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## **EQUALITIES BOARD**

**Wednesday, 19th October, 2022 at 7.00 pm in the Council Chamber,  
Civic Centre, Silver Street, Enfield, EN1 3XA**

### **Membership:**

co : Ergin Erbil (Chair & Deputy Leader of the Council), Margaret Greer (Vice-Chair), Mustafa Cetinkaya, Hannah Dyson, Alessandro Georgiou (Leader of the Opposition and the Conservative Group), Nelly Gyosheva, Bektas Ozer, Paul Pratt and Ruby Sampson

### **AGENDA – PART 1**

**1. WELCOME & APOLOGIES**

**2. DECLARATIONS OF INTEREST**

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

**3. MINUTES OF PREVIOUS MEETING (Pages 1 - 4)**

To agree the minutes of the meeting held on 15 June 2022.

**4. REVIEW OF SCHOOL POLICE OFFICERS, SAFEGUARDING PROTOCOLS AND TRAINING (Pages 5 - 8)**

To update the Board on school police officers, safeguarding protocols and training.

**5. PROMOTE SAFER AND STRONGER COMMUNITIES BY ENCOURAGING THE REPORTING OF HATE CRIMES AND REDUCING REPEAT INCIDENTS (Pages 9 - 14)**

To update the Board on progress on achieving our equalities objective.

## **6. DATES OF FUTURE MEETINGS**

To note that the next meeting of the Equalities Board is scheduled to take place on Tuesday 17<sup>th</sup> January 2023 and will be held in the Conference Room at the Civic Centre.

**EQUALITIES BOARD - 15.6.2022****MINUTES OF THE MEETING OF THE EQUALITIES BOARD  
HELD ON WEDNESDAY, 15TH JUNE, 2022**

**MEMBERS:** Councillors Nicki Adeleke, Mustafa Cetinkaya, Hannah Dyson, Ergin Erbil (Chair & Deputy Leader of the Council), Alessandro Georgiou (Leader of the Opposition and the Conservative Group), Bektas Ozer, Paul Pratt and Ruby Sampson

**Officers:** Tinu Olowe, Director of Human Resources & Organisational Development, Harriet Potemkin, Head of Policy & Strategy, Lucy Nasby, Strategy & Policy Manager, Stacey Gilmour, Governance Officer.

**Community Representatives:**

Bevin Betton, Chair, Enfield Racial Equality Council  
Ginnie Landon, Enfield Women's Centre  
Nick McDonald, Enfield Faith Forum

**Also Attending:**

Cllr Chinelo Anyanwu, Cabinet Member, Public Spaces, Culture & Local Economy  
Cllr Nicki Adeleke, Substituting for Cllr Margaret Greer (Vice-Chair)

**1. WELCOME & APOLOGIES**

The Chair welcomed everyone to the meeting. Apologies for absence were received from Councillor Margaret Greer (Vice-Chair), Peter George (Director of Development), Ben Ingbor (Chief Executive Officer, Age UK Enfield), Chandra Bhatia (Enfield Racial Equality Council) Mustafa-Berk Ak, (Young Mayor). Apologies for lateness were received from Cllr Mustafa Cetinkaya and Nick McDonald (Enfield Faith Forum).  
Councillor Nicki Adeleke was substituting for Councillor Greer.

**2. DECLARATIONS OF INTEREST**

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

**3. INTRODUCTION - PURPOSE OF THE MEETING**

The Chair, Cllr Ergin Erbil provided a brief update on the remit and Terms of Reference of the Equalities Board.

He advised that the Equalities Board was a relatively new Board which had already made great strides towards improving equality policies throughout the borough. He went on to explain that the purpose of this meeting was to receive details of priorities for the coming Municipal Year including key issues

## **EQUALITIES BOARD - 15.6.2022**

and then for the members to discuss and agree the Equalities Board work programme for 2022/2023.

### **4. MINUTES OF PREVIOUS MEETING**

**AGREED** the minutes of the meeting held on 8 February 2022.

### **5. PRIORITIES FOR 2022/23**

Harriet Potemkin, Head of Strategy & Policy and Lucy Nasby, Strategy & Policy Manager delivered a presentation on the Fairer Enfield: Equality, Diversity and Inclusion Policy 2021-2025, highlighting the following:

- The Public Sector Equality Duty requires one or more specific and measurable equalities objectives to be published every four years that demonstrate areas where we are tackling inequality.
- In Fairer Enfield 2021-25, eight objectives were identified to reduce inequality, which affect specific groups in Enfield.
- To identify these objectives, we analysed local data on the experiences of different groups in our community, analysed national research on inequality and considered, discussed and responded to the views and experience of staff, voluntary and community sector groups and partners.
- The presentation set out the equality's principles and eight objectives and a summary was provided of the key activities and projects that the Council has focused on over the last year to deliver them.
- Members were encouraged to use the information provided to set and agree the Equalities Board Work Programme for 2022/23.
- The Draft Equalities Annual Report 2021/22 would be circulated to members within the next couple of days. Members were advised that they would then have two weeks to provide their comments before it became a public report and therefore their feedback was welcomed.

Following the presentation discussions took place and the following points were highlighted:

- (i) The presentation included the number of staff from ethnic minorities backgrounds in comparison to the borough's population. This can be broken down by grade and this is documented in the Ethnicity Pay Gap report.
- (ii) Has there been any feedback as to why the uptake of the Covid-19 vaccine has been low in certain community groups? It was confirmed that a lot of engagement and outreach work, led by Enfield's Public Health Team had taken place to find out the reasons and understand the hesitancy of certain communities. During the pandemic extensive work took place within community centres and grass root organisations and there were many reasons for different communities not taking up the vaccine, so it was important not to generalise. The Annual Equalities Report does include a case study that Public Health carried

**EQUALITIES BOARD - 15.6.2022**

out with the Bulgarian and Roma community and provides more detail on this matter.

- (iii) With regards to the Enfield Town Schools Community Patrol, are there any plans to promote this model across the borough and with other community groups? Officers noted that this could be discussed with relevant officers in a future Board meeting, if this is something Board members would like to explore further.

**Action: Harriet Potemkin/Lucy Nasby**

- (iv) What can be done to raise awareness of hate crime and what it constitutes? It was confirmed that communications work is already taking place around this objective to promote safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents. Members agreed that this issue should be included on the Board's agenda for the coming year.

**Action: Harriet Potemkin/Lucy Nasby**

- (v) There was a discussion on why the goal of 'equal outcomes' was agreed upon in our Fairer Enfield policy rather than 'equal opportunities'. The process for developing the policy through community engagement was noted.

- (vi) How is success being measured? Officers noted that outcomes and proxy measures are being identified for tracking delivery of the year two action plan. However, it was noted that the outcomes being sought are long term, sometimes generational outcomes, so proxy measures and outputs are being used as well as outcome measures.

- (vii) Why are people with disabilities still struggling to obtain employment? What is happening within Enfield Council regarding this issue and how is it being measured? As a Council, we record data on all staff who have declared a disability. However, we know that there are staff who haven't declared a disability. HR and the staff Disability Working Group are working to address the concerns that staff may have which is preventing them from declaring a disability.

- (viii) How are we influencing organisations we procure goods and services from? Colleagues within the Council's Procurement Team have launched an Ethical Procurement Policy, which is closely linked with the equalities agenda and this was recently ratified by Full Council. This can be discussed at a future Board meeting, if Board members would like to explore this further.

**Action: Harriet Potemkin/Lucy Nasby**

- (ix) The Chair, Cllr Erbil, made the following points:

- He welcomed the Gypsy, Roma and Traveller (GRT) History Month 2022 and asked whether in future, we can look at raising the GRT history month flag during June at the Civic Centre. Tinu Olowe, Director of HR & OD agreed to look into this.

**Action: Tinu Olowe**

- He also welcomed LGBT+ Pride Month and was pleased to see that the flag had been raised in front of the Civic Centre. Additionally, he welcomed the numerous festival celebrations

## **EQUALITIES BOARD - 15.6.2022**

during Summer 2022 which included festivals of ethnic, faith minorities and diverse cultures throughout Enfield.

### **6. PLANNING THE WORK PROGRAMME FOR 2022/23**

The Chair advised that there are three further Board meetings for the financial year and today is to discuss items for these meetings so that a forward plan can be developed by officers.

Officers summarised the suggestions made so far in regard to future topics the Board may want to include on their forward plan. They explained that we can invite external speakers from other organisations to present, as well as Council Officers.

After further discussions the following topics were suggested for the Equalities Board Work Programme 2022/23:

- Review of school police officers, safeguarding protocols and training, following the learning from the Child Q case review in Hackney.
- Tackling hate crime.
- Equality of opportunity/Economic inequality and closing the gap in schools.
- Work to address the impact of the Covid-19 pandemic on children and young peoples' attainment.
- Support for the deaf community in Enfield, following the disbandment of Enfield's Deaf Forum.
- Update on Meridian water.
- Implementation of the Sustainable and Ethnic Procurement Policy.
- Community grants and the support and capacity building available to Enfield voluntary and community sector.
- It was agreed that a maximum of two topics would be included for each meeting which would mean that not all the above topics could be covered during this financial year, but that the discussion would be used to support the Chair to develop a forward plan for the year.

### **7. TERMS OF REFERENCE**

**NOTED** the Terms of Reference for the Equalities Board.

### **8. DATES OF FUTURE MEETINGS**

**NOTED** the dates of future meetings as follows:

- Wednesday 19 October 2022
- Tuesday 17 January 2023
- Thursday 30 March 2023

The meeting ended at 9.00 pm.

**London Borough of Enfield  
Equalities Board**

**Meeting Date 19<sup>th</sup> October**

**Subject: Child Q Task and Finish Group update**

**Cabinet Member:**

**Executive Director: Tony Theodoulou**

**Key Decision: N/A**

**Purpose of Report**

1. This report is to provide an update on the Enfield Safeguarding Children Partnership's work on Child Q through it's recently established Task and Finish Group.

**Proposal(s)**

2. The Equalities Board to note the work being done by the Partnership and to note the work that has taken place within Police and Education settings.

**Reason for Proposal(s)**

3. To ensure the Equalities Board is aware of the actions that are taking place in response to the Hackney Review recommendations into the Child Q case.

**Relevance to the Council Plan**

4. The work of the Safeguarding Enfield Partnership meets the Council's priority of "Safe, healthy and confident communities".
5. The purpose of safeguarding work is to protect children, young people, adults at risk, and their carers and families so that they can all thrive in the borough. The Partnership's approach to safeguarding focusses on well-trained staff who can effectively engage and manage the risks that may be present.
6. The Child Q has provided the Partnership with important learning that is being addressed through a Task and Finish group, under its Practice Improvement work.

**Background**

7. Within the strategic meetings at the Executive group and Practice Improvement group meeting, there were discussions held about how the Enfield Safeguarding Children's Partnership can assure itself that the case of Child Q would not take place in Enfield.
8. Both groups acknowledged the experience of Child Q and how she may be impacted by this incident. It considered the practice of the professionals and how learning development could be used to support and enhance knowledge and practice across the partnership.
9. The task and finish group has been established to consider the report recommendations sought assurance from partner agencies that they have considered the learning in the report and actions any necessary learning.

## **Main Considerations for the Council**

10. The task and finish group have received reports from the partnership on how their area have embedded the recommendations from the local review into practice.
11. The task and finish group have explored the role of race within practice and the language that the partnership uses to define this area of concern.
12. The task and finish group will be analysing data that has been collated to determine whether there is evidence of race and disproportionality currently playing a role in Enfield. A presentation on data will take place in the next task and finish group meeting on 13<sup>th</sup> October 2022.
13. The Safeguarding Ambassadors, who are a group of young leaders, have met with Detective Superintendent Sebastian Adjei-Addoh to share their life experiences with police, and how they would like to contribute to practice development of police and improve support to children and young people. An area of motivation is particularly around children and young people understanding their rights regarding stop and search.
14. Following the initial meeting between the safeguarding ambassadors and Detective Superintendent Sebastian Adjei-Addoh, which took place at the Edmonton Police station, the Safeguarding Ambassadors have developed a wider plan on how the work with the police can be replicated across the partnership to include the Local Authority, health and schools.
15. The key area of focus that the safeguarding ambassadors wish to focus on is how the voice of a child or young person can be heard by frontline practitioners to help develop and improve practice. Reverse mentoring is an example of how this will be implemented.

## **Conclusions**

16. A key area for practice improvement is always found in the voice of a child or young person. The lived experience that children and young people can provide is invaluable to demonstrate to frontline practitioners the impact of their practice. The safeguarding ambassadors are keen and motivated to ensure that their peers' voices are heard.
17. The task and finish group are focussing on how change can be implemented strategically and have identified that there is a need for training on adultification that frontline practitioners need. This is an area that needs to be considered by the executive group to establish funding and implementation.

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Date of report: 28/09/2022

## **Appendices**

## **Background Papers**



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

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**London Borough of Enfield  
Equalities Board**

**Meeting Date 19<sup>th</sup> October 2022**

**Subject:** Promote safer and stronger communities by encouraging the reporting of hate crimes and reducing repeat incidents.

**Cabinet Member:** Cllr Gina Needs

**Executive Director:** Tony Theodoulou

**Key Decision:** No

### **Purpose of Report**

1. To provide an overview of Hate Crime reported and some examples of the Partnership work in place to tackle this. Additionally, to consider any risks or opportunities in achieving future improvements in tackling this crime.

### **Proposal(s)**

2. The Equalities Board is requested to note the update

### **Reason for Proposal(s)**

3. To provide current figures and note emerging opportunities

### **Relevance to the Council Plan**

4. Safe Healthy Confident Communities

### **Background**

5. a) Definition.

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

Tackling Hate Crime is a Priority within the new Community Safety Partnership (Safer and Stronger Communities Board) Plan 2022-25, which is currently being finalised.

- b) Volume and trends.

The figures below are the latest available at time of writing and show the various categories of Hate Crime and their respective changes.

Please note that this information reflects reported crime. The reporting of Hate Crime is actively encouraged.

Hate Crime Strand	Enfield		%	London		% Change
	Sept 2020 - Aug 2021	Sept 2021 - Aug 2022		Sept 2020 - Aug 2021	Sept 2021 - Aug 2022	
Racist and Religious Hate Crime Offences	637	678	6.4%	21813	21837	0.1%
Homophobic Hate Crime Offences	63	95	50.8%	3196	3832	19.9%
Disability Hate Crime Offences	15	12	-20.0%	600	603	0.5%
Transgender Hate Crime Offences	9	9	0.0%	351	417	18.8%

Hate Crime increased by 9.7% in the year ending August 2022 recording 794 offences, compared with 724 the previous year i.e. 70 more offences were recorded in Enfield.

The highest number of offences in the last 2 years was recorded in June 2022, with 85 offences were recorded in that month alone. When June 2022 is now compared to June 2021, there is a difference of 34 more offences recorded in June 2022.

Over the last 12 months numbers reached their highest levels in both March 2022 (n=83), June 2022 (n=85) and July 2022 (n=84). This is the largest increase of hate crime offences in Enfield since February 2022 when 44 offences were recorded.

Racist and religious Hate Crime formed the majority of such crime reported in the borough, followed by homophobic crime. Although much lower numbers, homophobic crime increased by 50.8% in the borough, also rising in London by 19.9%.

In London there were 26,689 offences recorded throughout 2021/22 compared with 25,960 in 2020/21.

In Enfield, the highest proportion of hate crime recorded was racist and religious in its nature. In the capital, this portion of hate crime recorded increase of 6.4. Homophobic hate crime increased by 50.8%, however, disability hate crime reduced by 20% and Transgender hate Crime remained the same.

Hate Crime, similarly to Anti-Social Behaviour, rose significantly during lock down periods by over 50% at some points.

In June 2019 (prior to lockdown) the figures reflected 104 incidents in just one month ) and by June 2021 it was still 5.5% higher than the previous 12 rolling months. The category that increased by the greatest amount was racist hate crime.

### **Actions taken in response to reported crime**

Locally in Enfield we have a panel that meets every two months to discuss reported cases of Hate Crime. The panel, which is made up of statutory partners and local community organisations ensures a victim centred approach is given to each case and that the best possible outcome for the victim is achieved.

The panel reviews reported cases of homophobic, disability, transphobic and faith hate crime. Race hate crimes are divided into a prioritised model and those deemed priority are heard at the panel.

Prioritisation criteria include- any repeat victims, any physical violence and any incidences which are most appropriate for a multi-agency intervention.

The panel may also escalate cases to the Hate Crime Forum who oversee Hate Crime interventions in Enfield.

The Hate Crime Forum is also responsible for provision of training for professionals including community organisations as part of the action plan delivery.

Working with the Enfield Hate Crime Forum, we have specific targets to reduce and take action on repeat victimisation, not just on an individual but where there could be community groups that are repeatedly victimised.

The council and the police are required to present current reporting trends and analysis of hate crime to the forum. This enable the forum to challenge partners on performance if significant gaps are noticed.

From the last in-depth analysis in April 22, the largest proportion of reported hate crime was verbal abuse (59%) with nearly one third of hate crime reports arising from neighbour disputes. Reports of online hate crime and telephone related incidents are increasing with 9% of cases having an online or telephone element. Cases of physical violence (pushing or fights) accounted for 7% of the reports.

Ethnicity details are not always available, but from those that are available the largest suspects were white European followed by Afro Caribbean.

Regarding Victims, Afro Caribbean were the most affected victim group followed by white European.

This information is subject to caveat in that there are large missing elements in the data.

A large number of homophobic offences continue to be around the use of language and especially with neighbour disputes. Where there isn't any evidence that either neighbour belongs to that protected group. We had no homophobic crime reported that resulted in a physical violence towards a person in the recent casework management panel.

We have had a period of decreasing numbers of disability hate crime reported to services.

To understand this further and support victims, all homophobic and disability hate crimes along with faith crimes are scrutinised by the borough's case management panel. A multi-agency panel lead by community sector representative, currently the chair of Enfield LGBT network.

Hate crime numbers are often under reported, hence the need to empower more people to report hate crime. Especially those from transgender victims and disabled victims who experience hate crime. Due to improvements in the way crimes are recorded, we do believe more numbers of racist incidents are recorded by the police systems than before.

The largest amount of reports is still reported direct to the police, but an increasing amount is being reported online to the police. The council also has a reporting mechanism available via telephone and also through council website at [www.enfield.gov.uk/hatecrime](http://www.enfield.gov.uk/hatecrime)

Lastly there are four community based third party reporting sites receiving minimal reports but where volunteers are able to assist with on line reporting to the police which is often a valuable service.

### **Additional Partnership Actions**

Encourage reporting and build community confidence by:

- Supporting campaigns around improving Hate Crime reporting. National Hate Crime Awareness week which this year fell on the 8<sup>th</sup> 15<sup>th</sup> October, LGBT History Month in February and Black History Month in October.
- Support third party reporting and carry out a yearly refresh on training to local centres
- Improve reporting mechanisms and publicise new ways of reporting such as online and mobile reporting.
- Targeted outreach is carried out with over 800 students having received anti-hate crime related workshops in the last year (21-22)
- Support the multi-agency case management panel, encourage local community organisations to take part and hold local partners to account.
- Yearly analysis of Hate crime to better understand causes and seek solutions
- Work with the Home Office Prevent service to ensure extremist activity is identified and appropriately managed
- We also work with our educational establishments to encourage young people to think deeply about issues of multi-culturalism and mutual acceptance and about the need to report incidents and seek help early so partners can work together to support victims.
- Work with other council departments to encourage staff to report incidents to the police.

### **6. Main Considerations for the Council**

- Note the report and the changes in numbers of reported Hate Crime.
- Continue to encourage sharing information with staff within the organisation on how to report.
- Continue to encourage dialogue about multiculturalism and tolerance and engagement with national and local events- such as Black History Month.

Request that the Hate Crime Forum on behalf of the Safer and Stronger Communities Board

- Consider outcomes following new legislation such as the Police, Crime, Sentencing and Courts Act 2022 and any potential changes impacting Hate Crime
- Consider any local opportunities resulting from work in the On-Line -Safety Bill
- Monitor the impact of cost of living on crime including Hate Crime
- Be aware of lessons and concerns from around the UK

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Date of report 3<sup>rd</sup> October 2022

**Appendices**

**None**

**Background Papers**

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

**N/A**

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