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EQUALITIES BOARD

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

Please click [HERE](#) to view a livestream of the meeting.

Membership:

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

AGENDA – PART 1

1. WELCOME & APOLOGIES

2. DECLARATIONS OF INTEREST

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

3. MINUTES OF THE PREVIOUS MEETING (Pages 1 - 6)

To agree the minutes of the Equalities Board meeting held on the 16th February 2021.

4. UPDATE ON EPIC - ONE YEAR ON

To receive an update on the 27 recommendations.

5. OVERCOME RACISM IN ENFIELD

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

1. Celebrate and promote the rich diversity of the borough by supporting an annual programme of educational, challenging and inspiring events celebrating ethnic minority communities.
2. Support Enfield's schools in their work to deliver a diverse and inclusive curriculum that educates children and young people on systemic racism and our local diverse history.
3. Work with our partners to reduce discrimination experienced by Gypsy, Traveller and Roma communities in accessing education, healthcare and service provision.
4. Increase the representation of Black and ethnic minorities in leadership positions across the Council's workforce, so that it is proportionately representative of Enfield's ethnic minority population by 2030.

6. SUSTAINABLE AND ETHICAL PROCUREMENT POLICY

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

7. DATE OF NEXT MEETING

To note that the next Equalities Board is scheduled to take place on Tuesday 7th September 2021.

MINUTES OF THE MEETING OF THE EQUALITIES BOARD HELD ON TUESDAY, 16TH FEBRUARY, 2021

MEMBERS: Councillors Lee David-Sanders (Deputy Leader of the Opposition), Ergin Erbil (Chair) (Associate Cabinet Member (Non-geographical based)), Margaret Greer (Vice Chair), Charith Gunawardena, Ayfer Orhan and Jim Steven

Community Representatives:

Chandra Bhatia – Enfield Racial Equality Council
Ben Ingber – Age UK Enfield
Mark Warwick – Enfield Carer’s Centre
Tim Fellows – Enfield LGBT Network
Ginnie Landon – Enfield Women’s Centre
Nick Chanda – Enfield Faith Forum

Officers: Harriet Potemkin, Head of Strategy and Policy, Lucy Nasby, National Management Trainee, Glenn Stewart, Assistant Director of Public Health, Dominic Millen, Group Leader, Transport Planning and Policy, Richard Eason, Healthy Streets Programme Director, Andy Ellis, Governance and Scrutiny Officer.

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

19. WELCOME AND APOLOGIES

The Chair welcomed everyone to the meeting. Apologies for absence were received from Cllr Lappage and Kayhan Ali, The Young Mayor. Nevaeh West-Lawson, The Deputy Young Mayor was in attendance.

20. DECLARATIONS OF INTEREST

No declarations of interest were received.

21. MINUTES OF THE MEETING HELD ON 2 DECEMBER 2020

The minutes of the meeting held on 2 December 2020 were agreed.

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22. INCLUSIVE TRANSPORT

Dominic Millen gave a presentation on Inclusive Transport and highlighted the following.

- 1) A map of the borough indicated that poor air quality is highest around main routes.
- 2) The types of pollution were noted, particulate matter such as PM10 is associated with petrol and diesel engines but reduces as engines become cleaner. Transport accounts for 39% of the borough's carbon emissions. The Council has an Air Quality Action Plan containing 40 actions.
- 3) To assist in reducing the reliance on motor vehicles, strategic walking and cycling routes have been established along key corridors in Enfield.
- 4) Low Traffic Neighbourhoods (LTNs) have been established to relieve traffic congestion in residential areas. Two have already been delivered (Fox Lane and Bowes) which compliment the strategic walking and cycling routes. Each scheme has included an equalities assessment.
- 5) 14 School Streets are now in place, preventing private cars from using roads in the immediate area of the school during a timed period each day.
- 6) Access to transport across the borough indicated that Edmonton Green and Enfield Town are well served by transport hubs, including buses and trains. However, some other densely populated areas in the North East of the borough have less provision.
- 7) Buses are moving to a low/zero carbon fleet and remain the most accessible transport with low floors.
- 8) A number of rail and underground stations in Enfield provide step-free access and plans are being developed for further work in this area.
- 9) Active and sustainable transport results in inclusive transport. 33% of households in Enfield do not have access to a car. Walking and cycling is low cost with well documented health benefits. Free travel is available in London for the Under-18s and the Over-60s.
- 10) Some of the challenges include reviewing bus to bus interchanges to ensure an accessible journey for passengers with mobility issues. Step-free access at Palmers Green and Silver Street Railway Stations is being considered but there is little funding nationwide for this type of project.

The Chair thanked Dominic Millen for the presentation, especially for expanding the scope at short notice. Cllr Erbil noted the need to address inequalities within transport provision and gave examples of poor air quality along main roads and a lack of transport in the North East of the borough.

Members of the Board were then asked for any questions and comments.

- 11) In response to a question relating to a possible LTN in Edmonton, it was clarified that no specific site had yet been identified.

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- 12) A comment was received that it is important to win the hearts and minds of residents in respect of LTNs, which may make them more receptive to proposals. It was also noted that before considering new LTNs the outcomes from the pilot schemes should be measured. In response it was noted that communications are constantly being reviewed and the current LTNs would be used as pilots for future schemes. This would assist the Equality Impact Assessments which will continue to be reviewed throughout the design process and the trials.
- 13) There was a discussion on the term 'Rat-run' and it was commented that local drivers would use alternative routes to attempt to avoid heavily congested main roads. As traffic levels return to normal following lock-down, these problems will inflate and bus journey times will increase.
- 14) The Chair commented that measures to reduce the number of vehicles on the road are needed and this has been debated in great depth at Full Council meetings.

The Chair thanked Officers for their input.

23. COVID-19 UPDATE

Glenn Stewart, Assistant Director of Public Health, gave a presentation on the latest position regarding COVID -19 in Enfield. Board Members were asked to note that the data is updated regularly.

- 1) It was highlighted that there is a downward trend in infectious cases across London, including Enfield. The ward with the highest number of infectious cases was Haselbury. 29 COVID -19 related deaths had been recorded in Enfield over the previous week.
- 2) Over 50,000 first dose vaccines and 3,000 second dose vaccines had been administered to date in Enfield. This was noted as a positive direction of travel
- 3) Detail was given on the number of deaths/100,000 people in the borough. It highlighted that the death rate in the Bangladeshi community was high although the number of deaths was relatively low.
- 4) Over 600 people have declined a vaccination. This is constantly being reviewed in relation to age and ethnicity. This is more prevalent in the south and east of the borough, areas where most deaths from the virus have occurred.
- 5) It was highlighted that it is vital to ensure all ethnic groups are encouraged to have a vaccination. Allowing the virus to thrive within community groups will potentially lead to a further wave of infection.
- 6) To discourage vaccine hesitancy, all agencies are working in collaboration, NHS, local authorities, charities and community groups.
- 7) Social media posts are being devised in relevant languages to promote take-up.
- 8) Accessibility to vaccines for residents with disabilities is being reviewed. A new vaccination hub at Chase Farm Hospital is available

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for disabled people who can attend with their care as appropriate. Transport provision is also being considered.

The Chair noted that language can be an issue, especially for elderly residents for whom English is not their first language, especially when receiving health related messages. There should be a ward by ward targeting process in place. The Chair asked Board Members for any comments or questions.

- 9) In response to a question relating to large numbers of ethnic minority group residents not being registered with a GP, it was confirmed that specific groups are being targeted to improve this situation. A public event is being held on 9 March, with translators available, to help in this area.
- 10) It was noted that traveller communities and the homeless will receive support to ensure vaccine provision is taken up.
- 11) It was confirmed that vaccine decliners currently account for less than 1% of those eligible. A higher and more significant number is those who have failed to respond to an invitation to be vaccinated.
- 12) Multi-agency work would be helpful in reaching out to the homeless, to encourage vaccination.
- 13) A review of work with short-term tenants would be raised.
- 14) The eastern corridor, especially Ponders End could be targeted and possibly the mosque could be used as a vaccination centre.
- 15) In conclusion, Members of the Board noted that language barriers should be removed and vaccinations should be easier and more accessible to all groups.

The Chair thanked Glenn and colleagues for their excellent work to date.

24. FAIRER ENFIELD POLICY

Harriet Potemkin and Lucy Nasby went through their presentation and highlighted the following.

- 1) The draft document includes 8 equalities objectives and is scheduled for Full Council in March.
- 2) The draft has been before the Equalities Board previously and engagement has also place with staff, trade unions and community groups. In total, 213 people took part in this process.
- 3) Case studies from Brighton and Bristol have been reviewed to ensure best practice is undertaken.
- 4) The policy will promote, support and develop a diverse workforce.
- 5) The term BAME will not be used, reference will be made to specific ethnic groups.
- 6) The Executive Management Team (EMT) will provide leadership, with greater accountability and strengthened governance.
- 7) There will be more focus on tackling serious youth violence and the mental health of young people.

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- 8) Specific work will be undertaken to consider racism against the Gypsy, Roma and Traveller Communities.
- 9) The Council's role as a community leader will include promoting the community and voluntary sector and working with groups, individuals and organisations to provide culturally specific services, with equalities firmly embedded in those relationships and projects.
- 10) The draft equalities objectives for 2021-2025 were provided.
- 11) The final document will go before Full Council in March, for approval. An action plan will be devised in April and further updates to the Equalities Board will be on-going. Progress will be published in the Annual Report for 2021 at the end of the year.

The Chair invited comments and questions from Board Members

- 12) In response to a question it was confirmed that a holistic approach would be taken to ensure that each of the ambitious objectives are embedded throughout the Council's work. Equality in Every Policy is a growing principle within the Authority.
- 13) It was confirmed that a timeline and Action Plan are being developed which will inform the Equalities Board of progress.
- 14) It was suggested that to consider the effects of COVID-19 and the economic impact on BAME groups, there should be more informal meetings and workshops next year.
- 15) The Equality Impact Assessment is detailed but reference to specific events can be tokenistic, Black History Month or LGBT+ Month, therefore the policy should emphasise our commitment throughout the year.
- 16) There needs to be more consistency and careful use of language. It was confirmed that the 'Black on Board' initiative is an external training and development programme. It was confirmed that the report to Full Council should refer to ethnic minorities rather than BAME. This would be checked for accuracy.
- 17) It was noted that it would be important to keep the document live by working on it continually, between meetings. The Chair asked all Board Members to continue to provide input.

25. FORWARD PLAN FOR FUTURE MEETINGS

Potential items for future meetings were provided:

April

- Sustainable Ethical Procurement Policy
- Fair Trade Community Status
- Impact of COVID-19 on local businesses and the local economy

June

- Mental Health and Wellbeing

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- Delivering positive interventions to reduce youth crime in Enfield
- COVID-19 update

September

- Annual workforce report
- Encouraging the reporting of hate crime and reducing repeat incidents

December

- Equality and Diversity Annual Report
- Affordable homes in Enfield

These items would be reviewed throughout the new municipal year.

26. ANY OTHER BUSINESS

- 1) A comment was received that the figures relating to hate crime on page 67 of the agenda pack were incorrect. This would be discussed with the Community Safety Unit.

ACTION: Harriet Potemkin

27. DATES OF FUTURE MEETINGS

The date of the next meeting was confirmed as 28th April 2021.