadvantaged backgrounds had, on average, levels of attainment 18 months behind their more affluent peers.²² This gap is not closing, and research shows that children from more disadvantaged backgrounds fall further behind during school breaks.

On average students affected by special educational needs are 3 years behind their peers at the end of secondary education. The Disabled Children's Partnership has highlighted significant concerns about the impact of Covid-19 lockdowns on the mental wellbeing of disabled children.²³ The lack of personalisation of instruction available to many young people affected by special educational needs, in their online lessons and home education, has acted as a barrier to learning during school closures.

The amount of time children spent on school-work during the Covid-19 lockdowns varied due to both the parent's ability to support remote schooling and what the schools offered. Children from high-income families spent 30% more time on home learning than those from poorer families.²⁴ Furthermore, the proportion of students estimated to need of intensive-catch-up support was higher in schools with higher proportions of students from ethnic minorities, which reflects that a higher proportion of ethnic minorities live in deprived areas.²⁵

We will work with schools to mitigate, as far as possible, the disproportionate impact of the Covid-19 lockdowns on the mental health, wellbeing and educational attainment of children and young people in low income families and children and young people affected by special educational needs and disabilities.

Keep people safe from domestic abuse.

²⁰ <https://www.childrenscommissioner.gov.uk/wp-content/uploads/2021/01/cco-the-state-of-childrens-mental-health-services-2020-21.p>

²¹ Young Minds. Coronavirus: Impact on young people with mental health needs Survey 2: Summer 2020. London: Young Minds, 2020

²² Education Policy Institute. Proposals from the Education Policy Institute. London: Education Policy Institute, 2020

²³ <https://disabledchildrenspartnership.org.uk/wp-content/uploads/2020/06/LeftInLockdown-Parent-carers%E2%80%99-experiences-of-lockdown-June-2020.pdf>

²⁴ http://bucks.ac.uk/__data/assets/pdf_file/0028/54649/Rain-Report.pdf

²⁵ The National Foundation for Educational Research. The challenges facing schools and pupils in September 2020

An estimated 2 million adults in England and Wales aged 16-59 years experienced domestic abuse in the year ending March 2018, equating to a prevalence rate of approximately 6 in 100 adults. Women were around twice as likely to have experienced domestic abuse than men.²⁶ Over the 12 months to December 2020, Enfield recorded 4,052 incidents of domestic abuse and during the first Covid-19 lockdown Enfield recorded the third highest level of domestic violence with injury in London.

In England, it is estimated that more than 1 in 4 gay men and lesbian women and more than 1 in 3 bi people report at least one form of domestic abuse since the age of 16.²⁷ Data shows that gay and bisexual men might be twice as likely to experience domestic abuse compared to heterosexual men. Evidence also suggests prevalence rates of domestic abuse may be higher for transgender people than any other section of the population.²⁸ We will ensure that our work to tackle domestic violence and abuse is inclusive of the needs of LGBT communities, by including LGBT-specific issues as part of our publicity campaigns and are considered as a part of all training on domestic violence and abuse.

We can take action locally by working with all relevant partners to offer a quick response and reduce risk to vulnerable adults and their children, through our new dedicated multi agency domestic abuse hub. We also have a Violence against Women and Girls Strategy which is informed by best practice and research and sets out the actions we are taking to prevent and tackle domestic violence and abuse.

Promote cohesion and tackle hate crime

Hate Crime in Enfield has decreased by 4.5% in the year ending December 2020, with 1,660 offences recorded when compared with 1,735 the previous year.²⁹

Islamophobic hate crime is the highest proportion of the hate crime strands; with 874 offences recorded over the year.³⁰ There was a 51% increase in racist hate crime over the 12 months to December 2020. As well as continuing to take action with our partners to tackle this crime, we can take action by supporting the Enfield faith groups and their faith communities to promote peace, mutual understanding and respect and to support and encourage others to do likewise.

Disability hate crime increased by the highest percentage (145.5%) in Enfield over the 12 months to December 2020, rising from 11 to 27 offences.³¹ We will continue to take action with our partners to reduce the risk of crime against vulnerable people with illness, disability and frailty.

Gypsies, Travellers and Roma people continue to face widespread prejudice and discrimination, to such an extent that it is often referred to as the 'last acceptable

²⁶ <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/domesticabuseinenglandandwales/yearendingmarch2018#understanding-domestic-abuse>

²⁷ http://www.galop.org.uk/wp-content/uploads/Galop_RR-v4a.pdf

²⁸ http://www.galop.org.uk/wp-content/uploads/Galop_RR-v4a.pdf

²⁹ The nature of hate crimes is complex and can have multiple aggravating factors.

³⁰ <https://www.met.police.uk/sd/stats-and-data/met/hate-crime-dashboard/>

³¹ <https://www.met.police.uk/sd/stats-and-data/met/hate-crime-dashboard/>

form of racism'.³² A study carried out by the Traveller Movement identified 77% of the Gypsy, Roma and Traveller Communities have been victims of hate speech or a hate crime. Although a clear causation can not be established between the experiences of hate crime and suicide, respondents in a study 'stressed the corrosive effect on mental health and wellbeing of being subject to hate speech and discrimination'.³³ We will work reduce harassment and discrimination towards Gypsy, Roma and Traveller communities, by promoting good relations between settled communities and the Gypsy, Roma and Traveller communities.

To promote cohesion and tackle cohesion, we will implement an education programme in schools, to build young people's understanding of diversity and create community spaces that promote cohesion and where we can celebrate the diversity, culture and heritage of our communities, through the inclusive design of all council-led regeneration schemes, including Meridian Water and Joyce and Snells.

We can act locally by working with the Enfield Hate Crime Forum to tackle extreme behaviour, encourage the reporting of hate crime and ensure that victims are supported through the criminal justice system. We have a Hate Crime Strategy which is informed by best practice and research, which sets out the actions we are taking to achieve this objective.

³² Traveller Movement, 2017

³³ http://bucks.ac.uk/__data/assets/pdf_file/0028/54649/Rain-Report.pdf

Enfield Equality Impact Assessment (EqIA)

SECTION 1 – Equality Analysis Details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Fairer Enfield – Equality, Diversity and Inclusion Policy and Objectives
Lead officer(s) name(s) and contact details	Harriet Potemkin, Head of Strategy and Policy (harriet.potemkin@enfield.gov.uk)
Team/ Department	Corporate Strategy Service
Executive Director	Ian Davis, Chief Executive
Cabinet Member	Cllr Nneka Keazor, Cabinet member for Community Safety and Cohesion
Date of EqIA completion	Ongoing

SECTION 2 – Summary of Proposal

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

Please summarise briefly:

What is the proposed decision or change?
 What are the reasons for the decision or change?
 What outcomes are you hoping to achieve from this change?
 Who will be impacted by the project or change - staff, service users, or the wider community?

What is the proposed decision or change?

The Fairer Enfield policy sets out Enfield Council's approach to equality, diversity and inclusion. It outlines our vision for an equal and socially inclusive borough and describes how implementing good practice on equality, diversity and inclusion helps the Council deliver its wider health, social and economic aims.

The policy explains the expectations on our workforce, as they work together with colleagues to design and deliver services to create a vibrant and inclusive borough. It sets out the Council's role in promoting equality and tackling inequality and discrimination. It impacts on everyone who lives, works and studies in Enfield.

What are the reasons for the decision or change?

The existing "Equal Opportunities Policy" was last updated in 2012. Since 2010, Enfield Council's central government funding has been cut by 60%, whilst the borough's population has grown by 13%. With a greater number of vulnerable residents to cater for, and fewer resources to support them, the challenge of effectively tackling inequality in the borough and across the organisation has become even more complex.

The Public Sector Equality Duty requires us to publish one or more specific and measurable equalities objectives every four years that demonstrate areas where we are tackling inequality. If we do not publish and implement a new equalities policy and objectives, we would fail to demonstrate a clear commitment to tackling inequality and discrimination and promoting equality, diversity and inclusion. We would also be failing to adhere to our statutory duty under the Public Sector Equality Duty.

What outcomes are you hoping to achieve from this change?

This policy sets out how we will meet our Public Sector Equality Duty under the Equality Act 2010, which requires us to demonstrate due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it by minimising disadvantage suffered by people due to their protected characteristics
- Foster good relations between people who share a protected characteristic and people who do not share it.

It also includes our equality objectives, required as part of the Public Sector Equality Duty. These objectives, as set out in the policy, are:

- (1) Overcome racism in Enfield.
- (2) Deliver positive interventions to reduce serious youth violence in Enfield.
- (3) Increase the number of people with special educational needs and disabilities (SEND) who are in paid employment.
- (4) Improve the wellbeing and celebrate the contribution of our Lesbian, Gay, Bi and Trans community.
- (5) Provide access to support services and networks to reduce social isolation.
- (6) Work with our partners to mitigate the impact of Covid-19 on Children and Young People's mental health and wellbeing.
- (7) Keep people safe from domestic abuse.
- (8) Promote safe, cohesive communities and tackle hate crime.

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

Fairer Enfield sets out how Enfield Council will tackle inequality and promote an inclusive workplace and communities, as the borough continues to grow, develop and create new opportunities for everyone in Enfield. This policy applies to all residents, service users and Council staff, regardless of their protected

characteristics.

SECTION 3 – Equality Analysis

Age

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

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

The Fairer Enfield policy will have a positive impact on all ages, as it will encourage staff to consider the impact of their service delivery on people of different ages. The policy also reinforces the Council's commitment to fulfil the Public Sector Equality duty and to work to tackle age discrimination, advance equality of opportunity for people of all ages and foster good relations between people of all ages. It sets out who is accountable for this work and how it is monitored and reviewed.

The actions set out below under the different equalities objectives will impact positively in particular on people as a result of their age:

Overcome racism in Enfield: This objective will support residents, services users and staff of all ages through various actions.

- By working to better understand the overrepresentation of young Black men in mental health in-patient services, this will particularly benefit young Black men and their families by supporting patients to access early intervention and community-based services.
- Older people are disproportionately impacted by Covid-19, by implementing the recommendations from Public Health England, we look to reduce this disproportionate impact.
- By supporting staff to progress to senior leadership roles, this will have a positive impact on staff of all ages, it is particularly important that younger staff on lower pay roles are also supported towards leadership roles.

Deliver positive interventions to reduce serious youth violence in Enfield:

This will particularly benefit young people aged 10-17 living in deprived areas. This will also have a positive impact on family and community members of all ages who are affected by youth violence.

Increase the number of residents affected by in employment: This objective will have a positive impact on all people with SEND of working age, as we aim to increase employment through both the supported internship program (which supports people aged 16-24) and equals employment service (which supports 18-64-year olds). There may be some disparity in the level of support for service users depending on the programme they are accessing. Young people on the

supported internship programme will have more support, and are guaranteed placements, however they will be carrying out a year of unpaid work. Clients using the equals service will have to go through standard interview processes themselves and may not be receive the same level of support as the supported interns.

Improve the wellbeing and celebrate the contribution of our LGBT

Communities: This objective should support LGBT people of all ages who live, learn and work in Enfield to feel included, valued and safe. By creating an LGBT inclusive workplace, policies and promoting LGBT events, this will support LGBT staff and residents of all ages to feel included. This objective includes an action specifically focused on supporting LGBT students and tackling homophobic, biphobic and transphobic bullying. This may require us to examine how we can further support older LGBT residents; however, this support may be achieved through actions in the fifth objective.

Provide access to support services and networks to reduce social isolation:

This should have a particularly positive impact on elderly people who are most at risk of social isolation. It is estimated that 30% of the population aged over 65 are mildly to severely lonely. Enfield's over 65 population is predicted to grow by 23% in the next 10 years and is the component of our population projected to grow fastest. This objective will support older people to socially connect through social prescribing, volunteering and befriending initiatives, employment and through the voluntary and community sector organisations. While this objective will in particular benefit older residents, younger ages experiencing social isolation will also benefit as the initiatives are not exclusively for older people.

Work with our partners to mitigate the impact of Covid-19 on Children and Young People's mental health and wellbeing: The Covid-19 pandemic has had a profound impact on the children and young people's mental health and wellbeing.¹ There are 84,309 children and young people in Enfield, and we have more residents under 20 than London and National averages. There are 57,870 children and young people of school age in the borough. Findings from the Marmot Review show that children in the most deprived areas in UK are 4-6 months further behind their peers because of school closures.² Therefore, we have included an action to work with schools to mitigate, as far as possible, the disproportionate impact of Covid-19 lockdowns on the educational attainment of children and young people in low income families and children and young people affected by special educational needs and disabilities

Keep people safe from domestic abuse: This objective will support residents of all ages to keep safe from domestic abuse, by responding to concerns quickly through our dedicated multi agency hub and ensuring the safety of vulnerable

¹ <http://www.instituteofhealthequity.org/resources-reports/build-back-fairer-the-covid-19-marmot-review/build-back-fairer-the-covid-19-marmot-review-full-report.pdf>

² <http://www.instituteofhealthequity.org/resources-reports/build-back-fairer-the-covid-19-marmot-review/build-back-fairer-the-covid-19-marmot-review-full-report.pdf>

residents, staff and their children.

Promote safe, cohesive communities and tackle hate crime: This objective focuses on promoting cohesion for people of all ages and tackling hate crime. This objective has a specific focus on reducing the risk of crime against vulnerable people of all ages with illness, disability and frailty.

Mitigating actions to be taken

The Fairer Enfield Policy will positively impact people of all ages, as it reinforces the Council's commitment to fulfil the Public Sector Equality duty and to work to tackle age discrimination, advance equality of opportunity for people of all ages and foster good relations between people of all ages.

Disability

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

This could include:

Physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

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

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

We estimate that 52,382 people in Enfield have a disability; this is 15.69% of Enfield's population.

The policy will have a positive impact on people affected by disability as it will encourage staff to consider the impact of their service delivery on people with disabilities. The policy also reinforces the Council's commitment to fulfil the Public Sector Equality Duty and work to tackle discrimination, advance equality of opportunity and foster good relations between people with and without disability.

It sets out who is accountable for this work and how it is monitored and reviewed. The policy also reinforces the Council's duty to provide reasonable adjustments to those with special requirements. It also advises that staff should be able to get remittance from work to attend staff groups, such as the Disability Working Group and Mental Health and Wellbeing Board. It also formally recognises the importance of these groups and the Council's duty to support them.

The development of a sustainable and ethical procurement policy which will reflect this policy will benefit people affected by disability, as it can be used to ask services to provide work placements for people affected by disability.

Overcome racism in Enfield: This objective includes a specific action to better understand the overrepresentation of young Black men in mental health in-patient

services, this will have a positive impact on patients and their families by reducing the number of compulsory mental health detentions.

Increase the number of people affected by SEND in paid employment: There is a disproportionate lack of disabled people in employment in Enfield. 2019 data showed that only 42.6% of disabled persons in Enfield were in employment. This is below the national average, which estimates 53.2% of disabled persons are in employment (Annual Population Survey 2019).³ This objective should have a positive impact on people affected by special educational needs and/or disabilities who hope to gain and sustain paid employment. Although the supported internship programme and Equals Employment Service are for people affected by learning difficulties and not people affected by physical disabilities or mental ill-health, action in the policy includes expanding these programmes, and also expanding our schools careers services and apprenticeship programme so that people affected by physical disabilities are also supported into paid employment.

Improve the wellbeing and celebrate the contribution of our LGBT

Communities: This objective should have a positive impact on LGBT residents affected by disability.

Provide access to support services and networks to reduce social isolation:

This objective should have a positive impact on people who are socially isolated because of their disability. Reducing social isolation can also prevent long term injuries caused by falls.

Work with our partners to mitigate the impact of Covid-19 on Children and Young People's mental health and wellbeing:

In 2019, there were 3,271 children and young people with Education, Health and Care Plans (EHCPs) in the borough. The numbers of people with learning disabilities is predicted to increase to more than 1,250 people who will require health, care and support services by 2030 (PANSI 2019). On average students with SEND are 3 years behind their peers at the end of secondary education. The Disabled Children's Partnership has highlighted significant concerns about the impact of Covid-19 lockdowns on the mental wellbeing of disabled children. The lack of personalisation of instruction available to many young people affected by SEND, in their online lessons and home education, has acted as a barrier to learning during school closures. This objective will have a positive impact on children and young people affected by disabilities, as it will help to address and mitigate, as far as possible, the impact of Covid-19 on their mental health, wellbeing and educational attainment.

Keep people safe from domestic abuse: This objective will have a positive impact by ensuring that vulnerable residents affected by disability are safe from domestic abuse.

³ Please note that this data comes from the annual population survey data only, and at local authority level the confidence intervals are quite broad due to the relatively small sample sizes.

Promote safe, cohesive communities and tackle hate crime: This objective will have a positive impact, by reducing the risk of crime against people affected by disability.

Mitigating actions to be taken

The Fairer Enfield policy will have a positive impact on people affected by disabilities.

Gender Reassignment

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

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

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

GIRES (Gender Identity Research and Education Society) estimate that in the UK around 650,000 people, 1% of the population, experience some degree of gender non-conformity. If these numbers are correct, and if Enfield's population of 333,869 were exactly typical of that population, this will equate to 3,339 individuals with some degree of gender non-conformity.

The Fairer Enfield policy will have a positive impact on trans people as it will encourage staff to consider the impact of their service delivery on trans people. The policy encourages staff and residents to value diversity and respect each other. The policy also reinforces the Council's commitment to fulfil the Public Sector Equality duty and work to tackle discrimination, advance equality of opportunity and foster good relations between trans and cis gender people.

Increase the number of people affected by SEND in paid employment: This will have a positive impact on trans people affected by SEND who want to get into paid employment.

Improve the wellbeing and celebrate the contribution of our LGBT

Communities: This objective will have a positive impact on trans people, according to Stonewall 36% of trans people have experienced discrimination within their community because of different parts of their identity. By effectively monitoring trans status, we can understand the needs and experiences of trans people in Enfield. Furthermore, by creating a trans inclusive workplace and policies, as well as celebrating LGBT events in Enfield, we can help to ensure trans people will be valued, safe and included. We also know that according to Stonewall, 84% of trans young people have self-harmed and 45% of trans young people have attempted to take their own life.⁴ By working with schools to tackle transphobic bullying and supporting

⁴ <https://www.stonewall.org.uk/children-and-young-peoples-services-champions-programme>

the mental health of trans students, this will have a positive impact on their wellbeing.

Provide access to support services and networks to reduce social isolation:

This should have a positive impact on trans people at risk of social isolation. We must be mindful that this work is not solely focused around elderly people, and that other groups who are vulnerable to social isolation, such as trans people, are also considered in this work.

Overcome racism in Enfield: Any trans people who live, learn or work in Enfield from ethnic minorities should benefit from this initiative.

Keep people safe from domestic abuse: In the 2018 Stonewall Report, 28% of trans respondents had experienced domestic abuse in the last 12 months. This objective will positively impact trans people in Enfield, by ensuring that our work to tackle domestic abuse is inclusive of the needs of Trans communities by including Trans-specific issues in our publicity campaigns and training, we can encourage reporting and intervene where possible to prevent domestic abuse.

Promote safe, cohesive communities and tackle hate crime: This objective will have a positive impact on trans people, by tackling extreme behaviour, encouraging the reporting of hate crime and ensuring victims are supported through the criminal justice system.

Mitigating actions to be taken

The Fairer Enfield policy will positively impact trans people who live, learn and earn in Enfield.

Marriage and Civil Partnership

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

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

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

The policy will have a positive impact on people of all marital statuses as it will encourage staff to consider the impact of their service delivery on different groups. The policy also reinforces the Council's commitment to fulfil the Public Sector Equality duty and work to tackle discrimination, advance equality of opportunity of foster good relations between people of different marital status. It sets out who is accountable for this work and how it is monitored and reviewed.

Mitigating actions to be taken

The Fairer Enfield policy will positively impact people regardless of their marital

status.

Pregnancy and maternity

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

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

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

Fairer Enfield will have a positive impact on pregnancy and maternity, as it will encourage staff to consider the impact of their service delivery on people who are pregnant or in the maternity period. Between July 2019 – July 2020, the number of births where Enfield is the usual residence of the mother was 3,356.⁵

The policy also reinforces the Council's commitment to fulfil the Public Sector Equality duty and work to tackle discrimination, advance equality of opportunity and foster good relations. This should empower pregnant staff to highlight if they feel they are being discriminated against based on their pregnancy.

It also formally recognises the Council's staff groups and encourages managers to grant remittance from work to attend these groups, which may be relevant as women into leadership will offer support and guidance for women who have gone through pregnancy. The policy also reinforces their right to reasonable adjustments. It sets out who is accountable for this work and how it is monitored and reviewed.

Mitigating actions to be taken

The Fairer Enfield Policy will positively impact people who are pregnant or in the maternity period.

Race

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

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

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

Enfield is a diverse borough. Based on 2019 Enfield Ethnicity estimates, residents from White British backgrounds make up 35% of Enfield's inhabitants with other

⁵ ONS 2020

White groups at 23%, Other Ethnic Groups at 5%, Mixed Groups at 6%, Asian Groups at 11% and Black groups at 18%. The 'Other White' group is composed largely of Greek and Turkish Cypriots and Turkish ethnicities.

The policy will have a positive impact on people of different races as it will encourage staff to consider the impact of their service delivery on different ethnicities. The policy encourages staff and residents to value diversity and respect each other. The policy also reinforces the Council's commitment to fulfil the Public Sector Equality duty and work to tackle discrimination, advance equality of opportunity and foster good relations between different races. The policy also sets out the benefits of having a diverse workforce that represents the community it serves. It also formally recognises the Council's staff groups and encourages managers to grant remittance from work to attend these groups, which may be relevant for people who would like to attend the Ethnic Minority Network meetings.

Overcome racism in Enfield: This objective states the actions that Enfield Council will undertake to overcome racism in Enfield and reduce the inequality that ethnic minorities experience in housing, education, employment, health and criminal justice.

- We will empower our ethnic minority communities by delivering an annual programme of educational, challenging and inspiring events celebrating ethnic minority communities and working with our schools to create a diverse and anti-racist curriculum.
- By working to better understand the overrepresentation of young Black men in mental health in-patient services, this will particularly benefit young Black men and their families by supporting patients to access early intervention services.
- National analysis found that 12-18% of ethnic minority communities were struggling financially before the Covid-19 pandemic, compared to 5% across the population.⁶ We can act through our work to improve access to benefit and debt advice for all residents and by helping ethnic minority-owned businesses to thrive, through our procurement processes and by providing local support to small and medium (SME) businesses.
- The Public Health Team are implementing recommendations from Public Health England's *Beyond the Data* report, this will positively impact people from ethnic minorities by reducing the disproportional impact of Covid-19.
- The policy will help to reduce the systemic discrimination experienced by Gypsy, Traveller and Roma communities and address inequalities in education and healthcare.
- By increasing the representation of ethnic minorities in leadership roles, this will have a positive impact on ethnic minorities working for the Council and living in the borough, as it will increase their representation in key decision making.

Deliver positive interventions to reduce serious youth violence: Enfield continues to suffer high levels of serious youth violence and there is local evidence

⁶ <https://www.ippr.org/blog/minority-ethnic-groups-face-greater-problem-debt-risk-since-covid-19>

that Black young people in particular are over-represented in youth convictions. The actions to support young people to prevent them from being drawn into gangs, will likely involve investing in youth services and programmes. This will particularly benefit Black people aged 10-17 living in deprived areas, as well as their family and community members.

Increase the number of residents affected by SEND in paid employment: This objective will positively impact people from ethnic minorities with learning difficulties, who want to gain paid employment.

Improve the wellbeing and celebrate the contribution of our Lesbian, Gay, Bi and Trans Communities: This objective will positively impact LGBT people from ethnic minorities.

Work with our partners to mitigate the impact of Covid-19 on Children and Young People's mental health and wellbeing: This objective will positively impact young people from ethnic minorities in Enfield. The Marmot Review shows that the proportion of students estimated to need intensive-catch-up support was higher in schools with higher proportions of students from ethnic minorities, which reflects that a higher proportion of ethnic minorities live in deprived areas.⁷ We will work with schools to mitigate, as far as possible, the disproportionate impact of the Covid-19 lockdowns on the educational attainment of children and young people in low income families.

Keep people safe from domestic abuse: This objective will supported women in isolated communities, including those in Gypsy, Traveller and Roma communities, to access support and services to prevent and tackle domestic abuse, including women's refuges.

Promote safe, cohesive communities and tackle hate crime: This objective will have a positive impact on ethnic minorities in Enfield, by tackling extreme behaviour, encouraging the reporting of hate crime and ensuring victims are supported through the criminal justice system. This will reduce the risk of crime against people from ethnic minorities. The objective will benefit Gypsy, Roma and Traveller communities, by promoting good relations between Gypsy, Roma and Traveller communities and the wider community we can reduce harassment and discrimination towards Gypsy, Roma and Traveller communities. The objectives also includes an action to work with all Enfield faith communities to promote peace, mutual understanding and respect and to support and encourage others to do likewise, which will positively impact on people from ethnic minorities of all religions.

Mitigating actions to be taken

⁷ The National Foundation for Educational Research. The challenges facing schools and pupils in September 2020

The Fairer Enfield policy will positively impact people from ethnic minorities in Enfield.

Religion and belief

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

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

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

The Fairer Enfield policy will have a positive impact on people of different religions and beliefs, as it will encourage staff to consider the impact of their service delivery on different religions. The policy encourages staff and residents to value diversity and respect each other, the policy specifically reiterates the importance of freedom of religion. Fairer Enfield also reinforces the Council's commitment to fulfil the Public Sector Equality duty and work to tackle discrimination, advance equality of opportunity and foster good relations between people with different faith systems or beliefs.

Overcome racism in Enfield: This objective includes action to provide support and information to ethnic minorities to help decrease the disproportionate impact of Covid-19. To deliver this action, the Public Health Team have engaged the local Faith Forum with fortnightly public health briefings, education and awareness raising and to understand cultural and religious factors that may influence adherence to government advice. This will help us to ensure that our support positively impacts people of different religions and beliefs.

Promote safe, cohesive communities and tackle hate crime: Islamophobic hate crime is the highest proportion of the hate crime strands in Enfield; with 874 offences recorded over the year to December 2020.⁸ This objective will positively impact people of different religions and beliefs, as we will work with Enfield's faith communities to promote peace, mutual understanding and respect and to encourage and support others to do likewise. We will also create community spaces to promote cohesion and cultural celebrations, which will enable us to celebrate the different religions and beliefs of people in Enfield. These actions will help to reduce the risk of hate crimes motivated against religions or beliefs.

Mitigating actions to be taken

⁸ <https://www.met.police.uk/sd/stats-and-data/met/hate-crime-dashboard/>

The Fairer Enfield policy will positively impact people of different religions and belief in Enfield.

Sex

Sex refers to whether you are a man or woman.

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

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

The Fairer Enfield policy will have a positive impact on men and women as it will encourage staff to consider the impact of their service delivery on different genders. The policy also reinforces the Council's commitment to fulfil the Public Sector Equality Duty and work to tackle discrimination, advance equality of opportunity and foster good relations.

This should empower staff to highlight if they feel they are being discriminated against based on their gender. It also formally recognises the Council's staff groups and encourages managers to grant remittance from work to attend groups, such as the Women into Leadership, which covers topics particularly affecting women and offers support, helping the organisation address longstanding inequality experienced by women in work which is apparent at a national level. Fairer Enfield also sets out who is accountable for this work and how it is monitored and reviewed.

Increase the number of residents affected by SEND in employment: This objective should positively impact both men and women.

Improve the wellbeing and celebrate the contribution of our Lesbian, Gay, Bi and Trans Communities: This objective should positively impact LGBT people of both genders. By effectively monitoring gender identity we can understand the needs and experiences of LGBT people in Enfield, so that we can ensure that our policies and services are LGBT inclusive.

Provide access to support services and networks to reduce social isolation: Academic research states that men are more likely to be socially isolated than women. This objective will support people of both genders to socially connect through social prescribing, volunteering and befriending initiatives, employment and through the voluntary and community sector organisations, and may particularly benefit men given that they are more likely to be socially isolated, according to academic research.

Overcome racism in Enfield: This objective will help to reduce the structural inequality experienced by ethnic minorities of both genders in Enfield. The objective specifically looks at reducing the overrepresentation young Black men in

mental health in-patient services. By focusing on early intervention and support, this will positively impact their family members of both genders.

Deliver positive interventions to reduce serious youth violence in Enfield:

Research shows that males commit more serious violence than females; 76% of homicides are committed by males and 87% of weapons users are male. This objective will have a positive impact on male and females, by better supporting young people to prevent them being drawn into gangs, crime and serious violence. We will prioritise investment in youth services, increase mutual trust between young people, communities and the police and support employment opportunities for young people who are NEET.

Keep people safe from domestic abuse: The objective includes a specific focus on women, through working with our partners to deliver our Violence against Women and Girls Strategy. This is because women are twice as likely to experienced domestic abuse than men. However, this objective will benefit both men and women, by enhancing our quick response to concerns through our dedicated multi-agency domestic abuse to reduce risks and ensure the safety of vulnerable adults and their children. We will also work with our schools to develop our approach on how we educate boys and girls on healthy relationships, consent, gender equality and staying safe online.

Mitigating actions to be taken

The Fairer Enfield policy will positively impact both men and women in Enfield.

Sexual Orientation

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

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

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

The Fairer Enfield policy will have a positive impact on our LGBT communities, as it will encourage staff to consider the impact of their service delivery on residents of different sexual orientations. Fairer Enfield encourages staff and residents to value diversity and respect each other. The policy also reinforces the Council's commitment to fulfil the Public Sector Equality duty and work to tackle discrimination, advance equality of opportunity and foster good relations between people with different sexualities.

Increase the number of residents affected by special educational needs and

disabilities (SEND) in paid employment: This will have a positive impact on LGBT people with learning difficulties who want to gain and sustain paid employment.

Improve the wellbeing and celebrate the contribution of our Lesbian, Gay, Bi and Trans Communities: This objective specifically focuses on ensuring that LGBT people who live, learn and earn in Enfield feel valued, included and safe. It is estimated that the LGB population in Enfield may be anywhere between around 6,677 and 33,387.

- By monitoring sexual orientation, we can understand the needs and experiences of LGBT people in Enfield to ensure that our services and policies are LGBT inclusive.
- Furthermore, by ensuring that we celebrate LGBT events and developing an LGBT inclusive workplace, we can ensure LGBT people feel value, safe and included.
- The School Report,⁹ published by Stonewall in 2017, demonstrated the need to further support LGBT young people to reach their full potential. Nearly half of LGBT pupils are bullied for being LGBT at school. Therefore, by working with schools to tackle homophobic and biphobic bullying and better supporting the mental health of LGBT students, this objective will have a positive impact on their wellbeing.

Provide access to support services and networks to reduce social isolation:

This should have a positive impact on LGBT people at risk of social isolation. We must be mindful that this work is not solely focused around elderly people, and that other groups who are vulnerable to social isolation, such as LGBT people, are also considered in this work. Through our commitment to ensure that our policies are LGBT inclusive, this will ensure that any actions to reduce social isolation will consider how to support LGBT people in Enfield.

Keep people safe from domestic abuse: In England, it is estimated that more than 1 in 4 gay men and lesbian women and more than 1 in 3 bi people experience at least one form of domestic abuse since the age of 16.¹⁰ This objective will have a positive impact on LGBT people, we will ensure that our work to tackle domestic violence and abuse is inclusive of the needs of LGBT communities by including LGBT-specific issues as part of our publicity campaigns and through ensuring LGBT-specific issues are considered as part of all training on domestic violence and abuse.

Promote safe, cohesive communities and tackle hate crime: This objective will have a positive impact on LGBT people. We will tackle extreme behaviour, encourage the reporting of hate crime and ensure that victims are supported through the criminal justice system, this will help reduce the risk of crime against LGBT people.

⁹ <https://www.stonewall.org.uk/school-report-2017>

¹⁰ http://www.galop.org.uk/wp-content/uploads/Galop_RR-v4a.pdf

Mitigating actions to be taken

The Fairer Enfield policy and objectives will have a positive impact on people in Enfield, regardless of their sexual orientation.

Socio-economic deprivation

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

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

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

Although it is not stated in legislation as a protected characteristic, Enfield is going beyond its statutory duties under the 2010 Equality Act by seeking to also implement the Act's socio-economic duty (Part 1 Section). We commit to treating everyone equally regardless of socio-economic status and will work to eliminate discrimination and disadvantage caused by a person's socio-economic status.

In 2019 we set up an independent commission to better understand poverty and inequality in the borough. The Commission, chaired by Baroness Tyler of Enfield, listened to the experiences of local people. The Commission made 27 recommendations for the Council and our partners to act on to make Enfield a fairer place.

As part of the policy we commit to ensuring that we use commissioning and procurement of services as a tool to reduce inequality across the borough, including by encouraging commissioned services to pay the living wage and also by other initiatives which provide social value, such as offering apprenticeships to local people.

Increase the number of residents affected by SEND gaining and sustaining paid employment: Residents with SEND are disproportionately impacted by unemployment. Enfield's employment rates for people affected by disabilities are lower than the national average. This objective will help to increase the number of people with SEND to gain an sustain paid employment.

Work with our partners to mitigate the impact of Covid-19 on Children and Young People's mental health and wellbeing: This objective will benefit children and young people from low income families, as findings from the Marmot Review show that children in the most deprived areas in UK are 4-6 months further behind their peers because of school closures.¹¹ Therefore, we have included an action to

¹¹ <http://www.instituteofhealthequity.org/resources-reports/build-back-fairer-the-covid-19-marmot-review/build-back-fairer-the-covid-19-marmot-review-full-report.pdf>

work with schools to mitigate, as far as possible, the disproportionate impact of Covid-19 lockdowns on young people from low income families' educational experience.

Deliver positive interventions to reduce serious youth violence in Enfield:

Poverty is a risk factor for involvement in youth crime, a British Crime survey shows that people on lower incomes are over-represented as both the victims and perpetrators of crime,¹² and in Enfield offences are concentrated in the poorest Wards. We will take an early intervention approach to reduce serious youth violence and ensure that young people and families from different backgrounds within our community know how to access support for themselves, and their peers, and seek help when the need it to stop problems escalating and causing distress. Furthermore, young people who are not in education, employment and training are more at risk of being involved in youth crime. We will reduce this risk by encouraging and supporting local businesses and employers to provide training, apprenticeships and employment opportunities to young people who are not in education, training or employment (NEET).

Overcome racism in Enfield: Many businesses in Enfield and residents have been financially impacted by the Covid-19 crisis, we want to support ethnic minority owned businesses to thrive, through our procurement processes and by providing local support to small and medium businesses.

Mitigating actions to be taken.

By recognising socio-economic status as a protected characteristic, Fairer Enfield reaffirms our commitment to treat everyone equally regardless of socio-economic status and we will work to eliminate discrimination and disadvantage caused by a person's socio-economic status.

SECTION 4 – Monitoring and Review

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

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

¹²<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/crimeinenglandandwalesannualtrendanddemographicstables>

The Fairer Enfield Policy will be periodically reviewed and updated to reflect changing needs, new strategies or organisational restructure. This review will be undertaken by the Corporate Strategy Service and presented to the Corporate Equalities Board for review.

The progress in delivering on our equalities objectives will be assessed annually by the Corporate Equalities Board, supported by the Corporate Strategy Service and the Knowledge and Insight team and updated every four years, in line the Public Sector Equality Duty.

As part of our Public Sector Equality Duty, we publish an annual [Equalities Report](#). This report examines progress on equalities targets; reviews the inequalities which persist across Enfield and demonstrates our commitment to overcoming these challenges. The report includes our workforce review which outlines the makeup of our workforce by ethnicity, age, disability and gender. It also shows how these groups are represented across different pay scales and includes the annual gender pay gap.

Progress against the objectives set out in this policy will be reviewed in this annual Equalities Report, following its approval. A review of progress against the objectives one year on from the policy approval will be contained in the 2021 annual report, scheduled for publication in early 2022.

The the Council benchmarks itself against several external resources. As an employer the Stonewall Workplace Equality Index is used to measure progress on Lesbian, Gay, Bi and Trans inclusion. The council is disability confident employer and we also use our staff equality monitoring data to benchmark ourselves against other London Boroughs. As a service provider we compare ourselves against other Local Authorities and use the Equality Framework for Local Government (EFLG) to review and improve performance across key performance areas which include knowing your communities; leadership, partnership and organisational commitment; involving your communities; responsive services and customer care; as well as a skilled and committed workforce.

The policy sets out clear governance arrangements showing accountability for delivery of the policy.

SECTION 5 – Action Plan for Mitigating Actions.

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

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