



Stacey Gilmour
Governance Officer
Direct: 020 8132 1383

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

EQUALITIES BOARD

Wednesday, 1st December, 2021 at 7.00 pm in the Conference Room, Civic Centre, Silver Street, Enfield, EN1 3XA

Membership:

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

AGENDA – PART 1

1. WELCOME & APOLOGIES

2. DECLARATIONS OF INTEREST

3. MINUTES OF THE PREVIOUS MEETING (Pages 1 - 10)

To agree the minutes from the Equalities Board meeting on the 7th September 2021.

4. AFFORDABLE HOUSING (Pages 11 - 24)

To update the Board on how the Council is providing affordable family-sized homes to buy and rent.

5. DRAFT LOCAL PLAN (Pages 25 - 32)

To update the Board on proposals in the draft Local Plan.

6. KEEP PEOPLE SAFE FROM DOMESTIC ABUSE (Pages 33 - 56)

To update the Board on actions, in our Fairer Enfield Policy, to keep people

safe from domestic abuse.

7. EQUALITIES BOARD DRAFT FORWARD PLAN 2021/22 (Pages 57 - 58)

To note the Equalities Board Draft Forward Plan for 2021/22

8. DATE OF NEXT MEETING

To note that the next Equalities Board meeting is scheduled to take place on Tuesday 8 February 2022.

MINUTES OF THE MEETING OF THE EQUALITIES BOARD HELD ON TUESDAY, 7TH SEPTEMBER, 2021

MEMBERS: Councillors Clare De Silva, Achilleas Georgiou, Margaret Greer and Ayfer Orhan

Community Representatives:

Tim Fellows – Enfield LGBT Network
Bevin Betton – Enfield Racial Equality Council

Officers: Doug Wilson, Head of Strategy, Service Development & Resources, People, Harriet Potemkin, Head of Policy & Strategy, Lucy Nasby, Strategy & Policy Manager, Duduzile Sher Arami, Acting Director of Public Health, Mark Tickner, Senior Public Health Strategist, Debbie-Ann Ofosuware, Public Health Practitioner, Tinu Olowe, Director of Human Resources & Organisational Development, Glyn Drew, Head of Employee Experience, Stacey Gilmour, Governance Officer

Also Attending: Jo Ikhelef, Chief Executive Officer, Enfield Voluntary Action

1. WELCOME AND APOLOGIES

As the Chair, Councillor Ergin Erbil, was unable to attend the meeting, Councillor Margaret Greer (Vice-Chair) chaired the meeting. Councillor Greer welcomed everyone to the meeting and introductions were made.

Apologies for absence were received from Councillor Erbil, Councillor Akpinar, Ben Ingber (Age UK Enfield), Ginnie Landon (Enfield Women's Centre) and Nnenna Anyanwu (Citizen's Advice Enfield).

Kerree Ahern, Programme Manager, North Central London Clinical Commissioning Group (CCG) had hoped to attend the meeting but was unfortunately now unable to so her apologies were also noted.

2. DECLARATIONS OF INTEREST

There were no declarations of interest registered in respect of any items on the agenda.

3. AGREE THE MINUTES OF THE LAST MEETING ON 15TH JULY 2021

The Board agreed the minutes of the last meeting held on the 15th July 2021.

4. ENFIELD VOLUNTARY & COMMUNITY SECTOR RESPONSE TO THE PANDEMIC

EQUALITIES BOARD - 7.9.2021

Doug Wilson (Head of Strategy, Service Development & Resources, People) provided an update on Enfield Voluntary & Community Sectors' Response to the Pandemic.

A new Voluntary & Community Sector offer was commissioned in 2017 and background information was provided regarding the activity and work undertaken over the past 3 to 4 years with Voluntary Sector Partners. This focused on various aspects including:

- Accessible Information/Advice and practical support
- Supporting informal (unpaid) carers
- Independent living
- Advocacy to ensure the voice of local people is heard
- Supporting appropriate discharge from hospital
- Supporting vulnerable people to manage housing and other practical tasks associated with daily living
- And new this year, a service supporting people to better self-manage long term conditions.

The update given highlighted the following:

Lead Voluntary & Community Sector Providers

These include:

- Enfield Connections
- Enfield Carers Centre
- Age UK Enfield
- Enfield Disability Action
- Alpha Care – (supporting people leaving hospital who are able but may live alone)
- Riverside – (assisting with practical tasks to help maintain tenancy)
- Enfield Voluntary Action – (support for a whole range of different things, especially during the pandemic. For example, shopping, collection and delivery of prescriptions etc.)

Impact of the Pandemic & Response

There had been an increased demand in many areas including:

- Basic emergency needs, food, hot food, shopping, prescriptions and people needing social contact
- Surge in on-line activity and requests for support with technology
- Increasing numbers of people self-reporting increased levels of anxiety and depression
- Increased requests for counselling support and debt management advice

EQUALITIES BOARD - 7.9.2021

- Significant surge in carers requesting support, particularly around living with loved ones with dementia
- Increased attendance at in-person sessions since restrictions eased but more from older people than younger ill/disabled people
- All areas reporting significant increases in on-line, telephone contacts in the initial few months of lockdown which have decreased over time.

What has the Pandemic Changed

- Technology was highlighted as an area where more support was needed
- The way in which more people choose to interact so in-person versus virtual contact
- The impact of social isolation/loneliness exacerbated for many
- Older people adapted well to the pandemic – this was a testament to our Voluntary Services
- Increased pressure on informal carers
- But a more flexible response from our Voluntary Community Sector really welcomed as a critical lifeline for many vulnerable people in the community.
- Highlighted the importance of maintaining better physical and mental health, for example to avoid falls/hospital admission- Falls project through safe and connected and new long-term conditions VCS contract
- Request for befriending- telephone calls- a virtual chat over a cup of tea- these types of requests increased.
- Although many people have been keen to get out into the open world with the easing of restrictions, many have also been keen to maintain the virtual contact.
- It has been evident during the last 18 months how we have all been able to come together to serve the community and again this is testament to all the different services and partners.

Living with Covid and Learning from it

- The importance of good hygiene and infection control in all aspects of life – continuing to get this message out there
- Understanding what the new normal will look like, e.g. hybrid services like virtual day-care
- A greater appetite for trying new things, innovating and collaborating
- A better real world understanding of what personalisation really is, the importance of seeing people as individuals rather than illnesses or disabilities
- An increased focus on prevention and early intervention, what that means and how to evidence the impact.

The following questions and comments were received.

EQUALITIES BOARD - 7.9.2021

1. Councillor Orhan said that although the update was of value for her the issue was that the same things have been said for the past fifty years. We should be aware that people who are isolated live that 24/7 throughout their whole life and not just during a pandemic, and it should not have taken a pandemic to highlight these issues, which have affected many Enfield residents for years. She therefore questioned what new things have been learnt from the pandemic that were not known before, what new policies are being considered and what specific areas has the pandemic highlighted that are now essential to address for moving forward?

Doug Wilson responded that he wasn't suggesting that anything new was established during the pandemic with regards to peoples' situations. However, certain situations did become more highlighted but the response that services, partners and the wider community had provided was heartening to see. He went on to say that a key lesson learnt was that there are a huge number of people living in our community with a vast number of problems and issues, and this has highlighted the need to introduce new types of technology into peoples' lives. Ideas are now being discussed to ascertain how this can be implemented as it is vital to get better at supporting people to help them manage their conditions better, and it was acknowledged that early intervention rather than responding to a crisis is the way forward.

2. Councillor De Silva asked how the Local Authority (LA) is supporting the Voluntary Sector (VS) in terms of funding, capacity and resources?

Doug advised that the LA currently fund the VS to the sum of £2.5 million per year.

The Chair thanked Doug for his fascinating and interesting update and noted that many issues had arisen as a result of the pandemic which the Local Authority could learn from for years to come.

5. PROVIDE ACCESS TO SUPPORT SERVICES AND NETWORKS TO REDUCE SOCIAL ISOLATION

Dudzile Sher-Arami (Acting Director of Public Health) introduced the item, Social Prescription- London Borough of Enfield Public Health and provided an overview of latest developments around social prescription within the Council.

Social Prescribing is a way to help GPs and other frontline healthcare professionals to refer people to 'services' in their community instead of offering largely medicalised solutions. Often the first point of referral is a link worker who can talk to each person about the things that matter to them. Together they can produce a social as opposed to a medical prescription that will help to improve their health and well-being and address peoples' needs in a holistic way.

EQUALITIES BOARD - 7.9.2021

The Board were advised that there is currently a lot of work taking place in Enfield around Social Prescribing and Enfield Council has a facilitative role in bringing partners together to look at how we develop Social Prescribing across the borough. Funding has recently been received from the Equalities levy through the Clinical Commissioning Group (CCG) with a focus on young people at risk of becoming involved in serious youth violence.

Jo Ikhelef (CEO Enfield Voluntary Action) provided a further update, highlighting the following:

- (i) Social prescribing enables connections to non-medical activities and supports individuals to take greater control of their own health.
- (ii) It recognises that people's health is determined by social, economic and environmental factors.
- (iii) There are many partners involved including Enfield Voluntary Action (EVA), Enfield Public Health, Voluntary and Community Groups (Including Equalities Groups), North Central London NHS, plus various others.
- (iv) Citizens Advice Enfield is one of the biggest activities that EVA connects with and at the centre of all the work are the Health Champions and Link Workers.
- (v) EVA's approach is to put the Voluntary & Community Sector (VCS) at the heart of the system.
- (vi) Objectives include a community centred approach, co-production, peer support using lived experience and people in the lead.
- (vii) Methods of delivery include Health Champions, Simply Connect, volunteering, capacity building and grants programmes.
- (viii) Capacity building is a huge part of the work undertaken.
- (ix) Further information was provided on the EVA Health Champions. These are representatives of the VCS groups less engaged by the mainstream system where social exclusion and inequality has affected their health and wellbeing.
- (x) One in five GP appointments focus on wider social needs rather than acute medical issues.
- (xi) EVA funds two Citizens Advice Bureau (CAB) advisers and the Link Workers connect many people to CAB.
- (xii) Simply Connect Enfield offers a searchable online directory of over 220 activities provided by community groups in Enfield for all age groups.
- (xiii) These activities include arts and crafts, outdoors, wellbeing, social groups, theatre, employment training, counselling and many more. This directory is updated weekly with new activities and information.
- (xiv) EVA employs 4 Link Workers for Unity Primary Care Network (PCN) and Evergreen PCN. They receive referrals from GPs for individuals presenting non-medical issues and then research and connect to relevant groups, activities and services to improve their health and wellbeing.
- (xv) A Health and Wellbeing Coach is employed by EVA for Unity PCN. Their role includes setting personal goals that will improve residents' physical and mental wellbeing and they also take referrals from residents who are at high risk of developing Type 2 Diabetes and

EQUALITIES BOARD - 7.9.2021

support them in managing their own health by changing unhealthy behaviour.

- (xvi) The Link Workers specialisms are employability & women, mental health& housing, physical activity & sports, care homes & LGBTQ+ and Diabetes.
- (xvii) Information was provided on how EVA's Social Prescribing Project is funded, which includes National Lottery Funding, NHS England, Tudor Trust, Cornerstone Fund and various others.
- (xviii) EVA offers Enfield PCNs far more than a staff management role. Link Workers have access to VCS knowledge and statutory/health partners to build and shape the system.
- (xix) The whole system benefits from the resources and funding EVA levered for other programmes.
- (xx) Link Workers can identify gaps in provision, which development staff can respond to with funding applications, training and inclusion in networks responding to need.
- (xxi) If there appears to be any gaps appearing in the project ECVA will look at sourcing additional funding

Debbie-Ann Ofosuware (Public Health Practitioner) updated the Board on the Youth Alive- Social Prescribing Project, highlighting the following:

- (i) Youth Alive is a Social Prescribing Project for young people aged 10-19 in the Borough of Enfield. The project launch date is the 7th October 2021.
- (ii) The objectives are to increase physical activity in young people, positively impact the individual and community and engage with partners locally and nationally.
- (iii) EVA has appointed a new Development and Funding Advice Manager who is project managing Youth Alive (YA) from EVA's side.
- (iv) A Health Champions and Health and Wellbeing Youth Worker is also in post.
- (v) The targets set for the project are:
 - Aim to receive 135 referrals;
 - Aim to promote within schools and PCNs;
 - Aim to engage and scale up the approach across the borough
- (vi) Funding has been secured on the DOVE project funded by NCL inequalities fund. This will enable an addition of a new post of serious youth violence social prescriber

The following comments and questions were received:

1. Councillor De Silva asked for some more information around capacity building and what this involved.

Jo explained that in terms of capacity building funding is a big barrier as well as time delays as getting onto the directory takes time due to data protection, safeguarding checks etc. Funding must then be available to get the projects up and running.

EQUALITIES BOARD - 7.9.2021

2. Councillor Greer asked what plans are in place for when the current funding streams run out.

Jo advised that the Bigger Lottery Fund and Tudor Trust Fund come to an end next year, so discussions and forward thinking are now taking place regarding future funding options.

3. Councillor Greer also asked what the workload of the Link Workers was.

Jo advised that currently the Link Workers see between 200 and 250 hundred patients per year

The Chair thanked everyone for their interesting updates. It was agreed that Kerree Ahern, Programme Manager of the Enfield Training Hub of the North Central London Commissioning Group be invited to a future meeting to provide an update on Social Prescribing activities and future plans for Enfield.

Action: Harriet Potemkin/Lucy Nasby

6. IMPROVE THE WELLBEING AND CELEBRATE THE CONTRIBUTION OF OUR LESBIAN, GAY, BI AND TRANS COMMUNITIES

Tim Fellows (CEO Enfield LGBT Network) provided an update on how the LGBT Network came about, highlighting the following:

- (i) Enfield Council called the first meeting in June 2003 and the Network became a charity in September 2005.
- (ii) The two main functions for the Network are social support and representation.
- (iii) The Network now receives some funding from the Local Authority with other sources coming from elsewhere.
- (iv) Social support is provided to the following groups:
 - HIV+ Men's group
 - Women's Group
 - Youth Group
 - Tuesday Group (held in local pubs)
 - Counselling Service
 - Trans Information and Support
 - Hate Crime and Domestic Abuse reporting and support.
- (v) The Network represents LGBT+ people on many groups and boards, namely 23 Enfield Boards and 4 Pan London Boards.
- (vi) These boards cover areas such as Policing, Community Safety, Health, Sexual Health, Faith, Social Care, Voluntary Sector and Equalities.
- (vii) The Network facilitates training sessions on LGBT awareness, Trans awareness and HIV awareness.
- (viii) The Network provides most of its services from the Lancaster Centre and it also manages the centre for the use of many other VCS organisations in the borough.

Following Tim's update the following comments/questions were raised:

EQUALITIES BOARD - 7.9.2021

1. Councillor Orhan thanked Tim for his interesting update and asked if any of this invaluable work was covered within schools.

Tim explained that the organisation is mostly for over 18s with counselling support being offered to this age group. However, support is available for parents wishing to support their children, therefore guidance and advice can be provided on the best way to do this. The main youth work is carried out by The Proud Trust and Enfield Children and Young Persons' Service (ECYPS). The Proud Trust meet regularly in two different youth centres across the borough and these sessions are very well attended.

In conclusion Tim advised the Board that young people from within the LGBT Community have a much higher suicide rate hence why LGBT mental health needs to be a priority.

The Chair thanked Tim for his update and said how encouraging it was to hear of the wonderful work undertaken by the Enfield LGBT Network.

Tinu Olowe (Director of Human Resources & Organisational Development) and Glyn Drew (Head of Employee Experience) provided a further update on the work to create an LGBT inclusive workplace by delivering training to encourage an active LGBT staff network and running an 'LGBT allies' programme, which means non-LGBT staff can identify themselves as supportive individuals. This supports the culture of change that the Local Authority are trying to embed across the organisation.

Enfield Council joined Stonewall Diversity Champions in 2020 and have already benefited from their expertise in developing our HR policies and re-establishing our LGBTQ+ Staff Network.

The LGBTQ+ staff network has grown and developed over the past year with support from the Employee Experience Team and Stonewall. These staff-led network groups act as staff representatives for the council and help to make sure decisions are properly informed by diverse and representative points of view. The groups are run by their members and meet on a regular basis to inform policies, processes and training, and help all of us celebrate our diversity with events throughout the year.

Enfield Council is currently working towards the Stonewall UK Workplace Equality Index, however due to COVID 19, Stonewall have changed the normal annual submission and benchmarking index and have replaced it with a comprehensive series of Workplace Equality Index Support for 2021. This has enabled us to use this period to prepare our first submission for Stonewall accreditation during 2022.

Glyn Drew provided further information highlighting the following:

EQUALITIES BOARD - 7.9.2021

- (i) Equality is a golden thread through all the Council's learning and development starting with the corporate induction for all new recruits right through to the Leadership Development Curriculum.
- (ii) In addition to the Equality Awareness learning programmes and workshops a number of modules have been implemented specifically centred around LGBTQ+ topics. Awareness campaigns are also undertaken through Staff Matters and Culture Matters- Enfield Council's two staff magazines.
- (iii) The Council has recently launched a refreshed mentoring programme which includes a Network Mentoring stream for staff from different backgrounds to form one-to-one mutual mentoring relationships in order to gain a better understanding of cultural differences or challenges, such as LGBTQ+, disabilities, ethnicities etc.
- (iv) HR policies and processes have been reviewed in collaboration with Stonewall to identify potential for unconscious bias and make good practice improvements. HR continues to advertise job roles on LGBTQ+ job boards.
- (v) Initiatives delivered by the network include:
 - Incorporating the new LGBTQ+ flag into the Network logo and flying the flag outside the Civic Centre
 - Active Intranet and Yammer pages
 - A refresh of the LGBTQ+ magazine- Prism
 - LGBTQ+ webinars open to all staff
- (vi) A well-attended workshop was delivered by Stonewall as part of the relaunch of the LGBTQ+ staff network and to create an 'Allies' programme. An LGBTQ+ Ally badge has been introduced and used across the council.
- (vii) Promotion of pronouns to be voluntarily used within staff email signatures with a micro internet site set up explaining what pronouns are and why they are used.

Further to the updates provided, Councillor Orhan raised the following questions/comments:

- How does the work taking place in Enfield link into the Government's LGBT Action Plan?
- With regards to HR policies and procedures is there a caption that encapsulates Health and Wellbeing and is there also a policy around Mental Health and self-referral for staff?
- Really excited to hear about the Qualities Index. Can this come to the Board as soon as it is ready?

Officers responded as follows:

- (i) Work has just started with Stonewall to look at policies and procedures, and feedback will be provided to the Board in due course.
- (ii) Stonewall Equalities Index will be available in February 2022 and again this will be shared with the Equalities Board.
- (iii) Acutely aware of the importance of staff support with regards to Mental Health and Wellbeing, especially in relation to Occupational Health

EQUALITIES BOARD - 7.9.2021

provision etc. Officers are looking to strengthen this area with a strategy around Mental Health and Wellbeing.

- (iv) Training in equalities is always ongoing with staff and management teams. Bevin Betton (Enfield Race Equality Team) felt that Contractors and Sub-Contractors should also be trained with the relevant information written into contracts.
- (v) Harriet Potemkin (Head of Strategy & Policy) advised that a new Sustainable & Ethical Procurement Policy was in the process of being developed.

The Chair thanked Officers for a great presentation and commented how proud she was of the work taking place in Enfield.

7. ANY OTHER BUSINESS

NOTED:

- (i) Enfield Council's website would be updated shortly with a list of planned events taking place to celebrate Black History Month during October 2021.
- (ii) The Equalities Board Work Programme will be included as a standard item on future agendas to review and amend if necessary.
Action: Harriet Potemkin /Lucy Nasby /Stacey Gilmour
- (iii) Members requested that a Forward Plan be published for the Board's agenda. Once agreed by the Chair this would be circulated to Members.
Action: Harriet Potemkin/Lucy Nasby/Stacey Gilmour
- (iv) It was also requested that the Draft Local Plan be included on the agenda for the December meeting.
Action: Harriet Potemkin/Lucy Nasby/Stacey Gilmour

8. DATE OF NEXT MEETING

Noted and agreed the dates of the next Equality Board meetings as follows:

Wednesday 1st December 2021

Tuesday 8th February 2022

**London Borough of Enfield
Equalities Board**

1 December 2021

Subject: Provision of Affordable Family Sized Homes
Cabinet Member: Councillor Nesil Caliskan
Executive Director: Sarah Cary

Purpose of Report

1. To update on provision of affordable family sized homes s to buy and rent within the council's direct delivery programme

Proposal(s)

2. Note that the Council's target is to deliver 40% family sized homes (i.e. homes with 3 bedrooms or more) across the Housing Development programme

Relevance to the Council Plan

3. The priorities of the 2018-2022 Corporate Plan includes "Creating a lifetime of opportunities in Enfield". The provision of good quality 3 bedroom or larger homes will create the home environment families need to aspire and thrive throughout their lifetime.

Background

4. The 13th February 2019 Cabinet "Better Council Homes Workplan and Budgets 2019/20" (KD4830) decision to approve the bid for the Building Council Homes for Londoners, the HRA 30 year Business Plan 2020 (KD4969) and the Housing and Growth Strategy (KD4841) considered by Cabinet on 22th January 2020 and Council on 29th January 2020, recognise the role the Council can play in increasing housing supply in the borough – both in its role of directly delivering new build homes (or acquiring them for affordable rent) and in enabling the delivery of homes by housing associations, developers and private landowners.
5. Delivery of affordable family sized homes is an area of market failure where Council intervention is necessary if it is to meet its commitment to create a lifetime of opportunity.

Main Considerations for the Council

6. The Council's aim to build more than 3,500 homes through its housing development programme. Although delivery will differ from site to site demanding on site constraints, viability, design and other considerations, the programme wide target for family sized homes is 40% - which equates to around 1,400 homes. Summary of the family homes currently being progressed through the Council's 2016-23 programme is attached as Appendix 1. It excludes Dendridge Close

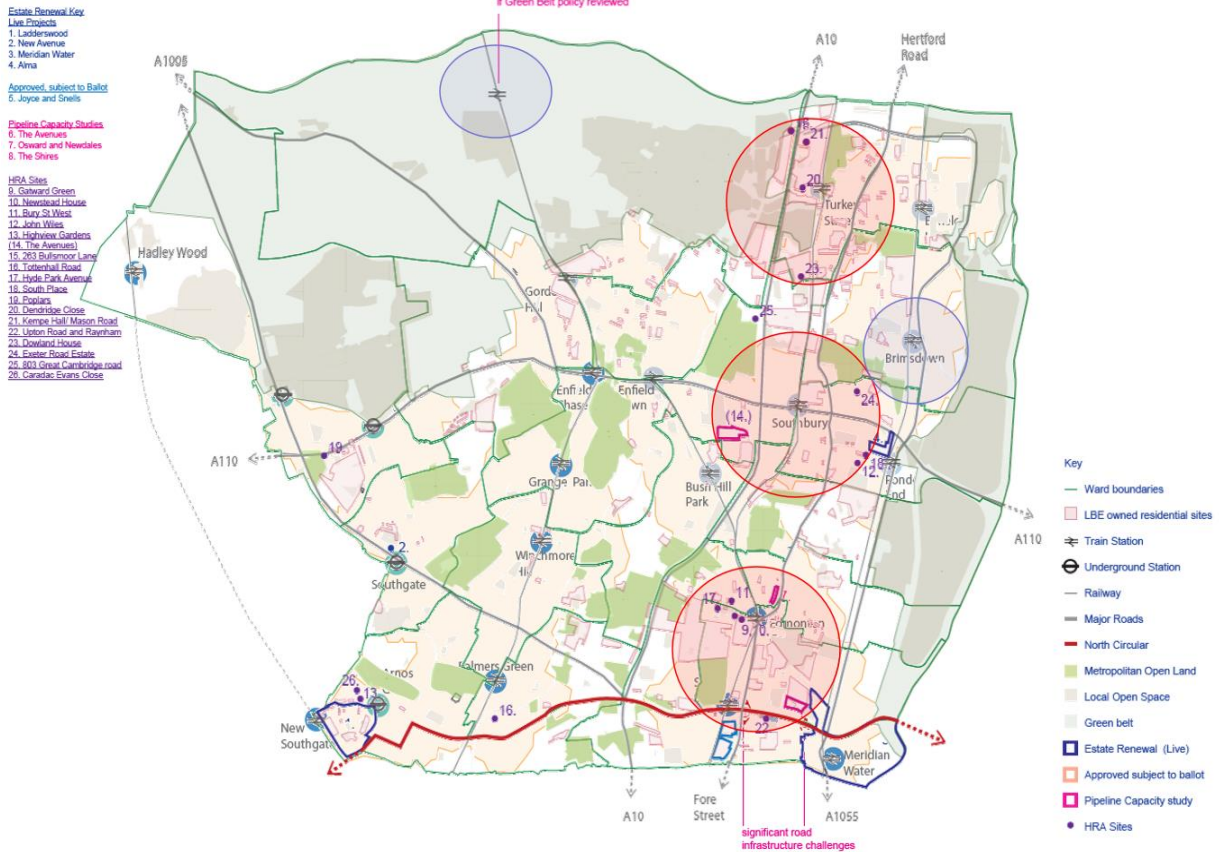
because, although family homes are proposed, the scheme has not been developed beyond initial capacity study.

7. On regeneration scheme, like Joyce & Snell's, the priority is meeting the housing need of existing tenants and leaseholders but the 40% requirement will be applied to new supply.
8. Most of the family sized homes delivered will be in affordable/social rent tenures where the need is most acute. The Local Housing Need Assessment (LHNA) 2019, published as part of the Local Plan preparation found 42.3% shortfall in 3 bedroom rented homes and this is further born out in table below, which shows that the highest demand amongst households on the Housing Register is for 3-bedroom homes:

	1 Bed	2 Bed	3 Bed	4 Bed	5 Bed	6 Bed
Under Occupation (social tenants)	73	85	5	0	0	0
Overcrowding (social tenants)	0	98	373	73	10	3
Emergency & exceptional	6	15	7	0	0	0
Homeless Households	486	1452	1466	249	34	5
PRS Overcrowding	0	2	23	14	4	0
Total Households	703	1717	1962	365	53	8

9. The biggest barrier to delivery of family sized homes is funding. Larger units cost more to build – they have more floor space, higher child yield (play requirement and education contribution) and greater private amenity space and car parking requirement. However, the funding calculations do not take into consideration the size of homes proposed.
10. Insufficient funding also makes it difficult to deliver the affordable family housing needed in shared ownership and for-sale homes, as the homes are used to cross-subsidise the affordable rent homes and, therefore, must achieve maximum sales value. This means that only 1 & 2 bedroom intermediate and for sale homes are affordable to the average Enfield household.
11. Also, the perception that larger homes must be houses or maisonettes limits opportunities to provide high quality family homes in flatted developments. Often it is the form/typology (e.g. house, maisonette or flat) of these homes rather than their functionality/liveability that dominate planning discussions. How these homes function (e.g. accessible level thresholds, wide circulation, spacious layouts, good storage provision, flexible private amenity, etc).
12. The majority of the sites in the Housing Development programme are located in the east of the borough, with 3 focus areas around Silver Street/Edmonton Green, Southbury/Ponders End, and Turkey Street stations. These are also areas of high social economic deprivation and with high demographical representation of people with protected characteristics.

Estate Renewal Mapping_Green Belt/Open Land_200505_Rev 02



13. The local letting approach, means that households on the waiting list in project catchment areas will be prioritised for the homes. In areas, like Exeter Road estate where there are only 1-bedroom and 2-bedroom flats in the existing blocks, overcrowded households will be able to bid of the new family homes with priority status – giving them a real chance to get the right sized homes they need while remaining in their community.

Conclusions

14. The Council, through its Housing Development Programme, is on track to deliver more family homes to meet the needs of Enfield residents.

15. However, funding remains a real barrier to accelerating supply to meeting ever growing need.

Report Author: Joanne Drew
 Director of Housing & Regeneration
 joanne.drew@enfield.gov.uk
 0208 379 6457

Date of report 15 November 2021

Appendix 1: Family Homes in 2016-2023 Programme



Electric Quarter, Ponders End

The council acquired 75 homes for affordable and shared-ownership, of which 22 are 3-bedroom and larger houses and flats.

Newstead House, Edmonton Green

Completing in December 2021, will provide 12 new affordable rent homes, of which 11 are 3-bedroom houses



Gatward Green, Haselbury

Completing in January 2022, will deliver 12 new affordable rent homes, of which 5 will be 3-bedroom houses

Bury Street West, Bush Hill Park

Due to complete in November 2022, will deliver 50 new homes for affordable rent and sale, of which 32 will be 3 bedrooms or larger





Exeter Road, Enfield Highway

Starting by March 2022, will deliver 129 new homes of which 58 will be 3-bedrooms or larger

Upton & Raynham, Lower Edmonton

Starting by March 2022, will deliver 134 new home of which 53 will be 3-bedroom houses and flats



Meridian Water Phase 1, Lower Edmonton

Started in March 2021, the Council has acquired 240 affordable rent homes, of which 108 will be 3-bedroom or larger.

Bullsmoor Lane, Chase

Planning submission expected in December 2021, will deliver 26 new homes of which 12 will be 3-bedrooms



This page is intentionally left blank

London Borough of Enfield

Equalities Board

1 December 2021

Subject: Meridian Water Residential & Employment update

Cabinet Member: Cllr Nesil Caliskan

Executive Director: Sarah Cary

Key Decision: N/A

Purpose of Report

1. To update the Equalities Board on the progress made to deliver new homes and jobs at Meridian Water.

Proposal(s)

2. To note the progress to date towards delivering the Council's target of 10,000 homes and 6,000 jobs at Meridian Water.

Reason for Proposal(s)

3. To update

Relevance to the Council Plan

4. Meridian Water is a key component in contributing to the vision, aims and priorities of the Council's Corporate Plan.
5. **Good Homes in well-connected neighbourhoods:** Meridian Water will contribute to the Council continuing its pioneering approach to regeneration to create thriving, affordable neighbourhoods and places, and increasing the supply of affordable, quality housing options for ownership, social rent and private rent.
6. **Safe, healthy and confident communities:** Meridian Water aims to deliver on the Council's aims to improve public health and people's well-being. Along with new homes Meridian Water will deliver community and social infrastructure; new amenity spaces and parks.
7. **An economy that works for everyone:** Meridian Water will deliver 6,000 jobs and provide local people with the skills to secure long term employment on the site.

Background – Residential Update

8. This section provides an update on progress made to date on delivering the four sites at Meridian Water that has received Cabinet authority to proceed: Meridian 1-4. Please refer to the Appendix for a plan of Meridian 1-4.

Meridian One

9. Following Cabinet approval in October 2019 and further delegated approvals in December 2019 (KD4845), the Council entered into a Development Agreement with Vistry Partnerships in December 2019 to deliver approximately 950 homes at Meridian One, including 50% affordable homes of which 50% will be Council homes at London Affordable Rents, as well as high quality new public open spaces, over 2300m² of community, leisure, retail and employment space and a new Skills Academy to train and increase opportunities for local residents in construction and the built environment.

Current Status

10. The Reserved Matters Application for the first 300 homes at Meridian One (20/03821/RM) was approved by Planning Committee on 4th May 2021 and subsequently granted on 24th May 2021. Vistry commenced piling works in August 2021 for the first construction of new homes at Meridian Water which is a significant milestone.
11. Vistry's current programme forecasts the first 46 of these 300 homes to complete late 2022/early 2023. These will be homes in Block E1 which the Council will retain for London Affordable Rent.
12. Further to approval by the Council as Landowner, Vistry will submit a full planning application for a further approximately 670 homes, non-residential spaces and public open spaces at Meridian One. The submission of this full application is expected by December 2022 and the overall completion of the development remains forecast to be delivered in summer 2026.

Meridian Two

13. In March 2020, Cabinet Authorised the selection of Vistry Partnerships as the Council's development partner for Meridian Two (KD4952) to deliver 100% affordable housing scheme of circa 250 homes and 3,000m² of Council owned commercial space at Meridian Two. Cabinet delegated authority to officers to finalise the terms and enter into the Development Agreement.

Current Status

14. Enfield Council completed and entered into a Development Agreement with Vistry on 20th October 2021.
15. Vistry entered into an agreement with Metropolitan Thames Valley Housing, a Registered Provider, to own and manage the Meridian Two homes on 20th October 2021.

16. Vistry have programmed to submit a Reserved Matters Application pursuant to the Phase 2 Outline Planning Application (19/02718/RE3), by early 2022, enabling construction to get underway later in 2022.

Meridian Three

17. The Phase 2 Business Plan (KD4953) of October 2019 authorised the commencement of soft market engagement on Co-Living and/or Student housing blocks and subsequent marketing with disposal of circa 0.5 acres.

Current Status

18. The Council now intends to take this site out to the market by spring 2022.

Meridian Four

19. On the 16th September 2020, Cabinet approved (KD5174) the Phase 2 Detailed Delivery Plan and the recommendation within it for the direct delivery of Meridian Four. Meridian Four comprises of five blocks sited to the north of the Phase 2 scheme to be delivered with commercial and community uses at ground floor and upper floors to provide Build to Rent and affordable homes.



Figure 1: Plan of Meridian Four Development Plots

Current Status

20. During 2020/21 the procurement of the professional team for Meridian Four has been progressed. The following services have been secured to date:

- | | |
|--|-----------------|
| - Project Managers | Ikon / Cast |
| - Lead Architect | KCA |
| - Quantity Surveyor | Stace |
| - Structural and Civil Engineer | Pell Frischmann |
| - Mechanical, Electrical and Plumbing Engineer | Elementa |
| - Town Planning | (Oct 21) |

21. Work started on the RIBA stages in May 2021 and a planning application is due to be submitted to the Council in Q3 2022.

22. Enfield's work establishing a borough-wide Registered Provider Framework has commenced and upon completion may be used to procure a Registered Provider partner to purchase or develop the affordable housing blocks.

23. Through the procurement of the professional services for the Meridian Four project, the team has sought to ensure that the Council's approach to promoting Equality, Diversity and capturing Social Value benefits have been captured.

24. This approach to procurement has resulted in the Council winning the 2021 LGC Award as well as being shortlisted for the National Housing Award.

Background – Employment Update

25. The Meridian Water Employment Strategy is targeting the following outcomes:

- 1. Create 6,000 permanent, high quality jobs paying London Living Wage or above, of which no less than 25% will be from local labour
- 2. Deliver 1,000 new high-quality jobs through Meanwhile Employment Uses on land intended for redevelopment and where possible ultimately rehoming these businesses on a permanent basis within the new development
- 3. Local Enfield employers to supply Meridian Water, including during its construction, with no less than 10% of all investment benefiting local employers
- 4. Deliver 1,000 construction jobs, sustained over 25 years, of which no less than 25% will be from local labour

26. Employment strategy Update

27. KPI's, data gathering and baselining of Employment Numbers is now in place with a tracker being updated quarterly, relationships with employers and contractors allow us to collect the anonymized data. The monitoring includes data on equalities, diversity and inclusion.

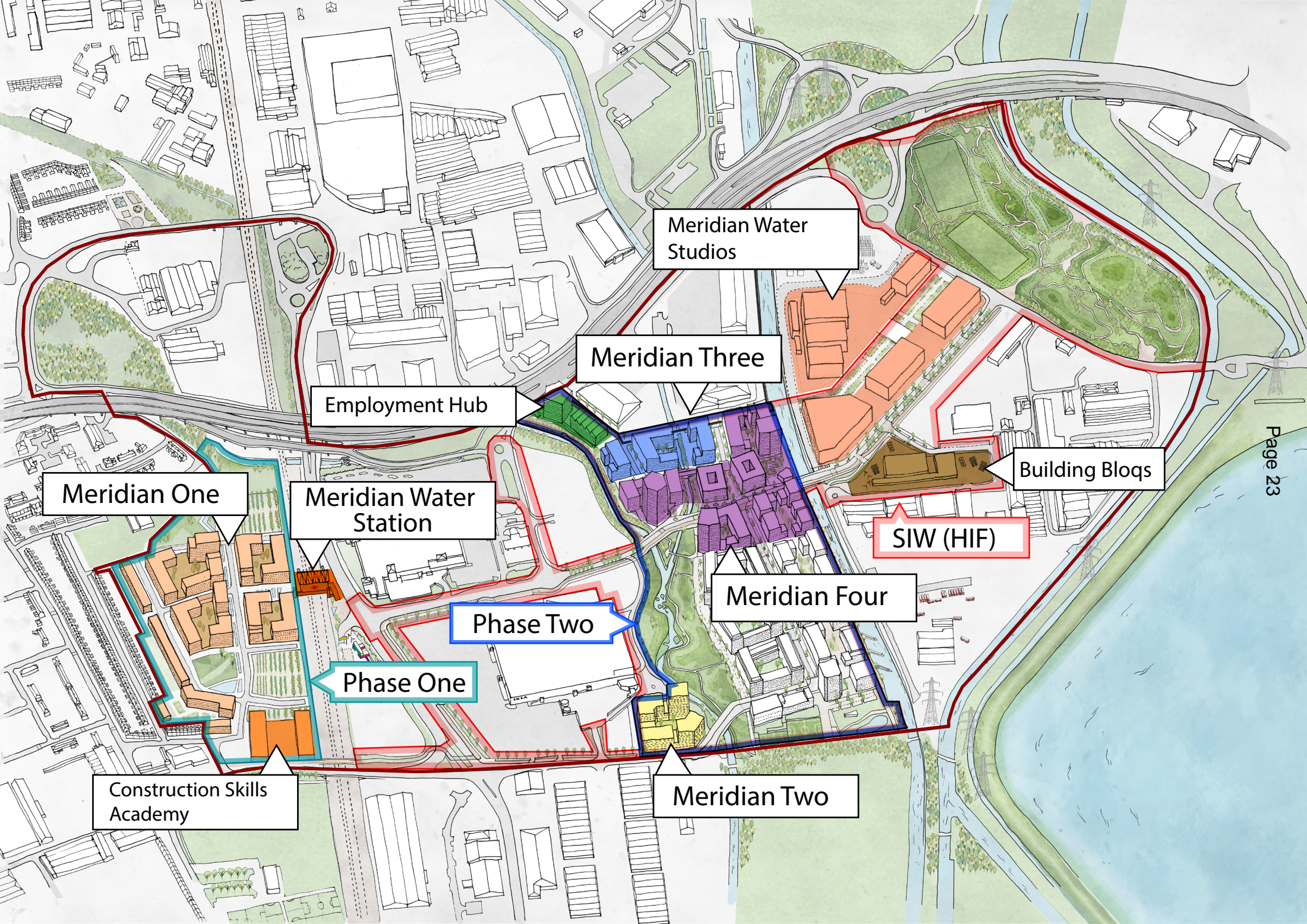
28. Working with Vistry Partnerships on Meridian 1 the Council owned Ground Floor is being finalised which includes links with the CCG to develop a GP surgery, Gym, Retail and Creative Maker Space. The new space is due to be delivered in 2025.
29. MW Enfield Construction Skills Academy will train up over 500 people a year giving them the skills to gain a meaningful career in construction. Designs for the skills academy have progressed and planning permission has been granted. Procurement of the Skills Academy operator commenced in August with selection likely to be completed early 2022. The Skills Academy is due to be delivered late 2022.
30. Vistry have appointed a local firm to deliver Groundworks on Meridian 1a – a circa £12m contract. This is significant piece of work and great news for the local economy. Vistry is also performing well on levels of local, female and Black, Asian and ethnic minority construction staff.
31. Meridian 2 Ground floor space will provide 30,000 sq feet of workspace. Ongoing discussions regarding Vistry's new proposed design. The space will be owned by the Council and can deliver over 200 jobs when it is delivered in 2025.
32. **Meanwhile Use update**
33. Meanwhile uses are key in activating the site, generating income and starting the place-making process by bringing active uses, culture, entertainment and vibrancy to the scheme.
34. Current meanwhile projects:
 - Vibration Group/Broadwick Live are utilising three large sheds, branded the Drumsheds, centrally located on the site and using the adjacent "Ikea Clear" open site to the south for festivals, filming use, nightlife and various other events, they have a busy programme in place for July 2021 until January 2022. It has been hugely successful in bringing people to Meridian Water attracting over 200,000 people to date.
 - Building BloQs provide an affordable open access workshop for makers and creators. In partnership with Building BloQs and the GLA the Council has delivered a new space for Building BloQs at Meridian Water that has created 32,000 sq ft of new workspace.
 - The Council has entered into a partnership with Troubadour Theatres which has delivered three film studios at Meridian Water with three more to be delivered by 2023. Troubadour also plan to deliver a skills academy for the film industry in 2023.
35. The Drive-In Cinema closed once mainstream cinemas reopened. It was a genuine success for the Council, attracting 55,000 people to Meridian Water, 10% of tickets went to NHS and care workers for free, and it created local jobs and business opportunities.

Conclusions

36. This report provides an update on progress made to date to deliver 10,000 homes and 6,000 jobs at Meridian Water.

Report Author: Peter George, Director – Meridian Water

Background papers – Meridian Water Project Plan



Meridian Water Studios

Meridian Three

Employment Hub

Building Bloqs

Meridian One

Meridian Water Station

SIW (HIF)

Meridian Four

Phase Two

Phase One

Construction Skills Academy

Meridian Two

This page is intentionally left blank

**London Borough of Enfield
Equalities Board**

1 December 2021

Subject: Enfield Local Plan – Main Issues and Preferred Approaches Regulation 18 consultation

Cabinet Member: Cllr Caliskan

Executive Director: Sarah Cary

Key Decision

Purpose of Report

1. The council is in the process of preparing a new local plan for Enfield. This report and the presentation attached, provides an update to the Board on the equalities impact of the draft Local Plan (ELP).

Proposal and Reason for Proposal(s)

2. It is a statutory requirement for all Councils to prepare a Local Plan and ensure that it is up to date. Enfield's current Local Plan includes a Core Strategy published in 2010 and a Development Management Document published in 2014; as both are older than five years they are required to be reviewed.
3. By approving the Reg 18 Draft Enfield Local Plan for consultation the Council will be taking the next step in ensuring it has an adopted statutory plan in place by 2023/24 to help guide the development that the borough requires to 2039 and beyond to meet its growth needs.
4. Preparing a new Local Plan provides the Council with an opportunity to set out a positive vision for growth, ensuring that appropriate facilities and infrastructure are provided for future residents.

Relevance to the Council Plan

5. The draft ELP sets out how the spatial development needs of the borough will be delivered to 2039, and beyond. It is a vitally important tool for helping the council deliver its corporate priorities and delivering the spatial elements of the council's Corporate Plan.
6. The draft local plan has been prepared in light of the corporate priorities and embeds these in its spatial vision, objectives and policies. A key theme of the plan is providing a lifetime of opportunities for all and levelling up between eastern and western parts of the borough. The draft plan focusses on delivering high quality new homes at scale, ensuring good growth and delivery of safe and healthy places. The vision and policies for the economy form a key part plan and seek to create new and a more diverse range of

employment opportunities, as well as improving the quality of the existing employment spaces of the borough.

7. The draft ELP contains a vision which extends from the Corporate Plan: By 2039 Enfield will be a place of growing opportunity for future generations, the green lung of London where new homes and jobs help all our communities thrive.

Background

8. The adopted local plan comprises a range of planning documents including the Core Strategy and Development Management Plan, 3x Area Action Plans, Local Development Scheme, Community Infrastructure Levy and Supplementary Planning Documents. Together these documents support the delivery of sustainable development across the borough.
9. It is a statutory requirement for all Councils to prepare a Local Plan and ensure that it is up to date. Enfield's current Local Plan includes a Core Strategy published in 2010 and a Development Management Document published in 2014; as both are older than five years they are required to be reviewed.
10. A new Local Plan is being prepared to guide growth and development in the longer term. It is a vitally important tool for helping the council deliver its corporate priorities and delivering the spatial elements of the council's corporate plan.
11. The new Local Plan provides the council's vision, objectives and spatial strategy for the period up to 2039 and beyond. It contains strategic development policies (SP) and Development Management policies (DM), site specific land use allocations and associated policies and a Local Plan policies map. Once adopted, the Local Plan will replace the previously adopted Local Plans.
12. The Local Plan outlines to users the scale and distribution of future development, growth and change to 2039. It also ensures that the borough has an up-to-date development plan in line with Government requirements. An Equality Impact Assessment for this new Local Plan was undertaken as part of the plan preparation process between 2020 and 2021, and is now being reviewed again to ensure it reflects the most up to date information, the progress of the Local Plan and ensure that on adoption of the Local Plan any potential impacts have been taken into account.
13. The borough continues to work in partnership with a range of other public and private organisations and agencies to progress, deliver and monitor the Local Plan. These include the Greater London Authority and Transport for London, neighbouring authorities (London boroughs and those outside), developers/landowners and their agents, Essex and Hertfordshire county councils, utility providers and service providers.
14. The Local Plan integrates with other policies and strategies of the council and, Clinical Commissioning Group and other organisations. These include Corporate Plan, Housing Strategies, Economic Development Strategy, Cultural Strategy and Climate Action Plan. The Local Plan will have a key role

in helping to deliver objectives in these strategies especially where they spatially relate to the use and development of land.

15. In order to achieve the greatest sustainable development benefits for the area, the Local Plan seeks to deliver the homes, jobs, shops, services and infrastructure it needs, whilst conserving/protecting its historic environment and local characteristics, maintaining safe and inclusive communities and adapting to climate change.
16. The Local Plan has also been subject to Integrated Impact Assessment (IIA), which incorporates: Sustainability Appraisal/Strategic Environmental Assessment, Health Impact Assessment, Equalities Impact Assessment, Community Safety Impact Assessment and a Habitats Regulation Assessment to assess its environmental, social and economic performance at each stage of plan making. It has also been informed and shaped by a number of public and stakeholder consultations which have been carried out in accordance with the Council's SCI. Each stage of the Local Plan will also be accompanied by an IIA.
17. The Council's Authority Monitoring Report will continue to measure the progress of the Local Plan implementation. Reports will also be presented, when appropriate, to Council Committees such as Supplementary Planning Documents and masterplans.

Main Considerations for the Council

18. The impact of the plan its proposals and policies have been assessed on different protected groups.

Race

19. Proposals and policies in the Local Plan seeks to support sustainable development and communities in line with Government guidance. S106 and Community Infrastructure Levy (CIL) funding will continue to support growth and sustainable development through the provision of new/ improved infrastructure. This will benefit all groups. The Local Plan seeks to improve access to services and facilities such as housing, jobs, schools and shops. This approach will benefit people of different races or ethnic groups. Throughout the Local Plan process the community at large are invited to have their say on the plan and its proposals.

Age

20. The direction and ambition of the draft Local Plan strives to focus development in locations which are accessible by public transport and non-car modes to make the borough more accessible to people of all ages. Proposals and policies in the ELP work to provide better access to community and recreational facilities on a site and in adjoining areas.
21. Several of the policies throughout Chapter 8 specifically deals with housing in the draft ELP explicitly address the diverse needs of the different age groups in borough
22. In the preparation of the draft Local Plan, the Council has considered the housing requirements of many different age groups including: students, young

people, families, adults, elderly people, etc.). Chapter 8 includes specific policies relating to student accommodation (H9), family-sized housing (H3), and supported and specialised housing (H5), build to rent (H7) and community led housing (H6) - as they relate specifically to different, unique age groups. These policies are considered to have positive impacts upon the cohorts to which they are relevant, without costing others or creating a negative effect on other demographic groups as they all strive to contribute towards establishing a mixed and balanced community (especially policies H4, H6, and H11) which facilitates a healthy environment for the success of all people at all stages of their lives.

23. Whilst policies H8: purpose built shared housing include restrictions upon free-market proliferation of specific housing types, it is not considered that these restrictions negatively impact the relevant target groups as the aim and function of the restrictions is to ensure mixed and balanced communities in which all cohorts of age groups benefit from a healthier social mix. The potential self-segregation/selection of communities by age group through the forces of market demand is considered to be more likely to have a negative effect on specific age groups than ensuring their healthy mix throughout the city as a whole.
24. Chapter 13 focuses on movement and connectivity, and specifically works (through policies T1 and T2) to facilitate sustainable transport modes as alternatives to private car use; which will make the borough more accessible to people of all ages.
25. Further policies in Chapters 5 and 6 of the draft Local Plan (which relates to social infrastructure i.e. community facilities and blue and green infrastructure) are specifically targeted at protecting, retaining, and encouraging facilities needed for general health and wellbeing of all types of age demographics (policies SC1 and 2, policies BG1 to 9). Policies specifically relating infrastructure and culture, leisure and recreational facilities (D1 to 2 and CL1 to 6), will seek to ensure that the relevant services and infrastructure are available to support development and are delivered at a timely stage.
26. Overall, the effect of the draft Local Plan on the age equality strand is considered to be positive.

Disability

27. The direction and ambition of the draft Local Plan strives to focus development in locations which are accessible by public transport and non-car modes to make the city more accessible to people of all abilities. The document works to provide better access to community and recreational facilities on a site and in adjoining areas.
28. In the preparation of the draft Local Plan, the Council has considered the need to ensure that services and facilities are accessible to all and the need for accessible and adaptable dwellings. Chapter 7 on Design and Character includes a policy requiring ten per cent of all new residential development should be wheelchair accessible or easily adapted for wheelchair users to meet national standards for accessibility and adaptability (Category M4(2) of Building Regulations). The building as a whole should be designed to be

accessible for wheelchair users. In addition, Policy H3 on housing mix and type requires at least 10 per cent of all new dwellings should be built to M4(3) wheelchair accessible dwelling standard in accordance with Building Regulations. It is considered that these policies will result in some positive effects for housing quality for people with disabilities.

29. Furthermore, Chapter 13 focuses on movement and connectivity (policies T1 and T2) and specifically works to support a range of sustainable transport modes, which will provide residents and users of Enfield with a greater range of movement options and make the borough more accessible to people of all abilities.
30. Overall, the effect of the draft Local Plan on the disability equality strand is considered to be positive.

Gender reassignment, sex and sexual orientation, pregnancy and maternity, marriage and civil and partnership

31. The Local Plan seeks to support sustainable development and communities in line with Government guidance.
32. Proposals and policies in the Local Plan seeks to improve access to services and facilities such as housing, jobs, schools and shops. This will benefit lesbian, gay, bisexual and heterosexual people, men and women, pregnant women and new and breastfeeding mums.
33. Throughout the Local Plan process the community at large are invited to have their say on the plan and its proposals.

Consideration of measures

34. An EqIA was completed of all the policy options coming out of the draft ELP. This assessment identified all possible effects and implications of the potential policy options. The findings of this assessments were then used to inform choice of policy approaches, and to refine and develop the policy options and approaches into fully fleshed draft policies in the consultation version. Where potential adverse impacts were raised and/or identified, policy approaches were changed or adapted, or measures of mitigation were internalised into the final written policy.
35. Additionally, the draft proposals and policies of the ELP have been informed by the separate Sustainability Appraisal of the Local Plan. As a requirement through the Environmental Assessment of Plans and Programmes regulations (2004) and National Planning Policy Framework (NPPF), all Local Plans are subject to a Sustainability Appraisal. For the ELP, the council undertook an Integrated Impact Assessment comprising a Sustainability Appraisal (SA) incorporating Strategic Environmental Assessment (SEA), Health Impact Assessment (HIA), Equalities Impact Assessment (EqIA), Community Safety Impact Assessment (CSIA) and Habitats Regulations Assessment (HRA). The IIA considers the social, economic, and environmental effects of the Local Plan, and ensures that, as far as possible, it accords with the principles of 'sustainable development'. A number of the sustainability objectives relate to relevant social issues, such as meeting local housing needs by ensuring that everyone has the opportunity to live in a decent, affordable home; improving health and well-being and reducing inequalities in health; reducing

poverty and social exclusion; developing opportunities for everyone to acquire the skills needed to find and remain in work; reducing crime and the fear of crime; and creating and sustaining vibrant communities.

36. The draft policies included in the consultation version (Reg-18) are present after having due regard, as required by section 149 of the 2010 Equality Act, to the need to eliminate discrimination, advance equality of opportunity and foster good relations between persons who share a relevant protected characteristic and persons who do not share it. The policies will be refined following consultation to benefit all characteristics.

Conclusions

37. The Local Plan will seek to deliver specific types of development and at specific locations. As such, there is the potential for the policies to have differential impacts on different equalities groups. Development at any site could have equality implications for new residents and users/workers within the site, and communities in adjacent areas. The extent to which control over these potentially different impacts can be exercised varies.
38. Overall, the draft proposals and policies in the ELP have been designed to attempt to improve the relevant equality strands where possible, and to otherwise have a neutral impact. More specifically, it is not anticipated that there will be a direct impact on equality issues related to gender reassignment, sex, sexual orientation, pregnancy and maternity, or religion and beliefs as a result of the policies and development proposed in the Local Plan. It is considered that the policies and resulting development patterns of the Local Plan are likely to have some positive effect on the age and disability equality strands.

Report Author: [May Hope]
[Plan Making Manager]
localplan@enfield.gov.uk]
020 83793866

Date of report: 17 November 2021

Appendices

None

Background Papers

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

- The Enfield Local Plan: Main Issues and Preferred Approaches (June 2021) <https://new.enfield.gov.uk/services/planning/elp-2039-reg-18-for-consultation-planning.pdf>
- The draft Policies Map <https://new.enfield.gov.uk/services/planning/draft-policies-map-planning.pdf>

- The Integrated Impact Assessment (June 2021)
<https://new.enfield.gov.uk/services/planning/integrated-impact-assessment-2021-planning.pdf>

This page is intentionally left blank

**London Borough of Enfield
Equalities Board**

1st December 2021

Subject: Domestic Abuse
Cabinet Member: Cllr Keazor
Executive Director: Tony Theodoulou
Key Decision: N/A

Purpose of Report

1.To provide an update on the sections within the Fairer Enfield Policy which relate to Tackling Domestic Abuse and Violence against Women and Girls.

Proposal(s)

2. To note progress against the Fairer Enfield Policy and Plan and new work planned or commissioned.

Reason for Proposal(s)

3.To provide assurance that the requirements of the Fairer Enfield Policy are being progressed. The profile of the wide range of work to tackle domestic abuse and violence against women and girls has been raised following some tragic recent events such as the deaths of Nicole Smallman and Bibaa Henry in June 2020, Sabina Nessa Sept 2021 and Sarah Everard in March 2021.

Relevance to the Council Plan

4.Reflects both the Fairer Enfield Policy but other related Plans including the priorities of the Safer and Stronger Communities Board (SSCB) of “tackling violence in all its forms”. Enfield Council is a responsible authority within the SSCB which acts as the statutorily required Community Safety Partnership for Enfield.

Background

5.Updates are provided against each element:

a) Provide opportunities for perpetrators to address their harmful behaviour at an earlier stage, before violence escalates, through voluntary perpetrator programmes (as most interventions with perpetrators are currently only available after statutory services are involved).

- Enfield funded from Adult Services, Community Safety and Children’s Services, a pilot scheme in 2020 to provide a voluntary provision for perpetrators, which was particularly successfully taken up in Children’s Services and may well be reconsidered for future provision. This utilised Council funding to test the effectiveness for complementing existing

services around support for victims of domestic abuse. The provider for the trial service (RISE mutual) has now been recommissioned using funding from the Mayor's Office for Policing and Crime for a tri-borough project described further here.

- Enfield has successfully bid along with two other boroughs for funding to develop a BAME-focused & coordinated family & community approach. The work will take account of the different effects of discrimination experienced by marginalised groups in working with families. RISE Mutual CIC ("RISE") will provide domestic abuse interventions which engage the expertise and experience of local community organisations, to challenge perpetrators and support the emotional abuse experienced by victims and multi-victims. The service will be adapted and tailored to meet the specific profile and need of each borough.
The project requires a small amount of match funding and will run until July 2022
- The programme will use an intersectional approach with families, addressing different elements of the identities of domestic abuse victims and perpetrators, rather than just one – like race or gender. It will also help to break down some of the barriers to victims accessing support and help challenge and disrupt the abuse.
The support programme – delivered through the social organisation, RISE began in November, and is open to people from BAME, minority and disadvantaged groups, including LGBTQ+.
Enfield as part of the tri- borough will contribute to a report on uptake and effectiveness of the programme to the Mayor's Office for Policing and Crime quarterly.

b) The number of available voluntary perpetrator programmes and the number of perpetrators accessing these programmes.

- The boroughs will refer 90 cases to RISE in 12 months.

c) Enhance our response to concerns about domestic violence through a specialist abuse team hub and commissioned service to reduce risks to vulnerable adults and children.

- The Enfield Domestic Abuse Hub was officially launched on 1st May 2020 in response to the emergent concern of increasing domestic abuse incidents in the Borough during the Covid -19 Pandemic. The local domestic abuse helpline was developed to provide easy access to tailored advice and support for victims of domestic abuse, particularly during the lockdown where there was forced isolation and limited access to mainstream support services.

The Domestic Abuse Hub helpline continues to operate during weekdays between 9am to 5pm. The calls are answered by two accredited Domestic Abuse Prevention Advocates (commissioned via SOLACE partnership) and staff from the Domestic Abuse Team in Children Services. A responder has recently

(November 2021) been recruited from the Youth Development Service to cover the Hub 2 days a week.

Actions which benefit the service users, are provided in a coordinated way which is reflected in the range of skills engaged with the work. This has included information sharing or referrals being made to support services. There are no time constraints placed on calls, which allows survivors the time and space to talk about their experiences.

The Hub has resulted in an improved service for clients.

d) Evaluate the impact and effectiveness of the domestic abuse hub pilot, to ensure that we maximise support for people impacted by domestic abuse in a sustainable and effective way.

- The services which clients were signposted to, were largely already in place allowing the Hub to access established and already sustained programmes of work.
- Following each call support is provided to the victim in the form of information and advice including signposting to other services for further support.
- The Hub Line does have a voicemail facility if calls are not answered which directs calls to call police in an emergency and details how to make a silent call. It gives details of Hub opening times and an option to leave a message.
- Enfield has a VAWG plan which is currently under review concurrently with the SSCB wider plan and the corresponding work regionally. The Domestic Abuse picture is a complex and fast moving one as aspects of the recent Domestic Abuse legislation are enacted.
- As evidenced in recent calls to the Hub and considering the Domestic Abuse statistics in Enfield, there is a demonstrable need for this approach, which maximises early intervention support rather than the survivor going through various channels. It takes a lot of courage for the survivor (according to SafeLives this could amount to 50 separate incidents of abuse prior to reaching out for help) to make contact and any opportunity to provide support needs to be as robust and efficient as possible.

e.) The number of people reporting domestic abuse through the free hotline.

- Since its inception there has been 242 contacts to the Hub, via phone calls and emails. Most of the phone calls were from victims themselves and received between the hours of 9-5pm. The others were from multiple sources including calls received from both Adult and Children Social workers as well as police, other family members, members of the public and other community organisations.
- Where gender was recorded, 141 contacts were in relation to female victims and 12 relating to male victims of domestic abuse. The largest age group of callers is between 21-40 years and there have been 12 contacts in relation to victims over the age of 60.

- In relation to perpetrator gender, 119 calls were in relation to male perpetrators and 10 calls in relation to Female perpetrators.

f) Impact of the hub to be measured through individual service performance indicators and the Violence Against Women & Girls (VAWG) Strategy and Action Plan.

- While it is not possible to attribute directly the case work impact on the wider work to tackle Domestic Abuse, we do have some figures relating to the client group accessing local services this way. This information will help to shape services commissioned going forward.
- Of those impacted by Domestic abuse whose cases were referred via the Hub:
 - The majority were female
 - The most usual age range was 31-40 years, followed by 21- 30 years.
 - The highest ethnicity single classification recorded was “not known” (which is an area already identified for improvement when recording) followed by white British, white other and then a wide range of diverse groups making up collectively the largest section of the local communities.
- The feedback from the community and voluntary sector in relation to the Hub has been positive.

g.) Prevent domestic abuse from happening in the first place by challenging attitudes and behaviours which foster it and intervene where possible to prevent it.

- The last section of the report aims to provide some oversight of the work being undertaken to tackle domestic abuse and violence against women and girls in public spaces.
- Previous communications campaigns from the Community Safety Unit are attached as appendices to this report.
- They include for example the campaign in 2019 using imagery which represented same sex couples. These also featured in the LGBT newsletter to promote the campaign and the route to access support. We create campaigns to ensure everyone is included regardless of sex, race or gender. For example, in our vulnerability campaign we represented figures of how DA affect older people and people with learning disabilities.
- This autumn we have worked closely with the Enfield Youth Parliament to create a campaign to raise awareness around in public spaces safety and with a focus on challenging inappropriate behaviour. Working with the

Youth Parliament has given us a great insight to the concerns of young adults around improving personal safety.

- This is a campaign to inspire action and seeks to help embed positive change and reflection which will be launched on White Ribbon Day. The key areas addressed are reflective of local and national priorities.
- All campaigns are distributed through a variety of mediums and are also shared via internal communications with our own staff.
- Enfield Council was the first London council to receive the title of White Ribbon Authority which raises awareness of male violence against women and girls back in 2010. Through our continued commitment and work we have again been successful in renewing our status as a White Ribbon Borough. This involves an action plan for Enfield council to implement and to ensure we adhere to raising awareness and continue working to stop male violence against women and girls.
- Links established with the Learning Disability Group
- Work with partners to encourage sharing campaigns and making referrals
- Routine enquiry established in GPs surgeries.
- Learning from Domestic Homicide reviews.
- Contributed to the development of a DA workplace policy.
- Check accessibility of reports language used.

Main Considerations for the Council

6. To note the progress and invite further reports to the Equalities Board and Crime Scrutiny

Conclusions

7. The aspects of work reported here demonstrate that there has been progress in ensuring services are appropriately designed to support all communities and many are tailored to ensure that they are easily accessible.

The responses featured have been designed and delivered within the context of the pandemic when demand was higher and delivery often more difficult. We do need to improve some aspects of capturing data, either because it is not routinely requested or because it is not currently utilised. For example, there is more work to do with faith groups and disability action groups in relation to working together to reduce vulnerability to harmful practices.

Report Author: Andrea Clemons/ Julie Tailor
Head of Community Safety
Domestic Abuse Coordinator
Andrea.clemons@enfield.gov.uk
Julie.tailor@enfield.gov.uk

Date of report 22nd November 2021

Appendices

Examples of previous Communications Campaigns

Background Papers

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

44% of adults 61+ are more likely to experience abuse from an adult family member



44%



YOU ARE NOT ALONE

HELP IS AVAILABLE:

- National Domestic Violence Helpline Number: **0808 2000 247**
- Police Emergency: **999**
- Solace Women's Aid Advice Line: **0203 795 5068**
- Enfield Women's Centre: **020 8443 1902**
- Enfield Saheli: **020 8373 6218**
- Victim Support: **0808 168 9111**
- Men's Advice Line: **0808 801 0327**
- National LGBT Domestic Abuse Helpline: **0800 999 5428**
- Enfield Adult Abuse Line: **0208 379 5212**
- Non-Emergency Police: **101**

www.enfield.gov.uk/dv



METROPOLITAN POLICE



This page is intentionally left blank

In England, disabled people including those with learning disabilities experience twice the rate of sexual assault, domestic abuse and stalking than non disabled people.

X2



www.enfield.gov.uk/dv

YOU ARE NOT ALONE

HELP IS AVAILABLE:

National Domestic Violence Helpline Number: **0808 2000 247**

Police Emergency: **999**

Solace Women's Aid Advice Line: **0203 795 5068**

Enfield Women's Centre: **020 8443 1902**

Enfield Saheli: **020 8373 6218**

Victim Support: **0808 168 9111**

Men's Advice Line: **0808 801 0327**

National LGBT Domestic Abuse Helpline: **0800 999 5428**

Enfield Adult Abuse Line: **0208 379 5212**

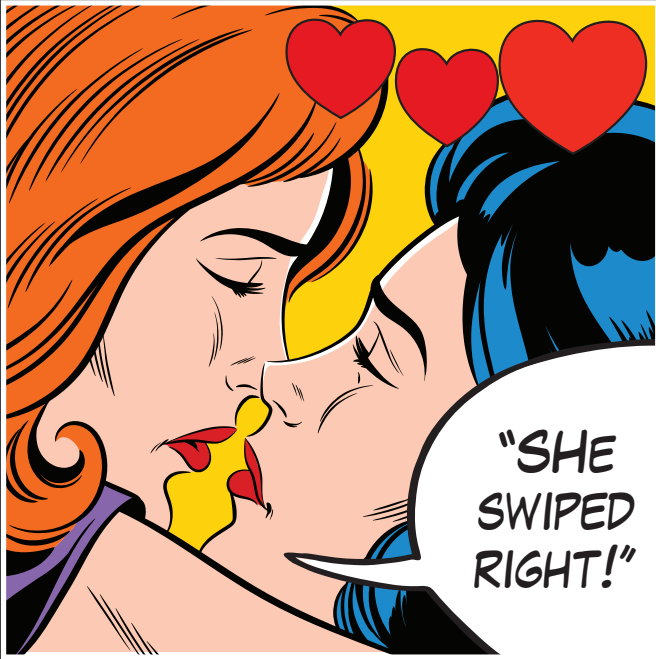
Non-Emergency Police: **101**



**METROPOLITAN
POLICE**



This page is intentionally left blank



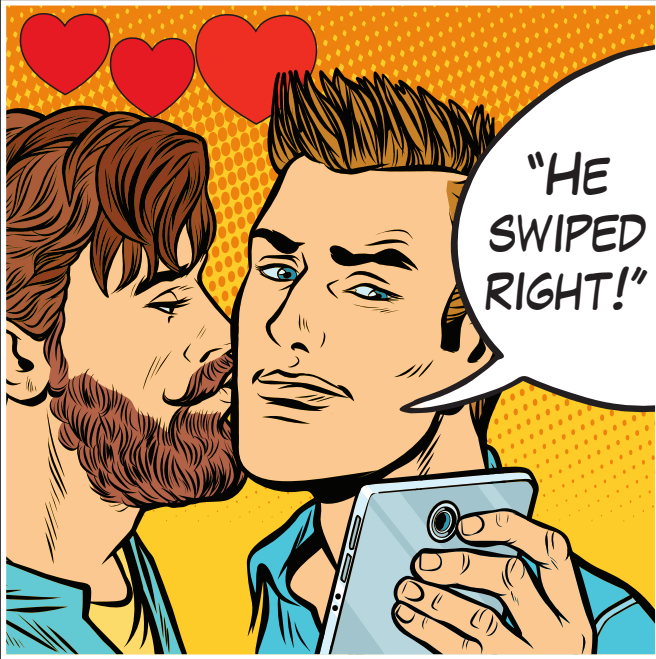
Help line numbers:
National Domestic violence helpline number: 0808 2000 247
Non-emergency police: 101
Solace Women's Aid Advice Line: 0808 802 5565
Enfield Women's Centre: 020 8443 1902
Enfield Saheli: 020 8373 6218
Victim Support: 0808 168 9111
Men's Advice Line: 0808 801 0327
National LGBT Domestic Abuse Helpline: 0800 999 5428
Police emergency: 999



**METROPOLITAN
POLICE**



This page is intentionally left blank



Help line numbers:

National Domestic violence helpline number: 0808 2000 247

Non-emergency police: 101

Solace Women's Aid Advice Line: 0808 802 5565

Enfield Women's Centre: 020 8443 1902

Enfield Saheli: 020 8373 6218

Victim Support: 0808 168 9111

Men's Advice Line: 0808 801 0327

National LGBT Domestic Abuse Helpline: 0800 999 5428

Police emergency: 999



**METROPOLITAN
POLICE**



Enfield Safer & Stronger Communities Board

ENFIELD
Council



This page is intentionally left blank



HM Government

At risk of: Childbirth complications Infection Anxiety If she's cut.



Female Genital Mutilation, including pricking, piercing and cutting, has lifelong consequences for us all.

Let's protect our girls.



FGM is illegal. To find out how to protect our girls, visit [nspcc.org.uk/fgm](https://www.nspcc.org.uk/fgm) or call the free, anonymous helpline on 0800 028 3550.

In partnership with
NSPCC



**METROPOLITAN
POLICE**



Enfield Safer & Stronger Communities Board





HM Government

At risk of: Trauma Scarring Period problems If she's cut.



Female Genital Mutilation, including pricking, piercing and cutting, has lifelong consequences for us all.

Let's protect our girls.



FGM is illegal. To find out how to protect our girls, visit nspcc.org.uk/fgm or call the free, anonymous helpline on 0800 028 3550.

In partnership with

NSPCC



**METROPOLITAN
POLICE**



Enfield Safer & Stronger Communities Board





HM Government

At risk of: Trauma Infection Difficulty urinating If she's cut.

Female Genital Mutilation, including pricking, piercing and cutting, has lifelong consequences for us all.

Let's protect our girls.

FGM is illegal. To find out how to protect our girls, visit [nspcc.org.uk/fgm](https://www.nspcc.org.uk/fgm) or call the free, anonymous helpline on 0800 028 3550.

In partnership with
NSPCC





HM Government

At risk of: Childbirth complications Panic attacks Scarring If she's cut.



Female Genital Mutilation, including pricking, piercing and cutting, has lifelong consequences for us all.

Let's protect our girls.

FGM is illegal. To find out how to protect our girls, visit nspcc.org.uk/fgm or call the free, anonymous helpline on 0800 028 3550.

In partnership with
NSPCC



Enfield's LGBT Staff Group Newsletter

April 2019 [6]

Dear All,

We are now up to our sixth LGBT Staff Group newsletter, and I hope you are continuing to find it full of interesting and useful snippets.

February saw **LGBT History Month** celebrations which was recognised in Enfield in a variety of ways, and I'm pleased to report that we have another member of staff who joined the staff group during History Month. You will have seen one side of the Civic's revolving door display case filled with rainbow balloons (thanks to colleagues for their help!), posters were displayed on the noticeboards and discrete business cards advertising the LGBT Network and Staff Group were put on tables in the restaurant every week throughout February.



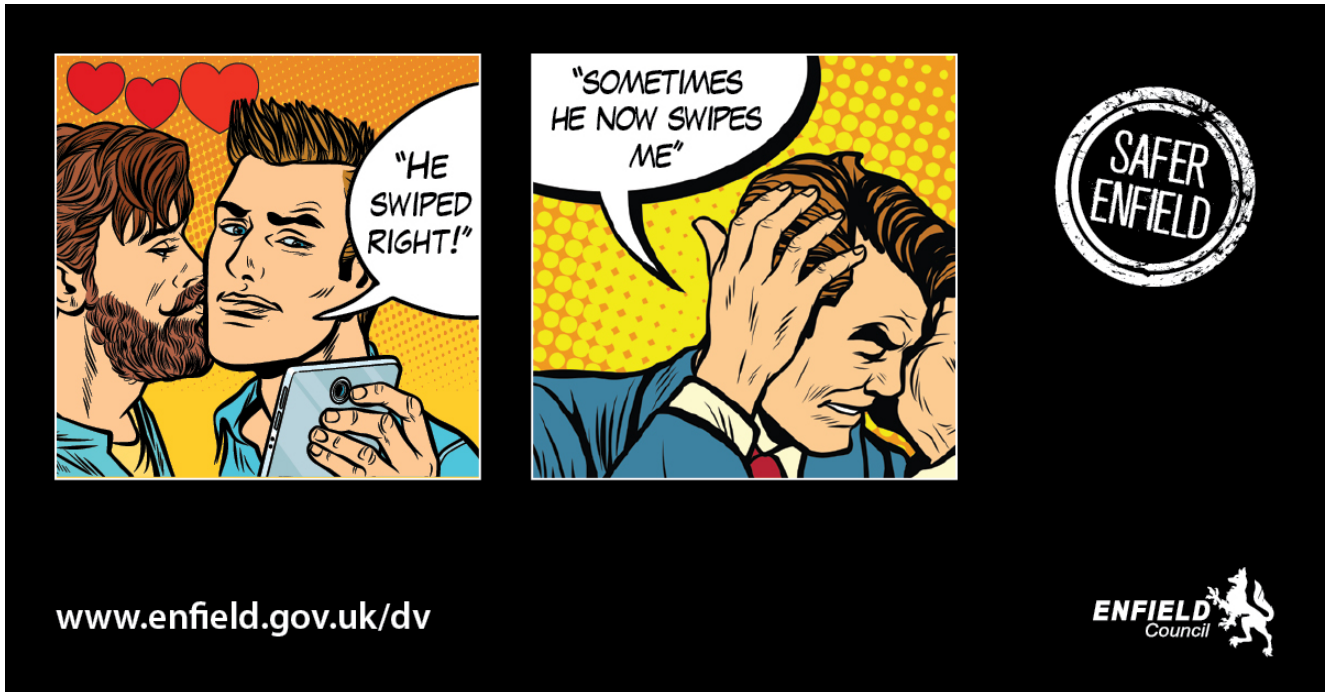
We flew the Rainbow flag and engaged on social media; On Facebook, Enfield's post of 11th February reached 1,982 people, received 87 post clicks and 36 reactions (likes, comments, shares) and the post of 28th February reached 1,229 people, 24 post clicks, and 8 reactions. We posted various Tweets as well, with the one of 11th February getting 4,409 impressions (the number of times a post from your page is displayed), 93 engagements (total number of times a user interacted with a Tweet; clicks, retweets,

replies, follows, likes, links, cards, hashtags, embedded media, username, profile photo or Tweet expansion) – well above average for an Enfield Council tweet!



Enfield Council Domestic Violence Campaign

For the 2019 domestic violence awareness campaign Enfield have, for the first time, added images of same sex couples, male and female. You can see an example below. The campaign was launched during LGBTHM19. Everyone has the right to live a life free from violence. If you are a victim of domestic abuse, help is available. You can take the first step here: www.enfield.gov.uk/dv



What's On

Talkies Community Cinema presents **The Happy Prince**

On: Thursday 1st August

At: 7.45pm

Venue: Dugdale Centre, 39 London Road, Enfield EN2 6DS

Cert: 15

Director: RUPERT EVERETT

In this gripping drama, Rupert Everett plays the exiled Oscar Wilde with a kind of poignantly ruined magnificence that makes for riveting viewing. From Dieppe to Naples to Paris, freedom is elusive, and Oscar is always moving on, penniless and shunned by his old acquaintances but revered by the outlaws and urchins to whom he tells the old stories.



London Pride 2019 – Saturday 6th July

London Pride 2019 will be taking place on Saturday 6th July. If you would like to take part in the Parade, make sure you register as soon as possible:

<https://prideinlondon.org/join-the-parade>

If you would like to be a volunteer, apply here:

<https://prideinlondon.org/volunteer>

<https://prideinlondon.org/blog/2019-parade-dates>

Get your merchandise: <https://www.thegayshop.co.uk/product-category/pride/pride-in-london-shop/>

Pride 2019 in Europe – Summer of Pride

Most Pride Festival organisers have something special in mind for the 2019 Pride celebrations. The reason for expanding the celebration is the **50** year anniversary of the Stonewall uprising and the beginning of a worldwide Pride movement. And that is an awesome reason to up the celebrations!

For a list of LGBT pride events in Europe for this summer click on the link: <https://onlyonce.today/lgbt-pride-calendar/>



Proud North London Volunteering Opportunity



Proud North London provides a safe space for young people aged between 13-25 who identify as LGBT+ and those unsure of their gender identity or sexual orientation.

We meet every every week across Enfield on Wednesday and Friday evenings.

For further info contact Mark on 07815 440 487 or Paul on 07713 928 397

Proud is a social group for young LGBT people and they are looking for volunteers to support this project. Proud North London provides a safe space for young people aged between 14 and 25 who identify as LGBT+, and those who are unsure of their gender identify or sexual orientation. The group meet every week across Enfield on Wednesday and Friday evenings.

If you would like to be a  volunteer, or if you would like more information, contact Tim on Tim.Fellows@LGBTenfield.org - 020 8245 3628 or Mark on 07815 440 487 or Paul on 07713 928 397 / info@proudnorthlondon.org. You can also find them on Facebook, Instagram and Twitter.

Straight Partners Anonymous (SPA)

SPA is the confidential support group for straight people who discover their partner is lesbian, gay, bisexual or transgender (LGBT). SPA provides UK based positive online support, friendly meetings and practical advice. They aim to empower you to cope.

Website: <https://straightpartnersanonymous.com/>

Contact e-mail: support@straightpartnersanonymous.com



STANDING ITEMS

Make what you say count!

Are you interested in influencing equality for LGBT staff at Enfield Council? We want to know what you'd like to see from the LGBT Staff Group. Would you like to get together for a meeting to discuss face to face? Would a brainstorming session be useful?

Alternatively, if you would like an item of news, a consultation, a raising awareness item, fund raising or events information included in this newsletter please let Caroline know, or even something which you feel should be circulated between newsletter publication dates please e-mail caroline.baker@enfield.gov.uk.

Government Equalities Office

The Government Equalities Office leads work on policy relating to women, sexual orientation and transgender equality. We are responsible for a range of equalities legislation.

General enquiries: geo.correspondence@geo.gov.uk / 03000 200229

Website: <https://www.gov.uk/government/organisations/government-equalities-office>

Consultations: https://www.gov.uk/government/publications?departments%5B%5D=government-equalities-office&publication_filter_option=consultations

There are no specific LGBT consultations which are live at present.

Enfield's LGBT Network

The Enfield Lesbian, Gay, Bisexual and Transgender (LGBT) Network is a consortium of voluntary and statutory sector organisation and individuals living, working or studying in the borough. Its aim is to improve services and the quality of life for the LGBT community in Enfield. It does this by providing support services to the community and by supporting other service providers to meet the needs of LGBT people. The network also participates in consultancy and advisory groups in and outside the borough, representing the LGBT community.

The network provides support in respect of hate crime reporting, confidential advice and support regarding LGBT hate crime, a lesbian and gay men's social group, a lesbian social group, transgender persons' 1-2-1 support, HIV Positive gay men's support group, domestic violence advice, a counselling service, mental health service users 1-2-1 support and a youth social group (for people aged 13 to 18 years old). For more information about services, times and locations contact Tim on Tim.Fellows@LGBTenfield.org - 020 8245 3628.



Change of address: Until recently the Network was located at The Lancaster Centre in Lancaster Road. The Centre is now closed, and the **LGBT Network has relocated at The Carers Centre, Britannia House, 143 Baker St, Enfield, EN1 3JL**. LGBT Network support groups and Counselling services will be facilitated from The Carers Centre until further notice.

LGBT Support Organisations in London

Kambiz Rassa
020 8886 1110
Open 24 hours

<http://www.galop.org.uk/>

Stonewall Housing Association

020 7359 6242

<http://www.stonewallhousing.org/>

London Friend Mental Health Services

020 7833 1674

<http://londonfriend.org.uk/>

London LGBT Community Pride

0844 344 5428

<https://prideinlondon.org/>

The Albert Kennedy Trust

020 7831 6562

<http://www.akt.org.uk/>

LGBT

020 8509 3898

<http://www.lgbtconsortium.org.uk/contact-us>

Centred

020 7437 6063

<http://www.centred.org.uk/>

Metro Charity

020 8305 5000

<http://www.metrocentreonline.org>

Elop Community Centre

020 8509 3898

<http://elop.org/>

LGBT Jigsaw

07814 719623

<https://www.lgbtjigsaw.net/>

Stonewall

020 7593 1850

<http://www.stonewall.org.uk/>

LGBT Domestic Abuse Partnership

020 7359 5767

<http://lgbtdap.org.uk/>

UK Lesbian and Gay Immigration Group

020 7922 7812

<https://uklgig.org.uk/>

Educate and Celebrate

07930 390550

<http://www.educateandcelebrate.org/>

Kaleidoscope Trust

020 8133 6460

<http://kaleidoscopetrust.com/>

Enfield LGBT Network

020 8245 3628

<http://www.lgbtenfield.org/>

The Equality and Advisory Support Service (EASS)

The EASS provides free bespoke advice and indepth support to individuals with discrimination problems. You can contact EASS by telephone 0808 800 0082 or text phone 0808 800 0084.

If your enquiry relates to workplace relations and employment, including workplace discrimination, the Advisory, Conciliation and Arbitration Service (ACAS) provides free authoritative and impartial advice to employees / applicants. You can contact ACAS via their website (www.acas.org.uk) or via their telephone helpline 08457474747.

Alternatively, you may wish to seek independent legal advice by contacting your local Citizens Advice Bureau (<http://www.citizensadvice.org.uk/>) or local Law Centre.



LGBT Venues in London

Flamingo LGBT Cocktail Bar
020 7404 6955
Events, dancing, dance classes and more
<https://www.flamingobar.co.uk/>

G-A-Y Late Nightclub
Lesbian and gay bar and club with late licence, playing pop tunes until the early hours.
020 7437 0479
Casual · Groups · Wine
Opens at 22:30
<http://www.g-a-y.co.uk/>

London Gay Men's Chorus
Entertainment
0845 838 2059
<http://www.lgmc.org.uk/>

Freedom Bar
Cocktail Bar
Cocktail bar with chandeliers, plus late club with mirrored walls, cabaret and 200+ disco balls 020 7734 0071
Great cocktails · Casual · Groups
<http://freedombarsoho.com/>

Comptons of Soho
Gay scene bar with wood panelled, ground floor pub hosting weekend DJs and quieter lounge upstairs
020 7096 5470
<https://www.facebook.com/ComptonsOfSoho>

The White Swan
Entertainment and dancing
<http://www.bjswhiteswan.com/>

Dalston Superstore
Eclectic gay bar/cafe with cocktails, comfort food and a full calendar of art shows & music events.
020 7254 2273
Great cocktails · Casual · Groups
Open until 03:00
<http://dalstonsuperstore.com/>

XXL London
4.6 (92) · Gay Bar
Casual · Groups · Wine
<http://www.xxl-london.com/>

The Royal Vauxhall Tavern
Entertainment
<https://www.vauxhalltavern.com/>

Admiral Duncan Pub/Bar
Long standing gay pub with party atmosphere, packed with shot downing regulars
020 7437 5300
Casual · Groups · Wine
Open until 00:00
<https://www.admiral-duncan.co.uk/soho>

Heaven
Nightclub
Long running gay nightclub in vaulted Charing Cross cellars hosting big weekly scene parties.
020 7930 2020
<http://heavennightclub-london.com/>

Retro Bar
Small mixed Indie bar
<https://www.retrobarlondon.co.uk/london>

Please report any changes to information contained within this newsletter to caroline.baker@enfield.gov.uk



Forward Plan – Equalities Board 2021/22

Proposed draft forward plan as at September 2021. This is subject to change based on the feedback from the Board members and any emerging local or national issues of relevance.

Date	Agenda Item	Purpose of the Presentation
1st December 2021 Papers Deadline – 23 rd November 2021	Affordable Housing	To update the Board on how the Council is providing affordable family-sized homes to buy and rent.
	Draft Local Plan	To update the Board on proposals in the draft Local Plan.
	Keep People Safe from Domestic Abuse	To update the Board on actions, in our Fairer Enfield Policy, to keep people safe from domestic abuse.
8th February 2022 Papers Deadline – 31 st January 2022	Stonewall Equality Index	To update the Board on findings and actions from the Stonewall Equality Index 2022.
	Annual Enfield Equality and Diversity Report 2021	To review the Annual Equality and Diversity Report 2021.
June 2022 Papers Deadline - TBC	Deliver positive interventions to reduce serious youth violence in Enfield	To update the Board on actions, in our Fairer Enfield Policy, to deliver positive interventions to reduce serious youth violence in Enfield.
	Work with our partners to mitigate the impact of Covid-19 on children and young people’s mental health and wellbeing	To update the Board on actions, in our Fairer Enfield Policy, to work with our partners to mitigate the impact of Covid-19 on children and young people’s mental health and wellbeing.
September 2022 Papers Deadline - TBC	Increase the number of residents affected by special educational needs and disabilities (SEND) who are in paid employment	To update the Board on actions, in our Fairer Enfield Policy, to increase the number of residents affected by SEND in paid employment.
	Promote safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents	To update the Board on actions, in our Fairer Enfield Policy, to promote safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents.
December 2022	Overcome Racism in Enfield	To update the Board, on actions, in our Fairer Enfield

Papers Deadline - TBC		Policy, to overcome racism in Enfield.
-----------------------	--	--

DRAFT