



LONDON BOROUGH OF ENFIELD

**AGENDA FOR THE COUNCIL MEETING
TO BE HELD ON WEDNESDAY, 16TH
NOVEMBER, 2022 AT 7.00 PM**

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

Dear Councillor,

You are summoned to attend the meeting of the Council of the London Borough of Enfield to be held at the Civic Centre, Silver Street, Enfield on **Wednesday, 16th November, 2022** at 7.00 pm for the purpose of transacting the business set out below.

Yours sincerely

Terry Osborne

Director Law & Governance

THE MAYOR'S CHAPLAIN TO GIVE A BLESSING

- 1. ELECT A PERSON TO PRESIDE IF THE MAYOR AND DEPUTY MAYOR ARE NOT PRESENT**
- 2. APOLOGIES**
- 3. MAYOR'S ANNOUNCEMENTS**
- 4. DECLARATIONS OF INTEREST**

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

- 5. MINUTES OF PREVIOUS MEETINGS (Pages 1 - 48)**

To receive and agree the minutes of the previous meetings of Council held on Wednesday 21 September 2022 and Wednesday 12 October 2022.

- 6. SAFEGUARDING ENFIELD ANNUAL REPORT 2021/22 (Pages 49 - 130)**

Council is asked to note the Annual Safeguarding Report for 2021-22.

7. ANNUAL CORPORATE PARENTING BOARD REPORT 2021/22 (Pages 131 - 170)

Council is asked to note the Annual Corporate Parenting Board Report for 2021-22.

8. AMENDMENT TO THE CONSTITUTION - STAFF FORUM/JOINT CONSULTATIVE GROUP FOR TEACHERS (JCGT) (Pages 171 - 174)

Council is asked to agree the recommendations within this report.

9. COUNCILLOR QUESTION TIME

The list of questions and their written responses will be published prior to the meeting.

10. MOTIONS

10.1 Motion in the name of Councillor George Savva

Enfield Council congratulates the England Lionesses in their amazing achievements, winning in the 2022 Euro final, beating Germany 2-1, and bringing football home.

10.2 Motion in the name of Councillor Hannah Dyson

Enfield Council agrees to rethink its deal with Tottenham Hotspur Football Club and commit to serious investment in Whitewebbs Park, securing it for future of generations as a park for the community, a centre of ecology, biodiversity, and a thriving community hub.

10.3 Motion in the name of Councillor Adrian Grumi

Following the speeches by the Mayor and Deputy Leader regarding their support for serving personnel, veterans, and cadets in the borough at this years Armed Forces Day Event, Enfield as a borough join many other councils and organisations across the UK in renewing our Armed Forces Covenant that was first signed in 2012.

10.4 Motion in the name of Councillor Chris Joannides

This Council will sign up to the Miscarriage Association's Pregnancy Loss Pledge to tackle the stigma associated with miscarriage and supports the campaign which wants to introduce paid leave for families who experience a miscarriage.

Miscarriage is the most common kind of pregnancy loss, affecting around one in four pregnancies in the UK.

The Council recognises the emotional trauma and loss suffered by parents as a result of stillbirths and miscarriages. As such, Enfield

Council aims to improve support for parents by encouraging work environments where employers show empathy and understanding so employees who have been impacted do not have to use sick or annual holiday leave.

10.5 Motion in the name of Councillor Christopher Dey

The following roads in Grange Park ward urgently need some traffic calming measures to slow the speed of the traffic. Residents do not want a ghastly 'Low Traffic Neighbourhood' they do want to be consulted on what can be done to slow the speed of the traffic. The affected roads concerned are Old Park Ridings, The Grangeway, Vera Avenue, Green Dragon Lane, Green Moore Link, Bush Hill. The Council agrees to allocate more funding to road safety projects.

10.6 Motion in the name of Councillor Maria Alexandrou

The celebration of International Day of Women and Girls in Science commemorates the invaluable role of women in this field.

Over the years, incredible women like Margaret Hamilton and Katherine Johnson pushed the boundaries in space travel and were pioneers in mankind's quest to reach to moon.

The 11th February is the date this International Day is celebrated.

This year's theme is Equality and Diversity.

Let us unite and acknowledge the accomplishments of women that continue to explore the depths of science and applaud the women that innovate and are an inspiration to others.

10.7 Motion in the name of Councillor Maria Alexandrou

We condemn the shocking brutality that led to the death of 22 year old Mahsa Amini on the 16th September, sparking world-wide protests.

We stand together in support of Amini's family and the brave people of Iran demanding Freedom.

10.8 Motion in the name of Councillor Chris Joannides

Enfield Council notes that World AIDS Day on the 1st December is an opportunity to show support and solidarity for people living with HIV. Furthermore, we remember those who have lost their lives because of Aids, and we honour memories by breaking down the stigma attached to people who have HIV.

This Council fully supports World Aids Day and supports the objectives of the national HIV Action Plan, which are:

1. ensuring effective co-ordination of prevention, treatment, and care
2. reducing levels of undiagnosed HIV and transmission in the UK

3. effective monitoring of HIV resources and improved accountability and commits to flying the "red ribbon" flag on 1st December, and future World AIDS Day and, during the week after World AIDS day, to promote the sale of Red Ribbons at public points controlled by Enfield Council.

The Council further notes that:

1. HIV is no longer a death sentence and HIV treatment and medication as prescribed helps people with HIV to live a natural life span.
2. HIV treatment is available to everyone living in the UK regardless of social-economic status
3. People living with HIV have their rights protected under the Equal Opportunities Act 2010 and should not be discriminated against.
4. Recognises a number of voluntary organisations including the National AIDS Trust, Body and Soul charity and Terence Higgins and are commended for their work in helping people living with HIV and their families.

10.9 Motion in the name of Councillor Andrew Thorp

Across Enfield amazing volunteers are running Uniformed Youth Groups teaching young people skills for life and providing them with an opportunity to have adventures. Last month Squirrel Scouts celebrated its first birthday. This is Scouts for 4-5-year-olds, and it is particularly targeting wards disproportionately affected by the pandemic to help ensure all children have access to the same opportunities. Non-formal education transforms young people's lives and directly supports their achievements at school. This Council thanks our Borough's volunteers and commits to supporting uniformed youth organisations across the Borough so that they can reach the young people that need it most.

10.10 Motion in the name of Councillor Edward Smith

The Council has recently submitted an expression of interest for an Investment Zone covering Meridian Water, the Joyce and Snell's estates and neighbouring areas in the Lee Valley.

The Council welcomes the introduction of Investment Zones that will provide tax incentives, planning liberalisation and wider support for the local economy.

The Mayor of London, local conservatives and thousands of residents remain firmly opposed to housing development in the Green Belt and we urge the Council to drop these proposals from the draft Local Plan.

The Conservative Group will work with the Administration to find alternatives to housing development in the Green Belt and offer support to the Council's submission for an Investment Zone in the areas referred to above.

10.11 Motion in the name of Councillor Lee Chamberlain

In the light of the Grenfell fire tragedy Enfield Council undertakes to rethink its proposals to build a high-rise tower with only a single staircase for escape at Meridian Water. It furthermore undertakes to adopt a policy of requiring at least two separate evacuation routes with separate exit options in all new high-rise blocks.

A single staircase is dependent on secondary systems such as sprinklers working; and the staircase and its exit being usable to provide a safe escape route. Historically sprinklers have not been favoured by public authorities as they can be set off for a variety of reasons and can take some time to restore to readiness for future use. A policy of having residents wait in their flats, rather than evacuate the building, was a contributory factor to the high loss of life at Grenfell. Any scenario where evacuation was prevented would force that approach on residents in a building too high to be evacuated from by other means, such as ladders.

The use of a shared exit point for two staircases in a block was given as reason for refusal of a tower block planning application by LBE, it seems reasonable that this logic should also be applied to the Meridian Water development. While the Meridian Water proposal may conform with current legislation, that legislation is expected to be revised and multiple escape routes are likely to form part of the new requirements. The Government has already issued a public letter to building authorities regarding such matters, following concerns being raised over single staircase tower blocks.

As a public body we have a duty to ensure resident safety and should be seeking to set standards in line with common sense, and at least equal to those we set for other developments.

I therefore ask that Councillors support this motion.

10.12 Motion in the name of Councillor Paul Pratt

In the course of carrying out case work in Arnos Grove I have come across what can only be described as waste and bureaucracy gone mad. Specifically, if a vehicle is obstructing scheduled highways works, said vehicle will be moved at zero cost by a pooled 'lift-and-shift' vehicle. If a vehicle is obstructing other scheduled works such as arboricultural works (tree pollarding) they do not have access to the same method of moving a vehicle.

A complex and costly internal procurement process must be initiated. This must be paid by one section of a council department, to another section of the same department before works can start, and as a result of this it isn't unusual for trees to remain unpollarded for years after being scheduled for pollarding.

This Council agrees that the Highways and Arboricultural teams should have equal access, at zero cost to the pooled Enfield Council 'lift-and shift' vehicle when carrying out scheduled works.

10.13 Motion in the name of Councillor Nesil Caliskan

Enfield Council is committed to supporting Ukrainian nationals placed in our borough and we pay tribute to the generosity of the people of Enfield who have offered to share their homes as part of the Homes for Ukraine scheme. To date 119 Ukrainian refugees, including 28 children, have been placed in Enfield.

Enfield Council will continue to offer our full support to Ukraine refugees, and we call on the government to prioritise the safeguarding of refugees and to provide further links to wider support networks nationally.

10.14 Motion in the name of Councillor Ergin Erbil

Enfield Council has already established a clear record of commitment to Climate Action. The planting of 100,000 trees over the last two years as part of the Enfield Chase Woodland Restoration Project, the largest woodland creation project in London, was recently given the Trees & Water Award by the Forestry Commission.

Enfield Council has also recently introduced beavers as part of our rewilding agenda. We were saddened to learn that one of the beavers died from natural causes. The council are actively planning to introduce a new beaver at the appropriate season.

We note our thanks to local and national partners, such as the Beaver Trust, Capel Manor College and Forty Hall Farm for their efforts in making the project happen.

Enfield Council resolves to work to deliver similar projects to further enhance our environment to support the green agenda and animal welfare, such as the reintroduction of cattle.

10.15 Motion in the name of Councillor Ergin Erbil

Enfield Council was proud to observe and celebrate Gypsy, Roma, and Traveller History Month during June. Through celebration, education and awareness raising, the month helps to tackle prejudice, challenge myths and amplify the voices of Gypsy, Roma, and Traveller people in wider society.

By law, Enfield Council must meet the housing requirements of gypsies, travellers and travelling showpeople. Their housing needs have not been addressed in Enfield and the borough does not currently have any allocated sites for gypsies and travellers. Enfield Council has a legal duty to provide more gypsy and traveller sites and an assessment in 2020 of existing accommodation in the borough

found that we need 23 permanent pitches and 6 transit pitches during the life of the Local Plan. This is an identified need that this Council must meet. It is not only an obligation but also a step towards addressing the discrimination faced by the Gypsy, Roma, and Traveller communities of Enfield.

Enfield Council stands in solidarity with Gypsy, Roma, and Traveller communities and will work to ensure we meet identified housing need for these communities, ensuring they can access public services, and to tackle the hate crime and discrimination they experience.

This Council resolves that sites to accommodate gypsies and travellers from across the borough should be considered and incorporated in the Local Plan.

10.16 Motion in the name of Councillor Alev Cazimoglu

The Adult Social Care Reforms announced by the government have been a long time coming. Given the delay in getting the legislation through Parliament, a significant amount of work remains to be done in a relatively short period of time. Despite the proposed introduction of the Care Cap for some older people, in some parts of the country, it will do nothing for those of working age who have disabilities or other care needs, or for unpaid carers. There is no significant new funding to end delays and stabilise the system, no clear and costed transformational plan for social care and no workforce strategy or improved pay and conditions for 1.5 million care workers.

This Council calls on the government to rethink these reforms to include a comprehensive plan to address all the issues facing the sector.

10.17 Motion in the name of Councillor Doug Taylor

Council reaffirms its support for Crossrail 2 as a project which can generate growth for the borough and improve connectivity both into central London but also Northwards. It is for Government and Mayor of London to create the opportunities for the project, but Enfield will give its support.

11. COMMITTEE MEMBERSHIPS

To confirm any changes to committee memberships.

Any changes received once the agenda has been published will be tabled on the Council update sheet at the meeting.

12. NOMINATIONS TO OUTSIDE BODIES

Council is asked to agree the following changes to Outside Bodies:

Councillor Tim Leaver to replace Councillor Alev Cazimoglu on the Royal Free NHS Foundation Trust – Council of Governors.

Any further changes received once the agenda has been published will be tabled on the Council update sheet at the meeting.

13. DATE OF NEXT MEETING

To note the agreed date of the next Council meeting as Wednesday 25 January 2023.

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COUNCIL - 21.9.2022**MINUTES OF THE MEETING OF THE COUNCIL
HELD ON WEDNESDAY, 21 SEPTEMBER 2022****COUNCILLORS****PRESENT**

Doris Jiagge (Mayor), Suna Hurman (Deputy Mayor), Abdul Abdullahi, Josh Abey, Nicki Adeleke, Gunes Akbulut, Mahmut Aksanoglu, Maria Alexandrou, Nawshad Ali, Kate Anolue, Chinelo Anyanwu, Mahym Bedekova, Sinan Boztas, Nesil Caliskan, Alev Cazimoglu, Mustafa Cetinkaya, Lee Chamberlain, Hivran Dalkaya, Chris Dey, Hannah Dyson, Ergin Erbil, Elif Erbil, Susan Erbil, Thomas Fawns, Reece Fox, Alessandro Georgiou, Margaret Greer, Patricia Gregory, Adrian Grumi, Esin Gunes, Ayten Guzel, Nelly Gyosheva, Ahmet Hasan, James Hockney, Mohammad Amirul Islam, Chris James, Chris Joannides, Joanne Laban, Tim Leaver, Andy Milne, Elisa Morreale, Gina Needs, Tom O'Halloran, Ahmet Oykenner, Sabri Ozaydin, Paul Pratt, Michael Rye OBE, Ruby Sampson, George Savva MBE, David Skelton, Edward Smith, Nia Stevens, Emma Supple, Doug Taylor, Andrew Thorp and Eylem Yuruk

ABSENT

Guney Dogan, Peter Fallart, Stephanos Ioannou, Rick Jewell, Bektas Ozer, Julian Sampson and Jim Steven

THE BISHOP OF EDMONTON TO GIVE THE BLESSING

The Mayor welcomed the Bishop of Edmonton the Right Reverend Rob Wickham who gave the blessing.

My friends over the course of the last two and half weeks much has been shared about the life and witness of our Late Queen. We have all heard deeply moving stories of a woman who listened, made you feel unique and who prayed for you, as she sought each of you to pray for her. Without doubt, she would have been delighted about our shared work in Enfield. She regularly spoke of communities and families working collaboratively and I know that this is on your hearts also. My dear friends thank you for all that you do and thank you for all that you are.

She was able to this work of course because she was secure in herself. Her own sense of duty, her own sense of purpose, she knew who she was and what she was here to be and do. In 1952 the then Archbishop of Canterbury, Geoffrey Fisher, helped Her Majesty prepare for her role. He told her that she was "God called" to exert a spiritual power and lead her subjects by her personal example. This, as many have testified to these past few days, has done for every faith and none. Her duty and her service. She spoke regularly that Jesus was her inspiration., we will know that in the Bible the night before Jesus dies, he takes a towel and washes the feet of the disciples in an act of humility, love, and service. He then tells the disciples that they must do the same. Until the 18th century the monarch the day before Good Friday take to

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the streets and wash the feet of the poorest in the community as commanded by Jesus. Today this takes the form of the Maundy gift, Maundy from the Latin Mandatum, meaning the command to serve and the command to love. This command to love cannot be separated from Good Friday and Easter Day which speak of death and resurrection. Her Majesty knew very well in that story we see the whole of human life.

We see joy, anger, peace, even a knife attack from one of the disciples. We see denial and we see betrayal. Our shared emotions, our shared experience is all found in those brief chapters, and all this takes place straight after Jesus's command that we love one another. What has become clear over the last 2 1/2 weeks is that Her Majesty lived out this relationship quietly but with dedication. She openly stated that she could serve with such duty because she knew that the story did not end with the washing of feet. The story was routed in the next few days of his death and resurrection that gave her the hope to endure all things.

So it is with much confidence that we here in Enfield as our time of national mourning has just come to an end, that we were able on Monday collectively to commend Queen Elizabeth to God at her state funeral and how we can all in the midst of our wonderful diversity continue to serve this beloved community of Enfield with love and with duty.

As the Archbishop reminded us on Monday, people of loving service are rare in many walks of life. Leaders of loving service are still rarer but in all cases those who serve will be loved and remembered when those who cling to power, and privileges are long forgotten.

The Queen only wrote one preface to a book. It was called "A Servant Queen" and it was written in celebration of her 90th birthday. She ended that preface with these words. Words from her own late father King George VI. Words that he used as a Christmas message in 1939 - a year of significant challenge and change:

'I said to the man who stood at the gates of the year - "give me a light and I may travel into the unknown" and he replied "go out into the darkness and put your hand into the hand of God. That should be to you better than light and safer than a known way". So, we use a blessing prayer that was used at the Queens' state funeral:

"God grant the living grace, to the departed rest, to the church, the King, the Commonwealth and all human-kind, peace and concord and to us and all his servants, life everlasting and the blessing of God almighty, the Father, the Son, and the Holy Spirit rest upon each and every one of you and upon this glorious Borough, today and always. Amen"

1

ELECT A PERSON TO PRESIDE IF THE MAYOR AND DEPUTY MAYOR ARE NOT PRESENT

There was no business under this item.

2

APOLOGIES

Apologies for absence were received from Councillors Guney Dogan, Peter Fallart, Stephanos Ioannou, Rick Jewell, Bektas Ozer, Julian Sampson and Jim Steven.

3

MAYOR'S TRIBUTE TO HER MAJESTY QUEEN ELIZABETH II

The Mayor welcomed everyone to the Chamber.

The Mayor offered her condolences to the Royal Family and paid tribute to Her Majesty the Queen's vast achievements.

On behalf of the London Borough of Enfield, the Mayor sent messages of goodwill and support to the new King, King Charles III.

The Mayor's tribute is as follows:

'Tonight, marks a momentous occasion in the history of Enfield Council.

Members from all sides of the political spectrum have come together to pay tribute to Her Majesty Queen Elizabeth the Second, who sadly died on Thursday, 8 September, and to celebrate the accession to the throne of her son, King Charles the Third.

Whilst the death of Her Majesty has saddened me, it has been a great honour for me to play my part as Mayor of Enfield in leading the people of this borough in marking the passing of our Sovereign.

Her Majesty Queen Elizabeth the Second was a remarkable woman and a remarkable monarch who dedicated 70 years of her life to serving the people of the United Kingdom and the Commonwealth with dedication, grace and dignity.

We were fortunate enough to welcome Queen Elizabeth the Second to Enfield twice – in 1983 and 2003 – when thousands of people turned out to welcome her.

Her visit was the first to Enfield by a reigning monarch since the 16th century and we were honoured to welcome her here.

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She was always popular and well respected by the borough's residents, and I am sure they share our sense of loss at this time.

Her passing will be keenly felt by the nation for many years to come but we will celebrate her legacy.

In doing so I can confirm Enfield Council will plant a Queen's tree as a mark of respect and to commemorate the life of Her Majesty whilst looking forward to a long and peaceful reign under His Majesty King Charles the Third.

Much has been said about our new King's qualities and how he will be a new and modern ruler.

I count myself lucky and enormously honoured to have met King Charles the Third, and his wife, the Queen Consort Camilla, at one of the Queen's Garden Parties at Buckingham Palace in July 2011.

I was invited alongside my son Jeremiah, who was a cadet in the Royal Air Force at the time and it was an occasion and a memory I will always cherish and look back on with fondness.

Whilst tonight is about celebrating the life of Her Majesty the Queen Elizabeth the Second, we also look forward to the reign of King Charles the Third as we enter a new era in Britain.

Long Live the King'.

4

MINUTES SILENCE

At the invitation of the Mayor, the Council, in memory of Queen Elizabeth II, stood for a minute silence.

5

DEPUTY LIEUTENANT'S TRIBUTE TO HER MAJESTY QUEEN ELIZABETH II

At the invitation of the Mayor, the Deputy Lieutenant, Ann Cable, paid tribute to Her Majesty Queen Elizabeth II.

The late Majesty Queen Elizabeth II was for the majority of the people here and possibly all of us here, the only Monarch that we have known. We have read about previous Kings and Queens in the history books and so have been aware of them, but this is different. We have lived our lives alongside Her Majesty and through that, perhaps we have a greater and deeper connection with her. Queen Elizabeth came to the throne at just 25, when our country was emerging from the shadow of the war and this nation has grown and developed under her reign and the Commonwealth is the family of nations it is today because of her. Her late Majesty was the champion of freedom and democracy around the world. She valued all people. She was a symbol of co-

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operation and reconciliation for us. She represented continuity, certainty, a calm subtle understated leadership with quiet wisdom. That wisdom and reassurance gave us strength in the most testing times, most recently perhaps in the dark moments of the pandemic but she gave us hope that life would return to some normality again and in her words that “we will meet again”. Over her reign, she saw unprecedented social, cultural, and technological change - she showed us not to be afraid of change and to step forward and embrace it. Her life was, of course, not without unhappiness and troubles but she was steadfast in her duty to her country. Her strength came from her faith. Her values, her principles, her steely determination to what was right but in the right way. She was an inspiration to so many, particularly women - a female leader in a still male dominated world of the 50s and 60s, she bridged motherhood with being a Monarch and she also bridged generations, communities and indeed nations. As a Monarch she was someone who was separate, but she wasn't distant. She understood how the visibility of the modern Monarchy was so important for us. Her people to relate to and for us to know and understand. She made those personal connections, she would look you in the eye and there was a genuine interest in her conversation, a tenderness, a real warmth in her smile and that human touch enabled us to relate to her. There was, of course, the inevitable pomp and pageantry of royal ceremonial, but this was complemented with elements of the everyday and of fun. Family barbecues, enjoying a day out at the races and I wonder how many of us here would mention tonight the spoof parachute jumps with 007 and tea and marmalade with Paddington Bear. That good humour, that authentic humility and that human touch was what endeared her to us all. With her singular grace and powerful example of dignity and duty, she was quite simply my inspiration.

It has been the most immense privilege to serve Her Majesty in my role as a Deputy Lieutenant but also wearing my other voluntary hat, I was on duty at all four of her jubilee celebrations and I was privileged to meet her on a few occasions. It was an honour this past week to serve her one final time and to witness her final journey. Her late Majesty Queen Elizabeth II was loved and admired by people across the United Kingdom and the world, and her legacy will endure through the countless people that she met and the lives she touched. She was at the heart of our national life for 7 decades and her devotion to duty remains an example to us all and so we pay tribute to our late Queen. We send our deepest sympathy to all members of the Royal Family, and we offer loyal service to our new King.

God save the King.

All: God save the King.

6

TRIBUTES TO HER MAJESTY QUEEN ELIZABETH II AND GOODWILL MESSAGES TO HIS MAJESTY THE KING, FROM THE LEADER OF THE COUNCIL, LEADER OF THE OPPOSITION AND COUNCILLORS OF THE LONDON BOROUGH OF ENFIELD

The Mayor invited the Leader of the Council, Leader of the Opposition, and all Councillors of the London Borough of Enfield to pay tribute to Her Majesty Queen Elizabeth II and to offer goodwill messages to His Majesty the King.

Cllr Suna Hurman, Deputy Mayor read the poem Floral Tribute.

Evening will come, however determined the late afternoon.
Limes and oaks in their last green flush, pearled in September mist.
I have conjured a lily to light these hours, a token of thanks.
Zones and auras of soft glare framing the brilliant globes.
A promise made and kept for life - that was your gift -
Because of which, here is a gift in return, glovewort to some,
Each shining bonnet guarded by stern lance-like leaves.
The country loaded its whole self into your slender hands,
Hands that can rest, now, relieved of a century's weight.

Evening has come. Rain on the black locks and dark Munros.
Lily of the Valley, a namesake almost, a favourite flower
Interlaced with your famous bouquets the restrained
Zeal and forceful grace of its lanterns each fluorescent
A silent bill disclosing a singular voice. A blurred new day
Breaks uncrowned on remote peaks and public parks, and
Everything turned on these luminous petals and deep roots
This Lily that drives between spire and tree, whose brightness
Holds and glows beyond the life and border of its bloom.

Cllr Nesil Caliskan, Leader of the Council

Over the past 10 days the country has mourned the death of the Queen who loyally served our country for more than 70 years.
Our Full Council meeting this evening is an opportunity for members to commentate on an extraordinary life lived, recognising the outstanding service to the people of this country and the Commonwealth, service which is far too difficult to encapsulate in words.

It's unsurprising that, according to reports, Her Majesty's funeral was watched by a staggering 28 million people in the UK and as many as 4 billion worldwide.

As the most recognisable woman in the world, a constant in the lives for most of us, the Queen has been the figurehead that many in our nation turned to for comfort and reassurance at times of uncertainty and distress.

From a World War to a global pandemic, she demonstrated a leadership that millions welcomed, often seeming to find the right words at exactly the right time. And of course, for seven decades, families up and down the country

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have planned their Christmas dinner around the time that the Queen's Christmas message would be televised.

Madam Mayor, there is of course a view that disagrees with monarchies as a principle. But there is also an undeniable and an overwhelming affection towards the monarchy in this country, and across the world. Much of that is undoubtedly down to the Queen herself; her kindness, that so many have given testimonies about, and the giving of her life to the service of other people. A lifetime commitment she carried out until the very end; a motivation perhaps instilled by the Christian faith that was so deeply important to her.

Madam Mayor, I learnt about Her Majesty's death whilst I was on holiday abroad. Upon my return, after catching the earliest flight available, I joined the rest of the country with being deeply moved by the Queen's passing – an intriguing feeling when you don't know someone personally, and yet the connection to her for many of us is so real.

Madam Mayor, as most in this chamber will know, I'm the granddaughter of immigrants who grew up in the British Colony, Cyprus. Apart from perhaps the home-made Turkish food we eat, there is very little I have in common with my grandparents in terms of my childhood – apart from Queen Elizabeth II.

Earlier today, as I thought about what I would say in this speech, I recalled my grandmother telling me a few years ago that she has a vivid memory of a portrait of her Majesty the Queen hanging on the wall of her classroom. Her school was in her small village called Lefkara, up in the Cyprus mountains. Decades later, on another island but a completely different country, for me, her granddaughter, a hanging portrait of the Queen has been a familiar sight throughout my life.

I also reflect on a conversation I had with the Leader of the Opposition the other day, when we noted that the political groups in the London Borough of Enfield are being led by a Caliskan and a Georgiou – a legacy if you like of the British Colony and Commonwealth which the Queen loved dearly.

Madam Mayor, as our country comes out of this period of mourning, the country will look ahead to the coronation of the new Monarch. I know our communities in Enfield and members across the chamber will want to come together to mark the occasion in Enfield. In the coming months, as we wait to hear the coronation plans from Buckingham Palace, as Leader of the Council, I'll ensure we establish a cross party working group so that the historic occasion can be marked.

Madam Mayor, she reigned and lived for so long, but the death of the Queen is a reminder of human mortality. It's also a moment to reflect on the most extraordinary life lived and the 70 years of service to the nation. May Queen Elizabeth II rest in peace.

Cllr Alessandro Georgiou, Leader of the Opposition

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On behalf of the opposition and people of Cockfosters I would like to offer our heartfelt condolences to his Majesty the King, the Queen Consort, and the entire Royal Family for the passing of Her Majesty Queen Elizabeth the Second.

Can I also thank Council officers and indeed the Leader of the Council for the swift way and going above and beyond in the way that they have in making sure that we had a smooth and respectful series of services including this one, and making sure business continued as usual.

Like hundreds of thousands of Her Majesty's loyal subjects and fellow Members here I queued for thirteen hours to pay my respects to our late Sovereign during the lying-in state. What struck me was as we got closer to Westminster Hall, rather than people looking more tired and beaten down by the cold and physical exhaustion, they became more and more full, more determined, and yes, a little more excited at the prospect of being part of history. I believe it was only this Queen, Queen Elizabeth the Second, who gave nothing but devotion, love, and dedicated service to us loyal subjects, who could have elicited such an outpouring of grief from so many across Enfield, the United Kingdom, the Commonwealth, and the world.

This Chamber itself is a perfect illustration of the reverence and loyalty we have for our Queen. There have been thousands of people over the years that have passed through those very doors and a once receiving their citizenship, that they pledge allegiance to a president or Prime Minister or a constitution. No. They proudly pledged allegiance to Her Majesty, knowing that she was now their Queen, joining us as a fellow subject during the seventy years of the second great Elizabethan age. It is also important to note has already been noted rightfully by the leader, that the Queen's role as the Head of the Commonwealth is relevant also to this Chamber, and its past and present Members. If we believe when the Borough was founded in 1965. We would have Members elected throughout the years who are either born in whose heritage was from Ghana, Nigeria, India, Pakistan, Bangladesh, and Cyprus and other countries throughout the Commonwealth.

We will hear later, I'm sure, from those Members who met the Queen when she visited Enfield in 1983, possibly, an, and we are fortunate that we have former Councillors such as Anne-Marie Pearce, and Terry Neville, who were Mayor and Cabinet Member for Environment respectively, during the Queen's second visit, and were lucky enough to have met her. Being the Councillor of a Cockfosters Ward, which includes the Trent Park Estate is fortunate in many ways, but many may not know that her Majesty was a frequent visitor to the estate, not only during her reign, but also as a young princess. Visiting with her late sister Princess Margaret, parents, and grandparents as a guest of Sir Philip Sassoon. Indeed, there are some lovely pictures of the two young princesses playing together in the grounds of the estates.

As a Christian, Your Worship, I also recognise the Queen's role as defender of the faith and supreme governor of the Church of England. We must remember that before wearing the imperial crown on day of her Coronation,

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the Queen knelt at the Westminster Abbey altar, and for a moment but for a moment of silent private prayer, understanding that she was first and foremost a servant of God. Her Majesty cherished her Christian values, which shaped her life and guided her reign, and her choice of Psalm 23 to be sung at her state funeral.

The first part of which I would like to now repeat, demonstrating her strong beliefs.

'The Lord is my shepherd I shall not want He maketh me to lie down in green pastures. He leadeth me beside the still waters. He restoreth my soul he leadeth me in the paths of righteousness for his namesake. Yea, though I walk through the valley of the shadow of death, I will fear no evil, for thou art with me, thy rod, and thy staff, comfort me.'

Her Majesty said on the passing of her devoted husband, His Royal Highness Prince Philip. Grief is the price we pay for love. And we are grieving because we loved our Queen.

May Her Majesty Queen Elizabeth the Second, rest in peace and rise in glory. God save the King.

Cllr Ergin Erbil

Every corner of our nation is experiencing a huge sense of loss, and as we grieve, we have been reflecting on Her Majesty's lifetime of service, devotion, and dedication to the people of Enfield, the United Kingdom, and the Commonwealth.

Her Majesty the Queen will be respected for her service and dedication to our nation for generations to come. Her frequent visits to constituencies up and down the country still live on in people's memories.

The queen's visit to Edmonton Green in 2003, for example, was one of these instances. On her tour throughout Enfield in 2003, Her Majesty visited Fore Street in Edmonton Green, Salmons Brook, and Edmonton Green Shopping Centre where she opened the Edmonton Credit Union in the arcade which aimed to provide financial help for residents.

Throughout her service, the queen brought the values and conviction embodied by the greatest generation of our country into the shaping of a modern Britain.

We can all learn from our Queen's unwavering efforts to build bridges and bring people together across divides, where she put service to her country in front of her own interests.

May she rest in eternal peace.

I, and my fellow Councillors in this Chamber, have faith that His Majesty The King Charles the Third's succession to the throne will build upon this legacy

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and usher in a new era for our nation. We wish him every good fortune as he embarks on his reign.

God save the King!

Cllr Hannah Dyson

Last weekend, my six-year-old daughter and I reflected. I talked about her late Majesty at the Winchmore Hill Quaker Meeting House as part of the recent Open House weekend. As we wandered through the garden and sat under the peace tree, admiring the abundance of bright green acorns, we talked about how grateful we are.

The Queen lived her best life, will be buried with the late Duke of Edinburgh. After a very long and happy marriage.

Madam Mayor, the Queen has always been there for us as a mother figure for the country. Her moral code was impeccable, and she set standards of behaviour. The Queen had decorum, but also saw the funny side of life, which balanced the formality of her job with the humour of a situation. The Queen's smile said it all, it was warm, sometimes mischievous, but always gracious. She liked meeting people and being informed. Everyone looked up to her, the Queen was patient, kind, and regal.

In the 1970s the Queen smiled at my parents from her open carriage going down The Strand, which my mum remembers so fondly and has spoken of over the years.

The Queen met so many people in her lifetime, and wanted to be seen by her subjects, whether in person attending church, travelling in an open top car, in the carriage, and on television the Queen's coronation, was the first to be televised.

In the Queens younger years, she painted an idyllic picture of a mother to her children with a dashing ex-Navy Officer Prince Phillip. She was very close to her glamorous sister, Princess Margaret, and as the oldest sister was her mentor, the Queen will be sorely missed by her family, friends, British public, Commonwealth, presidents of past and present and the whole world.

Cllr Sabri Ozaydin

Thank you for giving me the opportunity to pay my respects.

As I have served as the Mayor of Enfield for the last 2 years, I have been invited to so many events and places, everywhere I have been I have felt the love and respect people had for our late Queen.

Not only the residents of Enfield but everyone that I met was so proud of being British or living in Britain and having her as our Queen. Living under her monarchy and leadership Great Britain Developed and established so many great things. She set the standards for the rest of the world.

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I am so saddened by her loss. I would like to give my respects to our new King Charles the III who I'm sure will provide as good representation as his beloved mama.

I wish him all the best. God save the King.

Cllr James Hockney

Through the tumultuous tides and waves of history, Her Majesty the Queen was a steadying hand over troubled waters.

Her Majesty the Queen was our nation's North Star, ever present, ever dependable over seventy years, who now gently gazes down to us from the heavens, and it's difficult to express in few words, the sense of loss.

But sometimes the answer is right before you. My daughter gave asked her teacher, teacher to do a tribute to the Queen. It simply says

'To the Queen. You were a good Queen. We will miss you'. I have to say I struggled to find better words than that of my daughter. And it takes me back thirty years to my own childhood.

Thirty years ago, my school was celebrating its four hundred and fiftieth anniversary with six other schools and we were invited to send each a choir to perform in the Royal Albert Hall before a packed audience, the Royal Family and Her Majesty the Queen.

Now, I think it's probably fair to say I probably make a better speech maker here in the Chamber than I do holding a tune. But they obviously saw that I worked very hard to do my best and it was a proud honour to join the choir and one my abiding memories during the day long rehearsals at the Royal Albert Hall was the conductor said to us when we were rehearsing the national anthem, he said if you all give your best, then the Queen may hear the finest ever recital of the national anthem.

Now my friends and I, we were twelve, but we fully recognised even at that age that there would have been far better singers, performers far more talented that went before us. But we gave it our all. We gave it our all not because we thought we'd be attached or any of the other performances, but we gave it our all because we are singing to our Queen.

And that one memory is one of countless billions of personal memories that people have all around the world. And I very much hope that that is a comfort to our King and the Royal Family in their grief and each of those billions of personal memories was a drop. It would fill an ocean of thankfulness and gratitude for life well lived. And memories can fade and evaporate in time. But what does not fade is a legacy and deeds of action. And if all of us rededicate ourselves to our communities in the memory and example the inspiration of our Queen and serve our community better through deeds and action that can surely be no fine attribute to the memory of our Majesty, the Queen from this Council.

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Cllr Doug Taylor

I offer my comments to those that were heard and will hear for the rest of this evening.

Her Majesty the Queen was the only monarch I have ever known. Her reign covered 18 General elections, 15 Prime Ministers, 12 US presidents and 9 Popes. It is now a period of uncertainty and many people have commented about the constant security that she represented. Many lines have been written and many words spoken since her passing, and who am I to say anything new to what's already been said?

Some have talked about an epithet for her, and suggestions are varied of course. There are examples from history, William the Conqueror, Alfred the Great, Edward the Confessor, Richard the Lionheart. Suggestions for our late Queen include Elizabeth a Great, Elizabeth the dutiful. Elizabeth the steadfast, Elizabeth the longstanding. Forgive me if I add my suggestions.

The reign of the late Queen is bookended by one end of the Second World War, and now the conflicts in Ukraine. Society has changed dramatically during that period, in terms of gender, in terms of sexuality, in terms of race. Technology, work patterns, life expectancy, and even the number of pence in the pound are different. From 1952. The Empire became the Commonwealth. While nations became republics within the Commonwealth, the Queen remained without question, the Head of the Commonwealth, the glue that kept the Commonwealth together.

It said that she planned her funeral and I suspect there is some truth in that. On her coffin Myrtle foliage grown from a sprig of Myrtle given to it in a wedding bouquet in 1947. The hymn, the Lord's My Shepherd was sung at her wedding, the anthem by Vaughn Williams was written for her Coronation. That continuity, that tradition, that certainty, that symbol of the nation is something that has passed, and I think is deeply unsettling for many in our community, in her Christmas broadcast in 2021 she said it was a moment to give thanks for enormous changes over the last seventy years. I'm sure she will be confident in the new king to ensure that we move with confidence where her passing creates that insecurity. The values of decency, dignity, stewardship, and responsibility that were embodied in one person need to continue in the new King. While politicians came or went, policies come and go, like night and day Queen Elizabeth was a predictable, reassuring presence. That is why we show so revered in this country, and why I think Elizabeth the revered is the most appropriate epitaph. May His Majesty, have the wisdom and strength to continue in his mother's footsteps.

God save the King.

Cllr Ruby Sampson

I have learnt a lot about grief this last year. The most helpful saying I was taught for coping with grief is that 'Grief is all the unexpressed love you never got to give someone.'

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It is the perfect summation of the human experience of losing a loved one. But the experience of losing the Queen is a unique one.

She is not a stranger and not a member of our intimate family.
But over the years we have fostered her as the nation's grandmother.

In 2018, four years ago, almost a third of people in the UK had met the Queen. And even if you haven't met the Queen, she played a huge part in all our lives, so we feel like we've all had our own personal connection to her.

Whether that connection was every time you stamped a postcard, every time you used your passport or every time you watched the Queen's speech on Christmas Day. She was there.

Growing up the monarchy was always something I admired. My parents took me to the Trooping of the Colour, we visited Buckingham Palace together and we had a street party back when we were celebrating the Queen's Diamond Jubilee.

My love for the monarchy started a long time ago. Back in 2011 when I was almost 11 years old my dad and I camped out for William and Kate's Wedding. We got to Whitehall Gardens at 4am and were in the first row of campers. And only moments after we sat down, we made friends with two ladies who had come all the way from North Carolina, just to get a glimpse of the Queen.

I'll always remember the moment the carriages rolled past us, and I'll tell you now – she looked right at me and waved. And I have the photos here to prove it!

The Royal Family are perhaps even more a part of ordinary people's lives now which only strengthens the monarchy. I made a one-year anniversary card for Prince William and Kate and was amazed when I received a reply. Probably something I'll be showing my grandchildren, telling them, "The future King and I once corresponded!" It came with many Royal stamps on the envelope and a postcard inside with a photo of them in their engagement outfits saying on the back how their Royal Highness were so touched by your kind efforts upon wishing them a happy anniversary.

The three words that come to mind most when talking about the Queen and celebrating her life are: community, respect, and bonding.

We have come together as a community to grieve and doing so for many brings back the pain of grieving the loved ones we've personally lost in recent years. That person who should have been sitting on the sofa with you on Monday watching the funeral or at the end of the phone after these big moments. But we are united and strengthened in our feelings of grief for Her Majesty the Queen. There is beautiful sense of togetherness in mourning someone whose whole life dedicated to the service of our country.

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I wish King Charles III a reign full of as much devotion and love as we have had for Queen Elizabeth II.

Cllr George Savva MBE

The end of an era.

Queen Elizabeth the II. Rest in peace.

Long live King Charles III.

Over the years I have had the opportunity to meet a number of Members of the Royal Family at various venues and events. I have met her Majesty the Queen, Princess Ann Prince Charles and many more.

You may be surprised to know that I vividly remember the Queen's coronation which took place 18 months after her proclamation, so I was old enough to remember that the celebrations took place in my village in Cyprus at the school playground.

In those days Cyprus was a British Colony and at the same time a member of the commonwealth and still is and will continue to be a member of the commonwealth.

So, I became aware of the monarchy at a very young age and when I came to England many, many years ago I did follow the work carried out by the royals.

My parents were among the first generation of immigrants who came to this country in the late 50's from Cyprus.

Years later it just occurred to me to ask my mother why in the middle of all the photographs she displayed in the house by the fireplace a large size photo (larger than an A4 size) larger in comparison to the rest of the other photographs was that of the Her Majesty the Queen Elizabeth II.

The answer to my question, as to why does she keep the photograph of Her Majesty the Queen? She answered spontaneously, "because she is a member of our family"

I did not ask the reason why but decided to find out for myself.

I found out that Her Majesty the Queen had Charisma, (in Italian carismatico same as in Greek) she was an affectionate and decent human being she had a lovely innocence full of warmth friendly smile. One felt she was a relative, she was indeed the nations mum, be it sister, auntie, grandma, great grandma, she had set an example to us all as a good caring leader, an Excellent Monarch.

She set an unparalleled example of a wife, Head of State, and family.

The many problems that were created were inflicted by others not herself. Her Majesty was never the cause of any problems, and she has never caused any problems. She has never hurt anybody.

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Last week we saw history in the making. 70 years of dedicated service to her country, saw her subjects paying their utmost respect to a monarch that kept the Country and her family going through thick and thin, as she stood like a rock in troubled waters. Everyone ran to her for advice and help.

Nations who strive to keep the culture and traditions will survive. Her Majesty faced so much unfair criticism, but the Monarch did not react to any of that negative criticism.

As the bible says Blessed are the meek for, they shall inherit the earth Amen.

Queen Elizabeth II is dead. Long live King Charles III.

Cllr Michael Rye OBE

When I became Leader of the Council in 2002, for some obscure reason, I thought that Enfield had been neglected by Senior Royals and that it was about time one of them came to visit us.

So, we put an invitation into Buckingham Palace, not to the Queen but for a Senior Royal to visit the London Borough of Enfield, very much to our surprise, it was the Queen who put herself forward for this visit, and as you would imagine, there was a huge number of meetings with equarious advisors, every suggestion we made right down to the detail of the menu for lunch, at Forty Hall had to be signed off and agreed by Her Majesty herself.

I'll never forget on the day in Edmonton turning the corner into the precinct because the people took the roof off with loudness of their welcome, and it was an absolute joy.

Now all the best laid plans do not always run as you would like. And on the day, the Queen was on her second visit, not far from here at the marketplace with Mayor councillor Anne-Marie Pearce, looking at the various stalls and we had an alarm because the sniffer dog at Forty Hall had discovered some explosives, now if I was to tell you the visit took place in November, that might give you a slight clue. There was unbeknownst to us some fireworks that had not been let off that had been left in a bush, so the message came back, that there was a delay, so poor Councillor Anne-Marie Pearce takes the Queen around the marketplace again, and there was a stall at the time, which dealt with antique jewellery and there's a wonderful aide memoir in front of you which is a lovely picture of the Queen, and you can see she's wearing rather a gorgeous brooch, and the stallholder said to her Majesty 'that is a wonderful piece of bling Your Majesty, would you like me to give you a price for it'? Which the Queen's reply was 'that has been in my family for rather a long time.' And that was a very polite way of saying, no I do not want to part with it.

We then had the pleasure of lunch and the thing that struck me is how difficult it was to be a constitutional monarch. So, there you are sitting around with guests from the voluntary sector and so on, and the Queen was engaged and interested in everything but of course, it's very difficult to reply and comment

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without actually expressing an opinion, and I think one of the things that I would say about the Queen, is that she was the absolute exemplar of what a constitutional monarch should be, and I think that the gold standard of Monarchy is one that all will be judged against in the future.

And it was my great privilege for that lunch that I had to stand and say, ladies and gentlemen, please be upstanding, I would like to propose the toast to Her Majesty the Queen. And I think it was a marvellous day for the Borough.

That's probably a highlight of my time as leader the Council and I know that she was hugely engaged in what we were doing in this Borough.

I'm delighted that King Charles III is succeeding her. I met him first in 1980 at University of Wales St David's Lampeter. I met him subsequently twice in Enfield and he was the man that invested me with my OBE. He is an absolute gentleman. He is deeply interested in everything in this country and having been the longest serving Prince of Wales, together with the Prince of Wales Trust and all that he's done. I'm convinced he will carry on the great work of his mother. Long live King Charles.

Cllr Margaret Greer

Queen Elizabeth Alexandra Mary Windsor ascended to the throne on the sixth of February 1952 at the age of 25, following the death of her father King George VI.

A year later, on the second of June 1953 at her coronation, the Queen stated the following to the world.

"I declare before you all, my whole life, whether it be long or short, shall be devoted to your service and to the service of our great imperial family to which we all belong".

Madam Mayor, Queen Elizabeth the Second has been a symbolic figure of grace, love, and leadership for over 70 years.

Her tireless and timeless devotion to her people across the United Kingdom and the Commonwealth has been steadfast.

Britain and much of the world is mourning the end of a reign that lasted longer than any other in the nation's history, a reign that spanned many decades, with unprecedented change and upheaval.

Queen Elizabeth the Second was more famous for more years, than anyone else on the planet. Loved by many she was universally revered, and it showed with the thousands who queue for hours and days to pay their last respects as she lay in Westminster Hall.

My lasting memory, Madam Mayor, as a final symbolic act was performed at her funeral was removal of the items on her coffin.

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The septa is a symbol of earthly power. The sovereign globe symbolises Godly power, and the cross above the globe representing Christ's domain over earth. And the crown as the sovereigns' power is symbolically relinquished and passed to her successor.

In the words of Simon Armitage, the poet laureate to the Queen.

"The country loaded its whole self in your slender hands.
Hands that can rest now, relieved on the centuries weight - evening has come."

Madam Mayor, my two simple words to Her Majesty Queen Elizabeth Alexandra Mary Windsor are 'Thank you'.

Cllr Sinan Boztas

Her Majesty Queen Elizabeth the Second was more than a monarch, she defined an era. A stateswoman of unmatched dignity and constancy, who knew the dangers and the provisions of world war and worked alongside the British people and delight them during the devastation of global pandemic looking forward to better days ahead.

The kind-hearted Queen has left a lasting impression on her country and the century. Her Majesty served the British people with exceptional dignity. Her personal commitment to the role and extraordinary sense of duty were the hallmarks of her period as Queen which will hold a unique place in British history.

She was a much admired and respected monarch. She granted stability in times of crisis and has been able to keep the value of tradition alive in society in constant and profound evolution. She performed her duties with the dedication, grace, and humility. Her contribution to the United Kingdom and to the world will be recorded in history. And she will always be remembered fondly as a great world leader.

The United Kingdom has lost an exceptional Monarch who left a deep mark on history. Her sense of duty, commitment, and whose whole life was devoted to serving the people of United Kingdom, setting an example for all of us and will remain as a solid and valuable legacy for future generations.

May Her Majesty rest in peace.

Cllr Pat Gregory

On Thursday, the eighth of September we lost our most gracious Queen, who did her duty right up to the end. Never in our history have we had the most loyal, wonderful person as Head of State.

We send her family and friends, our prayers, and we will all miss her greatly. Two of her quotes were 'the only way to live my life is to try and do what is right, and to put my trust in God' and another quote was 'Jesus Christ, the Prince of Peace is an inspiration and an anchor in my life'.

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I've quoted and changed a poem by an unknown author, this is for our King. 'A limb has fallen from the family tree. But you keep hearing the voice that says, grieve not for me. Remember the best times the laughter the song, the good life I lived while I was still strong. Continue my heritage. I'm counting on you. Keep smiling and surely the sun will shine through. My mind is at ease. My soul is at rest. Remember my reign. I was truly blessed. Continue tradition, no matter how small. Go forth with the knowledge in heaven room for all. May you see God's light on your path ahead with the help of your Queen Consort who you wed, caring for your people. I know you will continue my heritage; I'm counting on you.

Cllr Nawshad Ali

Good evening, everyone. In the name of God, the most merciful, the most compassionate. I feel honoured to have been given the opportunity to deliver my maiden speech on such a historic moment.

I am deeply saddened by the death of the Queen. From my constituents and myself, I offer the deepest condolences to her bereaved family. Queen Elizabeth II was a great monarch – not only in the history of the UK, but in the history of the whole world. She won the hearts and minds of everyone, reigning 56 nations in all continents.

In an everchanging world – politically, technologically – in a world of uncertainty, she remained the true constant over seventy years. For many of us, she has been the only monarch of the United Kingdom we have ever known. She was loved, admired, and respected by all nations on Earth. Yes, we have lost her – but she has left a wealth of legacy that will last for hundreds of years to come. Her death made this chamber, as well as the whole country, united in mourning.

During the pandemic, her simple message to the nation – that we would see our families again, that we would be together again – gave us strength and courage when we needed it the most. We are together again.

On top of mourning for the Queen, we welcome the King ascending to his new role. King Charles III has devoted his entire life to serving the country. Together we support him in his efforts to continue doing so. I wish him a long and successful reign. God save the King.

Cllr Chris Dey

It is with tremendous sadness, and as the nation mourns that I sat down to write these words in tribute to Her Majesty Queen Elizabeth The Great, as I'm sure she will now be known. The Queen has been the embodiment of devotion and service, not just to us here in the United Kingdom of Great Britain and Northern Ireland and not even across the Commonwealth of Nations but as has been evident in recent days across the entire world.

Your Worship, Her Majesty has embraced a lifetime of service, working right up to her dying days, inviting none less than her 15th Prime Minister to form a

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government in her name. At 96 what a marvel and inspiration she has been to us all. When the overwhelming majority of us would have been retired for three decades Her Majesty has continued to work to the benefit of us all.

The Queen when she was simply Princess Elizabeth on the occasion of her 21st birthday made a promise to us all, across The United Kingdom and the Commonwealth, that she would devote her life in service be that life short or be it long and my goodness has she not delivered that vow in spades.

Her Majesty has calmly and quietly governed us as a tremendous and unstinting Head of State as Prime Ministers have come and gone. Serene, Sincere, Steadfast, Elegant and Caring are all words one could use to describe Queen Elizabeth. Those who have met her talk of her great sense of humour and sense of adventure.

She has prepared her Son and Heir for his entire lifetime and surely that must be one of her greatest legacies. His Majesty King Charles III comes to the Throne at a time when many of his age have already retired.

Your Late Majesty it is in grief that I say May you Rest in Peace and in Rise in Glory to our Lord Jesus Christ.

And it is with renewed vigour that I say Long live The King. Your Majesty May your reign be long, healthy, and happy. GOD SAVE THE KING.

Cllr Kate Anolue

I think I'll have to travel right back to Nigeria. When in 1956, I, as a young girl of nearly seven years old, just about the age of my granddaughter. Our parents cared for our uniform so nicely. We had a beret and we had in our flats, our little flats.

And all we heard is the Queen has come. The Queen has come but we couldn't wait. We didn't know who the Queen was or what to expect. Then on that very day, what a beautiful sight it was, elegant like an angel. We stood and waved and everybody, I tell you it was wonderful because I can still remember that vividly. But then how lucky am I to have followed the Queen to her home when I arrived in England? And I thought I'm the lucky girl and the first place I wanted to go was Buckingham Palace. And when I got there, I couldn't believe that someone lived in this. I said it's a castle, nobody lives there, it is marvellous, so big. And I felt very very happy that at last I followed the Queen; the Queen came to my country, and I followed the Queen to her country.

Then, how lucky could I be again? When I became a counsellor. I was one of those who were asked do you want to go to the Queen's garden party? I said of course yes why not? There I am, I met the Queen in life. And the first thing I did was to ring my brothers and I said guess what? Guess what? I've been to the Queen's home not just the Queen's country, but I've actually visited the Queen and I took out my hand to shake the Queen's hand. I said she was wearing gloves, but I still believe she shook my hand.

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Then to be lucky again. When I was mayor, I celebrated the jubilee, the Queen's jubilee, and I think that's a very, very fantastic story for me. Because when I remember the Queen, I remember Nigeria, I remember how I got here, I remember shaking her hands, and not only that, I remember my parents. I have only one regret and that is, I didn't realise my parents married the same year as the Queen. So, when they celebrated their fiftieth wedding day, I did go to Nigeria to celebrate that with them. What I didn't know was that all the people that married the same year as the Queen they got a card. I have a big regret all the time. I kept saying I wish I knew because I could have got that card for my parents because they're married the same year.

But the Queen was a wonderful woman. Somebody I cherished, someone I admire because myself as a woman, I know how hard it takes when you're working hard and bringing up children not to talk about carrying the whole of England, Wales, Scotland, and Ireland. It's just too much and then of course the whole country is in the Commonwealth.

It is somebody who is great. Somebody who is strong. Somebody who has got love for the people that she cares for that can do that. We love your ma'am. We lost you that we know that you taught us so much. And I believe that you are resting there in peace with your husband, and I have seen my mum as well and my dad.

Thank you. God bless you and thank you very much. Can I just say long live King Charles, who's got a big foot to step on, but I am sure that we can all support him. Long live King Charles.

Cllr Adrian Grumi

In 1987 I swore an oath of allegiance to Her Majesty Queen Elizabeth II when I joined the British Army, the same oath sworn by every service man and woman for the 35 years before me and the 35 years since.

I joined the Regiment bearing her title. The Queens Regiment, which was formed in 1966 from four Regiments, the Queens Royal Surrey, The Queens own Buffs, The Royal Sussex, and our local Regiment for Enfield the Middlesex Regiment.

This evening I feel it my duty and an honour to represent all serving personnel and veterans from the Borough of Enfield in my tribute to our late Queen. To say thank you to Her Majesty for being our Commander in Chief for the last 70 years

The last two weeks have marked a nations sorrow at her death and the love that a nation and the world had for her. THE Queue, the crowds that lined the streets and the floral tributes have showed us how much we will miss our Sovereign. The Armed forces has lost its longest serving Commander-in-Chief. The Royal Family has lost a dedicated mother, grandmother, and great grandmother.

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Queen Elizabeth II epitomised duty, selfless commitment, and loyalty. She has been a symbol of unwavering stability for seventy years.

The State funeral on Monday was beautifully co-ordinated by every branch of our Forces, the Navy, Marines, Army and Royal Air force all played their part impeccably

May she rest in peace in St George's chapel alongside her loving husband Prince Phillip the Duke of Edinburgh

We have all witnessed a seamless succession of the throne by her eldest son, King Charles the Third, he has demonstrated his own strength at this difficult time and shown the world he is ready to rule. God save The King.

Cllr Tim Leaver

Today in Enfield as a Council we get to pay tribute to Queen Elizabeth the Second who's passing is such a deep loss the Royal Family and we here in Enfield and across this nation and Commonwealth, share in that grief and loss I never expected or anticipated speaking publicly tribute to Queen Elizabeth the Second. Why would I she was always there. Always the Queen, always our Queen. The truth is most of us cannot remember a time without Queen Elizabeth the Second when she was always on the throne ever present, transcending politics with a deep love for her country and Commonwealth that love as we've seen over the last few days, given back to her by a country mourning her loss.

I'm sure we all have our own private recollections of the Queen. Perhaps when she visited events we attended, or things the Queen might have done that we'd seen and moments that we've shared of times where she touched the organisations or the causes or the communities that we value and that she so clearly valued. My own memory stem from being one of many cubs on route during the Silver Jubilee, then rushing back to street parties, or working in central London near the Royal Institution and seeing the traffic stop and the kerfuffle around the Queen making another visit to the Royal Institution for whatever event.

Ever there, our Queen getting on with her life while we got on with ours. But the Elizabethan era is over and it's 70 years has come to a close. It's so clearly a life well lived of unwavering public service, right until the end. She was an example to us all of the importance of duty and public service and we all thank her for that. And we all know that Charles the Third shares that devotion, that duty and public service and we wish him health and a long life as he begins his reign.

May the Queen rest in peace. Long live the King.

Cllr Andrew Thorp

When the news came that London Bridge had fallen, and Her Majesty had passed a profound sadness fell upon me. It felt personal in a way that I didn't expect.

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When I was six, my Mum and Dad took me to Scouts. As a Scout, I take the Promise and pledge to do my duty to the Queen. As a child I wasn't quite sure what that meant, but I knew it was important.

Everyone knows that Scouts love earning badges, and, on the wall, there was a poster advertising the Queen's Scout Award, the highest award a young person can achieve. 18 years later and I was the proud recipient of the award.

As a Queen's Scout, I was asked to take on various duties and the first of these was to present the Queen with a birthday present at Windsor Castle. As I approached her, I reflected on all those occasions I had taken my Scout Promise and pledged to do my duty. But as we spoke, I was struck how in fact, she was doing her duty to us. As I tried to congratulate her, she wanted to know about my Queen's Scout Award and the adventures I had. This was a theme of other engagements, Remembrance at the Cenotaph, celebration events at Windsor, there was always a smile and an enquiring question and an ability to make you feel special.

If you were a President, a movie star, or a Scout like me, you knew that a meeting with Her Majesty was going to be memorable.

When the news came that she had passed, and London fell silent, I joined with other Scouts to live our Promise and do our duty to The Queen for one last time. I have spent the last week supporting the lying-in-state, working with Scouts to make sure that everyone who wanted to pay their respects could and support was there for them. Hour after hour, day after day, I have seen, sorrow, respect, and admiration. Sharing stories of a life the like of which we haven't seen before and won't again.

The team took inspiration from Her Majesty and performed their selfless duty. Not wanting food to go to waste at the security point they delivered it to a foodbank, left over blankets went to the homeless and when wheelchairs were delivered in pieces, Scouts put them together. It's the inspiration that she gave to others that will be Her Majesty's enduring legacy.

She was everything that is good about our Country, she truly was Elizabeth the Great.

We now move to a new and ambitious Carolean age, and I will make a new promise to do my duty to the King. We look back in thanks and forward with optimism and a new generation of Scouts will work towards their King's Scout Award. God save the King.

Cllr Nicki Adeleke

In recent days when discussing the Queens death, lots of things have come up in my mind. How I will never sing God save the Queen again in my lifetime. What the new stamps and bank notes will look like, or when new passports and signs say his Majesty, rather than her Majesty's.

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I also have been reflecting on how in my culture, we remember those who have departed.

The most noticeable difference is that in my culture, we wear white when we mourn the loss of an elderly person, and our funerals would be referred to as a celebration of life.

People come together to comfort each other, to remember the joy and happiness the deceased brought, and to give thanks for their life. We are sad that they've left us, but happy for the time we had with them.

In the news coverage, we've seen highlights of the Queen's life, and how much we have to be grateful for. She was a mother, grandmother, great grandmother; she was a leader, a national constant through the good and bad times, and above all else, she was the perfect example of an exemplary life of public service.

My hope and prayer is that her soul rests in perfect peace, that her family may find comfort in the memories they have of her, and the knowledge that the country, the commonwealth and indeed the world, grieve with them.

I also pray that, his majesty, our King Charles III, enjoys good health, and may remain our good king and head of state, a long time to come. Long live the King.

Cllr Paul Pratt

It is under unique circumstances that I make my maiden speech in this Chamber.

A lot has been said over the last 13 days with respect to our late Queen. Much more able and eloquent people have set out the high regard in which she was held! I intend to speak about my personal memories of the Queen and my hopes for our King.

On the eighth September I was working in Pall Mall, at around 4pm, sensing the mood in the media and online I decided to go home via Buckingham Palace, A colleague and I stood at the gates to the Palace and took in all that was happening!

At about quarter past four the heavens opened and after several minutes of sheltering under my umbrella the skies cleared, to reveal a rainbow over The Mall!

By around half past four, our new Prime Minister had been told that the Queen had died and at half past six, the Royal Family announced the Queen's death to the Public.

On a personal level, I have known no other Monarch, every Birthday and Christmas card I received in the post had a stamp with the Queen's image on

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it, the first bit of money that I deposited in a bank account had the Queen's image on it, my Passport is provided to me in the Queen's name.

A distinct memory of the Queen from my childhood was joining a Cub Pack, part of the Cub Scout Promise is:

'To do my duty to God and the Queen'

In hindsight the importance placed on making this promise has remained with me throughout much of my life!

As a leader the Queen had a unique talent to adapt and change while staying the same.

It was this ability which afforded her such respect.

Another memory I have of the Queen was learning that she owned part of the Countryside near where I grew up. The Duchy of Lancaster is the private estate of the British Sovereign as Duke of Lancaster. Part of this estate is a Pub called The Inn at Whitewell and is a welcome resting place after taking a walk in the Trough of Bowland!

A rite of passage for most people in the UK is going for our first drink in a pub and a lot of us will remember taking our passport so we could prove our age! My passport requests and requires, in the name of Her Majesty, all those whom it may concern, to allow [me] the bearer, to pass freely without let or hinderance, and to afford [me] the bearer, such assistance and protection as may be necessary.

With respect to our King and Duke of Lancaster, I hope that he will be allowed to rule without hinderance and that he be provided with the assistance and protection as may be necessary.

May the Queen Rest in Peace and Rise in Glory. Long Live the King.

Cllr Susan Erbil

I just like to say, during the reign of our late Queen for the last 70 years, many people have cherished treasured memories of Her Majesty the Queen since the eighth of September, many statements and news coverages were made in honour of the Queen, and one that was actually mentioned earlier by a Councillor Ruby Samson was that one third of the country have actually seen or met the Queen.

It is the Queen who has been the most commonly sighted Royal and the hardest working Queen, which we all know of and who have only known of in our last lifetime.

On a personal level, I have also seen the Queen, which I'm grateful for, in 2012 when I was serving at the Diamond Jubilee as a police cadet, I was an Enfield police cadet, which I'm really proud of, I was one of those Police

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Cadets who led the crowds to Buckingham Palace for the celebration of Her Majesty the Queen's sixty years of reign at the time. It was an honour to serve as a police cadet for the Queen, which I will also cherish this memory for a lifetime.

Her Majesty, the Queen Elizabeth II legacy will live with all of us may have majesty, rest, and peace.

Cllr Reece Fox

It's a great honour to rise today to give my maiden speech, and it's with great sadness that I rise to pay tribute to her late Majesty Queen Elizabeth the Second.

Two weeks ago, was the day that we all knew would come for some time, but every one of us hoped never would.

My thoughts and prayers are with King Charles III, to lose your mother in front of the world of media must be a shocking thing to go through. As we come to terms with the loss of our longest ever reading Monarch, we must always remember that she was a mother, a grandmother, and a great grandmother.

On the day, the Queen passed I was with Councillor Laban in the houses of parliament where we both work when the news broke the room went silent and everyone Labour, Conservative, Members of the House of Commons, Members of the House of Lords all stood up and with pride we sang the national anthem.

Councillor Laban and I then went back to Buckingham Palace, where just an hour after the Queen's death had been announced, the place was completely full of people who had come to lay flowers.

Last Saturday I was determined to pay my respects to the Queen, and I queued with Councillor Laban from 7am in Southwark Park to till 7pm when we reached Westminster Hall.

Queen Elizabeth the Second was quite simply one of the most remarkable people this country has ever seen. She was this country's connection, not just to the Second World War, but the Victorian era. Her first Prime Minister Winston Churchill was born in 1874 101 years before her fifteenth Prime Minister, Liz Truss.

The Queen was the last person in British public life to serve in uniform in the Second World War. When, any American president visited the United quite right too.

In the 1970s my mother, as a young girl, went to the gates of Buckingham Palace and waited for hours and hours to meet the Queen. And she's always said it was the highlight of her childhood.

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In 2016, I was on Whitehall for the State Opening of Parliament and the Queen's carriage came down Whitehall and thousands and thousands of people all cheered and waved as she went past. And just think what this country asked the Queen to do when she was just 25 not only to be our Queen, but to be our Head of State, the person who signs every parliamentary bill into law, the Head of the Church of England to be a focus of national identity, unity and pride and give a sense of stability and continuity to whom every member of Parliament and of the Armed Forces swears allegiance. The former Prime Minister called her Elizabeth the Great, he was right.

Queen Elizabeth II was simply amazing. We will never see her like again.
God save the King.

Cllr Mohammed Islam

I was born in a country where the British ruled for nearly 200 years. From my childhood, I heard many things about the queen and always understood what a queen could be with all the best qualities and best abilities. That was our Queen Elizabeth the Second.

Queen Elizabeth the Second led a remarkable life, one marked by history. Amid tremendous change, she was a figure of stability, providing a constant symbol to many.

I would like to say one memory in this time when my mum did a short visit to the UK in 2006. Following day, she wanted to see the queen and she wanted to visit queen house. I said, mum that's not possible but I can take you to the Buckingham palace but seeing queen is not possible. We went to Buckingham palace. I managed to take a picture with the queen in Madam Tussauds only. Till today my mum says, "I have the picture with British Queen".

Queen Elizabeth 2 had remarkable abilities and qualities in terms of public service. First of all, she had the ability to bring people together and unify our country. She taught the British people and British politicians about kindness.

It is indeed hard to contemplate life without her. For seven decades, she was there for us, and I think many of us thought she always would be.

She had the ability to generate affection, respect, and loyalty not only from people from this country but from countless millions of people from the commonwealth countries, and around the world. Her face was arguably the most recognised face on the planet, and she would be missed not only here but also in other parts of the world, including countries she was unable to visit during her long reign.

I have seen a BBC documentary about our queen called "Elizabeth, the unseen queen". In this documentary, she said the following:

"We are all visitors to this time and this place. We are just passing through. Our purpose is to observe, to learn, to grow, to love, and then we return home."

While we and our constituents feel the most profound grief at her passing, her majesty, Elizabeth the Second, has returned home and is at peace.

God save the King!

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In recent days when discussing the Queens death, lots of things have come up in my mind. How I will never sing God save the Queen again in my lifetime. What the new stamps and bank notes will look like, or when new passports and signs say his Majesty, rather than her Majesty's.

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In the news coverage, we've seen highlights of the Queens life, and how much we have to be grateful for. She was a mother, grandmother, great grandmother; she was a leader, a national constant through the good and bad times, and above all else, she was the perfect example of an exemplary life of public service.

My hope and prayer is that her soul rests in perfect peace, that her family may find comfort in the memories they have of her, and the knowledge that the country, the commonwealth and indeed the world, grieve with them.

I also pray that, his majesty, our King Charles III, enjoys good health, and may remain our good king and head of state, a long time to come. Long live the King.

Cllr Lee Chamberlain

I'm speaking tonight because I want to add my tribute to a Queen who's passing ends the second Elizabethan era. Seventy years ago, the Queen made a promise of duty and service a promise that she kept and upheld throughout her life.

A belief in duty her majesty clearly passed down to her son the king and grandson Prince of Wales. I was fortunate to be serving as a Counsellor where her Majesty and Prince Philip visited here in 2003. Throughout the visit, I witnessed that they were gracious, good humoured, interested, and happy.

It's my experience that people have met Her Majesty have had that same experience. It's a memory they treasure as I do now. The Queen was an exemplary example for all of us in public life, how to carry ourselves with dignity, how to live lives of honour and dignity. In all these things, Her Majesty was an inspiration certainly when I came to serve as Mayor in 2008, it was to the example of the Queen that I looked at as to how someone in public life should support themselves, particularly as the focus of attention.

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I can add my voice to thanks expressed and my heartfelt sympathy to the Kenyan all members of the Royal Family. I don't know of anyone who was not moved on seeing the faces of a Royal Family having to deal with grief in the full spotlight in public view.

I think we can say that they did her Majesty proud in a dignified ceremony which allowed the nation to mourn together. So, it is fitting that we are here today to pay tribute to her Majesty in recognising the contribution made by all the Royals.

It is with sadness that we can no longer say God Save the Queen, but I'm sure with her majesty's blessing we can say God save the king. Thank you worship.

Cllr Chinelo Anyanwu

So today, one of the things that I really want to highlight, especially because we know in the media how much this great loss has affected everyone, but also how it affects our young people. Even today we've had from fellow Councillors how it affected their children, and there is definitely nothing different in our household. It really sparked a whole host of questions that actually also sparked my daughter wanting to read everything about this wonderful Monarchy and about our wonderful Queen. That's every book, every programme, every magazine at all hours.

But what I'm grateful for is the fact that I was able to support her and the way that she dealt with her grief was to write a prayer, which I'll read today.

Dear God, thank you, God, for our gracious Queen. Thank you for the nicest ever, Queen. Please give our new King wisdom, Amen. That's from my daughter aged 6, I'm very proud of her, and I promised her I'd read it.

So, to us as Councillors, I just want to draw upon as we're in our communities and when we're in schools, just to continue to support our young people through this time, and would like to also say, rest in peace. God save the King.

Cllr David Skelton

I think we knew to expect bad news over the course of the awful afternoon two Thursday's ago, but nothing quite prepared us for that terrible moment of shock and sadness when the news was announced and that's a feeling of sadness that we've we have all experienced many times over the past few weeks in the stillness at the end of that remarkable queue in Westminster Hall, and also so many times over the extraordinary service and procession on Monday.

In the days after her majesty's death, I spent days, like we all did, looking at the coverage, looking at the old historical photographs that were broadcast, and several of those rather stuck in my head. The first of those was about two titans of British politics Winston Churchill and Clement Attlee standing at the foot of the Royal plane as the Queen returned following the death of her

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father, the King, and the second was her Majesty engaged in conversation with General Charles de Gaulle, and these were both the reminder that she isn't just a link to those titans who preserved our freedom, but she was one of those Titans herself. This linked to our history is of course symbolic of the importance of the role of the Monarchy.

I always think back to the words of Edmund Burke, about the importance of that thread between those who are living, those who are dead and those who are yet to be born, and for me, the link between the history was so important. And I think, like many of us, I've also spent part of the past few days thinking back to my grandparents. My granddad was a Durham coal miner, he and my grandmother were very positive socialists, but also very devout Monarchists and I always remember going to my grandparents' house and being overwhelmed by tea and toast, a tea cakes but also by the images of Her Majesty on most tea towels and plates, and everywhere and they always said she gives us something to be proud of she represents our history. She gives us something that will hold us together and holds us together.

And I think we know that we might have occasional disagreements in this Chamber. And dare I say we will have disagreements within our parties, but we should think about what unites us and what brings us together. I think what we've seen is the unity that her Majesty provided, and Monarchy provided, and we also saw in their celebrations only a few weeks ago, over the course of the Jubilee that pull this all together celebrate seventy years of duty and service.

And, of course, we saw that across the world in the days following the sad news. The outpouring of grief and emotion we have seen following the death of her Majesty should surprise nobody, her dedication to duty service, country and Commonwealth were absolute and unstinting. We've lost a wonderful leader, a great source of stability, a diplomat. I don't think there should go unsaid a genuine global authority on horse racing and bloodstock revered around the world for that.

And I'm proud to have lived through the second Elizabethan age and also have great faith in King Charles may she rest in peace. God save the King.

Cllr Alev Cazimoglu

Queen Elizabeth was affectionately referred to as Queenie in my house, despite not being born British and from a family who arrived here as immigrants, like many of our residents the Queen is very much loved and respected by my family.

When my parents gained their British citizenship, it was the Queen to who they swore allegiance. They probably couldn't even tell you who the Prime Minister was at the time. Indeed, learning about the Queen is one of my earliest childhood memories that school, as I tried to fit into a new country and culture, I loved the idea of the Queen. She provided a sense of continuity and stability in our lives, which we will all miss. How daunting it must have been for her to become Queen at the age of 25, at a time when a woman's role in society was still very much to be seen and not heard. To operate as Head of

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State in such a male dominated world must have been daunting but she never let the side down.

We thank her for her lifetime of service. May she rest in peace, and long live the King.

Cllr Tom O'Halloran

I was unfortunate in never having the opportunity to meet her Majesty, I only once caught a passing glimpse of her in 1993 when she visited the North London hospice, which was next to my secondary school in North Finchley. When I learned of her death, I was at my desk at work, and I was surprised by my reaction to the news. I was choked, glazed eyed, shaken.

A woman who'd been a constant source of stability and continuity in all of our lives was gone. The second Elizabethan era had drawn to a close. I was one of the many thousands who went down to the Thames to queue to see her late Majesty lying in state. I went down on Thursday, late afternoon and I queued for eight hours, I know there are others in this Chamber queued for longer. And as I shuffled up the river from Southwark, it gave me ample time to ponder on what I saw around me. Why were so many thousands coming into London to stand and move forward yards at a time, hours on end, usually in silence and for many in the cold? The answer to me was clear duty. Those many thousands, myself included, felt an acute sense of duty to stand in this line and pay our respects and give thanks to a lady who gave us all so much for so long. She epitomised the very essence of duty and stands as an example to all of us who hold public office. This lady at the tender age of twenty-five dedicated her life to the service of this nation and its people and for seventy glorious years she delivered on that promise. She was, as the prime minister said, the rock on which modern Britain was built.

May she rest in peace. God save the King.

Cllr Gina Needs

I want to start off by offering my sincerest condolences to the King and all of the Royal Family, for their massive loss, we lost our Queen, but they lost their mum, their grandmother and great grandmother. She dedicated over seventy years of service not only to the UK, but the Commonwealth also.

Seeing all of the people queuing up to pay their respects as she lay-in state, just goes to show just how much people thought of her.

I've never met the Queen. Although having listened to colleagues, Councillor Anolue reminded me of the first time I met her was the first ever event I done with Enfield it was in 2012 it was the Diamond Jubilee. Where we lit beacons and let me tell you the turnout was absolutely massive and Albany Park, Luckily, she missed meeting me.

I just I hope she's finally at peace reunited with her Phillip.

Thank you, ma'am, for all the years you gave for your nation.

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Long live King.

Cllr Joanne Laban

The ten days of national mourning showed the difference between politics and the monarchy. The Sovereign unites our nation, politics, just as it normally does in this chamber, divides. Her Majesty the Queen unified the nation, bringing people together throughout her reign. In 1953, my grandparents saved up their first television set to see the coronation, everyone came around the house in Edmonton not just family, but neighbours too. They came to see their new Queen crowned. Little did my grandparents know that their granddaughter would be on television talking about queueing to see Her Majesty the Queen lying in state. I can attest to the fact that the queue for the Queen united people, the queue was diverse, with people coming from all backgrounds, religions, and heritage. My queue buddies, including Councillor Fox, wanted to say thank you for the Queen seventy years of duty and service.

On the day of the funeral, the Queen united not just the country and the Commonwealth but the world. She even united public sector agencies, which is an achievement in itself, the police, government departments, City Hall, local government, voluntary organisations, and outstanding Armed Forces worked together to deliver a spectacular funeral for a spectacular woman. The funeral showed the world the best of Britain.

In death, Her Majesty the Queen's lifework has come to fruition because she has secured the union, in my opinion for years to come. The people behind her son and Britain's place in the world. She has now passed the baton on to her son, just as our system dictates who's also what she wanted. A man who's put duty for taking the time to grieve the loss of his mother and uniting people in the process. Sharing the values of the Queen have certainly been passed on to her son.

The biggest thank you to Her Majesty the Queen is to support our new King. Long live the King.

Cllr Maria Alexandrou

Queen Elizabeth captured our hearts and the hearts of the world in the kindest way because she connected with people from all walks of life.

On her 21st birthday, she pledged to devote her life in service and later said "although that vow was made in my salad days, when I was green in judgement, I do not regret nor retract one word of it".

Her extraordinary duty of service was carried out with grace and dignity. She was a Queen, a wife, a mother, grandmother, and great grandmother – she was the young girl who fell in love with a prince.

She demonstrated Her best qualities as Head of State promoting democracy and peace on the world stage and never forgot that she served a higher King.

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The Queen was a timeless symbol and embraced an ever-changing world.

Leaders have called her an icon of selfless dedication, a kind-hearted Queen. Her wisdom was also matched by her sense of humour - she was escorted by Daniel Craig, James Bond for the London 2012 Olympics and enjoyed a tea party with Paddington Bear to celebrate the Platinum Jubilee.

She loved chocolate dessert so much, a fruity version was served at her wedding.

The Queen spoke fluent French, was known to walk through the palace turning off the lights and saving Christmas wrapping paper.

As we express the incredible loss of our faithful Queen, let us reflect on Her exceptional duty and thank her for her dedication to public service. The Queen was simply remarkable, devoting her life to us all.

King Charles III referenced Shakespeare's Hamlet (Prince of Denmark) when he paid a heartfelt tribute to his darling mama "as you begin your last great journey, may flights of angels sing thee to thy rest". God save The King.

Cllr Chris Joannides

I'm sure that I speak for everyone here in this Chamber, we're all deeply saddened about the passing of Her Majesty the Queen, Elizabeth the second, the second Elizabethan age has sadly ended. And although we are united in sorrow, we thank her Majesty for her unwavering sense of duty, a sense of good humour, which we have seen through her seventy-year reign.

Your Worship, our Sovereign dedicated her life to service for her country, which contributed to the people towards stability of the United Kingdom and Great Britain and Northern Ireland. The Queen will be remembered for many wonderful things.

I briefly want to highlight the historic moment of an example of peace that she contributed with her faith. I would like to refer to the Lyric Theatre in Belfast in 2012, in which the Queen shook hands with the IRA commander on Martin McGuinness, we must not forget the assassination of the Queen's cousin, Lord Mountbatten in 1979, and as a symbol and gesture of the Queen's determination to pursue reconciliation in Northern Ireland, it was that handshake that made headlines around the world.

Your Worship, forgiveness takes strength, and Her Majesty was a source of strength to everyone. Your Worship, the Queen once told the Bishop of Plymouth and I quote, I have lived a long life and one regret is I would like to see Jesus when he will come back in my lifetime. When the Bishop of Plymouth asked why, Her Majesty reportedly replied, and I quote, 'because I will place my crown at the Lord's feet.

The crown has now passed to His Majesty King Charles III, this exceptional and kind-hearted man is our new Monarch and Head of State, while we

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continue to mourn for loss of his mother. It is important to give our undivided support and loyalty and devotion to our new Sovereign. God save the King.

Cllr Emma Supple

It has been such an honour to listen to the tributes across this Chamber for the people of Enfield, and to enjoy the many personal stories from so many.

We all share such unique memories.

On the day she died I witnessed some 60 people queue up to swear their allegiance to Her Majesty as British Citizens, here in this Council Chamber. It was a very proud day indeed, and I was very proud to witness it.

She was a truly remarkable monarch, dearly loved and admired Worldwide. Wonderful tributes from across the Commonwealth.

She has been the presence of my life, and I did not know it, the roof, the pillar, the floor. The world's most powerful, and yet the quietest power, the most outspoken people were willing to do almost anything to meet our Queen.

Hers is a story that can only ever come from Great Britain, which is why she always was the country's greatest single ambassador. As we pay tribute for the Sovereign who has died, we promise allegiance to our new Sovereign who rightly succeeds her. We've all have been reminded how much of her presence and contribution to our national identity we took for granted.

I too joined the queues, I too joined the pilgrimage, and I was very proud to take part in it.

I too am a very proud Girl Guide, and a Queens Scout, and I wear my Queens Scout badge with pride, and as Girl Guide Leaders we look forward to making our promise now to Our King, but we will continue to make the Queens pancakes, which is a glorious recipe written in the Queens own handwriting, to President Eisenhower and I highly recommend them.

And as my Queens Guide award states - Godspeed your majesty, may the choirs of angels come to greet her, may perpetual light shine upon her, may she rest in peace.
God Save The King

Cllr Edward Smith

We have heard many moving tributes to her late Majesty the Queen this evening. I of course would like to echo these sentiments, but I don't want to repeat what we have already heard.

I would mention a perhaps unremarked attribute that to my mind is one of the main reasons why the late Queen was able to maintain the affection and gratitude of her subjects over a 70-year period of unprecedented change in this Country.

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She was, perhaps surprisingly given her background, very adaptable. As the conventions, customs and values of the Country changed, she changed also although always at a few discrete paces behind. To take just two examples, her accent from when she ascended the throne changed from frankly somewhat constricted upper crust vowels to, in the last years of her life, to the kind of language and accent used by ordinary people.

Another example of her adaptability was her embrace and promotion of the wider commonwealth and its peoples. This was completely genuine and helped to reflect wider changes in British Society as many people from the former colonies moved to live in the UK.

I have no doubt that King Charles and Prince William will follow in her footsteps, and that the monarchy will continue not merely to survive but to flourish in future decades. We wish Charles III health, happiness, and success as our new King.

Cllr Andy Milne

I too speak as a Queens Scout, and I have two very fond memories of her Majesty.

I was lucky enough to be at the St Georges Day Parade at Windsor Castle in 1982 and her majesty was the Senior Royal inspecting the Queen Scouts it was a very exciting day for the scouts, and when her Majesty came along, she stopped every so often to speak to one of us. She very nearly stopped in front of me but stopped in front and spoke to the scout next to me, but to witness first-hand how she could engage in a ninety second conversation and was genuinely interested in my colleague's background, where he was from and what he'd achieved and how he'd achieved his award. I was excited, but I could tell from when she moved on to the next Scout that he was absolutely brimming with pride. What was also poignant about that year in 1982, the first part of the task force to the Falklands had already sailed. And Her Majesty had known there were a number of troops at the event, a number of them younger than I was on that day. They were there to teach us how to march, which was very frustrating for them and vaguely humorous for us. They were there for ceremonial purposes, but a good proportion of them, as I said, many of them younger than they were asked to serve on the task force a few days later.

My other experience for ceremonial duty was also 1982 was at the Cenotaph. The Falklands conflict had just finished, and it was the first Cenotaph remote memorial service that happened after the most recent conflict and gave a sort of gravitas to the occasion and left a very sort of strong mark on me. But going back to Windsor Castle, what was incredible about her majesty was she was able to address the troops who were there for ceremonial purpose but were about to go to war. She was able to address the Scouts who are wildly excited because, but she was also able to address the parents who were far more aware of what was going on in regard to the up-and-coming conflict. And she was able to address each group of people with exactly the right amount of

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gravitas and or excitement depending on their perspective of the day. And that was really incredible.

What's also been quite interesting to me is that how she's transcended the generations. I've got teenage daughters, and I'm pleasantly surprised how upset they were, by the passing of Her Majesty. My elder daughter is a politics student and it's extremely poignant for her studying British politics at the moment. My other daughter, again at a local secondary school, was also upset and had friends around to help celebrate her life early but also, they had a discussion of what they felt about her Majesty, and it was really quite eye opening. Some of the things they were saying about the dedication or longevity, her kindness, the fact that everybody knew her, but nobody did. Which is amazing, especially in the digital age.

So, my tribute really is may she rest in peace, and long live the King.

Cllr Margaret Greer

With the agreement of the Mayor and Councillors, Cllr Margaret Greer sang a hymn in tribute to the late Queen Elizabeth II and to King Charles III.

7

NATIONAL ANTHEM

The Mayor thanked, Councillors, and invited guests for a lovely meeting, and their tributes. Members stood, where able, for the national anthem.

Long live the King.

8

DATE AND TIME OF NEXT MEETING

NOTED the next ordinary Council meeting will be held at 7pm on Wednesday, 12 October 2022.

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COUNCIL - 12.10.2022

**MINUTES OF THE MEETING OF THE COUNCIL
HELD ON WEDNESDAY, 12 OCTOBER 2022**

COUNCILLORS

PRESENT

Doris Jiagge (Mayor), Suna Hurman (Deputy Mayor), Abdul Abdullahi, Josh Abey, Nicki Adeleke, Gunes Akbulut, Mahmut Aksanoglu, Nawshad Ali, Kate Anolue, Mahym Bedekova, Sinan Boztas, Nesil Caliskan, Mustafa Cetinkaya, Lee Chamberlain, Hivran Dalkaya, Chris Dey, Guney Dogan, Hannah Dyson, Ergin Erbil, Elif Erbil, Susan Erbil, Peter Fallart, Thomas Fawns, Reece Fox, Alessandro Georgiou, Margaret Greer, Patricia Gregory, Adrian Grumi, Esin Gunes, Ayten Guzel, Nelly Gyosheva, Ahmet Hasan, James Hockney, Mohammad Amirul Islam, Chris James, Rick Jewell, Joanne Laban, Tim Leaver, Elisa Morreale, Tom O'Halloran, Ahmet Oykenner, Sabri Ozaydin, Bektas Ozer, Paul Pratt, Michael Rye OBE, Julian Sampson, Ruby Sampson, George Savva MBE, David Skelton, Edward Smith, Jim Steven, Nia Stevens, Emma Supple, Doug Taylor, Andrew Thorp and Eylem Yuruk

ABSENT

Maria Alexandrou, Chinelo Anyanwu, Alev Cazimoglu, Stephanos Ioannou, Chris Joannides, Andy Milne and Gina Needs

THE MAYOR'S CHAPLAIN TO GIVE THE BLESSING

Dr Nick Chandra, Pastor, Revival Christian Church of Enfield gave a blessing.

1

**ELECT A PERSON TO PRESIDE IF THE MAYOR AND DEPUTY MAYOR
ARE NOT PRESENT**

There was no business transacted under this item.

2

MAYOR'S ANNOUNCEMENTS

The Mayor welcomed everyone to the Chamber for the first Ordinary Council of the Autumn and hoped that all were well following the special meeting convened to commemorate the late Queen Elizabeth II.

There had been many events that the Mayor had been invited to, which the Mayor highlighted and included Enfield's diverse community and she had been overwhelmed by the welcome she had received, for example, the Windrush Anchor Festival, Asure Community Event, Eid Gala, Chariots Festival, an event honouring 20 years of the Congolese Community, the month of Sundays events at Snells Park, Ashfield Parade in Southgate, and Edmonton Shopping Centre and the Youth Talent Event at the Youth Zone of Eagles Boxing Club.

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Special thanks were given to Julia Clarke who had retired as Deputy Head of the Prince of Wales Primary School after over 30 years of service. Recognition of Julia's contribution to the Religion and Identity project, where she worked with the university of Westminster to create a scheme of work for Religious Education that was taught throughout the school and had directly led to Alevism being recognised in the UK as a religion – the first country in the world to do so was noted. This scheme of work was now taught in schools across Enfield and the country.

On the 2nd September 2022, the Mayor attended the borough's twinned town of Gladbeck with her daughter, Jannaya and Cllr Elisa Morreale for the weekend. The welcome they received had been wonderful and the Mayor was so happy to be able to be part of the Appeltatenfest this year, after an absence of two years, reaffirming the relationship between the towns, which was now 52 years old.

It had been a great pleasure to meet up with other London Mayors at the London Pearly Kings and Queens Society Harvest Festival Service, a wonderful tradition in London.

The Mayor had also attended the Enfield Voluntary Action Volunteering Ceremony at the Civic Centre and had been inspired to see so many caring people who worked hard to help those who needed support.

Another ceremony attended by the Mayor had been the commendation of the new North Area Borough Commander, Caroline Haines. The Mayor congratulated Caroline on her new appointment.

Black History month in October allowed everyone to celebrate the huge diversity of the borough and the determination and triumph of those who had settled here to make a life for themselves. The Mayor had attended a Windrush Event at the Millfield Theatre, which showcased 20 stories. The Mayor stated that she had been humbled by their resilience and strength.

On the 8th October 2022, the Mayor held an Awareness Day for Domestic Violence, how it affected the mental health of young children and the support services available in Boundary Hall, Edmonton. Many stallholders attended and provided information and advice. It was very useful for the stallholders to network with each other and share valuable information. The Mayor would continue to raise awareness of this issue throughout the Mayoral year.

The Mayor had continued to enjoy attending the citizenship ceremonies and had observed that the numbers had increased in recent weeks. It was pleasing to be able to see the number of people who attended each week. The Mayor stated that she was honoured that so many new citizens had chosen Enfield and sent them all her best wishes for a happy and healthy life in our borough.

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The Mayor asserted that it was very important to her that the meeting ran smoothly. Members were reminded that anyone who wished to speak should stand unless they were unable to do so and should address the meeting through the Mayor. Members were asked to treat each other courteously and with respect; to allow debate to take place so that all elected members had an opportunity to participate fully in the democratic process.

Members were asked to listen politely when a fellow Councillor spoke and not to talk amongst themselves whilst another Member was addressing the meeting. The Mayor acknowledged that, whilst Members may disagree with each other politically, it was possible to challenge robustly and to do so professionally and respectfully.

The Mayor announced her intention to preside over the meeting in a firm but fair manner. Opportunities would be given to Members on both sides of the Chamber to speak. Rudeness and discourteous interruption would not be tolerated. Members were further reminded that when she stood members must take their seat and to wait until she invited them to speak.

The Mayor then invited the Acting Young Mayor, Mustafa Berk AK, to update the Chamber on his activities in his elected role.

The Acting Young Mayor described his personal projects which included promoting cultural awareness and future opportunities for the youth of Enfield, including the idea of Shadow Youth Cabinet members, sitting in on Cabinet meetings.

Councillors were asked to promote the Youth Parliament, to encourage the young people to participate in the opportunity to take part in the discussions about what would happen to them, what they wanted to see happen in the Council and where they lived and to have a say and a presence in politics.

In future there would be 20 elected representatives of the youth of Enfield from the ages of 11 to seventeen. The elections would take place in January 2023.

The Acting Young Mayor stated that another personal project was to develop a new curriculum which was started during the current COVID-19 where new lessons were implemented in schools, which the young people of Enfield believed accurately represented what the future held for them and presented information that they may not necessarily learn in school.

The Acting Young Mayor, on behalf of the young people of Enfield, shared some comments made to him and the discussion that they had. The main thing arising from the discussion were the issues affecting everyone attending the North Middlesex Hospital following the redevelopment of the Chase Farm Hospital site.

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The Acting Young Mayor drew the attention of the Council to these issues, which had directly affected the underprivileged youth of Enfield, who had felt that what was available to them was not necessarily the best.

A further issue raised by the Acting Young Mayor was in relation to the safer street draft proposals and the provision of street shelters, which could be used by young people to take cover from the rain and to meet others.

The young people also wanted more direct connection between the Council and foster care youth and those living in accommodation wanted to see increased interactions with them.

Additionally, the young people wanted to have more opportunities for those aged from 19 to 25. The elected representative was currently up until the age of 18.

Regrettably, the Mayor made a sad announcement, as some of those present may have known, Kaunchita Maudhub passed away recently following a brave battle with a recently diagnosed cancer.

Kaunchita worked for Enfield Council for almost 27 years, firstly in Legal Services and since 2003 in the Community Safety Team - helping people across the borough whose lives were impacted by the anti-social behaviour of others. She gave her time selflessly and generously and her expertise and calmness under pressure were respected and admired by all.

The Mayor offered, on behalf of the Council, condolences to Kaunchita's family, friends, and colleagues at this very sad time.

Members stood to join the Mayor in a minutes' silence.

3 APOLOGIES

Apologies for absence were received from Councillors Maria Alexandrou, Chinelo Anyanwu, Alev Cazimoglu, Stephanos Ioannou, Chris Joannides, Andy Milne, and Gina Needs.

Apologies for lateness was received from Councillor Rick Jewell.

4 DECLARATIONS OF INTEREST

The following Councillors declared non-pecuniary interests in the following items:

Motion 11.8 – Councillors Chris Dey, Andrew Thorp, Emma Supple due to their involvement with the Guide and Scout Associations; and
Motion 11.5 – Councillor Joanne Laban who was a Governor of Capel Manor College.

5

MINUTES OF PREVIOUS MEETING

The minutes of the Council meeting held on 13 July 2022 were received and **AGREED** as a correct record.

6

PETITION: WE VOTED FOR YOU. PLEASE SPEAK UP FOR US. #DEBATE ENFIELD'S LOCAL PLAN

The Lead Petitioner, Carol Fisk spoke for five minutes in support of the petition on Councillors: We voted for you. Please speak up for us. #Debate Enfield's Local Plan. The Petitioner raised the following points:

- To bring the revised Local Plan to a Full Council meeting, as promised by a majority vote of councillors at an Extraordinary Council Meeting held on 9 June 2021.
- To allow sufficient time for councillors to debate the merits of the Local Plan for the first, and only, time at Full Council before it was submitted to the National Planning Inspectorate for consultation as part of the Regulation 19 process.
- To ensure that each councillor had the chance to vote either for or against the plan and, in the interest of transparency and public accountability, subject this vote to a "Roll Call" so that there is a public record of how each councillor voted.
- The revised Local Plan be published, in a fully accessible form for residents (length, format, physical copies) at least 12 weeks before the date of the proposed Full Council meeting to enable councillors, especially those who were new, to properly consider the contents of the plan and to engage their constituents in a meaningful and productive consultation about their aspirations, their homes and their environment **before** the debate at Full Council at which councillors could decide whether to submit the plan to the National Inspectorate and proceed to a formal public consultation.

Councillor Caliskan, Leader of the Council, thanked the Lead Petitioner for presenting the Petition on behalf of the other residents of Enfield.

Councillor Caliskan noted that the development of a sound local plan was a very important statutory requirement which impacted on generations to come and the Borough. The publication of a Local Plan was a long and complicated process, both technically difficult for officers and always politically sensitive. Should the Council not allocate adequate amounts of land there would be consequences for borough from the National Planning Inspector. The interest shown in the development of a Local Plan from the borough's community groups, civic societies, and our residents was very much welcomed as was the Petition, which included some very constructive and helpful suggestions.

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The Leader stated that she was very happy for the administration to vote to agree the demands in the Petition. In terms of bringing the Local Plan to the Full Council for debate, that was something the Administration had already stated as its intention and was also a statutory responsibility.

The next stage would be for the Council to publish the regulation 19 followed by a 12-week consultation period and the Plan would then be tabled at the Full Council meeting, followed by submission to the National Planning Inspector. If required at that Full Council meeting, there would be an extension of time to allow members to speak.

The Leader moved that the revised Local Plan be published and consulted on in accordance with the intention as previously set out by the Administration and in line with the Council's statutory obligations and in accordance with community consultation good practice

Members from both sides of the Chamber expressed support for the Petition and agreed that the proposals set out in the Plan should receive considered democratic scrutiny.

Members acknowledged the strong support for the Petition which was an overwhelming show of public opinion from across the borough of Enfield and showed a real strength of feeling.

At the end of the debate, it was unanimously **AGREED** that the action the Petition requested be taken.

7

OPPOSITION PRIORITY BUSINESS - THE LOCAL PLAN

Councillor Alessandro Georgiou, Leader of the Opposition, introduced the Opposition Priority Business paper on the Local Plan.

Councillor Georgiou noted that Enfield's Core strategy had been adopted in 2010. Inevitably, since then, there had been changes to planning law, planning guidance, and regional plans such as the London Plan. In addition, there had been a number of planning appeals from the Planning Inspectorate that informed local planning applications. Until Enfield adopted a new Local Plan the borough would find it difficult to resist some planning applications that might be regarded as impacting negatively on Enfield.

The current draft Local Plan had been formulated without input from other political groups on the council (unlike all previous Local Plans). The plan also failed to reflect key themes in the London Plan 2021 and national government planning policy, especially on the Green Belt. The consultation with the public in Enfield had been successful and a large number of responses had been received. However, a significant number of the responses questioned aspects of the draft Local Plan. It therefore appeared that the draft Local Plan did not command wholehearted support from the residents of the borough.

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The prompt establishment of a cross-party working group would play an important role in ensuring that the Local Plan was progressed through collaborative working.

Recommendations:

- A cross-party working group should review the draft Local Plan and make recommendations to the Cabinet and Council.
- Full Council should debate the revised Local Plan prior to submission.
- Proposals to allow building on the Green Belt should be reviewed in the light of the London Plan 2021 and in the light of opposition to development on the Green Belt by the Mayor of London and National Government.
- Careful consideration needs to be given where taller buildings may be acceptable.

Some members felt that the current draft Local Plan was not supported as it had not been debated in the Chamber and expressed full support for the Petition.

It was noted that the Local Plan would be a mechanism to promote urban regeneration, utilize the brownfield sites to safeguard against development on the green belt and provide green spaces for the health and wellbeing of local residents. Members commented that without a Local Plan the borough remained vulnerable to inappropriate and undesirable development in unsuitable locations.

The Local Plan was a very important document, which would allow for the development and regeneration of the local area in the way that is desired through extensive consultation and public debate. The Local Plan would protect the borough from inappropriate development which impacted on the borough and would enable the council to make significant, informed decisions. Members noted that although building on brownfield sites had merit, two thirds of the brownfield sites in the borough were currently in private ownership. The Local Plan would enable the council to address the housing situation in the borough, where there were over 3,500 residents in temporary accommodation.

During the debate, a procedural motion under paragraph 4.2 was moved by Councillor Dey and seconded by Councillor Ozaydin to extend the time for the debate for a further 20 minutes which was put to the vote and **AGREED**.

The Leader of the Council, Councillor Nesil Caliskan, thanked all members who contributed to the proactive and constructive debate ahead of the difficult decisions the council would have to make in complex policy areas for the benefits of residents. The Planning Inspector had to agree that the council has a sound Local Plan, working practically and collectively for the whole borough. There was more work to be done, particularly to find a compromise between developing on the green belt and building up and infrastructure and use of strategic development land.

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Following the debate, the recommendations in the paper were **AGREED**.

**8
SPECIAL EDUCATIONAL NEEDS AND DISABILITIES (SEND)
PARTNERSHIP STRATEGY 2023-2027**

Councillor Abdul Abdullahi moved, and Councillor Chris James seconded, the report.

Councillor Abdul Abdullahi introduced the report and thanked parents and carers for their contribution and time, which sought the approval of Full Council for the new Special Educational Needs and Disabilities (SEND) Partnership Strategy 2023-27, which would replace Enfield's SEND Education Strategy (2018), which had now expired.

The new strategy would provide strategic direction for the Council and the local SEND Partnership to improve outcomes for children and young people with SEND.

The strategy highlighted the importance of the first 1,001 days of a child's life (up until the age of 2), and the impact this can have on the development and life chances of our children and young people. Where early identification, together with early and consistent intervention was crucial to the outcomes and life chances of the borough's children and young people.

The strategy also recognised that a child's development and life chances were influenced by a multitude of factors such as early relationships, the care they receive, living in poverty, or becoming looked after.

There were significant pressures on the Local Authority. There was a high need deficit in Enfield which resulted in a large number of children and young people attending out of borough provision.

For the children and young people with complex needs to achieve positive outcomes and reach the high aspirations set out in the Council Plan Enfield Borough Council must meet and support their needs.

The Opposition welcomed and supported the Special Educational Needs and Disabilities (SEND) Partnership Strategy 2023-2 which simplified access to early identification and intervention with ongoing support to enable the children and young people with complex needs to reach their full potential, to participate in society and to thrive.

Disappointment was expressed that the new Strategy did not contain reference how practical support could be accessed, particularly for those children and young people who were significantly affected by lockdown, which would have lifelong implications for those who were unable to access services and provisions and where online interventions were not effective.

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The Administration expressed confidence that Enfield Borough Council would provide the support.

Following the debate, the recommendation in the report was put to the vote and was unanimously **AGREED**.

9

SCRUTINY ANNUAL WORK PROGRAMMES 2022/23

Councillor Margaret Greer moved, and Councillor Chris Dey seconded, the report.

AGREED to approve the annual scrutiny work programmes for 2022/23 for the Overview and Scrutiny Committee and Standing Panels.

10

PROCEDURAL MOTION

A procedural motion was moved and seconded under paragraph 2.2 of the Council Procedure Rules to change the order of business on the agenda so that Motions would be taken as the next item of business which was put to the vote and **AGREED**.

11

MOTIONS

Urgent Motion in the name of Councillor Nesil Caliskan

Enfield Council recognises that the Government has lost control of the economy amidst a cost-of-living crisis, prompting the Bank of England to make an unprecedented £65bn intervention to stabilise markets, following catastrophic proposals announced in the September mini-budget.

Increasing energy bills, tax rises on working people and inflation reaching a 40-year high have devastated living standards for Enfield residents. The economic crisis also means higher rents and higher mortgages as interest rates skyrocket.

The economic crisis has been self-inflicted by Liz Truss and her government. This Council notes that trickle-down economics has consistently failed.

The decision of the government to reverse the plans to abolish the 45p income tax rate was only made after days of economic turbulence.

1. Enfield Council calls on the government to:
2. Properly tax the oil and gas giants to pay for an energy price cap freeze
Ensure the minimum wage is set at a level that reflects the cost-of-living
Enfield Council will write to the Chancellor to urge him to take immediate action to stabilise the economic situation.

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3. Enfield Council will take direct action to do everything it can to support residents throughout this crisis, including:
4. Identifying public building space in the borough that could provide places of warmth for those struggling to heat their homes
5. Creating a programme to make additional food available to pupils from low-income households to help them through the winter
6. A call to action to our community organisations to work with us to get hot food to our residents aged over 70 who may struggle in the coming months Making our residents fully aware of our Hardship Fund services and how to contact us
7. Establishing a highly visible and easily accessible Cost of Living web resource on our Council website that is regularly updated with helpful information for residents

During the debate, a procedural motion was moved and seconded under paragraph 4.2 to extend the debate for a further 10 minutes which was put to the vote and **AGREED**.

Following the extended debate, a procedural motion was moved and seconded under paragraph 13.21(ii) to go to the vote, which was put to the vote and **AGREED**.

A recorded vote on this item was requested by Cllr Nesil Caliskan. Eleven more members of the Council having stood in support of the request for a recorded vote, the Urgent Motion was put to the vote and was **AGREED** with the following votes recorded:

Labour

31 Voting For

Abdul Abdullahi
Josh Abey
Nicki Adeleke
Gunes Akbulut
Mahmut Aksanoglu
Nawshad Ali
Kate Anolue
Mahym Bedekova
Sinan Boztas
Nesil Caliskan
Mustafa Cetinkaya
Hivran Dalkaya
Guney Dogan
Ergin Erbil
Thomas Fawns
Margaret Greer
Esin Gunes
Ayten Guzel
Nelly Gyosheva
Ahmet Hasan
Suna Hurman

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Mohammad Islam
Chris James
Rick Jewell
Tim Leaver
Ahmet Oykenner
Sabri Ozaydin
George Savva
Nia Stevens
Doug Taylor
Eylem Yuruk

**Conservative
21 Abstentions**

Lee Chamberlain
Chris Dey
Hannah Dyson
Peter Fallart
Reece Fox
Alessandro Georgiou
Patricia Gregory
Adrian Grumi
James Hockney
Joanne Laban
Elisa Morreale
Tom O'Halloran
Paul Pratt
Michael Rye OBE
Julian Sampson
Ruby Sampson
David Skelton
Edward Smith
Jim Steven
Emma Supple
Andrew Thorp

The remainder of Motions lapsed under the guillotine arrangements.

**12
COUNCILLOR QUESTION TIME**

This item was noted under the guillotine arrangements. Answers to questions were provided in the supplementary agenda circulated at the meeting.

**13
COMMITTEE MEMBERSHIPS**

The changes to the committee membership were dealt with under the guillotine arrangements and it was **AGREED** that:

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Councillor Tim Leaver and Councillor Abdul Abdullahi to replace Councillor Guney Dogan and Councillor Margaret Greer on the Staff Appeals, Appointments and Remuneration Committee.
Councillor Alessandro Georgiou to replace Councillor James Hockney on the Finance & Performance Scrutiny Panel.

14

NOMINATIONS TO OUTSIDE BODIES

There were no nominations to outside bodies.

15

DATE OF NEXT MEETING

The date of the next meeting was **NOTED** as 16 November 2022.

London Borough of Enfield**Council****Meeting Date: 16 November 2022**

Subject: Safeguarding Enfield Annual Report 2021-22
Cabinet Member: Cllr Alev Cazimoglu/Cllr Abdullahi
Executive Director: Tony Theodoulou

Key Decision: N/A

Purpose of Report

1. The report is being presented for Council to note the Safeguarding Partnership's activity to protect adults and children in 2021-22.
2. It highlights the positive actions taken to prevent neglect, abuse, and exploitation against adults at risks, children, and families, includes data to demonstrate the impact of these actions, and states the priorities of the partnership for the 2022-23 period.
3. The report also provides Safeguarding updates on responses by agencies during 2021-22.

Recommendations

4. This report is being presented to Council in order to draw attention to the key safeguarding risks facing vulnerable residents and to raise the profile of the initiatives being carried out to prevent and tackle these issues.
5. Council should note the successes and challenges that have risen from safeguarding activity in the period 2021-22.
6. Council is asked to note that the draft report was considered at the Health and Adult Social Care Scrutiny Panel and the Children, Young People's and Education Scrutiny Panel and comments made have resulted in amendments to the final report.

Reason for Recommendations

7. Noting the Annual Report at Cabinet and Council enables Enfield Council to demonstrate its commitment to safeguarding adults at risk, children, and young people throughout the organisation.

Relevance to the Council Plan

8. Safe, healthy, and confident communities

9. The work of the Safeguarding Enfield Partnership meets the Council's priority of "Safe, healthy and confident communities".
10. 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.
11. For Children, there is an emphasis on improving services for those children, young people and families that require prevention and intervention from safeguarding services across a broad spectrum, from early help to statutory interventions.
12. For Adults, as part of the 'Prevent Abuse' priority, the Partnership is developing its community engagement approach with the aim of being to improve the awareness of abuse and understand how to report it. Work is also underway to improve uptake of SMART technologies, with the aim to improve communication and also to help reduce isolation, an issue which is known to increase levels of vulnerability. There is also ongoing work with local adult social care providers, which will ensure we support local providers to maintain the standards and minimise the risk of services becoming unsafe.

Background

13. There are statutory duties for publishing an annual Safeguarding Adults Report and a Safeguarding Children Partnership report. These duties apply to the Safeguarding Adults Board and the Safeguarding Children's Partnership respectively. The duties require specific information to be provided. The specific actions taken to address the requirements are in italics.
14. For the Safeguarding Adults Board, the Care Act requires that the report include:
 - what it has done during that year to achieve its objectives and strategy;
(The information of the report is organised by the priority areas of the strategy)
 - what each member has done during that year to implement the strategy
(This is done through the partner statement in the appendix)
 - information on Safeguarding Adults Reviews, including information on referrals received, on-going reviews and key learnings from reviews that have been published.
(This is detailed in the learning from experience section)
15. For Safeguarding Children, Working Together requires that the report include:
 - what the Safeguarding Partnership have done as a result of the arrangements, including on child safeguarding practice reviews, and how effective these arrangements have been in practice *(the arrangements are highlighted in report, as are the safeguarding practice reviews).*

16. In addition, the report should also include:

- ways in which the partners have sought and utilised feedback from children and families to inform their work and influence service provision (*for example Safeguarding Ambassador feedback on new website*).
- Safeguarding partners should make sure that the report is widely available, and the published safeguarding arrangements should set out where the reports will be published.
(*Report will be published on website, promoted through newsletter, and shared on twitter*).
- A copy of all published reports should be sent to the Child Safeguarding Practice Review Panel and the What Works Centre for Children's Social Care within seven days of being published.
- The three safeguarding partners should report any updates to the published arrangements in their yearly report and the proposed timescale for implementation (*section on Children's safeguarding arrangements will cover this when necessary*).

Main Considerations for the Council

Safeguarding Enfield Annual Report 2021/22

17. Across the Partnership, our primary responsibility is to provide a way for the local agencies to work together to safeguard those at risk, and to ensure that the arrangements in place are working effectively.

18. 2021-22 has been a busy year for the Safeguarding Enfield Partnerships and all of our partners. As we emerge from the COVID lockdowns, the partnerships are meeting new challenges and pressures – and will continue to make sure we have robust responses to keep residents safe. Agencies across the partnership continue to demonstrate strong commitment to the work of safeguarding Enfield residents.

19. The Safeguarding Enfield Partnership remains committed to a programme of scrutiny, monitoring, and assuring the quality of safeguarding activity across Enfield. This programme of robust analysis and challenge will continue to ensure that children, young people, and adults at risk of abuse or harm are identified and responded to speedily and effectively.

20. The summary of the key issues or achievements of the year highlight:

Modern Slavery response – Awareness raising work continues with 455 professionals trained, via 17 training sessions. The Modern Slavery helpline received 233 calls over the year.

Safeguarding Adults concerns –3638 concerns received in the year, the highest the Enfield Multi-Agency Safeguarding Hub have managed. The number of concerns continue to rise in line with national increases. The increase in reports of concerns is positive as it suggests improved awareness.

Josef Local Child Safeguarding Practice Review (LCSPR) published – Review into the death of a 17-year-old published – <https://new.enfield.gov.uk/safeguardingenfield/reviews-and-reports/>

Children's Safeguarding Partnership event – the event in December 2021 attracted over 100 attendees. It covered the Josef review and shared learning from our audit work on Professional Curiosity and Information Sharing, with practitioner guide published – <https://new.enfield.gov.uk/safeguardingenfield/professional-curiosity-practitioners-guide/>

Sexual abuse in educational settings – following the Everyone Invited testimonials and national responses, we have improved the partnerships links with education and presented key information to the Designated Safeguarding Leads meeting.

Child Death - the North Central London team 30 notifications of Enfield child deaths. The central team reviews each notification and determines the need for a Joint Agency Response (JAR) meeting, where there was an unexpected cause of death. The team have co-ordinated 5 Enfield JAR meetings in the reporting period.

National Children reviews – following the review of Arthur Labinjo-Hughes and Star Hobson the partnership began an audit on physical abuse; following the Child Q review has led to an Enfield Task and Finish group where we are working with our Safeguarding Ambassadors on culture competence and adultification.

LeDeR reviews - 16 deaths of people with learning disabilities were notified to the Learning Disability Learning from Lives and Deaths Programme (LeDeR) in 2021/22. After the very high mortality recorded during the pandemic, this appears more in line with previous years.

SMART Living project and PainChek app– Pain scoring artificial app implemented in nursing home as part of SMART living pilot.

Safeguarding Community Engagement group – re-established and focussing on Forced Marriage awareness raising amongst Enfield community members.

21. Important areas of work for 2022-23

- Safeguarding Adults Board will establish a “Risks from increased cost of living” group to ensure adults have appropriate essential support, particularly as we approach winter.
- Invite and train 20 members of different Enfield communities to join the multi-agency training on forced marriage.
- Multi-agency Safeguarding Children audits on physical abuse, and cases received by the Children's MASH (multi-agency safeguarding hub)
- Ensuring recommendations from Child Q review are applied in Enfield; with Safeguarding Ambassadors working with partners to ensure their voices steer the improvements we make.

- Continue to make sure our partnership is working well: Safeguarding Adults Partnership assessment with Haringey; independent review of Safeguarding Adults work and Safeguarding Children's Partnership.
- Work with North Central London Safeguarding Adults Board to identify improvements in how we response to financial abuse.

Safeguarding Implications

22. The report highlights the work of the Safeguarding partnership to safeguard adults at risk, children, and families in Enfield. The safeguarding implications of this work are:
23. For Enfield Council – as lead agency for adults and with joint responsibility with Police and the NHS Integrated Care Board (formerly the Clinical Commissioning Group) for Children's safeguarding, it is important that we highlight how we work together with our community and partners, and detail what we are learning and how we improve current provision.
24. For the community - improvements in understanding how to stay safe, how to recognise abuse and how to report it.
25. For our partners – good communications so that any issues with joint work (which is essential to effective safeguarding) can be escalated, managed, and improved.

Public Health Implications

26. Important public health aims include enabling young people to 'start life well' and for older people to 'live and age well'. Ensuring that the most vulnerable are safe and enabled to thrive is therefore very relevant.
27. The Safeguarding Enfield Partnership has strong links with the Health and Wellbeing Board. Public health officers are also members of the Safeguarding Adults Board and Children's Activity Groups, to enable joined-up work with a focus on prevention.
28. The priorities identified in this strategy will support work with local people and partners to promote approaches that improve the quality of life for vulnerable children, young people, adults, and families.

Equalities Impact of the Proposal

29. Anti-discriminatory practice is fundamental to the ethical basis of safeguarding and care provision and critical to the protection of people's dignity. The Equality Act protects vulnerable adults and children receiving our care and the workers that provide it from being treated unfairly because of any characteristics that are protected under the legislation. In Fairer Enfield 2021-25, we clearly outline our commitment to the Equality Act and the policy provides clear principles and guidance for staff and service users on how we will ensure we are complying with the Act. This annual report outlines how we

are delivering inclusive services to safeguard adults at risk, children, and families in Enfield.

Environmental and Climate Change Considerations

30. The Safeguarding Partnership also works across the Council to deliver positive outcomes for vulnerable residents, this includes improving housing conditions, so people are comfortable and safe, as well as improving health outcomes including through active and sustainable transport improvements.

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

31. Publishing this report is part of our statutory duties, and not doing so would mean we would be in breach of these.

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

32. Noting the Annual Report helps Enfield Council to demonstrate its commitment to safeguarding. It will also mitigate reputational risk, demonstrating openness and transparency about how the Safeguarding Enfield Partnership will address issues of abuse and exploitation in Enfield.

Financial Implications

33. The financial impact of Covid19 legacy costs on social care as well as the ongoing demographic and cost of living pressures on the children's and adult social care budget are significant. This report is not requesting any additional financial resources and therefore there are no specific implications for the budget of noting the Annual Safeguarding report. However, it is important to note that the costs of safeguarding adults and children services are increasing and this place significant cost pressures on the Council as reflected in the Council's medium term financial strategy.

Legal Implications

34. **Children:** Section 16E of the Children Act 2004 requires safeguarding partners (which include the local authority) to set up safeguarding partnerships to work together to exercise their functions, so far as these are exercised for the purpose of safeguarding and promoting the wellbeing of children in their area.
35. Section 16G of the Children Act 2004 requires the safeguarding partners to prepare and publish a report at least once in every 12-month period on what the safeguarding partners have done as a result of the safeguarding partnership arrangements, and how effective the arrangements have been.
36. Guidance on children's safeguarding partnerships is set out in Working Together to Safeguard Children (July 2018) and explains the detail that should go into the annual report.
37. The matters set out in this report comply with the above statute and guidance.

38. **Adults:** Section 43 (1) Care Act 2014 ("the Care Act") requires each local authority to establish a Safeguarding Adults Board ("SAB") for its area. The statutory objective of an SAB is to safeguard and protect vulnerable adults in its area. A SAB may do anything which appears to it to be necessary or desirable for the purpose of achieving its objective.
39. Paragraph 4 of Schedule 2 of the Care Act requires a SAB to publish an annual report as soon as feasible after the end of each financial year about what it has done during that year to achieve its objectives, implement its strategy, the findings of safeguarding adults' reviews which have been concluded and which are ongoing. In addition, to publish what it has done to implement the findings of reviews and where it is decided not to publish the findings of a review, the reasons for that decision.
40. The recommendations set out in this report comply with the above legislation and guidance.

Workforce Implications

41. There are significant staffing challenges across adult social care nationally, regionally, and locally. The care sector has vacancies caused by changes in employment patterns, particularly increased competition for domiciliary care staff. We have Social Work and Occupational Therapy vacancies across all teams. The staffing pressures are resulting in increased caseloads for current staff at a time when demand is also increasing, as seen in the Safeguarding Adults concern figures. We are also predicting 25% increased demand for Care Act 2014 assessments because of the social care reforms enacted from April 2023. The rising demand will compound our current difficulties concerning recruitment and retention of permanent staff.

Property Implications

42. None

Other Implications

43. None

Options Considered

44. Producing two annual reports (including these priorities), one for the Safeguarding Adults Board and another for the Safeguarding Children Partnership, was considered.
45. Feedback from residents is that they are more likely to engage with one report and one conversation about abuse and risk, rather than two.

Conclusions

46. Please note the report.
-

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DoLS/ Safeguarding Service Manager (Adults and Children's
Partnerships)
Sharon.Burgess@enfield.gov.uk/bharat.ayer@enfield.gov.uk

Date of report: 27th October 2022

Appendices

Appendix 1

Background Papers

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

The Safeguarding Enfield Annual Report for 2021/22.

Enfield Safeguarding Adults Board and Children Partnership

ANNUAL REPORT

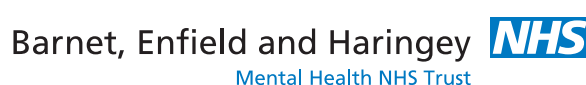
2021-22



www.safeguardingenfield.org



Here are some of the organisations working to keep children, young people and adults at risk safe in Enfield.



We all have a role to play to help keep children, young people and adults who may be at risk, safe. If you have concerns, please contact us and we can act to stop abuse.

Please talk to us

Safeguarding children, young people and adults at risk is everyone's responsibility. As someone who might live, work or study in Enfield you have a role too. If you are worried about someone or yourself, **please talk to us**. You can get help in any of these ways.

CHILDREN AND YOUNG PEOPLE

If you or the person you are concerned about is under 18 (a child or young person):

- Ring the Children Multi-Agency Safeguarding Hub (MASH) Team on **020 8379 5555**, Monday to Friday 9am-5pm.
- Call the emergency duty team on **020 8379 1000** at night and weekends, and tell them what is happening.
- For people who work with children and young people, please make your referral using the Children Portal:
www.enfield.gov.uk/childrenportal
- You can email at:
ChildrensMash@enfield.gov.uk
- In an emergency – such as when someone is being hurt or shut out of their home – ring the police on **999**. You can also ring **ChildLine** on **0800 1111** or visit the ChildLine website:
www.childline.org.uk

If you don't want to talk to someone you don't know, you can ask an adult that you trust, like a teacher or youth worker or even a friend, to make the phone call for you. When people are working with children they have to follow set procedures, but they will explain to you what they will do and should be able to support you through the process.

ChildLine

ChildLine have launched the **'For Me'** app – the first app to provide counselling for young people via smartphone and other mobile devices. For more information and to download the app for free, go to:
www.childline.org.uk/toolbox/for-me



ADULTS

If you or the person you are concerned about is over 18 (an adult at risk) you can call anonymously on the Adult Abuse Line: **020 8379 5212** (Textphone: **18001 020 8379 5212**). In an emergency always call **999**.

There is also helpful information on the Safeguarding Enfield website. Go to:
www.safeguardingenfield.org

FOR ALL ENFIELD RESIDENTS

Domestic Abuse Freephone helpline

If you have experienced or are currently experiencing being made to feel unsafe by someone close to you, this is domestic abuse. Domestic abuse is not okay and is a crime. There is a specialist team to ensure no one is turned away and support is there for anyone in need. Call us on **0800 923 9009**, Monday to Friday 9am-5pm. Email us at: **callusDAH@enfield.gov.uk**.

We are here to help you.

Modern Slavery Helpline

Modern Slavery is a crime that is hidden from plain sight but, occurs everywhere around us. Modern slavery is happening right here in Enfield and it needs to be stopped. An advice line is available to provide information and support for those that have any concerns or general questions regarding modern slavery. If you would like to discuss your concerns please contact us on **020 3821 1763**, Monday to Friday 10am-2pm, or you can email us at: **ModernSlavery@enfield.gov.uk**

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Our vision:

“is for an Enfield community where we can all live free from abuse and harm; a place that does not tolerate abuse; where we all work together to stop abuse happening at all, and where we all know what to do if it does take place.”



Foreword by the Chair



As the Independent Chair of the Safeguarding Adults Board (SAB) and the 2021-22 Chair and Scrutineer of the Safeguarding Children's Partnership (SCP), I am pleased to introduce the 2021-22 Safeguarding Enfield Annual Report.

This report outlines the partnership activities which contribute to keeping Enfield's communities safe. Safeguarding is 'everyone's business' and if you are worried about a child, family, young person or adult at risk, please speak up using the contact information in this report. We can help.

2021/22 represented another challenging year, one where we emerged from the COVID related lockdowns of 2020 and 2021. Partners have responded to the challenges with resilience and, as highlighted in this report, many examples of innovation. The breadth of the work taking place is impressive and highlights the dedication of individuals, teams, and agencies to help keep people safe. This is highlighted in the partner updates that can be found in Appendix B.

2021/22 was my final year as Independent Chair and Scrutineer of the Children's Partnership. The three responsible organisations (Enfield Local Authority, Police and Clinical Commissioning Health Group) will all now take equal responsibility and accountability for children's safeguarding. I was delighted when Detective Superintendent Sebastien Adjei-Addoh took the reins over from April 1st 2022.

I hope you find this report informative, and I want to encourage all of you to send us your thoughts. Tell us what you think: what are we doing well, what do we need to improve on, how else can we communicate better across all the different communities of Enfield. Please email us at: **SafeguardingEnfield@enfield.gov.uk**

Geraldine Gavin

Independent Chair of the Safeguarding Adults Board; and Independent Scrutineer and Chair of the Safeguarding Children's Partnership until 31st March 2022

2022/23 Chair of the Enfield Safeguarding Children Partnership



As the current Chair of the Safeguarding Children Partnership, I'd firstly like to thank Geraldine Gavin, who has chaired the Executive Group since the new arrangements came into force, and chaired the former LSCB in Enfield since 2010. Her leadership has helped to create a positive and strong partnership that comes together to seek the best possible outcomes for our children and young people.

As Chair for this year, my focus will be on ensuring the partnership is working well across all our agencies, and in particular schools. I'm keen that we should learn the lessons from our reviews and from national reviews and make meaningful changes that will benefit our children and young people. I look forward to welcoming our new independent scrutineers for 2022/23 who will assess our partnership arrangements and help us understand what we can do more effectively.

If you have any issues you would like to raise with the partnership's Executive group, please email our Business Unit at: **SafeguardingEnfield@enfield.gov.uk**

I look forward to working with you.

Detective Superintendent Sebastien Adjei-Addoh
Head of Public Protection, Metropolitan Police Service

The Enfield Safeguarding Enfield Partnership

The Enfield Safeguarding Partnership is made up of the Safeguarding Adults Board and Enfield Safeguarding Children's Partnership and provides a way for the local agencies to work together to safeguard those at risk, and to ensure that the arrangements in place are working effectively.

Safeguarding Children's Partnership

Enfield's Safeguarding Children's arrangements were agreed and signed by the Safeguarding Partners on 5th June 2019. The arrangements were in place on the 29th September 2019 and the Department of Education were notified.

Children Act 2004 & the Children and Social Work Act 2017 (Children)

The Children's Act 2004 and the Children and Social Work Act 2017, state the statutory duties for local authorities and safeguarding partners to work together to safeguard and promote the welfare of children.

Working Together 2018 (Children)

The Statutory Safeguarding Partners are the Local Authority, the Police, and the Clinical Commissioning Group.

The Safeguarding Adults Board (SAB)

The SAB brings together organisations that work in Enfield to make sure there are good ways of working to keep adults at risk safe.

The Care Act 2014

The Enfield Safeguarding Adults Board is a statutory board formed under the Care Act 2014. The main objective of the Safeguarding Adults Board is to assure itself that there are robust local safeguarding arrangements and partners to help and protect adults in its area.

The Local authority, the Police and the NHS are statutory members of the Board.



Highlights of what we did in 2021-22

ADULTS

CHILDREN'S

Modern Slavery response

Awareness raising work continues with 455 professionals trained, via 17 training sessions. The Modern Slavery helpline received 233 calls over the year.

Josef Local Child Safeguarding Practice Review (LCSPR) was published

Review into the death of a 17-year-old published – <https://new.enfield.gov.uk/safeguardingenfield/reviews-and-reports/>

Safeguarding Adults concerns

3,638 concerns received in 2021/22, the highest the Enfield Multi-Agency Safeguarding Hub have managed. The number of concerns continue to rise in line with national increases.

Safeguarding Children Partnership Event

The event in December 2021 attracted over 100 attendees. It covered the Josef review and shared learning from our audit work on Professional Curiosity and Information Sharing, with practitioner guide published – <https://new.enfield.gov.uk/safeguardingenfield/professional-curiosity-practitioners-guide/>

LeDeR reviews

16 deaths of people with learning disabilities were notified to the Learning Disability Learning from Lives and Deaths Programme (LeDeR) in 2021/22. After the very high mortality rates recorded during the pandemic, the number of notifications of death appear to be more in line with previous years.

Sexual abuse in educational settings

Following the Everyone Invited testimonials and national responses, we have improved the partnerships links with education and presented key information to the Designated Safeguarding Leads meeting.

SMART Living project and PainChek app

Pain scoring artificial app implemented in nursing home as part of SMART living pilot.

Child Death

There were 30 notifications of Enfield child deaths. The central team reviews each notification and determines the need for a Joint Agency Response (JAR) meeting, where there is an unexpected cause of death. The team have co-ordinated 5 Enfield JAR meetings in the reporting period.

Safeguarding Community Engagement Group

Re-established and focussing on Forced Marriage awareness raising amongst Enfield community members.

National reviews

Following the reviews of the Arthur Labinjo-Hughes and Star Hobson deaths, the partnership began an audit on physical abuse; following the Child Q review has led to an Enfield Task and Finish group where we are working with our Safeguarding Ambassadors on cultural competence and adultification.

Prevent abuse

In this section we present the work we've done to prevent abuse from happening.

This can include:

- raising awareness about risks so people can stay safe;
- making sure we've identified the right priorities (consultations); and,
- continue to work in ways that can prevent abuse from happening.

ADULTS

Preventing Abuse in Enfield's Adult Care Providers

Enfield has 195 CQC registered providers, one of the highest numbers in London.

To manage the risks around Quality and Safeguarding we have a Safeguarding Information Panel to ensure that partners can effectively: share information, identify any risks of harm to those who use services, and prevent any future or additional harm taking place.

The Panel can initiate actions such as Provider Concerns, Quality Checker visits, Immigration Enforcement visits and London Fire Brigade visits. The Panel meets every six weeks.

Over 2021-22, the following interventions were implemented:

Type of Activity (April 2021- March 2022)*	Number of activities
Provider Concerns Initial meeting held	14
Nurse Assessor visits	8
SIP referrals received	44
Immigration enforcement visits	0
Occupational Therapy visits	0
LBE Quality Assurance visits	21
CHAT Team visits	1
LFB safety visits	0
Quality Checker welfare calls made to family and friend contacts of service users	231
Quality Assurance 'Out of Hours' visits	2

*Please note, there may be a number of subsequent visits that follow and are not captured in the following information. In addition, for monitoring purposes welfare visits identifies the number of providers worked with.

The SIP actions and interventions were adapted in line with the COVID restrictions in place. Essential visits were made to care providers where risks were high, and visits were made with appropriate PPE and robust testing regimes in place.

To see more details on the Quality Checker calls please see page 42.

Infection Prevention and Control measures in Care homes

Effective infection prevention and control measures are key to mitigating risks of cross infections in our care providers.

The Improvements and Standards manager leads on Infection Prevention and Control to support the boroughs social care providers to implement and maintain robust IPC measures to minimise the risks of cross infection of infectious conditions and to contain and manage identified COVID 'outbreaks'.

This has been extremely valuable during the pandemic and feedback from social care providers has demonstrated that this area of work has been instrumental in managing COVID outbreaks and improving IPC measures to prevent repeated COVID outbreaks.

The Improvements and Standards Manager works closely with the Public Health team to monitor levels of infectious conditions in care homes and delivers IPC training to front line workers. During the reporting period.

Infection Prevention and Control actions taken from April 2021-March 2022

IPC training sessions delivered to social care providers	7 training sessions delivered	140 front line social care staff attended
Organisational learning reviews completed with social care providers that experienced a COVID outbreak	27 reviews completed	Recommendations made and common themes identified and escalated for targeted information and advice from PH team
Unannounced IPC focused spot checks to social care providers	47 spot checks made	Follow up visit made to monitor services where recommendations have been made
IPC equipment provided to social care providers to support good IPC practices	200 hand sanitisers provided 200 UV light hand washing kits provided	All providers contacted with information and advice

Safeguarding Community Engagement Activity Group

The Safeguarding Community Engagement Activity group was re-established after being affected by COVID. Our Lay members Irene Richards and Gill Hawken, are Chair and Deputy Chair respectively. The group have agreed the Terms of Reference and the Membership. The purpose of the group will be to:

- Engage with organisations who have community champions or networks, and offer them safeguarding partnership training on specific areas of risk identified by the Safeguarding Adults Board, or Safeguarding Children's Partnership, and begin a dialogue about safeguarding.
- Provide oversight of the Safeguarding Ambassador programme
- Scrutinise and contribute to newsletters, website, annual reports and strategies.

Deprivation of Liberty Safeguards (DoLS)

The Deprivation of Liberty Safeguards process is required by law to make sure that any restrictions to a persons' liberty are independently verified as being in that persons' best interests. This is particularly important where they may lack the capacity to understand the risks they would otherwise face.

Application received



Over the past 4 years, we have seen a continuous rise in Deprivation of Liberty Safeguards (DoLS) applications. This has been attributed to a better understanding of the Mental Capacity Act 2005 following training sessions delivered by the DoLS team.

There are changes taking place in the DoLS process. The new process is called the Liberty Protection Safeguards. There will be changes in the roles of health organisations and care providers. A programme of work is underway to ensure that we are prepared for when these changes in the law come into force, which should be in 2023/24.

Enfield SMART Living pilot – technology in adults social care

Many of us are already using SMART technology in the shape of smart phones, smart televisions, Amazon and Google home hub devices to name a few. We are aiming to increase the exposure of different kinds of SMART technology amongst Adult Social Care staff, service users and carers, and trial specific applications in care homes. The use of these technologies can improve communication, access to information, enable us to identify issues sooner, and ultimately to help keep people safe.

Over the year, we have:

- Initiated a programme of awareness raising, which has enabled Adult Social Care staff to loan various SMART devices so that can understand the benefits. This will then promote use of the technology with our service users and carers.
- We have introduced PainChek, a pain management Artificial Intelligence App, which reliably measures pain, to an Enfield nursing home.
- Engaged Middlesex University to help us evaluate the impact of our work and identify lessons that we can use to improve how we use and roll-out future versions of the current technology.



CHILDREN'S

Early Help for Children and Families

Overview of work Early Help services for children and families over 2021/22:

- 1,976 referrals for Early Help were received out of which 880 referrals were accepted and provided with Early Help support. On an average, Early Help was involved with families for 3-6 months.
- In total, Early Help stepped up 91 children into social care due to safeguarding concerns. 187 children and families were stepped down from social care into Early help, ensuring that these families continue to receive support to sustain positive progress.
- Early help quality of practice remains strong within over 85% of audited cases achieving either good or outstanding rating.
- Enfield were set a target of 'turning around' 519 families as part of the Supporting Families Programme. This was overachieved with 538 families successfully supported by the programme.
- Children Centres reached out to 3,044 families, with 1,796 families registering with children centres and accessing a range of services with focus on best start for life. Children Centres provided targeted family support to 223 families and completed 162 Early Help assessment. 97% of infants received face to face new birth visit by the Health Visiting Service.
- Youth Service has continued to deliver a strong youth offer that includes universal services from five youth centres, Summer University, Holiday and Food activities programme, mentoring, detached youth work, outreach work to schools and contextual safeguarding youth work. In June 2021, Council opened a new dedicated Youth Centre in Ponders End. Overall, 4,063 young people have accessed youth services. Summer University during school holidays in 2021, delivered 131 structured learning course, providing positive diversionary activities to 848 young people. Inspiring Young Enfield has engaged over 5,000 young people in a range of enriching and learning programmes, providing young people support with well-being, employability skills and staying safe.

Early Help partnership have continued to seek new funding streams and collaborate in leveraging financial resources to sustain and increase our early help offer for children and families. For instance, the following new early help projects were developed and additionally funded to diversify our Early Help offer:

- Successful NCL regional partnership funding bid for Vanguard project, providing therapeutic and youth support interventions for young people at risk of exploitation
- NCL Health Inequalities fund, funding violence reduction social prescribing project Dove for young people
- Additional funding from the VRU to fund the youth project Engage in Wood Green Custody
- DfE COVID recovery funding to develop feasibility study to support development of Family Hubs
- Council funding Early Help pilot Housing project with focus identifying and supporting families with most complex needs and re-housing them from their temporary accommodation
- MOPAC funding additional detached youth workers
- Council capital funding to develop Mobile Youth provision

Prevention of youth crime and serious youth violence

Enfield Youth Justice Service (YJS) and the partnership demonstrated a strong performance during 2021/22:

- There was a reduction of first-time entrants. There were 73 young people as first-time entrants, which shows a 21% decrease from the previous year of 93. This is attributed to the successful Out of Court Disposal scheme and Early Help delivered by the Council and its partners.
- There was a notable reduction of children receiving custody, which is positive. There were 5 young people in total that received a custodial sentence in 2021/22 in comparison to 13 children in 2020/21. This is attributed to the continued confidence of the courts in the work of the Enfield Youth Justice Service and wider partnership, effectively supporting and safeguarding offending children within the community as well as victims.
- There has been a positive reduction in remand episodes during 2021/22. Cumulatively, there were 35 remand episodes during 2021/22 in comparison to the 45 remand episodes in the previous year. This represents a 22% decrease. Enfield Youth Justice Service continues to ensure that only children that present highest risk to the community, and themselves, and who are committing the most serious offences, are remanded.
- There was a reduction of re-offending for the tracked youth cohort from 2019/20. The re-offending ranged between 26.2%-36.7% in comparison to the re-offending range of 33.9%-51.2% for the 2018/19 tracked youth cohort. This is attributed to the highly effective safeguarding interventions that the service continues to provide to young people.

Youth Justice Partnership developed a range of new preventative initiatives to safeguard and prevent children getting involved in offending, for example:

- Project Dove – through social prescribing, we are identifying young people at risk of serious youth violence in education and health settings and provide them with early intervention support.
- Introduction of contextual safeguarding and detached and outreach youth workers working in schools and local communities, providing information, advice and guidance to young people with focus on diversion and prevention of risky behaviour.
- Introduction of community resolutions in August 2021, preventing unnecessary criminalisation of young people for low level offences whilst providing young people with access to early help support.
- Safer Spaces project – identifying spaces where young people feel less safe and developing community safety solutions to increase young people's confidence in safety.
- Engage project in Wood Green Custody, providing youth support to the arrested young people presented to the custody with a follow through provision of support into the community post release to meet young people's additional needs with focus on reduction of risky behaviour and further offending.



Youth Justice Service Evidence of impact

In 2021, the annual youth satisfaction survey highlighted that 95% of young people rated their levels of satisfaction with the service as either good or outstanding.

In 2022, a focus group was held with young people to hear and learn about their journey through the youth justice system, informing the focus of our service improvement plan.

Young people told us they had a positive relationship with their case workers and felt well informed and supported. Young people have also provided us with further valuable feedback to support improvement of our services – for instance young people continuously told us they would like a better facility for the youth justice service.

In response, we will be re-locating the Youth Justice Service from Claverings into a new state of the art building in Thomas Hardy House in Enfield Town by the end of 2022.

Youth Justice Service Priorities for 2022/23

Youth Justice Service and wider partner have identified the following key strategic priorities that are reflected within the statutory Youth Justice Plan 2022/23:

- Prevent first time entrants, reduce re-offending and custody whilst keeping the public safe in the context of recovery from the pandemic.
- Continue to drive service delivery improvements in response to our quality assurance findings
- Promote a child first approach across the youth justice system and effectively safeguard children, whilst promoting their welfare and best outcomes
- Drive system improvement by building on our organisational effectiveness, governance work, partnership and leadership to delivery high quality youth justice services.
- Develop and implement a disproportionality action plan across the youth justice system informed by understanding of local needs.
- Focus on prevention of serious youth violence in line with our public health approach.

Community Safety

- The number of Serious Youth Violence victims in Enfield increased by 32.3% in the year to March 2022. 352 victims were recorded in the borough compared with 266 victims in the year to March 2021, an increase of 86 more victims. This year is still 41.8% lower than pre-pandemic year end March 2021 (499).
- Our aim to reduce SYV is underpinned by a public health approach focused on early Intervention partnership and commissioned work. New initiatives have included a violence reduction social prescribing project, funding for project Vanguard secured to increase therapeutic support for young people at risk of SYV and exploitation, contextual safeguarding youth work, team around the school pilot, safer spaces project and outreach mentoring in A&E.

- 31 Prevent referrals resulted in 16 cases being discussed in Channel panel. Home Office funded projects have been delivered and completed, these included projects focusing on improving safeguarding practices in unregulated spaces and projects aimed at increasing awareness of radicalisation amongst professionals working in domestic abuse space.
- The Prevent team delivered 17 training events to 249 staff including foster carers. In addition, 31 training events were delivered to schools with 1,002 attendees receiving training. 29 workshops/assembly events were delivered, raising awareness and educating 2,124 students.
- There was a 13.7% decrease in domestic abuse violence with injury (DA VWI) offences. Community Safety continues to commission perpetrator programme, IDVA service and has been working with housing towards the DA Housing Alliance Accreditation.

Joint Services for Disabled Children

- The Joint Service for Disabled Children comprises of the specialist social work service, preschool support home visiting service, early years keyworker service and a specialist short breaks and family support service. Services are delivered in house 7 days per week at Cheviots, specialist play, and home care providers are commissioned, and families can also access a personal budget to arrange the support that best meets their child and family's needs.
- The services and support are designed to provide fun activities for the child, an opportunity to meet with their friends or be supported to access community activities and provide a break for the parent from their caring responsibilities to support family life.
- At the end of March 2021, 344 children were receiving a service from JSDC. There were 254 new referrals for short breaks, this is an increase on last year (150). 159 of those children and young people had a diagnosis of Autism.
- In Enfield, there is a well-established mechanism in place for co-production, consultation, and engagement with parents/carers. The JSDC has worked in partnership with Our Voice Parent Carer Forum, Enfield National Autistic Society and Carer 2 Carer. Parents and carers play an integral part in decision making processes are fully engaged in shaping, developing, implementing, and evaluating services and pathways for support.
- Parent representatives attend strategic groups and workstreams and participate in all discussions relating to commissioning of new providers, development of the Local Offer and SEND provision in the borough. They are equal partners in the work we do.

Work in Schools

The details below highlight the work the Education department has been doing with schools in the borough:

- New role created – Senior School Improvement Advisor Safeguarding & Inclusion – February 2022. This role means working in close liaison with other agencies in particular Children and Families Services, Human Resources, Police, and National Health Service for the benefit of and always promoting safeguarding of children.
- Leaders took part in a ten session Professional Learning programme during 2021-22, including local, national and international expertise, e.g. Unconscious Bias and Anti-Racism as a response to the Black Lives Matter movement.
- Governors took part in training course, e.g. Unconscious Bias and Anti-Racism, during 2021-22.
- Whole service Safeguarding training took place in September 2020 and is arranged for September 2022.

- Leadership team made aware of changes to Keeping Children Safe In Education September 2022 through in-house training.
- Designated Safeguarding Lead training arranged termly so that schools can ensure they are meeting their statutory needs. These were broken down into mainstream settings and special schools during 2021-22, and for 2022-23 will be again broken down into mainstream and those that work with pupils with Special Education Needs & Disability (SEND) due to the growing number of pupils with Educational Health Care Plans (EHCPs) in mainstream schools.
- All Early Carer Teachers were able to join borough run safeguarding training within their first half term.
- A new Professional Learning training offer for Designated Safeguarding Lead Supervision set up for 2022-23.
- Designated Safeguarding Lead Network for schools started last year and to be embedded in 2022-23 with an increase in sessions.
- Designated Safeguarding Lead training questionnaire completed May 2022 and used to support Designated Safeguarding Leads with knowledge and skills for their role.
- The Senior School Improvement Advisors visit to schools included questions about safeguarding and the culture in the school. All Senior School Improvement Advisors help to ensure school staff and others working in education are promoting the welfare of the children in their settings.
- Senior School Improvement Advisors for Safeguarding & Inclusion able to complete safeguarding reviews in school as requested/needed.
- Senior School Improvement Advisors for Safeguarding & Inclusion offers guidance on specific safeguarding issues to schools.
- Advice and guidance to educational establishments, early years settings and childminders on safeguarding and child protection concerns, including allegations against staff.
- Trauma Informed Practice in Schools (TIPS) was promoted via taster sessions and shared at Leadership Day in July 2022.
- Senior School Improvement Advisors for Safeguarding & Inclusion has had full E-TIPS training to support with signposting and sharing good practice.
- Senior School Improvement Advisors for Safeguarding & Inclusion is a Mental Health First Aider for adults.
- Strengthening Wellbeing, Emotional health, Relationships and Readiness for Learning (SWERRL)/Behaviour Support Service (BSS) continue to support vulnerable pupils in school.
- Example safeguarding self-audit shared.
- Disseminate best practice regarding safeguarding by drawing on latest safeguarding guidance and research.
- Finalised the Inclusion Charter for launching in September 2022.



Protect people at risk

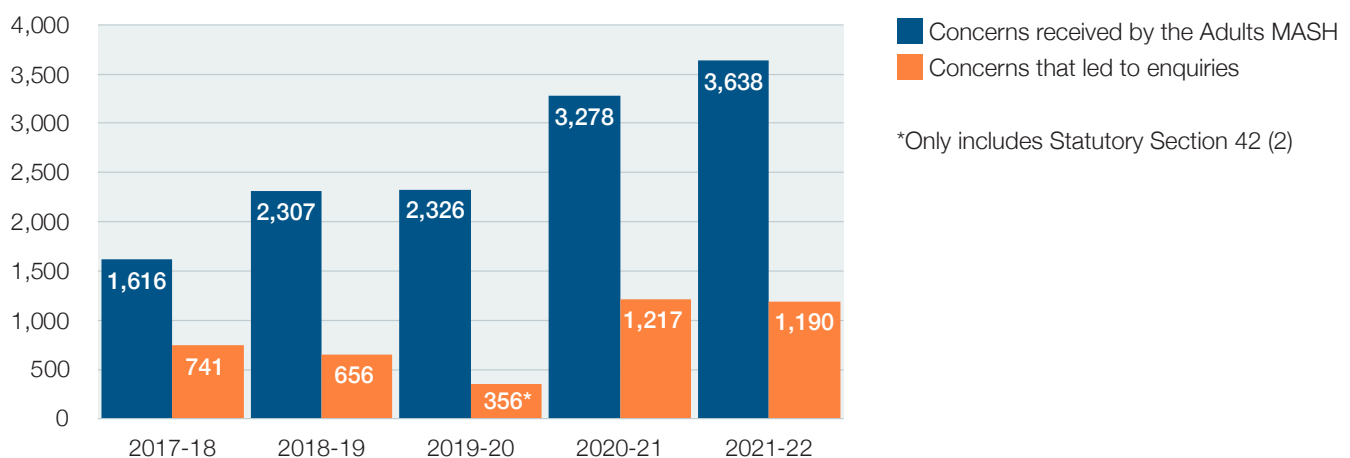
One of the main tasks for the Safeguarding Partnership is to make sure we have excellent responses to concerns. We do this through having clear policies, good training, looking at our data and audits (checks). This year a significant part of this work involved responding to emerging risks due to COVID-19. Here we present some of our key responses, policies, talk about our training and present some high-level data. More details information can be found in the appendices.

ADULTS

Care Act 2014 (Adults)

Safeguarding Adults duties are detailed in Section 42 of the Care Act and in the accompanying Statutory guidance. Where the following criteria are met for a concern the Local Authority, who is named as the lead agency for safeguarding, must ensure that a Safeguarding Enquiry takes place. The criteria that a concern must meet to require an enquiry are that: it is about a person who is over 18 years of age, with care and support needs, and who is experiencing, or is at risk of, abuse or neglect, and is unable to protect themselves.

Adult Multi-Agency Safeguarding Hub (MASH)



Since the conception of the Adult MASH, there has been a commitment that all concerns will be responded to. This can include information and advice, sign-posting to other services, assessments for care and support services, or for a social worker to work with the adult to manage the risks of abuse they face.

2021/22 saw the upward trend in safeguarding concerns continue. Concerns relating to self-neglect remain high, as well as those occurring in people's own homes.

Enfield were part of a National Insights projects, led by the Association of Directors of Adults Social Services, to understand safeguarding concern trends since the pandemic began. Initial analysis shows that the types and numbers of concerns received in Enfield are in line with what has been experienced nationally.

The Enfield teams were asked for feedback around Safeguarding Adults cases during as part of this project. Our Locality teams and MASH noted an increase in work with homeless people and that they were being asked to assess people that they felt would not previously have been asked to assess. This is likely to be a result of the establishment of the Rough Sleepers Multi-Agency Risk Assessment Meeting (MARAM) – however, this continues to be a very positive example of interagency and departmental co-operation.

Our Mental Health teams have noted an increase in people presenting (with mental health concerns substantial enough to require secondary health services input) for the first time since the first lockdown and this continues to increase. Anecdotally, alcohol and substance misuse services suggest the same. This is also evident in the concerns that we have received in terms of anecdotal evidence from the teams conducting the Section 42 Enquiries.

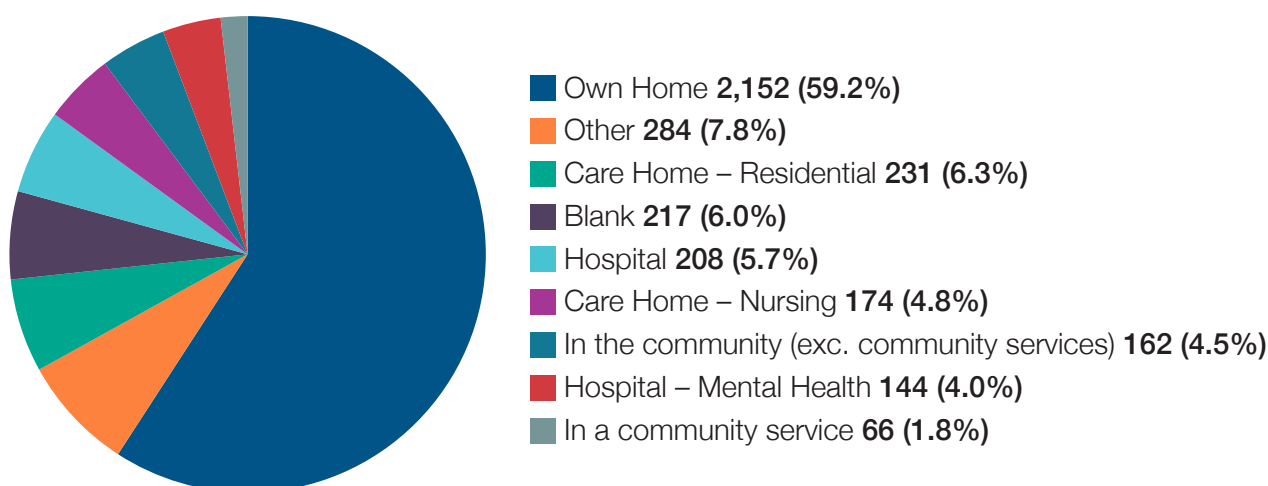
All teams felt that self-neglect cases are more complex and time-consuming than other types of cases in terms of length of involvement, need for complex review and so on. Self-neglect is now the highest 'type' of abuse that we see in the concerns raised.



Type of Abuse	2021-22		2020-21	2019-20	2018-19
	Yes	%	%	%	%
Self-Neglect or Hoarding	890	20.7	20.3	17.3	18.8
Neglect and Acts of Omission	864	20.1	18.0	21.7	22.7
Physical Abuse	590	13.7	14.0	11.9	12.3
Emotional/Psychological	571	13.3	13.8	14.0	12.7
Domestic Abuse	452	10.5	11.3	5.7	5.6
Financial or Material Abuse	441	10.2	9.7	10.1	11.1
Sexual Abuse or Exploitation	182	4.2	3.7	6.9	7.7
Organisational Abuse	138	3.2	3.7	3.0	2.5
Pressure Sores	103	2.4	3.4	8.0	5.5
Modern Slavery	37	0.9	0.5	0.4	0.3
Discriminatory Abuse	23	0.5	0.7	0.2	0.2
Hate Crime or Disability Hate Crime	11	0.3	0.5	0.6	0.5
Honour Based Violence	3	0.1	0.3	0.1	0.0
Forced Marriage	3	0.1	0.1	0.0	0.1
Female Genital Mutilation	0	0.0	0.1	0.0	0.0
Total	4,308				

Note: there can multiple types of abuse in a safeguarding concern.

Location of Abuse	2021-22		2020-21		2019-20	
	Count	%	Count	%	Count	%
Own Home	2,152	59.2%	1,917	58.5%	1,019	43.8%
Other	284	7.8%	245	7.5%	61	2.6%
Care Home – Residential	231	6.3%	252	7.7%	255	11.0%
Blank	217	6.0%	186	5.7%	711	30.6%
Hospital	208	5.7%	217	6.6%	105	4.5%
Care Home – Nursing	174	4.8%	-	-		0.0%
In the community (exc. community services)	162	4.5%	172	5.2%	50	2.1%
Hospital – Mental Health	144	4.0%	154	4.7%	86	3.7%
In a community service	66	1.8%	135	4.1%	-	-
Not known	-	-	-	-	39	1.7%
Total	3,638	100.0%	3,278	100.0%	2,326	100.0%



Risk outcomes for completed enquiries

The table below compares risk outcomes from previous years:

Where risk identified, what was the outcome?	2021-22		2020-21	2019-20	2018-19
	Total	%	%	%	%
Risk reduced	744	62.5%	70.9%	53.8%	59.0%
Risk removed	258	21.7%	20.2%	24.2%	15.7%
Risk remains	114	9.6%	7.8%	6.7%	9.3%
Risk did not exist	56	4.7%	1.0%	9.2%	6.9%
Not applicable	18	1.5%	0.1%	6.3%	6.7%
Total	1,190	100.0%	100.0%	100.2%	97.6%

Modern Slavery

Enfield's Modern Slavery Team comprising Local Authority and Police staff. The multi-agency team has been raising awareness and responding to intelligence.

Between 1st April 2021 and 31st March 2022, the team have delivered 17 awareness training sessions to 455 delegates in a variety of teams across Enfield, including GPs, Schools, Social care to name a few. From the feedback received, the sessions have been positively received: *"I thought the delivery was excellent from two knowledgeable members of staff."*

The hard work and dedication of the Modern Slavery Team has been recognised across the local safeguarding partnership. The team have been described by the Central Crime Police team as the 'Gold standard' borough with the view of training other boroughs of how to approach modern slavery and exploitation cases.

The team identify trends in conjunction with Police and focus targeted resources in areas of need to tackle the criminal element of modern slavery in the borough.

The team continues to run a helpline to support the public and professionals in relation to modern slavery. During 1st April 2021 and 31st March 2022 there have been 233 calls to the helpline from various sources, including, the Police and members of the public.

For more information on our Modern Slavery work, please visit: <https://mylife.enfield.gov.uk/enfield-home-page/content/safeguarding/modern-slavery/>

High Risk Advisory Panel

A 'High Risk Advisory Panel' was set up for adults safeguarding cases. This is chaired by our Head of Safeguarding and bringing together senior multi-disciplinary colleagues for cases where there has been a lack of progress using usual processes.

Many of the cases so far referred have involved some level of self-neglect or non-compliance so mental capacity is a key area for discussion. This builds on pre-existing meetings such as the ILDS Complex Cases panel.

Several Safeguarding Adults Board partners have been involved which has been essential in moving very complex cases forward.

CASE STUDY

Enfield's Adult Multi-Agency Safeguarding Hub (MASH) receive all individual safeguarding concerns where there is a suspicion/allegation of Modern Slavery.

We pride ourselves in ensuring all MASH staff are aware of how to recognise Modern Slavery and have Social Workers who 'specialise' in this form of abuse. When Modern Slavery is suspected, we use creative and timely ways to intervene and make safe contact with the individual(s) and ensure that we have necessary resources in order for their voice to be heard in relation to their views and outcomes, whilst considering any influences of coercive control; this could be with the support of a GPs, Hospitals, interpreting and domestic abuse services, to name a few.

In addition to this, where necessary, Police will be used to support in more risky engagements with individuals and we have been awarded Gold standard in collaborative working with our local Police.

MASH have worked with survivors of Modern Slavery on a number of cases by ensuring their outcomes are met and they are safeguarded until long term support is in place.

"I was scared initially but I now realise that this was not normal or right, and I thank you for all your help. You have saved my life".

Hoarding multi-agency database

A Hoarding Co-ordinator was appointed for 5 weeks to work on a database of properties in the borough where there are concerns about hoarding. This allows agencies, including the London Fire Brigade, to work together from an earlier point to support adults who have problems in their home environment.

Gambling problems amongst adult social care service user

Adult Social Care have started a project with GamCare to pilot regularly asking service users about problem gambling. This should help us to understand how much of a problem this is for our service users – the project has also involved training staff to work with those who have issues with gambling.

Community Do Not Attempt CPRs

Practices around community Do Not Attempt CPR orders were checked by a joint project between the NHS Clinical Commissioning Group and Adult Social Care, funded by the NHS Clinical Commissioning Group. GP practices were asked to confirm their practices following concerns raised in the media and by our lay member. Work is on-going and improvements being worked on with the newly formed NHS Integrated Care Board.

Transitional Safeguarding

Adults Social Care and Children and Family Services have identified a need to support young adult residents aged 18 to 25 in achieving positive outcomes, these young adults may have been known to Children's Services as vulnerable children or have come to the notice of Adult Social Care post 18. This group may have received some support as a child, but when turning 18 are often unable to access equivalent or ongoing support as adults unless they have been assessed as having eligible needs for care and support under the Care Act (2014). There are gaps in legislation to safeguard this group and the need for change has been highlighted nationally.

In Enfield, a working group has been formed to consider the best options. Using feedback from colleagues, gathering local data, and looking at other authority models who have already adopted new ways of working, it has been recognised that there is currently a gap for this group of young people in the service. Upon reaching 18 they have no support in place but may still need a degree of help to ensure that they are able to achieve better outcomes in life.

The working group has identified that these young people need the right support at the right time and is best delivered independently from the Local Authority with a provider who has a good track record of engaging with young people, and has the experience, skill set and community links.

The key aims are to:

- promote individual wellbeing
- work in a strengths-based way with a focus on goals
- facilitate development strategies of life skills
- identify and utilise community resources
- connect young adults to their communities
- ensure young adults are involved in influencing the service and support they receive

A suitable provider will be in place by October 2022 as part of a 1-year pilot.



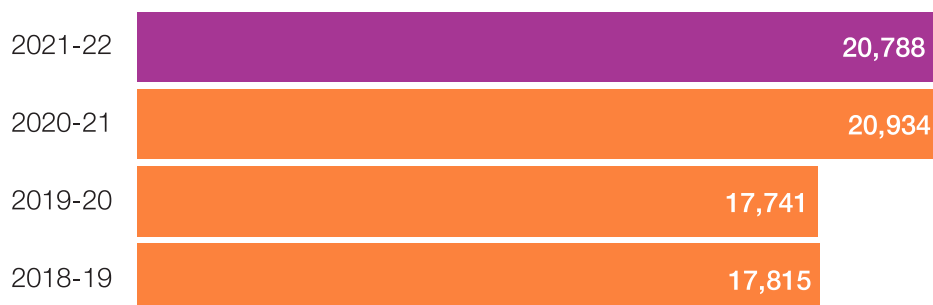
CHILDREN'S

Children in Need of Protection

Children's MASH (Multi-Agency Safeguarding Hub)

- There were 22,788 MASH contacts, an increase from 20,034 in the previous year. This was the highest number of contacts in the past 4 years. Police, schools and health services continue to be the main referrers.

Number of MASH Contacts – 4 year trend

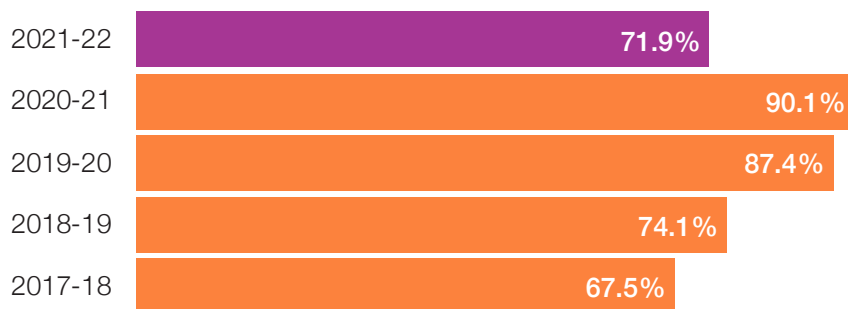


- A review of the threshold guide led to an updated version being piloted by the MASH team at the end of the year, the new guide has resulted in an increase of referrals to Early Help and improved quality of referrals to the Assessment and Intervention Service.
- The domestic abuse hub has been relocated into MASH, where they provide immediate advice and support to those experiencing abuse. The move recognised the abuse hubs core role interfacing with the public.
- There were 3,850 contacts made to children and family MASH relating to domestic abuse and 94 calls were made to the domestic abuse hub. Overall, there were 6,470 domestic abuse incidents recorded, a slight decrease from 6,598 in the previous year. In May 2022, SOLACE will be co located in the MASH. This will enhance MASH with the inclusion of accredited specialist SOLACE workers.
- Partnership working is strong in the MASH and the daily emergency duty team (EDT) handover meetings have been beneficial in ensuring multi-agency information is shared at the earliest opportunity. A professional consultation line is due to be launched in September 2022 for designated leads to seek advice and guidance.
- To increase understanding of MASH amongst partners and staff, MASH have provided shadowing opportunities. A range of staff and organisations have taken up this offer including schools, public health, and youth development service to date with further visits planned.

Assessment and Intervention

- As of 31st March 2022, there were 2,540 young people subject to a multi-agency child protection strategy meeting. This is a 22% (2,078) increase on last year. 80.1% of child protection investigations led to an initial child protection conference a slight decrease on the previous year (82.9%).
- During 2021/22, there were 4,302 children and family assessments were completed, an increase on the previous year, with 71.9% of completed within 45 working days, a decrease on last year's 90%. Linked to vacant posts and COVID related absence.

Percentage of completed assessments within 45 days



- There was a rate of 9.40 (per 10,00 child population Cafcass care applications) an increase on last year from 7.30. In total there were 111 children subject of care applications. As of March 2022, there were 16 child protection cases in Public Law Outline (PLO).
- Five legal planning meetings, where advice was sought for a Forced Marriage Protection Order took place, this is the same number as last year. The safeguarding children partnership has led on forced marriage training, attended by children social care staff.

IMPACT feedback

Email from an organisation sharing information from a parent re: one of the social worker's.

"... Mum shared that your approach with E allowed him to feel comfortable enough to share in more detail his abuse. She explained that you used videos to allow E to understand that he is not alone and that other children have gone through similar experiences to him. She also reflected that bringing the family together to sit around the table and discuss E's experiences, helped to unify them as a family. From your short intervention with the family, Mum feels that you have had a significant impact on E's current wellbeing and she is very grateful for all of your support with the entire family. It was incredibly warming to hear what a great impact your open and containing practice has made for this family. I hope that you will share this feedback with your manager..."

Child Protection and Child in Need

- As of 31st March, there were 627 children allocated to social workers on a child in need plan (CIN), this was an increase of 33% on the same time last year (472).
- Audits continue to demonstrate that there is quality direct work with children and their voices heard and CIN plans are improving.
- As of 31st March, there was a 40% increase in the number of children subject of a Child Protection Plan from 237 at the end of last year to 333 at the end of March 2022 – a rate of 39.5 per 10,000 children. There was a slight reduction in the timeliness of plans being reviewed from 78% from 83.3% last year.
- The number of children subject to a CP plan for a second or subsequent time (having been subject to a CP plan at any time previously) is currently 5.9% this is a decrease from 7.8% last year. This continues a downward trend.

Child Specialist Services

- The child specialist service consists of the domestic abuse team, adolescent safeguarding team, contextual safeguarding hub, and the emergency duty team (EDT).
- The domestic abuse team holds a small caseload of children to enable more intensive work. There is a dedicated perpetrator lead who has worked with approximately 12 perpetrators on a 1:1 basis, delivering

sessions and supporting wider development across the team with respect to the challenge of working with individuals who perpetrate domestic abuse within intimate personal relationships.

- In June 2021, two adolescent safeguarding teams (AST) were set up to provide a more integrated response to exploitation, serious youth violence, missing episodes, and 'edge of care'.
- The adolescent safeguarding teams have worked with a total 281 young people over the last year. 245 of these young people were supported to remain at home, 16 came into local authority care and 20 were assisted to access supported accommodation.
- The contextual safeguarding hub collates, analyses, and maps intelligence to find trends and 'hot spots', which can further support effective safeguarding practice both on an individual and community level.
- Case file audit continue to show good practice, with 83% of 12 audited cases were graded either good or outstanding.
- There were 383 missing occasions during the year relating to 131 children of which 44 were looked after children. All missing children are offered an independent debriefing on their return, approximately 50% take this up. Information is shared with police and relevant social workers to inform their risk assessment/analysis and safety planning. Where the young person is known to the youth offending team, a discussion takes place to decide who would be best placed to conduct a return home interview.

IMPACT

In October 2021, Enfield took part in the Independent Review in Children Social Care, the final report was published in May 2022, Enfield's Adolescent Safeguarding Teams, was chosen as a case study as an example of multi-disciplinary response to extra familial harm. The embedding of an education lead had resulted in increased attendance for young people and our trauma informed workshops for parents had resulted in parents have a greater understanding of extra-familial risks to their children.

Wider response to contextual safeguarding

- Partnership work with the Pupil Referral Unit has included seconding a social worker for 2 years with direct link into the contextual safeguarding hub.
- Workshops have been delivered with the support of a psychologist to address trauma. By end of March four workshops had been delivered. All parents requested one-to-one sessions. 6 one-to-one sessions have been held with one mother requesting a further session to include her 13-year-old son.
- In June 2021, the Safeguarding Adolescents from Extra-familial harm (SAFE) panel focussed on children, aged up to 18, (25 where appropriate) was set up. The panel considers the context of the harm, the level of known risk and considers what the partners can do to disrupt, protect, and prevent harm. The panel offers healthy challenge between agencies and has led to better understanding of what extra familial risks are and what has worked to increase safety.
- A total of 64 new referrals were discussed at SAFE. Of the 64, 53 had a primary concern of criminal exploitation and 11 of sexual exploitation. The most common type of harm referred to SAFE is criminal exploitation followed by serious youth violence. This year there has seen a noticeable decline in the number of CSE cases referred. In response a bespoke training has been developed to raise awareness.

Maintaining Child Protection medicals

The Designated Doctor and Designated Nurse, are statutory roles and both take a professional and strategic lead for safeguarding in the Borough. There continues to be a gap in the Designated Doctors function for Enfield. An interim post-holder is in place and working to ensure children who require Child Protection Medical Examinations are seen in a timely manner.

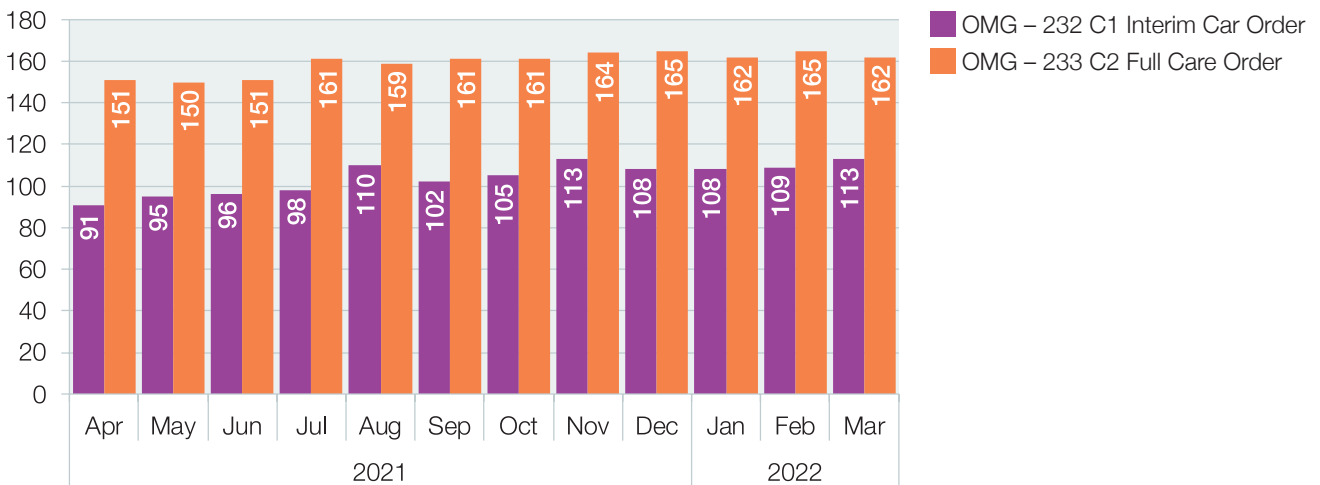
Children in Care and Care Leavers

Looked after Children Service

- At the end of March 2022, 396 children were looked after, compared with 391 the previous year and 395 at the end of March 2020. Although there has been a slight increase, the number of children has remained relatively stable over the past 3 years. Enfield's looked after children rate (45 per 10,000) remains lower than the statistical neighbours (59.10 per 10,000) and the national average (67 per 10,000).

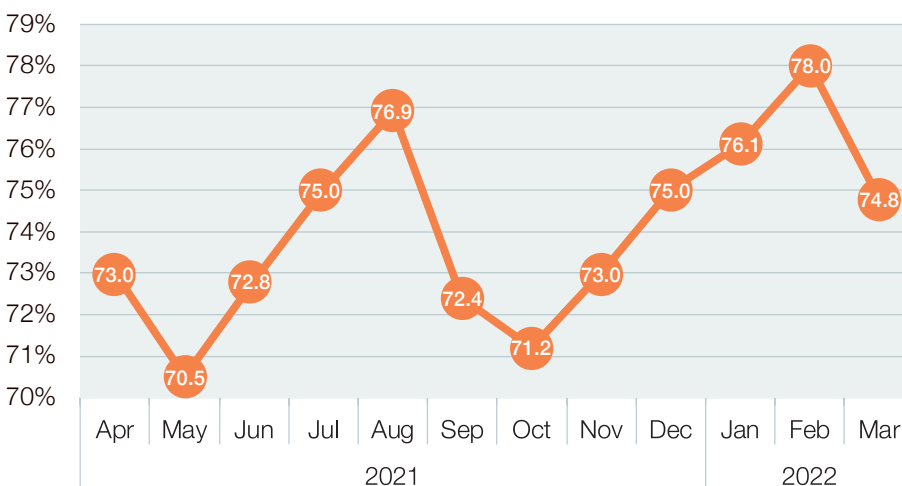


Number of children subject care orders



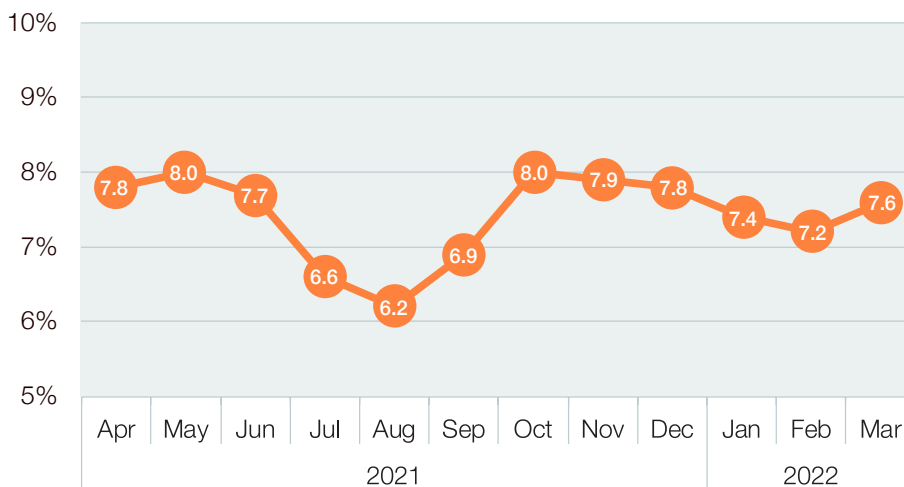
- As of March 2022, there were 113 interim care orders and 162 children on full care orders.
- The number of unaccompanied asylum-seeking children accommodated by the local authority decreased from 38 in March 2021 to 33 children at the end of March 2021.
- Placement stability for children in local authority care stays high at 74.8% and increase from 72.7% in the previous year.

NI063 LAC Stability of placements: length of placement (under 16s, continuously LAC for 2.5 years + living in the same placement for at least 2 years)



- There was a decrease in the number of children placed with in-house foster carers down to 45.7% from 49.9%. The number of Looked After children who have had 3 placements or more remains low at 7.6%.

NI062 LAC Stability of Placements: number of moves (three or more placements during the year)



IMPACT

(Social worker), Looked After Children Service

The Judge said: "Ms M.' evidence was clear, fair and honest. She is an efficient, child focused, hardworking and compassionate social worker. Her records are detailed and clear. She has a good relationship with the children (and the parents) and they are fortunate to have her as their allocated social worker. Ms M..is a highly competent social worker and a credit to the local authority. I have no hesitation in accepting her evidence."

- The impact of the pandemic continues to be felt and is reflected in court proceedings not being concluded. This means for some children and family social workers have continued to be involved beyond the time that would have been expected.
- Audits are regularly undertaken to look at the quality of social work delivered to our children in care, generally the practice has been found to be good, with areas of improvement found around case files.
- This year saw the launch of New Beginnings a service that supports women who have experienced their children being permanently removed from their care and women who are at risk of further pregnancies that may result in additional care proceedings. The New Beginnings team are currently working with thirteen women.

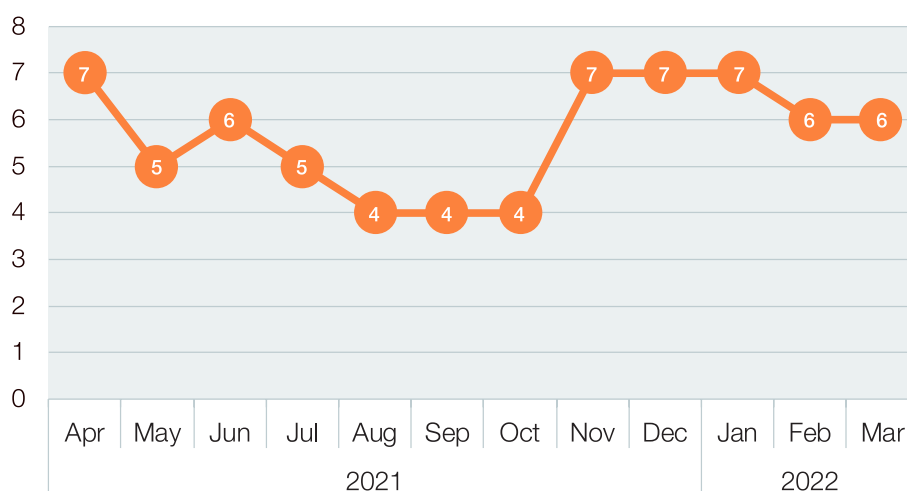
LAC Health Assessment

The Designated Doctor for Looked After Children (LAC) post remained vacant in the reporting period, however the LAC Designated Nurse and the interim Designated Doctor work closely to ensure assessments are completed. However, this remains an unmitigated risk, the interim medical has escalated the gaps to Barnet, Enfield and Haringey Mental Health Trust, the Trust is actively trying to recruit to these posts.

Fostering and Permanence

- Special guardianship cases have continued to grow this year there were 26 SGOs made to families.
- 6 Adoption Orders were granted and at the end of March 2022 there were 6 children in adoptive placements awaiting court dates for their final hearings.
- A robust approach continues to be used by the fostering recruitment and assessment team to recruit foster carers in a very demanding climate. This year 17 new foster carers were assessed and approved. In 2022/23 we will be looking at 'invest to save' initiative to increase on this number.
- Virtual training has continued to be offered to foster carers, with the mandatory Paediatric First Aid delivered in person. Foster carers had access to a range of training internal and external. Over the year they booked 894, places. Total number of courses offered 42.
- Private Fostering, Parenting Capacity Assessment (PCA) and the Contact Centre sit under the Fostering and Permanence service.
- The Contact Centre team delivers in the region of 100 supervised contact sessions per week to children and their birth families/siblings. The growing demand in this area has resulted in leaders investing in two additional contact supervisors. We have also built two pods in the garden of the centre to increase room capacity.
- The Parenting Capacity Assessment team have had to provide a number of updated court directed assessments due to the delays in court caused by the pandemic, which has affected cases being concluded within timescales.
- The number of private fostering arrangements has remained steady. As of March 2022, there were 6 privately fostering arrangements.

SGB028 Number of Privately Fostered children registered with Children's Social Services



Leaving care Service

- Care leavers are a strategic priority in Enfield, there is a comprehensive Local Offer which was updated in 2021. As of March 2022, there were 305 care leavers aged 18+, this was an increase from 284 in the previous year. 49.2% were in employment, education or training a decrease on 63.7% in the previous year.
- The STAAH Panel (Striving to Achieve and Aim Higher Panel) regularly reviewed care leavers who were not in employment, education and training. This panel is attended by a representative from the youth offending team. There has been investment to recruit an EET coordinator and an EET care leaver apprentice and the development of a CAMHS 18+ post to support care leavers with mental health issues.

- The pandemic impact reduced the number of health appointments available. This year, together with the LAC Health Team the backlog and take up is now improving. The percentage of young people with up-to-date Immunisations has gone up from 53% last August (2021) to 85% in February 2022. Dental check-ups have gone from 30% in August 2021 to 80% in February 2022.
- Unaccompanied Asylum-Seeking Children (UASC) experienced far longer periods of uncertainty, as the Home Office progressing their asylum claims was delayed due to the pandemic. At the end of February 2022 74 young people were waiting for an outcome on their immigration claim by the Home Office.
- Four care leavers were supported to access apprenticeship opportunities within the Council. One of the apprenticeships is being completed within the leaving care service and one is in the MASH.
- Two new specialist posts were created within the HEART teams to help care leavers access:
 - to therapeutic (trauma informed) support. This is aimed for care leavers over the age of 18 who do not meet the criteria for adult services but would benefit from this intervention and
 - to Education, Training and Employment opportunities.
- The care leavers hub was re-launched in July 2021 to promote participation and provide opportunities to access and engage with different services face to face. A representative from partner organisations has a weekly presence at the Hub to support young people in different areas including benefits, substance misuse, tenancy management, Education, Training and Employment and advocacy
- The Asylum and Immigration Leads Working Group (AIL) has been operational since March 2021 with the purpose of promoting professional development in this highly technical area. This group is supporting best practice and is allowing the Leaving Care Team to better understand and address the specific needs that young people who are seeking asylum, have otherwise insecure immigration status or are recognised as refugees. Amongst other achievements, through the AIL Group, we have supported our EU Looked After Children Nationals to access settled status as well as to apply for their UK Citizenship.
- An online survey was distributed amongst care leavers to aid gathering young people's views on the quality of the semi-independent placements they were living in as well as their overall opinion on the service they were getting from our team. The data collected in the survey provided positive and reassuring data. This included:
 - 82% of the young people confirmed they are either satisfied or very satisfied with their current placement.
 - 97% of the young people say that their key worker is supportive to their needs.
 - Nearly 90% confirming they felt safe in the placement they were living in
 - 88% confirming they felt fully supported by their Social Worker/Personal Advisor.
 - 85% of the young people that took the survey are either satisfied or very satisfied with the overall service that they are getting from the Leaving Care Team. The remaining 15% of young people have had their cases checked and their comments addressed where necessary.
- Monthly care leavers panel set up to oversee the needs of care leavers including progression of pathway plans. This ensures consistency in decision making, equality of provision and reviews proportionate use of resources that are needed to help young people achieve positive outcomes.

Allegations against staff and volunteers

- The service dealt with 75 referrals and 192 consultations during 2021/2022 compared to the 67 consultations provided during 2020/21. This was due to the partial closure of schools and other education provisions during the COVID pandemic where most referrals originate from.
- The Enfield LADO continues to provide bimonthly training to foster carers and designated leads from schools and early help.
- An annual LADO report is produced which is shared with the Cabinet Member and relevant Scrutiny Committees.

Training data for 2021-22

Course Name 1st April 2021 to 31st March 2022	Course Type	Total Numbers
Modern Slavery and Human Trafficking	eLearning	236
Safeguarding Adults – Awareness	eLearning	145
Safeguarding – Adult Abuse Awareness	Seminar	105
Mental Capacity Act Overview in house training	Seminar	69
Mental Capacity Act/Deprivation of Liberty Safeguarding Awareness	Seminar	66
Self Harm and Suicide training	Seminar	48
Liberty Protection Safeguards (LPS) Briefing Session for Adult Social Care and Children Services	Seminar	38
Mental Capacity Act – Advanced	Seminar	29
Personality Disorder	Seminar	26
BIA Refresher	Seminar	22
Making S42 Enquiries	Seminar	21
Learning Disability Team Suicide Bespoke training	Seminar	20
BIA Qualification	Seminar	16
Liberty Protection Safeguards For Responsible Bodies	Seminar	15
Safeguarding Adult Managers (SAM's) Training	Seminar	13
Suicide training	Seminar	8
DoLS Signatory Training	Seminar	7
Supporting older survivors of domestic abuse (updated course name)*	Seminar	7
Understanding Domestic Abuse and Coercive Control	Seminar	7
Safeguarding Minute Taking and Recording Skills	Seminar	6

*Previously know as Working with older survivors experiencing Domestic and Sexual Abuse changed of course name

Children's Multi-Agency Training data

Training Courses	Total attendees
Forced Marriage/Honour Based violence	110
Substance Misuse & Hidden Harm	15
Substance Misuse & Hidden Harm – Orchardside	60
Prevent	37
Missing Children	24
Managing Allegations against Staff and Volunteers	17
Influence of Conspiracy Theories	5

Learn from experience

Regular reflection and continuous learning are an ongoing activity. The Safeguarding Enfield Partnership uses different methods to understand what might be improved.

ADULTS

Care Act 2014 (Adults)

The Care Act places statutory functions on the Board. One of these is in relation to review events and practices when things go wrong. The Safeguarding Adults Board must conduct a Safeguarding Adult Review (Section 44) should an adult with care and support needs die or experience serious harm, and abuse or neglect is suspected, and where there are concerns about how partners worked together.

What is a Safeguarding Adults Review?

A Safeguarding Adults Review (SAR) is a process that investigates what has happened in a case and ultimately identifies actions that will reduce the risks of the same incident happening again. The investigations are completed by people who are not involved in the case.

Safeguarding Adults Review referrals in 2021-22

A thematic SAR review was agreed in November 2021, which included four referred cases. Of these, three cases were referred by the Rough Sleepers team following discussions at the Multi-agency Risk Assessment Meeting (MARAM) for Rough Sleepers. The review will be reported in 2022-23.

A referral was received in March 2022 about how partners provided care and support to a woman living at home with her son. The referrer was advised this referral would be progressing to a SAR. The review will be reported in 2023-24.

A referral was received in March 2022 about how partners provided care and support to a woman living at home with her son. The referrer was advised that the referral would not be progressing to a SAR.



Safeguarding Adults Reviews in Progress

A review which was agreed in December 2017 in response to the systemic financial abuse of service users over a number of years is still in progress. The review will be reported in 2022-23.

A review was agreed in November 2019, about how partners provided care and treatment to a man. The review will be reported in 2022-23.

A referral was received regarding the care and support received by a man living alone in Enfield. In November 2020, the referrer was advised this referral would be progressing to a SAR.



Published Safeguarding Adults Review

During 2021/22, one SAR was published. The review for Ms B was approved in June 2021. This can be found on our website www.safeguardingenfield.org

Summary of the case

Ms. B was an 81-year-old clinically obese woman, living at home with the support of her neighbours and in receipt of a small domiciliary care package. There were no concerns regarding her mental capacity. Community nurses visited Ms. B regularly to dress her pre-existing leg ulcers and moisture lesion on her sacral area.

During a fall Ms. B fractured her left hip and was taken to hospital for treatment. She remained there for over two months following surgery to her fractured left hip. During this admission she also received treatment in relation to a pre-existing diagnosis of bladder cancer which included a surgical TURP (resection of tumour), associated chemotherapy and treatment to manage infection. Whilst in hospital, Ms. B developed a Category 4 pressure ulcer.

She was discharged home from hospital with an increased care package and was re-admitted 4 days later with suspected sepsis. Ms. B died in hospital three weeks later.

Key recommendations from the SAR revolved around the themes of:

- **Communication and collaboration in longer term work** – an important area of focus was around transition between acute hospital and community settings.
- **Management systems** – particularly around the different versions of equipment that are procured.
- **Service User and Carer interaction with professionals** – both in terms of working with someone who is refusing elements of care and support and providing information about health conditions to carers early enough to prevent unintended consequences.

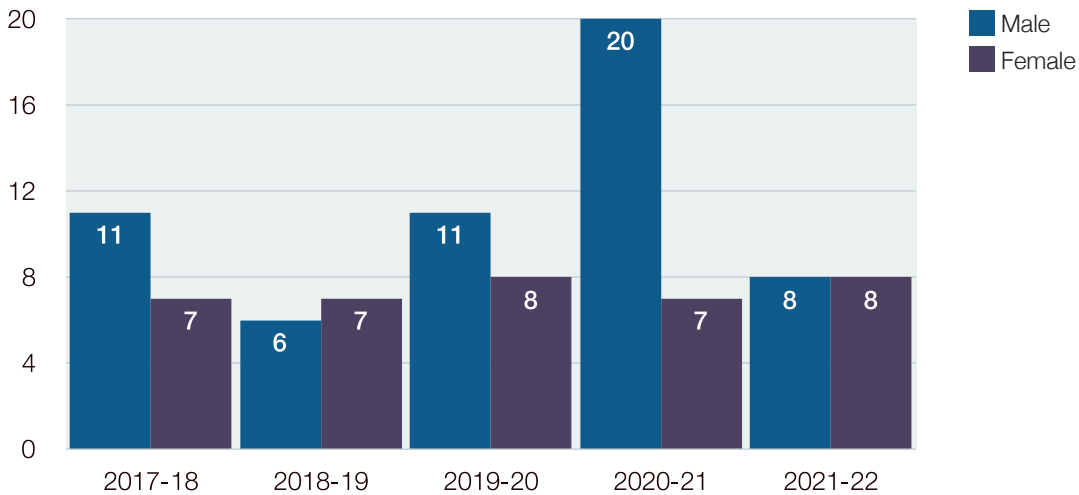
The action plan for this Safeguarding Adults Review is being completed by the partnerships Practice Improvement Activity group.

Learning Disability Learning from Lives and Deaths Programme (LeDeR)

Mortality

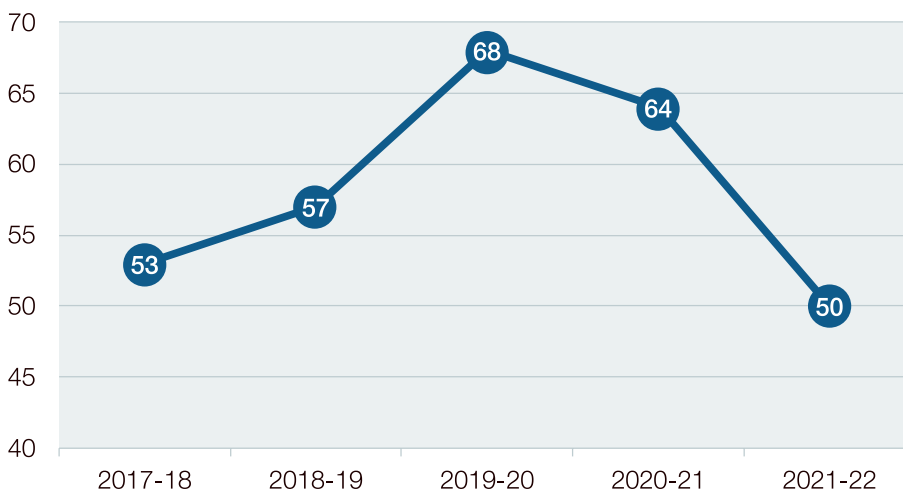
16 deaths of people with learning disabilities were notified to the programme in 2021/22. One of these deaths is currently being queried as potentially put of scope. After the very high mortality recorded during the pandemic, this appears more in line with previous years.

Number of people with a learning disability over 4 who have died



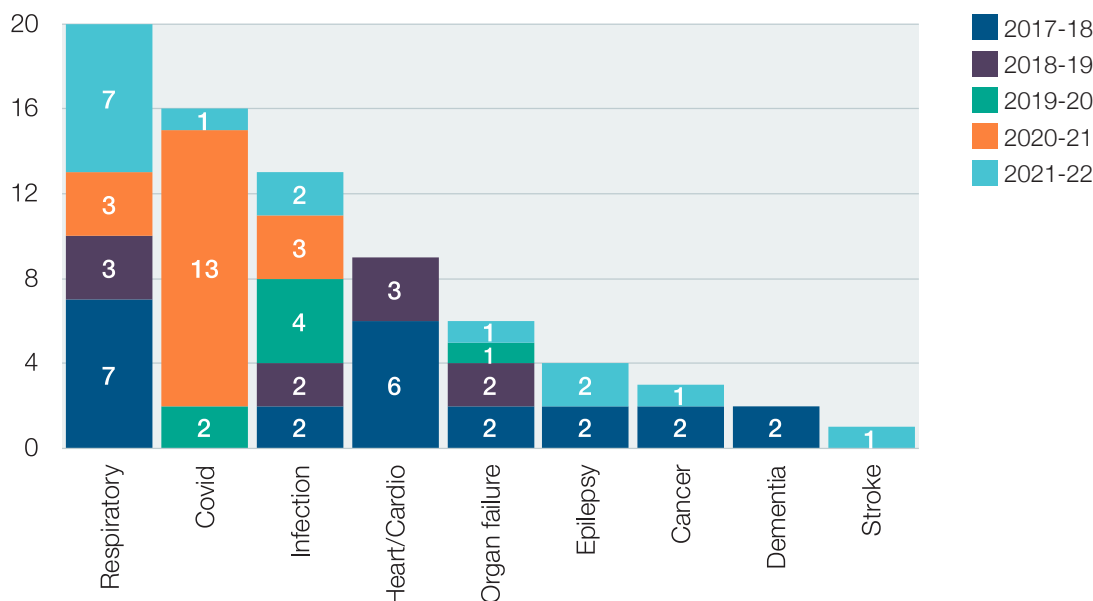
However, the median age at death was the lowest since the programme began. It's worth noting that there were 2 child deaths this year, which can have an impact on the over all figure when numbers are small.

Median age at death



Respiratory infections are again the highest cause of death. Where we have data from Death Certificates, respiratory infections contributed to 54% of deaths. Of these only 1 was COVID-19. 4 were pneumonia, and 2 were aspiration pneumonia. This is also more consistent the situation before the pandemic.

Number of people are dying



Performance

There were no dedicated funder reviewers during 2021/22, although one reviewer funded from the previous year continues to work on a back log case.

Limited capacity from the Integrated Learning Disability Service was used primarily to complete 2020/21 backlog reviews, submitting 6. Only one review from 2021/22 has been submitted.

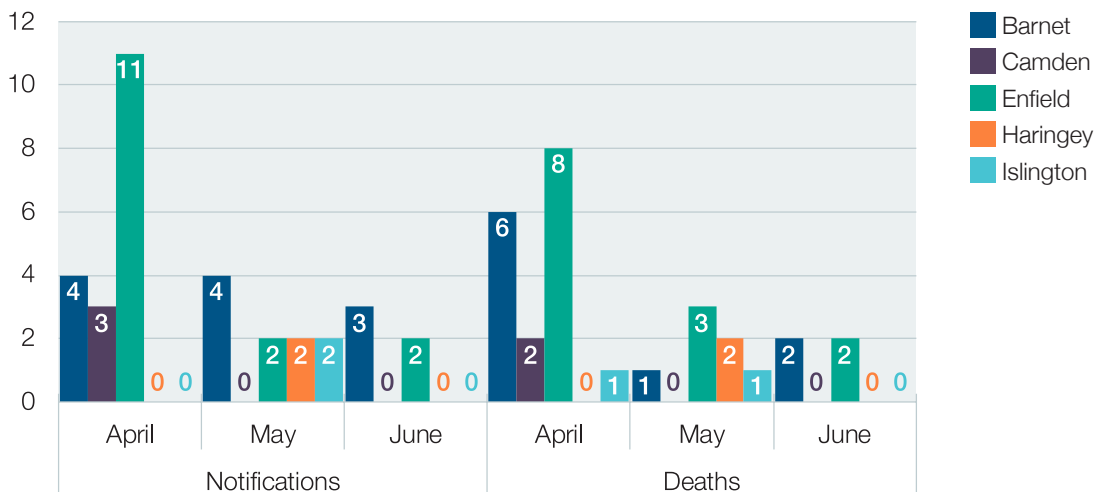
There remain 3 reviews from 2020/21 on hold. One awaiting the outcome of a safeguarding enquiry, one awaiting a GP review, and one awaiting a Structure Judgement Review.

Two reviewers were appointed by NCL in early July. Of the 15 outstanding reviews from 2021/22 all are now allocated. 11 are to NCL reviewers, 2 to the Child Death Overview Panel, and 2 to ILDS staff.

Themes

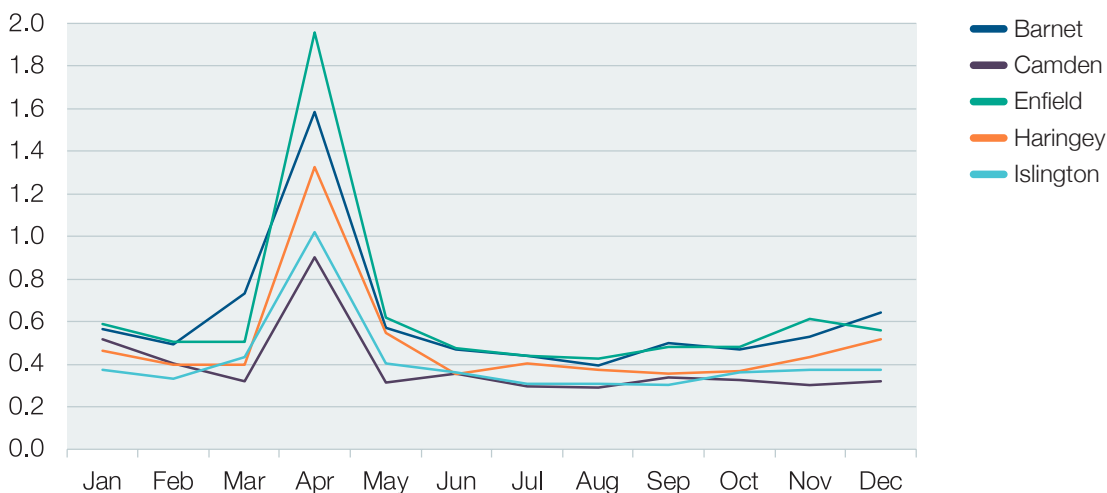
1. Appropriate escalation to acute care. ILDS are working with NCL to roll out the [Whzan Blue Box](#). This is a telehealth package that included vital signs equipment wirelessly linked to a tablet computer. Staff are trained in using the 'New Early Warning Signs 2' to inform the escalation decisions, i.e., call GP, call 111, or call 999. This is being rolled out to residential, Supported Housing, and Domiciliary Care Services, as well as some family carers.
2. The GP Liaison Nurse offered training to GP' on how to deliver effective annual health checks, and incorporate Health Action Plans. This reached 5 PCN's representing 16 practices. This was followed by a series of webinars with care providers.
3. The epilepsy specialist nurse has worked with GPs to ensure all complex epilepsy care plans have been signed off, and SUDEP risk assessments completed. They have also trained 125 support staff and devised an accessible assessment tool.
4. Continued to promote End-of-Life Care and Advanced-Care planning. The End-of-Life Care Steering group has restarted its workshops for people with learning disabilities and is planning staff training for the autumn.
5. Last year's report identified a significantly high number of notifications in Enfield in April 2020 than in neighbouring boroughs. When looking at actual ate of death this was less pronounced.

Notifications and deaths/month by borough



Data for whole populations shows Enfield was more impacted during this period, and the excess mortality of People with Learning Disabilities is consistent with this broader picture. Public Health continue to look into this.

Whole population deaths registered per Borough 2020, per 1,000 population



6. Data Sharing. NCL are current taking the lead with the Annual Health Check Delivery Plan, with a target to have consistency this year.

Best Practice

Specialists from the Integrated Learning Disability Service were very proud to be represented at the Palliative Care for People with Learning Disabilities Network Bi-Annual Linda McEnhill Awards (2021).

Staff were part of the circle of support for Stuart Hasler and were presented with the award for Providing Outstanding End of Life Support at the ceremony in September 2021.

We are also very proud that the Linda McEnhill trophy was awarded to Stuart himself. This is the only time in the awards history it was awarded posthumously to a person with learning disabilities.

The award ceremony can be viewed on the [network's website](#) (above sections starting at 40:20).

As a result, the University of Kingston's 3-year research project into End of Life Care Planning has been named the 'Stuart and Victoria' project. Chris O'Donnell (LeDeR Local Area Coordinator) and Sarah Pope (Service Manager Community Nursing) are members of the advisory group.

CHILDREN'S

Serious Incident Notifications & Children Safeguarding Practice Reviews

When a serious incident takes place the Safeguarding Children Partnership makes a referral to the National Panel and undertakes a Rapid Review. The aim of the Rapid Review is to learn any lessons quickly, and also to help decide if a Local or National Child Safeguarding Practice Review is needed.

Serious Incident Notifications

Two notifications were made to the National Panel during this reporting period.

The first involved a forced marriage case. The National Panel agreed that this case should proceed to a Local Child Safeguarding Practice Review. It is due to be published in 2022/23. In response to the findings of the Rapid Review, Forced Marriage and Honour Based Violence Training has been a focus of the Multi-agency training programme.

The second case involved the stabbing of a young person. The National Panel agreed that this case should proceed to a Local Child Safeguarding Practice Review. The name Andre was selected for the review. An Executive summary of the review has been published and can be found here: <https://new.enfield.gov.uk/safeguardingenfield/reviews-and-reports/>

The full report will be published later in 2022/23 and highlighted in the annual report for that year.

Local Child Safeguarding Practice Reviews

Following a Rapid Review in 2019, a Local Child Safeguarding Practice Review was conducted for Josef (Josef is a pseudonym). The review was published in August 2021. The report can be accessed here: <https://new.enfield.gov.uk/safeguardingenfield/reviews-and-reports/>

Josef was a looked after young person from January 2019 and was 17 when he died in February 2020. Josef was known to various agencies at the time of his death, and the last few months of his life were particularly troubled, however those who worked with him remember him as being good fun, witty, funny with a great smile.

Josef was 17 when he died in the early hours of a mid-week morning in February 2020 after climbing on top of a train as it arrived at the destination station.

Josef was electrocuted by overhead cables after the train had stopped. There is only limited information about his final hours and his state of mind during those hours.

The review identified 7 learning points. The Practice Improvement group is overseeing the actions to make the improvements from this review.



The first three learning points are presented here:

- **Learning Point One:** The Safeguarding Children's Partnership to review, and make amendments where necessary, to the guidance and procedures around the management of children and young people who are missing. Re-issue the guidance and procedures to all workers around how to respond to missing episodes and concerns around exploitation, and contextual safeguarding in order to achieve greater consistency in approach to managing risks in these areas.
- **Learning Point Two:** The Safeguarding Children's Partnership to lead the opportunity for local agencies to consider ways to understand how to incorporate the concept of contextual safeguarding in the assessment of risk to children in the future and how to respond when the main safeguarding concerns are existent in the community. The development of the Adolescent Safeguarding Service to provide professional consultation, and the development of interventions to include working with peer groups.
- **Learning Point Three:** It is important to ensure that practitioners are in a position to escalate their concerns when there are professional disagreements. The newly revised Safeguarding Children's Partnership Escalation Policy to be launched across the borough which demonstrates a clear escalation pathway.

National Child Safeguarding Practice Reviews

Child Safeguarding Practice Review Panel

[Click here](#) to go to National Panel pages.

Summary of Arthur Labinjo-Hughes and Star Hobson review

NSPCC have helpfully summarised key points within the review which can be found on their website here [NSPCC: Summary of the national review into the murders of Arthur Labinjo-Hughes and Star Hobson](#).

In the foreword it is noted that when completing the review, it was felt that the experiences of Arthur, 6 and Star, 16 months were not unusual. Arthur and Star were both murdered in 2020 because of sustained abuse and neglect from their caregivers. Wider family members voiced multiple concerns and shared evidence of physical abuse with professionals prior to their deaths. There was also a history of domestic abuse in both cases.

The findings are important to read along with the recommendations. Findings were that information sharing between agencies was not good enough, alerting significant weaknesses and that there was a lack of critical thinking and challenge between agencies, to name a few.

The National Review have published a recording of their presentation for frontline practitioners which is available on their [YouTube channel](#). The video outlines findings and recommendations that were found within the review.

In addition they have also created a short briefing on the review for practitioners, which you can download [here](#). Please watch and review the information provided for additional learning.

Enfield's Safeguarding Children Partnership initiated a multi-agency audit into physical abuse cases to ensure we had a strong response, and where necessary, we could improve practices. This will be completed in 2022/23.

Local Practice Review – Child Q

Enfield Safeguarding Partnership acknowledge that the treatment to Child Q was unacceptable and demoralising. It is important that we read the review and pay particular attention to the recommendations outlined in order to ensure that practice across the partnership can be scrutinised to prevent another child being treated in this way.

Child Q – City & Hackney Practice Review

Following the publication of this review, the Enfield Safeguarding Children's Partnership set-up a group to look at the recommendations from this review and make improvements in Enfield. The Safeguarding Ambassadors will be working with the group to make sure the views of young people inform how we improvement practice.

North Central London Child Death Overview Panel (CDOP)

The North Central London (NCL) Child Death Review partners held four (4) panel meetings in 2021/22, reviewing over 60 cases.. Each child death is presented by the clinical leads and scrutinised by the panel for learning purposes. Learning from cases can take the form of individual case actions or wider NCL learning that is currently disseminated via the panel members. From April 2022, the NCL Clinical Lead Nurse will be a panel member for the various learning subgroups of each of the 5 Partnerships, creating a direct link with the panel work.

Following the successful business case for funding in February 2021, NCL Clinical Commissioning Group (CCG) now the Integrated Care Board (ICB) employed 1.5 WTE administrators along with a clinical lead nurse who joined full time in February 2022. NCL CCG have also recruited an Independent Chair, who started in April 2022. This will ensure independent scrutiny and challenge of the anonymised cases and service provision to identify learning. Detailed analysis of the cases and findings will be included in the annual report.

In 2021/22, the central team received 103 notifications (via the electronic system – eCDOP), with 30 of these notifications for Enfield children. The electronic system (eCDOP) allows for the prompt notification of a child and is used by all agencies across NCL. The central team reviews each notification and determines with the practitioners (if not already identified) the need for a Joint Agency Response (JAR) meetings. The team have co-ordinated 21 JAR meetings in the reporting period, 5 for Enfield. Each provider Trust continues to develop and embed their internal child death process with the assistance of the central lead. The NCL Lead Nurse attends various Trust meetings such as Peri-Natal Mortality meetings, along with the Child Death Review Meetings to review all information relating to the child death.

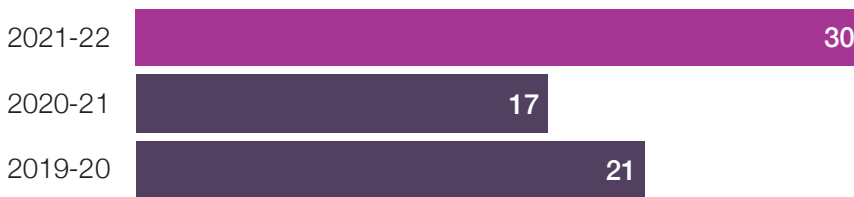
In addition, to the funding for a central team, the business case included resource to develop the key worker role. A mapping of the current bereavement offer, including a visit to Noah's Ark Hospice was undertaken. The exercise demonstrated the need for further work to ensure a seamless package of support is offered to all families, regardless of the cause of death. To this end, the team co-ordinated a pilot training session on "when a child dies: supporting parents and families" to support front line workers who are identified as key workers. The training session in March 2022 was positively evaluated with a plan to develop a rolling programme of training for all agencies.

The annual report is being co-ordinated and is due for sign off by the panel in September. The annual report will then be presented at each of the 5 Safeguarding Children Partnerships and the ICB Quality committee along with the 5 Directors of Public Health.

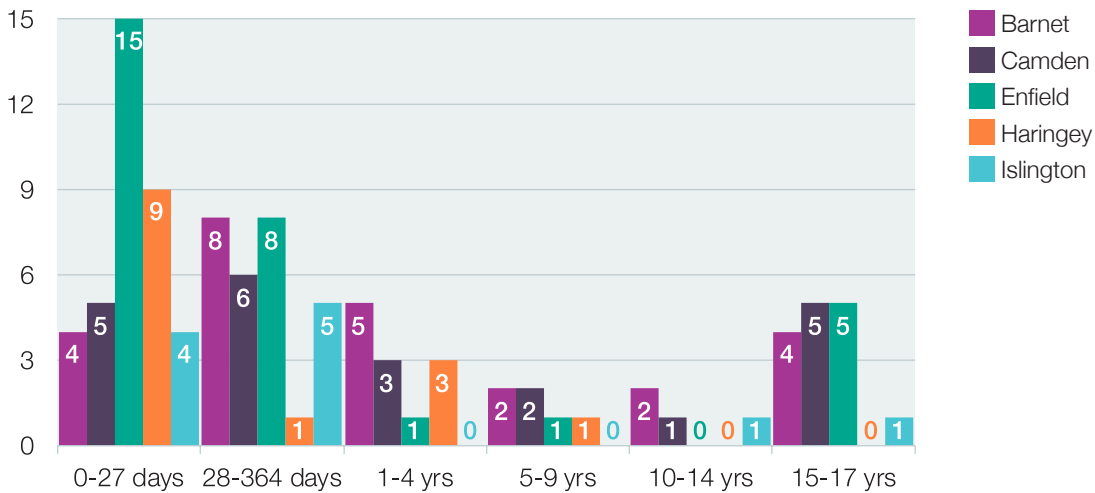


Enfield data summary

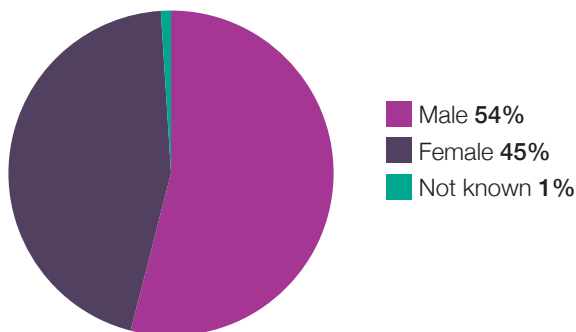
Notifications



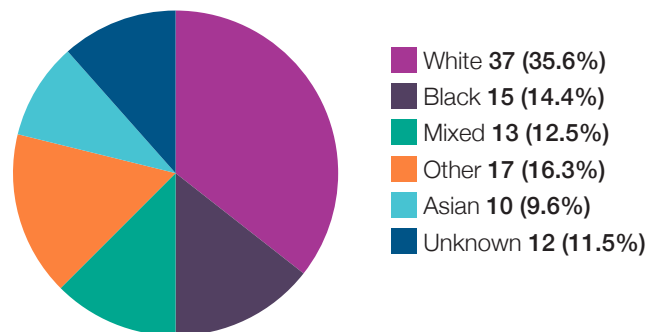
Age range



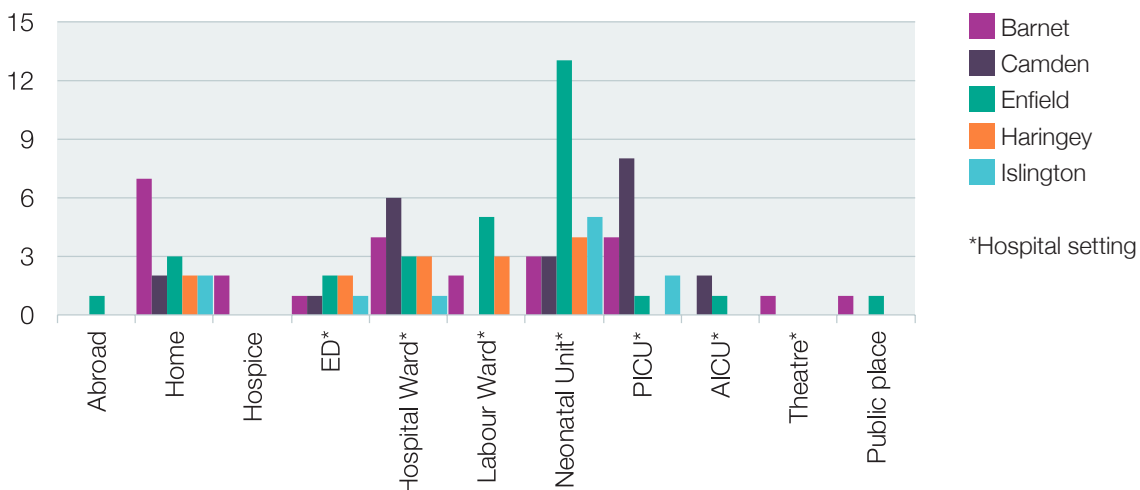
Gender



Ethnicity



Location



Full analysis will be included in the NCL CDOP Annual Report.

Improve Services

We have a number of processes to help us improve the quality of our services. This is an important part of managing safeguarding risks.

Some of these processes are national, for example, OFSTED inspections, and others are local, for example, the Quality Checkers.

They all have a role to play in making sure our services and safeguarding responses meet local people's needs.

ADULTS

Supporting Enfield's Adults Social Care Providers

Enfield has one of the largest number of care providers in London, including 82 care homes.

The map here shows the spread of care homes (nursing and residential) we have in the borough, one of the highest in London. All registered providers are monitored by the Care Quality Commission.

Who are the CQC?

The Care Quality Commission (CQC) is an executive non-departmental public body of the Department of Health and Social Care of the United Kingdom. It was established in 2009 to regulate and inspect health and social care services in England.

Provider Concerns

Provider Concerns Process

Our Provider Concerns process was initiated 14 times in the year through our Safeguarding Information Panel. The process brings together the organisations that are involved with a care provider to discuss concerns and risks, and work with the provider to make improvements for the residents or service users. The process can include a suspension on new placements, or in some cases, particularly if there is a risk of deregistration, an exit strategy.

Analysis of the data from the Provider Concerns process demonstrates that where the process is initiated in response to a poor CQC inspection and rating, it has consistently driven service improvements and improved CQC rating following re-inspection. Recently, two providers with an 'inadequate' rating in one or more of the CQC domains were re-inspected and achieved a 'good' rating.

The Provider Concerns process was developed in Enfield, but now forms part of the Pan- London Safeguarding policy and procedures. The policy can be found on the MyLife Enfield website. Go to: <https://mylife.enfield.gov.uk/>



Care Quality Commission Rating Data

The most recent ratings (2021-22) are presented first, followed by 2020-21 and finally 2019-20.

Row Labels	Outstanding	Good	Requires improvement	Inadequate	Registered but not yet inspected	Total
2021-22 (ratings at the end of March 2022)						
Community based adult social care services	2%	59%	7%	0%	32%	113
Nursing home	0%	57%	29%	0%	14%	14
Residential care home	3%	81%	13%	0%	3%	68
2020-21 (ratings at the end of March 2021)						
Community based adult social care services	1%	67%	5%	0%	27%	107
Nursing home	0%	62%	31%	0%	8%	13
Residential care home	3%	78%	13%	1%	4%	68
2019-20 (ratings at the end of March 2020)						
Community based adult social care services	1%	64%	11%	0%	23%	90
Nursing home	0%	67%	33%	0%	0%	12
Residential care home	2%	79%	8%	4%*	7%	85

*All Inadequate provision have been subject to Enfield's Provider Concerns Process.

Quality Checker projects

The Quality Checker programme has continued to go from strength to strength with new volunteers recruited and new projects being developed. During the reporting period the Quality Checkers have completed the following activities:

QC Activity conducted in 2021/2022	Number of visits calls (QC volunteers visit in pairs), reports, publications and toolkits developed and circulated
Welfare calls to residential care providers and friends and relatives of people living in residential care	Quality Checkers supported the Safeguarding Information Panel and Provider Concerns process by making 231 calls to friends and families of people in receipt of care services to obtain feedback and service improvement.
Customer Feedback calls to users of the SPA (Single Point of Access) and Enablement services	Quality Checkers made 80 calls to users of the SPA (Single Point of Access) and Enablement service to gather feedback on the experiences of people having an initial contact with Adult Social Care. Feedback to be used to identify areas for improvement and share identified good practices.
New Ways of Working – Strength Based Approach	Quality Checkers contacted LBE staff who have received training on the Strength based approach practice. Quality Checkers collected feedback from staff on how the new ways of working had been received and suggestions for future improvements. This was shared with relevant Council teams.
Welfare Calls to residential homes regarding home security and CCTV	Following a break-in at a residential home, Quality Checkers were asked to contact a sample of care providers to find out whether homes have sufficient security installed to protect residents. Quality Checkers sampled 12 homes, a mixture of nursing, residential and supported living and feedback was shared with the Safeguarding Information Panel.

Checking our Safeguarding Adults practice

By using data

The Insights activity group provided data around Domestic abuse police callouts which allowed us to identify two cases where the survivor may have had vulnerabilities not apparent to the responding officers. Safeguarding Concerns have been raised and the Adults MASH officers allocated to offer these adults support.

This is a great example of multi-disciplinary practice and the highlights how the data analysis at the Insights group is helping to improve practice.

By checking cases

Adult Social Care recently commissioned an external audit of our Safeguarding Enquiries and the feedback as been very positive – saying that practice in Enfield is good with elements of outstanding. Areas for improvement identified on were around partnership working and focusing on achieving outcomes promptly (rather than focusing on an investigation process and then outcomes).

We have improved our internal safeguarding audits, we are focussing on how long the safeguarding process takes. This has enabled us to identify those cases where there has been delays and offer workers support in bringing these to a conclusion.

CHILDREN'S

Safeguarding Ambassadors

The Safeguarding Ambassadors are a group of Enfield young people who are working with the Safeguarding Children's Partnership to improve practice. They are part of Enfield Youth Service's Young Leaders programme and have been trained specifically on safeguarding issues and how to work with the partners.

We are now working with our second cohort of Safeguarding Ambassadors, with members of the first cohort assisting in the training.

During 2021/22, as we came through lockdown, training the second cohort was the main priority for the programme. They have also worked with our Independent Review to help the Safeguarding Children's Partnership explore issues around cultural competence. This has been the springboard for the work in 2022/23, where they will have an important role in helping the Enfield Safeguarding Children's Partnership make improvements, particularly in light of the recommendations from the Child Q review.



Everyone's Invited response

Following the thousands of disclosures of sexual harassment, assault and rape on the Everyone's Invited website, alongside the dedicated helpline set-up by the NSPCC to provide support and advice to victims of sexual abuse in schools, OFSTED undertook a review of sexual abuse in schools and colleges. The review can be found [here](#), and was considered by the Executive group on the 22nd June 2021.

Two important areas of improvement following the review were:

1. Improved links between the Safeguarding Children's Partnership and Education – through attendance at Activity groups, the Designated Safeguarding Leads meetings and from April 2022 the Director of Education being part of the Executive Group
2. The Insights Activity group undertook some analysis of police reports related sexual assaults and abuse at schools and this was presented and discussed at the Executive Group, and the Designated Safeguarding Leads Network.

Changes in Chairing arrangements at the Executive Group

During 2021/22 it was agreed that the Safeguarding Children's Partnership will annually rotate the chairing of the Executive Group meeting. From the 1st April 2022, the Executive Group will be Chaired by Detective Superintendent Sebastian Adjei-Addoh from the Metropolitan Police Service North Area.

Geraldine Gavin was the chair of former Enfield Safeguarding Children's Board and stayed in as chair of Executive Group as the new arrangements were embedding. The transition to these new chairing arrangements were delayed due to COVID. Geraldine Gavin continues in her role as Independent Chair of Enfield's Safeguarding Adult's Board.

Scrutiny of the partnership

In the 2021/22, it was agreed that the scrutiny arrangements for the Safeguarding Children's Partnership will include an evaluation by an external organisation. In 2022/23 the organisation we will be working with are called RedQuadrant. Their team, which consists of experts from Health, the Police and Children's Social Care, will evaluate our partnership working in September 2022.

Resolving multi-agency practice issues

The Designated Nurse has established a regular multi-agency partnership meeting, to resolve operational issues and to enhance communication across the partnership. All statutory agencies are represented including the police, local authority and health services. This has helped with development of "Back to Basic" sessions facilitated by the Designated Doctor, raising the awareness of process and criteria for arranging Child Protection Medicals.

Checking Enfield's Safeguarding Children arrangements

During 2021/22, the partnership completed its multi-agency audit into professional curiosity and information sharing.

The recommendations from the audit included:

- Development of an Enfield Safeguarding Partnership learning briefing regarding professional curiosity as well as a practitioner survey
- Each agency to assure itself and the ESP through audits that practitioners have opportunities to reflect upon cases regularly
- Partners undertake a review of agreed operational information sharing practices to ensure that all opportunities to share information within CP processes are taken.

Professional curiosity has been addressed by a survey to all practitioners asking about their experiences. We have also developed a practitioner tool that is on the website, and a focussed partnership event took place on the 1st December 2021.

Information sharing has also been identified from Child Protection concerns that were raised around GP's. Work has been completed with GP's in this area. However, this is still a feature in the reviews as a concern from all partners, and as such remains an area of focus for the partnership.



Independent Scrutineer statement

2021-22 was a year of consolidation and progress across many areas of the Safeguarding Children's Partnership in Enfield.

The Safeguarding Partners have continued to show strong leadership, this is exemplified by the chairing and joint commitment of the Executive Group from April 2022. The role of independent scrutiny in Enfield is enhanced by the on-going work of an external Independent Reviewer and our Safeguarding Ambassadors. The independent scrutiny organisation contracted for 2022-23 will be utilising experts from across the three sectors.



The programme of audit work is driven by the Practice Improvement Activity group. The audit focussing on Professional Curiosity and Information Sharing, generated important learning for the partnership that was well received at the learning event on the 1st December 2021.

In response to the national reviews of cases of Arthur Labinjo-Hughes and Star Hobson, the Executive Group requested an immediate focus on Physical Abuse. The audit and learning from this work will be presented in 2022/23.

I've been particularly pleased with two important new appointments which should have a significant impact on Enfield's Children's Safeguarding. These are the new Safeguarding Children's Partnership Manager post, which Chloe Pettigrew is now in, and the Senior School Improvement Advisor for Safeguarding & Inclusion post which Daniella Lang has taken on.

These appointments will be especially important in helping the partnership tackle the issues that have emerged from the national reviews, and to enhance the joint working with education. The ways in which we evolve our work with schools and share information and intelligence about areas of risk is an essential part of how we will keep Enfield children and young people safe.

Overall, the children's partnership is a strong one and I am confident this focus on impact will continue and strengthen.

Geraldine Gavin
Independent Safeguarding Chair/Scrutineer



Priorities for 2022-23

The following pages outline the key actions for 2021-22 and how they relate to our overall priorities. You will note that community engagement, and co-production are key themes; as well as using technology and data to better focus the work we do.

What is our objective?	How are we going to do this?	2021-22 Actions	How will we know	2021-22 update	2022-23 Actions
Safeguarding Priority 1: Prevent Abuse					
Engage with our community, to promote a culture where abuse and neglect are not tolerated (Children and Adults)	Create a culture in Enfield where our community has a zero tolerance of abuse and neglect and understands how to report any concerns they may have.	Develop network of Safeguarding Champions through Community Awareness raising group.	Attendance and feedback from community engagement activity.	Safeguarding Community Engagement group being re-established by March 2022.	Continue work on website. Engage 20 community champions to join our multi-agency training (Forced Marriage).
Use technology and social media to engage with our community, professionals, providers and voluntary organisations (Adults and Children)	Improve website a social media presence, so people can stay informed and report concerns; promote developments in assistive technologies and social media options (including video calls).	Continue to develop the website. More social media activity and work with Safeguarding Ambassadors to develop this approach.	More visits to website, use of social media to report concerns, start to collect feedback on how social media and assistive technologies are helping people through customer audits.	The content on the website has been reviewed. Work started to move the website into the main Enfield Council website.	Safeguarding Enfield website moved. Online information for residents to be improved.
Work to reduce isolation (which can increase safeguarding risks) (Adults)	Online training; community engagement to encourage groups to stay in touch with people who might be isolated.	250 devices secured. Pilot project to be expanded to care home; ICES and Libraries to be used as channels to deploy; Work with research organisation to evaluate approach.	Monitor responses to the isolation question in our social care survey.	Completed and SMART Enfield project developed with libraries and ICES. Middlesex University engaged to evaluate.	Training for ASC staff on SMART tech in place. Rollout of PainChek app to Enfield care homes following pilot.

What is our objective?	How are we going to do this?	2021-22 Actions	How will we know	2021-22 update	2022-23 Actions
Work with people alleged to have caused harm to prevent further abuse (Adults)	Identifying and working with people who will benefit from support and intervention.	A pilot scheme for Rise Mutual, a behavioural change programme for those who perpetrator domestic abuse was run between November 2020 and March 2021. This was funded by the National Probation Service, Children's' Services, Adult Social Care and the Community Safety Unit. Enfield has been selected to be part of National project working with adult service users who are have alcohol dependency.	Evaluation of the programme by professional, and through customer feedback.	Evaluation of the outcomes of this service are taking place at the moment and will determine future plans. Due to COVID-19 delaying some work on the Alcohol Change Project, this will be continuing into 2021/22. The final version of the guidance will be available shortly and the Safeguarding Adults Board will look at recommendations made.	Multi-disciplinary training sessions on alcohol and addiction will also take place in the first half of 2021/22. Work with Alcohol Change UK continues. A task and finish group has been established to implement recommendations from the guidance. Multi-disciplinary training sessions on alcohol and addiction will also take place.
Raise awareness of exploitation of adolescents to wider partnership (Children)	Ensure Safeguarding Adolescents from Exploitation strategy action is overseen by Vulnerable Young People Activity Group. Ensure ongoing awareness on website, in newsletter and through events.	Further information sharing through social media, website and newsletter working in partnership with Safeguarding Ambassadors.	Feedback from Safeguarding Ambassadors, Independent Scrutineer, and attendees of events.	Newsletters; Partnership event in Dec 2021 for Josef and work on Professional curiosity helped partners consider how we engage effectively with adolescents.	Partnership event in May will highlight the Andre case review; serious youth violence is on the multi-agency audit plan for 2022/23; the Safeguarding Adolescents From Exploitation strategy is being refreshed by the Vulnerable Young People's group.
Safeguarding Priority 2: Protecting Adults at Risk, Children and Young People					
Make sure our community knows how to recognise and report abuse (Adults and Children)	Raise awareness about our Adult abuse line, online resources, and different types of abuse through our marketing and community engagement activity.	Safeguarding Champions network to be established to take messages into community.	Attendance and feedback from community activity and visits to website.	SCE group will be leading on this and a method developed. This area has been impacted by COVID.	20 community members will be invited to multi-agency training. The website will be updated.

What is our objective?	How are we going to do this?	2021-22 Actions	How will we know	2021-22 update	2022-23 Actions
Make sure professionals are appropriately trained, with a focus on Making Safeguarding Personal (Adults and Children)	Ensure partners and providers have trained professionals to the required level of safeguarding. Everyone who works with adults at risk should have safeguarding adults basic training, which includes: different types of abuse, including hidden or under reported abuse such as Modern Slavery, Domestic Abuse, Female Genital Mutilation, and details of what to do to report concerns.	Multi-agency training plan is overseen by practice improvement group – includes: LADO, Missing children, Parental Mental Health. Pool of trainers to be developed.	Attendance and feedback from training sessions.	See training information for 2021/22 above. In addition, the Safeguarding Children's Partnership event engaged over 100 people.	Pool of trainers to be developed. At least two partnership events to be held in 2022/23.
Develop ways to help people protect themselves from abuse and harm (Adults)	Paper and online factsheets; information videos; and links to organisations that can help (e.g. for fraud, home security).	To be developed further with Safeguarding Champions and Ambassadors once the network is established.	Downloads of factsheets; visits to page.	This area has been impacted by changed to the website and COVID. Plans for the new website developed. SCE group was re-established.	Information for community will be co-produced with the Safeguarding champions.
Develop online tool to make sure everyone knows how to access or make referrals to different services (Adults)	Update website with new tool; this will also make sure that as partner organisations change, once updated, other agencies will still know who to contact and what everyone does.		Hits on website, improved referrals, feedback in audits.	This is in the escalation policy – business unit acting as place to identify new people.	Escalation for Adults to be developed, which can hold information about teams and panels. Information on Children's Panels to be included in Escalation policy update.

What is our objective?	How are we going to do this?	2021-22 Actions	How will we know	2021-22 update	2022-23 Actions
Ensure there is effective multi-agency analysis of data/ information to understand current and emerging risks (Children and Adults)	Develop work of Insights Activity group to explore current data and methods to create an effective local picture.	More analysis of Safeguarding Adults data – conversation rates. More work to understand who is and isn't in contact with us. Ethnicity analysis.	Analysis product completed, and response options identified.	Insights local and national work helping.	Insights activity group to develop tools to monitor key areas of risk and measure progress/ improvements.
Safeguarding Priority 3: Learning from experience					
Learn from the advice of our Service Users, Carers and Patients (Adults)	Implement learning from Quality Checkers; ask people who have been through a safeguarding process about their experience and make improvements where necessary.	Quality checker calls to friends and relatives to continue.	Partners' confirmation of the action they have taken to address issues in feedback.	See Quality Checker update in Improve Services section.	Quality Checkers programme to recruit additional volunteers.
Learn from the experiences of other local authority areas (Adults)	We work with our neighbouring boroughs to learn lessons together. We share our lessons from reviews and will work on checks together.	Continue to work closely with Safeguarding Adults Boards of North Central London area –Barnet, Haringey, Islington and Camden. Commitment to share spaces at SAR learning events.	Annual review and audits to identify improvements based on learning from other boroughs.	NCL SAB Chairs and managers meetings have re-started. Financial abuse workshop and engaging Health senior managers has been focus.	Work with Barnet on Financial Abuse for North Central London; take on Chairing of the NCL SAB Chairs and Managers meeting.
Improve sharing of learning between adults and children's safeguarding (Adults and Children)	Establish Practice Improvement Activity group by September 2019. Ensure discussions relating to children's and adult's issues are influencing improvements.	Practice Improvement group has received feedback on 1 Children LLR, and at April meeting will input on recommendation of Safeguarding Adults review.	Group established and has met. Terms of reference agreed. Minutes from meetings.	Practice Improvement meeting considers adults and children's reviews and provides the opportunity to learn across both areas.	Joint meetings to continue.

What is our objective?	How are we going to do this?	2021-22 Actions	How will we know	2021-22 update	2022-23 Actions
Check that the way we are managing safeguarding is working properly (Children and Adults)	We have regular checks and an annual adults independent audit and we will work with our neighbours. Checks will include: the user experience and applying the Making Safeguarding Personal approach. We will also work with neighbours to develop consistent London-wide assurance framework, and thresholds. We also conduct the Statutory Section 11 audits for children safeguarding.	Section 11 learning to be reviewed. SAPAT being organised with Haringey in a peer-challenge format.	Audit reports (including Section 11) and confirmation from partners of the actions they have taken.	Section 11 learning review ongoing. Independent scrutiny plans developed for 2022/23. SAPAT organised with Haringey for 2022/23.	Section 11 to be undertaken. New scrutiny arrangements in place. SAPAT with Haringey in a peer-challenge format.
If things go wrong, review what happened and learn lessons (Children and Adults)	Identified in Care Act, and Working Together 2018, we have to undertake Reviews, learn lessons, and make system improvements.	Continue to work on publishing SARs , and local learning reviews and analysing learning opportunities based on recommendations.	Audits feedback, data.	See Learn from Experience section above.	Publish at 4 Safeguarding Adults Reviews, and two Children's Practice Reviews.
Safeguarding Priority 4: Supporting Services Improvements					
Ensure we have effective arrangements in place to intervene when provider quality drops below expected standard (Adults and Children)	Support Enfield services to improve, due to quality standards, whenever possible.	Provider Concerns policy will be reviewed. Infection Control action plans will be developed to support all providers, learning lessons from last year.	Number of Provider concerns.	Provider concerns policy update being undertaken. See Prevent abuse section for infection control activity.	Provider Concerns and Infection Control activity to continue.
Consistent policies with neighbouring boroughs (Adults)	Make sure Enfield has clear and consistent policies with neighbouring boroughs which represent best practice in all areas.	Continue to work across London around the COVID analysis. Undertake SAPAT.	Audits, and data analysis will confirm consistence of practice.	We engaged with National Insights work into COVID related safeguarding trends.	We are chairing the quarterly NCL SAB chairs and managers meetings from September 2022.

What is our objective?	How are we going to do this?	2021-22 Actions	How will we know	2021-22 update	2022-23 Actions
Ensure partners share information and intelligence about poor quality services (Adults)	Ensure there are arrangements in place to share information properly about services so that partners can act quickly to respond to unsafe services.	More detailed data analytics to be introduced into meetings.	Regular meetings with partner agencies and evidence of actions.	Safeguarding Information Panel meetings continued through the year.	Safeguarding Information Panel meetings to continue.
Online space for providers (Adults)	Develop online presence to share information, policies and best practice with providers to ensure organisations have tools they need to improve.	The provider section on MyLife will continue to be updated.	Traffic on website; download of resources.	Work ongoing.	In addition to the provider web page on MyLife, a newsletter for providers is being developed.
Ensure the voices of children and young people, as partners and scrutineers, are built into our Safeguarding Partnership work (Children)	Recruit 8 children and young people to scrutinise and develop our arrangements.	Next cohort of Ambassadors to be recruited. Work on Voice of the Child short film as identified by in Section 11 work.	At least 8 young people recruited and working with us on projects (website, Section 11 audits).	Next cohort of ambassadors recruited. Draft videos have been produced.	Working with the Child Q task and finish group; joint work with the Executive group on young people's relationship with the Police and partners.
Ensure we have consistent effective practices across the partnership to safeguard children and young people (Children)	A multi-agency audit programme that is agreed with partners.	Methodology and programme of audits agreed. Focussing on Professional Curiosity and Information sharing; children affected by domestic abuse; serious youth violence.	Completed audit reports; improvements in practice	Professional Curiosity audit completed. Plan changed in light of national reviews to audit physical abuse cases.	Physical abuse multi-agency audit completed and presented; Children's MASH cases (with focus on Domestic Abuse) to be reviewed.
To improve communication between workstreams and Exec and activity groups (Children and Adults)	Progress report using a project management approach.	System in place and working across groups.	Better awareness of members of our partnership groups about what is happening across the whole.	This work is ongoing.	Simplified report based on briefing document to be trialled.

Appendix A: Detailed information from Children's Safeguarding Partners

Metropolitan Police Service (MPS) – North Area

Overview of work over 2021/22

Police continue to be an active partner in Enfield's multi-agency response to safeguarding children. Police take a pro-active stance in sharing relevant information with partners.

The police have continued to make Violence against Women and Girls (VAWG) offences a priority and are bringing more offenders to justice, but still haven't reached the target as outlined in the Met business plan 2021-22. <https://www.met.police.uk/SysSiteAssets/media/downloads/force-content/met/about-us/met-business-plan-2021-22---quarter-1-progress-report.pdf>

In May 2021, officers across the Met carried out a "day of action" to highlight how we are working to prevent violence against women and girls. Each Basic Command Unit (BCU) put a local operation plan in place – executing warrants and going after wanted offenders, focusing on arrest enquiries, leveraging additional resources to do so. Known offenders were visited for compliance checks. Reassurance patrols were increased in public spaces with officers and staff engaging with communities and with local businesses (such as cab companies, bars, hotels), focusing on the role they can play and how we can provide support to their staff. About a hundred people were arrested in a series of reactive and proactive arrests for offences including domestic assault, sexual offences, and violence against women and girls.

We have developed and delivered a number of training events specifically in relation to protection orders. These one hour webinars are co-delivered by Met Harmful Practice Tactical and Policy Advisors and solicitors from the Directorate of Legal Services. These sessions are specifically aimed at Public Protection officers on BCUs and cover the benefits of the orders, how to obtain them and how they are

managed subsequently. Since January 2021 seven sessions have been delivered to over 300 officers. In addition, we have developed and delivered training to BCU 'Harmful Practice Advisors' (HPAs) which covers various topics including protection orders.

A new national artificial intelligence system went live in April 2021, which automatically sends Protection Orders obtained in Family Courts relevant to the Met. This will allow for more accurate recording and also better safeguarding of victims.

Public Protection – Exploitation

The Pan-London Protocol was published in March 2021. In addition to key partner briefings, over 3,000 colleagues (including response teams, parks and roads police and all youth strands) have now been provided with training and information regarding the requirements of the protocol. The remaining weeks will cover neighbourhood teams.

Public Protection – OCSAE (Online Child Sexual Abuse & Exploitation): we created and implemented training and work with our MASH teams and Children's Social Care to enable investigators to understand the processes (MASH/CAIT (Child Abuse Investigation Team) referrals/strategy discussions/ Local Authority Designated Officer involvement) to safeguard children at the earliest opportunity.

Specific investigation training has been provided to all officers and supervisors on OCSAE teams in how to take part in strategy discussions and the requirements under S47 of the Children's Act 1989. This milestone has been delivered and the response has been to ensure strategy discussions are completed prior to police action, with all parties possessing a greater understanding of each other's role.

Safeguarding Children Priorities 2022/23

The safeguarding of children remains a key priority. Despite challenges, the CAIT teams have been restructured and an uplift of staff provided. The

CAIT shift pattern has been remodelled to provide coverage at key times. The official corporate implementation is still in progress with it expected before the end of the year. This will not only provide greater resilience around child abuse investigations, but will allow for enhanced partner co-operation.

The MPS continues to invest heavily in safeguarding of children online. The OCSAE teams based on each BCU carry out high-level investigations and have had notable successes in the last year. This includes a case involving the seizure of the largest amount of IIOC material in MPS history. This work continues, remains a priority and will continue to receive the investment it requires.

A draft North Area BCU child exploitation plan has been formulated. This plan is subject to final amendments before a consultation phased and implementation. Discussions have been held with our Enfield partners on this matter including the potential for a Police officer to be based in the contextual safeguarding hub. This is still under discussion and not yet approved. In addition, proposals will be made as part of the exploitation plan to provide a level of support for transitional safeguarding. The MACE (Multi-Agency Criminal Exploitation) panel which is co-chaired, continues to undergo self-assessment and discussion over improvement. A MACE action plan is under review and will be further discussed in September.

To facilitate the above goals, and enhance understanding of matters relating to safeguarding of children, training remains a priority. Bespoke training packages for both frontline officers and investigators continues to be disseminated. Although the voice of the child has for some time been an integral part to our approach, further work will be done to enhance understanding around trauma informed practice and adultification.

Inter-agency co-operation will continue to be a key priority. Information sharing and clear lines of communication are key.

NHS North Central London (Enfield) Integrated Care Board

Overview of work in 2021/22

The CCG Designated Nurse represented the CCG along with NCL CCG Director of Quality and Chief Nurse at the ESCP Executive meeting. The CCG

has maintained its 2021/22 funding commitment to the Safeguarding Children's Partnership. During this period two of the key areas of focus for the Partnership, has been professional curiosity and physical abuse, themes that also been have highlighted through local and national learning reviews. The Designated Nurse and the Named GP have been fully engaged with the multi-agency audit process and worked closely with front line health practitioners to embed learning. The CCG leads have prioritised working in the partnership with other statutory and non-statutory organisations to ensure shared learning across the health economy, particularly in the recovery period post COVID to help refocus practitioners.

The Designated Nurse for Safeguarding is a core member of the Practice Improvement group, which continued to meet on a regular basis in 2021/22. The Designated supported the presentation of cases for consideration as well as disseminating learning from completed reviews.

The Designated Doctor and Designated Nurse, are statutory roles and both take a professional and strategic lead for safeguarding in the Borough. There continues to be a gap in the Designated Doctors function for Enfield. An interim post-holder is in place and working to ensure children who require Child Protection Medical Examinations are seen in a timely manner.

The Designated Doctor for Looked After Children (LAC) post remained vacant in the reporting period, however the LAC Designated Nurse and the interim Designated Doctor work closely to ensure assessments are completed. However this remains an unmitigated risk, the interim medical has escalated the gaps to Barnet, Enfield and Haringey Mental Health Trust, the Trust is actively trying to recruit to these posts.

The Designated Nurse has established a regular multi-agency partnership meeting, to resolve operational issues and to enhance communication across the partnership. All statutory agencies are represented including the police, local authority and health services. This has helped with development of "Back to Basic" sessions facilitated by the Designated Doctor, raising the awareness of process and criteria for arranging Child Protection Medicals.

The Designated Professionals take proactive measures to learn from best practice and encourage relevant staff to attend specific training seminars

and courses and participate in national safeguarding groups to disseminate best practice and learning. Additionally the Safeguarding General Practitioner Forum has continued to meet virtually, providing regular training updates and awareness raising. In this reporting period the independent author who completed the practice review on Josef was invited to the lead GP forum present the learning from the review. Learning from the professional curiosity audit was also presented by the Partnership lead. The Designated Nurse and Named GP have continued to maintain close communication with GP's with a number of practice visits throughout the year.

Evidence of Impact

The CCG ascertains patient experience through provider meetings, contract monitoring and patient complaints. The NCL Designated Professionals have continued to monitor, and quality assure the NCL Safeguarding Health Providers. Designated and Named Professionals attend providers safeguarding committees and local partnership meetings. Where gaps are identified, further assurance has been sought and is monitored at a local level by the relevant borough Safeguarding Leads. There are no plans that required escalation.

Priorities for 2022/23

- Physical Abuse and Neglect
- Transitional Care Arrangement
- Forced Marriage/Honour Based Violence
- Criminal and Sexual Exploitation
- Recruitment to Designated medical posts – LAC and CDOP

Local authority

In this section we highlight information not contained in the main body of the report.

- During 2021/22 children's services in Enfield had to respond to the challenges faced by children and families due to the Covid-19 pandemic by focusing on recovery and ensuring our services continued to deliver to the highest possible standards.
- As national restrictions eased there was a significant increase in face-to-face contact with children and families. Technology continued to play a key role in minimising infection risk. Blended ways of working with children, families and partners are now the norm and used across all services.

- National children's social worker shortages were also felt in Enfield, resulting in the increased use of agency staff and periodic increases in social work caseloads.
- In the height of the lockdowns, we know children were less visible to partner agencies, with schools having fewer children attend, other services were not seeing children regularly with many children at home. This meant the infrastructure that would normally pick up early indicators of concern was not there, this showed in concerns being in an acute state when referred to children's social care services.
- Throughout the year we continued to deliver services working hard to improve the quality of social work practice and the lived experiences of children, striving to include and hear voices of all children and young people where possible.
- This document provides an overview of what has gone well, what has been a challenge and what needs to happen, using audit findings, data and performance. The data within this report is for the period April 2021 to March 2022 unless otherwise stated.

Highlights of progress against 20/21 priorities

We have:

- Made progress in catching up with health and dental checks for children in care that had been delayed due to the pandemic.
- Set up two adolescent safeguarding teams and a contextual safeguarding hub. Widened our contextual safeguarding approach to include bespoke work with parents. Created a youth panel to reduce re-offending and launched a social care and youth justice joint protocol.
- Increased participation of our young people with the relaunch of the care leavers hub and increased the number of care leavers on apprenticeship schemes.
- Redesigned key services such as Early Help which now sits with other preventions services such as youth and community, strengthening the delivery of our early intervention.
- Undertaken more quality assurance exercises, including an internal review of the Leaving Care

service, an audit peer review and a culture survey with staff to understand what it is like to work in the children and family's service.

Key data as at 31/3/2022 – Children and Family Service

- **333,587 residents**
- **5th largest** London borough by population
- **27% (91,444)** of population aged 0-19
- ↓ **187** stepped down to early help services, a decrease from 198 in the previous year.
- ↑ **91** families stepped up to statutory services an increase from 39 in the previous year.
- ↑ **22,788** MASH contacts an increase from 20,034 in the previous year.
- ↓ **71.9%** C&F assessments completed within 45 days a decrease from 90.1% in the previous year.
- ↑ **2,289** child protection investigations an increase from 2,078 in the previous year.
- ↑ **333** children subject to child protection plan an increase from 254 in the previous year.
- ↑ **627** Children with a CIN plan (allocated to a SW) an increase from 472 in the previous year.
- ↑ **396** Children in care an increase from 391 in the previous year.
- ↑ **305** care leavers aged 18+ an increase from 284 in the previous year.
- ↑ **53** new allegations meeting LADO threshold an increase from 40 in the previous year.

Leadership and Governance

- Enfield has an experienced and committed departmental, corporate, and political leadership team that puts children first. The leadership structure includes Full Council, Cabinet, Overview and Scrutiny committee and several standing panels including, the Children, Young People and Education scrutiny committee.
- Councillors are included in the membership of, the Corporate Parenting Board, the Fostering Panel, Schools Forum, Enfield youth justice management board the Learning for Excellence Partnership and the Member/Governor forum. The Cabinet Member for Children Services also a participant observer of the multi-agency Risk Management Panel.
- The senior management team has been stable providing calm and consistent support to frontline staff. New Heads of service have successfully settled into their roles following the retirement of long-standing heads of service.

- Senior leaders continued to have clear oversight of performance and practice; with weekly activity report collated throughout the pandemic. The performance and quality assurance cycle remained in place, meetings took place virtually, which included:

– Weekly

- ♦ Placement panel chaired by Director of Children and Family Services

– Fortnightly

- ♦ Senior Leadership Team

– Monthly

- ♦ Care Leavers Panel chaired by the Director of Children and Family Services
- ♦ Operational Management Group chaired by the Director of Children and Family Services
- ♦ Practice and Performance Board chaired by the Executive Director-People
- ♦ Continuous Improvement Board chaired by the Director of Children and Family Services
- ♦ Complex Issues Panel chaired by Director of Children and Family Services.
- ♦ Corporate Assurance Board chaired by the Chief Executive.

– Quarterly

- ♦ Multi-Agency Risk Management Panel chaired by the Executive Director – People

- Senior leaders share regular updates with the Cabinet Member, the Leader of the Council and the Assurance Board chaired by the Chief Executive.
- Challenges around staffing numbers in the year resulted in increased caseloads in some teams, senior leaders took effective action by investing in a range of workforce initiatives to stabilise staffing, reduce caseloads and build more capacity across services for example recruitment overseas, sabbaticals and retention payments.
- Leaders have worked constructively with partners to strengthen the response to exploitation, therapeutic support to unaccompanied minors and domestic abuse.
- The Enfield Safeguarding Children Partnership (ESCP) continued to have strong scrutiny arrangements in place. The original independent scrutineer arrangements ended in March 2022 new plans are in place for the forthcoming year which includes rotating partnership chairing.

- This year we were one of 10 local authorities that took part in the Independent Review of Social Care helping to influence national reform.
- We rebooted our practice model Signs of Safety, developed a trauma informed parenting programme and transformed the Family Hub model in Enfield.
- Hearing the voice of those we work with, is a priority, leaders have ensured the voice of young people and staff has influenced the design of the future Children's Hub where all Children and Family's will be based late 2022.

CAMHS HEART, Virtual school and KRATOS

- The virtual school is incorporated into the wider Health, Education & Access to Resources Team (HEART) and is co located with the social work services for looked after children.
- Overall attendance of looked after children in 2020/21 was 93%, which is above national and statistical neighbours. Persistent absence in 2020/21 was 22% against a national average of 30.4%.
- Looked after children in Enfield also achieved better outcomes than peers.

"Enfield Virtual School was robust and rigorous with attendance monitoring and strategies."
DfE, January 2022

- There were no looked after children permanently excluded from school in 6 years and school suspensions are in line with the national average.
- Almost all eligible looked after children have an up to date personal education plans (PEP).
- KRATOS (the children in care council) have contributed to the development of policy, strategies and guidance. They have also enjoyed trips to museums, swimming and other leisure activities culminating in an achievement day attended by 68 children and their carers.

Family Group Conference Service

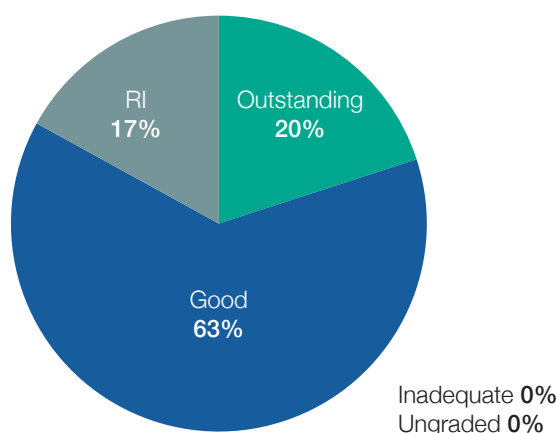
- The family group conference team was launched in October 2020 with the aim of helping families to find solutions to reduce the likelihood of children coming into care. 159 family group conferences took place and 90 reviews.

- There is strong evidence that the family group conferences have contributed to better outcomes by reducing the time children are subject of child protection plans or subject to legal proceedings.
- Families and professionals are provided with feedbacks following every family group conference. Families view the conference process as an opportunity to build family connections, and empowering themselves to contribute positively to the child's care plan

Quality Assurance

- Quality assurance (QA) activity has driven up standards across all services. Senior managers respond quickly to meet changing needs and demands for services. Action plans are devised and monitored via the Practice and Performance Board and the Continuous Improvement Board.
- The Independent Reviewing Service managed within the Safeguarding and Quality Service maintains autonomy from case holding services. There are quarterly meetings with the Executive Director-People, Director of Children and Family Services and Head of Safeguarding to hear the observations of IRO's on operational practice.
- Performance information is provided regularly and enables managers to have an overview of effectiveness and understand what actions and areas of further development are needed. This is supplemented by data analysis to inform improvement actions. We continue to review our data to ensure it tell us what we need to know.
- Activity and performance information at individual, team and service level is obtained. This information is used routinely at team meetings, service management meetings and the monthly Practice and Performance Board.

Children & Family Service Audits 2021-22



- In addition to the usual audit moderation program Practice Leads have:
 - Reviewed the quality of the service to care leavers
 - Observed team and service managers supervision and provided feedback to improve practice standards
 - Participated in sector led improvement programme focused on consistency of auditing across the NCL
- There were 259 cases audited as part of the regular moderation programme. Of the 259 cases, 20% were considered outstanding, 63% good, 17% required improvement, with no cases deemed inadequate.
- Auditing is well embedded within all services; leadership have a clear line of sight on the quality of practice. Each audit section is now graded, this provides a fuller understanding on the quality of practice. Moderated audit reports completed by Heads of Service are reviewed by the Executive Director-People and Director of Children and Family Services.
- Following on from last year's audit consistency workshops, consistency guides have been developed and adapted for different services.

Workforce development

- Ensuring sufficient numbers of high calibre staff is a key priority for Enfield Children Services. To that end, short term, medium- and longer-term plans are in place to ensure succession of suitably qualified staff.
- To improve recruitment rates, we adopted different strategies that included overseas recruitment, care coordinators who progressed to social work posts, recruitment and retention payments.
- There was further investment in the longer-term strategy of growing our own social workers, with another cohort of 3 social work apprenticeships starting in September 2021, with a commitment of a further 6 places to be offered in 2022.
- We have continued to attract a high number of students and newly qualified social workers (NQS), with 25 students in placement and 24

NQSWs. Our Assessed and Supported Year in Employment (ASYE) programme has been internally reviewed and a cohort system and a readiness to practice programme has been put in place aimed to better prepare NQSWs.

- In December 2021 Skills for Care carried out a Quality Assurance visit of the ASYE programme, and the support given to NQSW's.

The reviewers noted:

“There was general acknowledgement by people the reviewers spoke to that there are good things happening and the ASYE programme is striving to further continuous improvement. The program has been on a significant improvement journey over the past 12 months.....“The NQSW's spoke positively about how they felt their individual needs were considered, feeling the authority and the program were very responsive to any requirements, several the NQSW's giving examples of how their needs had been met”.¹

- This year staff had access to a range of training courses delivered both virtually and face to face. They had access to bespoke courses put on by their individual teams as well as 33 courses offered via the Centre of Excellence and externally. Of the 33 courses, 1,283 places were booked this is an increase on 1,174 in the previous year. We have ensured that all social work training is aligned to Post Qualified Standards and the Professional Capabilities Framework.
- Training this year included a continuation of Trauma Informed Practice training continued to be rolled out across Children and families, including police and education colleagues.
- Enfield continues to be part of the North London Social Work Teaching Partnership which complements the local comprehensive learning and development programme for social workers. Individual teams also commission team specific training.
- In November we held our whole children services conference themed resilience, recovery. 205 staff members attended, overall, the feedback was good, with many staff taking away practical ideas on how to look after themselves.

¹ Taken from Skills for Care letter, December 2021

- Our focus on attracting and shaping leaders for the future continued, with the delivery of a bespoke social care Service Managers training programme, which is now being developed for middle managers across social care.
- We continued to support managers to attend a range of specific programmes including Firstline social work management programme, Practice Supervisor Development Programme (PSDP), Leaders for London, Black and Asian Leadership Initiative (BALI) and Upon Aspiring directors were promoted and managers were supported to join.
- Expenditure on the professional development of the children's workforce has been maintained despite the challenging financial context.
- Prior to the National Accredited Assessment System (NAAS) ending we had been part of the pilot and had been on the way to meet our target of practitioners being assessed.
- We undertook a cultural conversation speaking to staff across children services. This provided insight into issues that make staff stay in Enfield and things they would like to change. 320 across the whole of the Children and Family Service participated, 81% of the workforce. Of the 320, 193 were registered social workers, both case holders and non-case holders.
- The survey found the experience of Enfield Children and Family Services is an inclusive culture that is professional, helpful, and supportive. Caseloads and limited business support were identified as areas that could improve the overall experience of practitioners working in Enfield Our social care workforce report being well supported by managers with staff safety and emotional wellbeing being given priority.
- Listening events regularly take place and are an opportunity for the Executive Director-People and the Director of Children and Family Services to obtain feedback from social workers and other frontline staff.
- Launch "Enfield Talks" giving parents and carers the opportunity to share their experiences of the children and family services
- Review impact of New Beginnings
- Continue to work on consistency of case work including updating plans after significant events
- Workforce recruitment and retention
- Improve timeliness of assessments

2022/23 Priorities

- Launch bespoke middle management program.
- Ensure that service user feedback is recorded on case files.
- Develop Family Hub model
- Relocate services to the Children Hub

Appendix B: Partner Updates

Barnet, Enfield and Haringey Mental Health NHS Trust

Safeguarding Adults

What have been the three key achievements for safeguarding adults partnerships work?

- Preventing sexual violence
- Domestic Abuse – see below
- Training for staff – see below

How effectively did partners collaborate during the pandemic?

The MH trust worked closely with all three local authorities during the pandemic and relationships improved through increasing contacts and meetings to monitor the effects of the pandemic. The trust worked collaboratively to ensure that information was shared in relation to additional resources and systems to support those areas in which safeguarding concerns increased – i.e. self-neglect, domestic abuse, neglect.

Emerging trends that have been identified with regards to adults safeguarding during the COVID-19 pandemic?

The safeguarding team saw a significant increase in 4 areas of concern: Financial abuse, Self-neglect, domestic abuse (in the form of physical and psychological) and neglect. During lockdowns we also saw increases in sexual abuse on inpatients wards.

Actions taken to mitigate risks:

We have created additional training and resources for the areas of concern. These includes training and resources for self-neglect, domestic abuse, sexual safety and financial abuse. We have also created an additional role: Domestic abuse and sexual safety coordinator.

Safeguarding Children's

Overview of work in 2021/22

Audit and Statutory Review

- Continued contribution to Rapid reviews, local learning reviews and child safeguarding practice reviews.

- Continued contribution and dissemination of learning for Domestic Homicide Reviews; The safeguarding team have received and delivered three Internal Management Reviews for DHRs in 2021/22.
- We continue to improve and refine our safeguarding audit strategy to ensure audits are relevant, meaningful and learning is disseminated Trust wide.
- Escalation of cases to HSCP.
- Continue to contribute to AAR from a safeguarding children perspective.
- Reviewed safeguarding children audits.
- Increased the reach of the 'Think Family audit' to include more adult teams.
- Delivery of 'Think Family' training to Barnet recovery house.

Training

- We have achieved over 90 percent compliance in our Safeguarding Level one to three training owing to the online integrated training programme developed in 2021 and a drive for increased compliance.
- We have provided specific safeguarding training in the areas of Modern slavery, Gang and county lines, Grooming, PREVENT and Domestic abuse.
- We have created new training in the areas of safeguarding supervision, safeguarding process's, and Think Family.
- We continue to contribute to corporate induction training of Trust staff.
- We created a webinar for self-neglect with Camden and Islington which was attended by 80 plus staff across North Central London and beyond.
- Completed bespoke safeguarding training for a number of teams (i.e. Locality teams. Ward staff and drug and alcohol services)
- Commenced safeguarding supervision for staff in BEH Crisis pathway.

- Delivery of local safeguarding induction at the Beacon centre.
- Disseminated learning from BLPI in champions meetings, bespoke training and to HSCP learning subgroup.
- We have created a safeguarding clinic, held monthly, for those trained at L3 safeguarding can attend for further information and group supervision.

Partnership Working

- Continued participation in Local Safeguarding Children Partnership multiagency audits.
- We continue to work proactively and collaboratively with partner agencies and ensure regular attendance to partnership meetings.

Policy

- Update of Safeguarding Children policy
- Update of Safeguarding Children Supervision
- Update of Children's Did Not Attend and Was Not Brought In Policy
- Update of Allegations against staff policy
- Revision of Parental Mental Health protocol
- Update of Chaperone Policy

Safeguarding Champions

- Continued to provide safeguarding supervision to the Perinatal Team.
- We have strengthened the role of safeguarding champions ensuring that safeguarding really is everyone's business and expanded the champions network to include forensic services.
- We held a champion away day in August 2021 which focussed on the new Domestic Abuse Act, Managing allegations against staff including PIPO and LADO as well as training on radicalisation. The event was attended by over 80 staff from across the trust.
- We have created a safeguarding process training, disseminated it across the trust, to improve knowledge around safeguarding responsibilities and pathways.
- Development and delivery of Think Family training.

Resources

- We have advertised new development and resources on a monthly bulletin using our COMMS.
- Designed a flow chart to support safe discharge from a safeguarding and 'Think Family' perspective.
- We have started the creation of toolkits and quick grab guides as a resource for staff carrying out S42 enquiries.
- We have contributed to the spotlight newsletter with safeguarding updates and resources.
- We have created 7-minute briefings for quick and effective learning.
- Updated safeguarding posters.
- We have created a Sexual Safety directory detailing resources and stakeholders across North Central London. The objective of this directory was to specifically list stakeholders that can provide culturally sensitive support to those impacted by Sexual Abuse.
- We have created a Preventing sexual violence flow chart to support staff respond to disclosures of sexual violence.
- Our safeguarding handbooks continue to be distributed to all established and new staff.
- We have developed 7 minute briefings to ensure that all findings and recommendations from Safeguarding Reviews and Domestic Homicide Reviews are disseminated to all staff to further develop our continuous culture of learning.
- Our safeguarding handbooks continue to be distributed to all established and new staff.

Service Development

- Reviewed and updated the Named Safeguarding Doctors Job description along with agreeing that each borough would require a Named Safeguarding Children's Dr. We have recruited to each position.
- We have made a successful Business Case for a band 7 Safeguarding advisor whose responsibilities will be Domestic Abuse Coordination for the trust and sexual safety Lead.
- We have worked directly with wards to improve preventative measures around safeguarding.

- We have increased the number of safeguarding champions in the trust.
- We have improved the relationships between local authorities and the trust.
- Commenced safeguarding supervision for staff in BEH Crisis pathway.

Domestic Abuse

- We now have three fully established Independent Domestic Violence Advocates co-located in our hospital sites in Barnet and Haringey.
- We have been successful in our bid for funding for a domestic abuse coordinator for the trust.
- We have created a domestic Abuse working group for the purpose of making improvements in six main areas:
 1. Data Collection
 2. Legislation, Policy, and procedure
 3. Training
 4. Coordination in community response and Partnership working
 5. Support for victim survivors
 6. Prevention and Perpetrator Accountability
- We have created a MARAC quick grab guide to promote the use of MARAC and IDVAs for domestic abuse safeguarding.
- Continued to provide safeguarding supervision to the Perinatal Team.

Priorities for 2022/23

Children's

- Sexual Safety
- Further deep dive audit
- Domestic abuse
- Transitions and life-long safeguarding (Partnership working between Children and Adult services)
- Prevention: Promoting awareness Campaigns (e.g. Early Help)
- Psychiatric liaison teams – Increase safeguarding skills and knowledge to help identify safeguarding.

Adults

- Increase awareness of the importance of effective information sharing at all levels.
- Priority areas include domestic abuse, neglect, sexual abuse, financial abuse, self-neglect and substance misuse, rough sleeping and focus on cares and mental capacity.
- Refresh strategy and enhance training via light bites, lunchtime learning etc. Trust wide policies relating to safeguarding to be continually updated.
- Promote awareness and understanding of contextual safeguarding across the organisation.
- Promote early help to prevent abuse occurring in the first place. The trust will maintain a culture of robust and continuous learning related to all aspects of the safeguarding agenda.
- Effective data collection systems will be established that allow collection and monitoring of data from all available systems and sources e.g. Ulysses, RiO, complaints, patient safety. The trust will be assured that safeguarding really is everyone's business and there are enough systems and processes in place to support this.

Community Safety Unit

Overview of work over 2021/22

- Prevent programme has worked to safeguard people from the dangers of extremism and terrorism.
- Help facilitate the continuation of the local Channel Panels – A multi-agency panel that works to safeguard people.
- Provided training and relevant Prevent-related briefings to local partners to ensure they understand the full range of support services that are available through the Prevent programme.
- Deliver training and workshops to young people and school children.
- Regular engagement with local educational establishments to ensure clear referral pathways and appropriate communication channels are open.

Evidence that demonstrates impact

- In the last 12 months delivered training to over 1,900 staff with most of them being schoolteachers or school-based staff.
- We have also carried out workshops with over 2,160 school children on Prevent and Hate Crime related materials.
- Monthly Channel panels that have cases of vulnerable adults and young people at risk of radicalisation.
- In the last 2-year period, we have trained and engaged with nearly 80% of secondary schools and 72% of primary schools in Enfield.

Priorities for 2022/23

- Further improve its work with partners, front line workers and the local community to ensure adequate and targeted support is available to those at risk of radicalisation.
- Going forward we will enhance support to ensure that these key areas are also equipped with further tools to support and build resilience within partners.
- We will further develop resources available for primary and secondary schools. We will make this available in an online catalogue format so the resources can be readily accessed by teachers and safeguarding leads.
- Further to this, early next year we plan to update the Prevent Education Toolkit that has been received well by local educational establishments.
- Improved support to out of school settings that provide services to our young people.
- We will build on our work with a panel of community members to enable the community to better understand the way Channel panels function.
- Training will continue to play a significant part in delivery over the next year as we have seen a significant and continuous staff change over in a number of areas such as social care and education.

Enfield Carers Centre

Enfield Carers Centre conducted an audit of our Safeguarding policies and comparing the regulated homecare safeguarding policies (inherited as part of the merger with Crossroads Lea Valley Carers Trust) and the ECC Safeguarding policies.

The ECC Staff Team received Modern Slavery Training in March 2021 organised and delivered by Sherry Salih and Emine Arif from Enfield Council's Strategic Safeguarding Team.

- We have appointed two nominated Trustees as Safeguarding Leads
- Newly recruited members of our admin staff team have received Safeguarding training

Enfield Children's and Young People Services – awaiting return

There has been a slow recovery since the pandemic, building resilience and reducing isolation were pivotal to ECYPS' work. We have seen a significant increase in areas such as domestic violence for both men and women, food poverty, mental health issues and financial difficulties. 'Safeguarding is everyone's responsibility'- our key achievement has been the support to organisations working with children and young people and their families to have robust policies and procedures in place, to embed these in their settings and for all staff and volunteers to collectively provide safe environments for children and young people.

2021-2022 Key achievements

- Bespoke training developed in response to the impact of the pandemic including county lines-post Covid-19, mindful moments, take a breath, community child protection for people working in food banks and street patrols. We have embedded professional curiosity into our child protection training programmes. 477 individuals attended training. The following multi agency training courses were delivered:
 - Child protection, child protection refresher, child protection and diversity, FGM, impact of parental mental health, community child protection covering grooming and county lines, domestic abuse, knife crime, prevent.
- Providing safe environments to rebuild the community. Bringing the community together, connecting with people to reduce isolation. We have continued our outreach and attended various events across Enfield to raise awareness to better equip organisations to deal with safeguarding concerns including schools and the community – Eldon Primary, Houndsfield Primary,

Wilbury primary, Forty Hall, Shpresa, Phoenix Family Support, Edmonton Mosque, Palmers Green Mosque, Rumi Mosque, Metropolitan police event at Montagu recreation and Broomfield park.

- Reducing food poverty through our regular food-bank and working jointly in partnership with grassroots groups reducing food poverty and tackling issues that left long term impact on families due to the pandemic.
- Improving community engagement and raising awareness and understanding- supporting the Bulgarian/Turkish community and groups underrepresented in safeguarding referrals. We identified and put in place early interventions, jointly working with our partners for families effected by Covid-19. Due to the deadline of EU Settlement we worked with Edmonton Community Partnership and Settled to ensure families submitted their application forms.
- Our forum in March highlighted concerns around funding issues which hugely impacted smaller organisations resulting in many closing and leaving gaps in services.
- Improving mental well-being through fitness programmes, extended youth provision, mental health forum and specialist training. Due to the increase in suicide amongst young people under 35 in UK, we organised suicide prevention training delivered by Papyrus. 27 people attended from multi agency organisations including schools, social care, foster carers, faith groups, sports, youth provision, local mental well- being organisations. Papyrus highlighted the diversity of the groups in Enfield and said it was the first time the trainer came across a room full of participants from a wide range of agencies. Feedback included: this training helped with the next steps once you have received a disclosure from a young person, brilliant and much needed course, more confident if I was to be approached by a student with suicidal thoughts.
- Through our parenting programmes we had insights into the day to day struggles and challenges that families faced but also the resilience and strength they used to cope with daily life. Families on low income struggled, many trying to juggle the cost of rise in food and increased costs due to being at home over the pandemic placing an additional burden on household finances.
- Isolation from friends and peers, many families expressed that their children were struggling from mental health issues but also the disruption of schoolwork resulted in many young people having anxiety specifically over the uncertainty of GCSE exams taking place. ECYPS continued to provide training around mindfulness. Our specialist training included 'Mindful moments' and 'Take a Breath' providing a rapid response to support schools and many out of school providers to tackle the increased mental health problems since the pandemic.
- Circulation of safeguarding news and key safeguarding messages via social media platforms- safe sleeping, domestic abuse helpline, professional curiosity, modern slavery, Thrive mental health leaflet, Covid-19 vaccinations and childhood immunisations.
- Partnership work-we worked with our partners, sharing resources, networking to keep children and young people safe in Enfield. Information sharing has been key and relaying messages from the safeguarding board has been an integral part in safeguarding children.
- One to one support – 12 organisations were provided with support on training, DBS checks, policies and procedures.
- 240 Disclosure and barring checks completed for staff and volunteers working in the third sector.

Enfield Council Safeguarding Adults

What have been the three key achievements for safeguarding adults partnerships work?

- Continued co-working around COVID-19 challenges – especially around infection control work with care providers, changes to new ways of working and maintaining and enhancing our response to Modern Slavery and Domestic Abuse.
- Establishment of the MARAM to discuss rough sleepers – this was led by Housing Partners but a number of Board partners have contributed.
- Given an increase in the complexity of cases coming into Adult Social Care, we have established a High-Risk Advisory Panel, service-specific Complex Cases panels and continued to work closely with the Community MARAC on cases with an element of Anti-social behaviour.

How effectively did partners collaborate during the pandemic?

- The frequency of SAB was increased.
- Partner updates regularly provided to all which has been an effective tool and useful to highlight common issues (such as domestic abuse).
- Specific agenda items on COVID allowed discussion and communication during this time.
- An Extraordinary SAB was pulled together to look at hospital admissions and care homes using DNAR and how these were quality assured. This flexibility around urgent issues is very useful.
- Regular updates on meetings like the MARAM (for Rough Sleepers), Modern Slavery and Public Health at each SAB helped to ensure all partners aware and collaborating around these issues.

Emerging trends that have been identified with regards to adults safeguarding during the COVID-19 pandemic?

- Increase in total number of concerns coming in.
- Increase in Self-neglect cases (with a factor of non-engagement).
- Increase in Domestic Abuse cases.
- Increase in complexity of enquiries with a potential need for more longer term work.
- Increase in cases which involve multiple factors of disadvantage and require working across professional groups.
- Increase in cases involving poor discharge from different care settings.

Actions taken to mitigate risks

- Additional staffing being put into the Multi-Agency Safeguarding Hub with a further review of this service being on-going.
- A hoarding database has been created and is in active use between Local Authority staff and Fire Brigade. This needs to be extended to work in a wider way with other partnership colleagues. Funding is being sought for a co-ordinator to scope out what resources (eg therapeutic) might be required.
- Each service area within Adult Social Care has its own Complex Cases panel (though names vary)

which allows for discussion of cases – with those that are particularly challenging being escalated to a monthly High Risk Advisory Panel which includes Board partners.

Priorities for 2022/23

- The Dependent Drinkers Task and Finish group has begun meeting and will be key in developing our work around this key area of risk.
- Community engagement – in particular ensuring that we have the views of those with recent lived experience of the safeguarding process and developing our relationships/cultural competency with hard-to-reach communities.
- Within ASC, continuing to develop our audit process to specifically address/pick up on learning from SARs.
- Independent audits with Red Quadrant – this should provide us with assurance and suggestions to make real improvements (as well as assisting in preparing us for CQC inspections coming '23/24).
- CQC inspection readiness will be a real focus for the coming year – ensuring that we can evidence good practice.
- Development and Consultation on the 2023-28 Safeguarding Adults Strategy.

Enfield Council Housing

Housing Advisory Service (HAS)

- The Housing Advisory Service updated its safeguarding procedure for staff.
- Our Resilience Team have been delivering refresher training across the HAS covering domestic abuse, safeguarding and suicide prevention.
- We were invited to join a meeting with the safeguarding team to review the Missing Persons Policy as the Street Homeless Team are developing their own and we wanted to see if we could be covered within one policy.
- We have made contact with the Modern Slavery team to deliver training across the HAS so teams have increased awareness, can identify and understand how to make a referral when concerned.

- Ongoing work towards a DAHA accreditation
- MARAC meets fortnightly by Resilience Team Manager, Housing Advisory Service.
- MAPPA meetings are attended by the Resettlement Pathway Manager.
- The Resilience Team have had positive multi-agency work with two adults at risk in the last month. Both were single females fleeing domestic abuse, No Recourse to Public Funds and with complex needs and had been heard at MARAC. Through strong partnership working, both were initially placed in an emergency room the moved into a refuge where they were removed from further harm.
- We have recently developed a sex workers pathway to provide emergency placements for a vulnerable woman with wrap around support ensuring a place of safety and housing.
- We are developing an implementation programme for the new Housing service, which includes safeguarding training.
- Due to volume of new staff we have rolled out mandatory training for staff on safeguarding and working with external trainers to develop a suitable safeguarding training course for all staff.
- Some positive outcomes on hoarding case work.
- Contractor Glo Clean have a hoarding specialist within their team who has been an exceptional support on our hoarding case work – looking at ways to better use this service.
- Looking at a protocol for our out of borough stock, it is incredible challenging to achieve engagement on safeguarding cases where resident live in council stock out of borough; we need to much stronger partnerships between boroughs on safeguarding issues.

Healthwatch Enfield

Link to HealthWatch Annual Report can be found here: https://www.healthwatchenfield.co.uk/sites/healthwatchenfield.co.uk/files/editors/Healthwatch%20Enfield%20Annual%20Report%202021-2022_0.pdf

Housing Management

- Ongoing work towards a DAHA accreditation – new Housing and Regeneration Domestic Abuse policy has been circulated to stakeholders and is under consultation due to end on 13th December.
- We have launched our resident relationship service within housing management, who are offering a bespoke person centred complex case management service. This service has already found a significant number of safeguarding case work we have seen an over 80% increase in safeguarding referrals as a result. As such we are looking at funding a specialised post for a qualified social worker within housing management to support the significant demand for additional expertise in this area.
- Safeguarding Adolescents From Exploitation (SAFE) panel, meets fortnightly – Head of place operations within Housing management is a core member.
- We are continuing to develop a vulnerable resident procedure, setting out our processes for supporting and engaging residents, who are at risk of neglect and abuse.

Integrated Learning Disabilities Service (ILDS)

- Safeguarding concerns have continued to be received by the service and safeguarding plans are completed within usual time frame, usually on the same day and at the latest the following working day.
- Face to face visits have continued and are starting to increase now that restrictions have eased.
- AAR's remain central and fully involved in our safeguarding work and this was highlighted during both recent and external safeguarding audits. We continue to implement MSP principles to the forefront of our safeguarding adults work.
- SAM oversight remains consistent and constant.
- SAM's and Team Manager are delivering Safeguarding Training to our internal colleagues to ensure safeguarding work maintains high standards.
- We continue to fully engage and make use of relevant resources and as such have presented cases to CMARAC, MARAM and The High-Risk Advisory Panel.

- We have re shuffled our resources to enable us to meet the increasing number of referrals and to manage the complexity of the referrals to ensure we continue to keep people safe.
- Continued to escalate cases to Strategic Safeguarding Team for support with complex and very high-risk cases.

Excellent integrated multi-agency working remains crucial as the complexity and risk we currently manage is increasing as the pandemic enters endemic, which includes death threats and stalking. We have involved police, providers, families, Cheviots, Health MDT etc to agree management strategies This is ongoing and involves many agencies.

Example of excellent practice

Example of good partnership working was in the case of a young woman with dual diagnosis of LD and MH. Was admitted to North Middlesex Hospital and refused to go home as she said her parents had been abusing her. After this allegation the service stopped talking and communicating with people, so it was difficult to understand what the allegations and risk were. The service user was supported by the SW from ILDS and the hospital liaison nurse along with Psychology to support her start talking again and they worked together with the hospital MDT and her family to ensure she could be discharged safely home.

London Ambulance Service

To read updates from the London Ambulance Service 2021/22, please go to: <https://www.londonambulance.nhs.uk/about-us/our-publications/>

London Fire Brigade

We have continued to meet with partners within the Fire Safety Partnership to ensure recommendations made following previous fatal fires have been adopted. Further meetings are diarised on a monthly basis.

LFB have been consulted on the implementation of the LBE Hoarding Database and we hope to be able to access this at Station Commander level in LFB. It is anticipated that this will make information sharing more streamlined throughout services.

LFB crews within Enfield have, since Jan 2021 to date, made 6 safeguarding referrals into MASH.

This is a significant reduction on previous years but due to the Covid-19 pandemic our Home Fire Safety Visit scheme was temporarily halted for some time reducing our interactions with the community and therefore our exposure to situations requiring a safeguarding referral to be made.

Pre Covid-19, engagement was made with Enfield's Modern Slavery investigator with a view to providing input for all firefighters within the Borough in identifying and reporting modern slavery. This halted due to Covid-19 but planning is again expected to resume soon.

Recent introductions have been made to Enfield Faith Forum with a view to improving community relations with traditionally hard to reach communities in Enfield.

Attended the Enfield White Ribbon Event and promotion of the White Ribbon Campaign.

Offer to Community MARAC to provide presentation to interested partners.

London Metropolitan Police, North Area BCU

Safeguarding Adults

What have been the three key achievements for safeguarding adults partnerships work?

- More integrated channels of communication with Adult Social Care and the police on the Haringey side of the partnership. Strong relationships and good co-ordination on the Enfield side.
- Joint Modern-Slavery Partnership Meeting established with Enfield Council.
- The police Mental Health team is performing well in developing and maintaining strategic and tactical relationships and reviewing and developing local practices and protocols to improve outcomes for service users.

How effectively did partners collaborate during the pandemic?

Collaboration during the pandemic was assessed to be good. There was an inevitable impact on the delivery of face-to-face frontline services, but this was mitigated via online meetings which has become embedded now as a hybrid model and enables greater efficiencies. There was no formal

evaluation of this so metrics are difficult to identify so I have based this rating on feedback from internal and external partners.

Emerging trends that have been identified with regards to adults safeguarding during the COVID-19 pandemic?

- Increase in s136 demand and mental health need.
- Increased DA due to COVID pandemic.
- The impact on elderly community – more vulnerable to exploitation and fraud including from family members.
- Increase in cuckooing and exploitation offences.

Actions taken to mitigate risks

- The BCU has introduced enhanced protocols in relation to the tracking and identification of cuckooing and exploitation. A report is created for each incident rather than recording on the Airspace database. This is overseen by the ANVA co-ordinator and trends/data shared with partners. This leads to better case management.
- Training frontline professionals in recognising financial abuse.
- Problem-solving with work BEH MHT and trigger plans/location based comments on CAD. Escalation of lack of s136 bed availability to NHS England Execs meeting through new procedure.

Safeguarding Children's

See Appendix A.

Priorities for 2022/23

Adults

- A roll out of training for police officers in relation to Vulnerable Adult cases.
- An increase in publicity and referral Monthly meeting with CPIC Inspector ANVA more publicity and recognition of vulnerable adults.
- Embedding an improved internal audit regime.
- Review of Operation Boxter (Street Prostitution) safeguarding processes.

National Probation Service

Safeguarding Adults

What have been the three key achievements for safeguarding adults partnerships work?

- Partnership Working – Use of MAPPA to ensure effective Risk Management Planning and access to local services/resources.
- Delivery of a transition programme for young adults transitioning from youth justice services to adult criminal justice services.
- Clear national guidance on the difference between referrals and checks. Supported by a video presentation and PowerPoint. All teams in Enfield briefed by Head of Service (HoS) and line managers.

How effectively did partners collaborate during the pandemic?

DATA and anecdotal evidence supported emerging trend of abuse. Close liaison with Police to identify if any of our SUs were coming to their notice.

Emerging trends that have been identified with regards to adults safeguarding during the COVID-19 pandemic?

Identifying domestic abuse to family members and intimate partners where they may not have been identified before; increasing mental health concerns and working with staff to recognise signs; developing staff skills in working with suicidal ideation.

Actions taken to mitigate risks

Increased briefings and reminders to staff. Use of data to bring the message home. Service Users seen regularly face to face, frequency based on risk but never less than once every four weeks for medium with supplementary phone call supervision and high risk seen face to face every week. Use of Doorstop visits.

Safeguarding Children's

Overview of work in 2021/22

The National Probation Service and London Community rehabilitation Company amalgamated in June 2021 to form a new national organisation, the Probation Service. There have been ongoing checks in place to ensure that all staff are up to date with mandatory safeguarding children's training.

The London division has also completed a quality assurance exercise to ensure that not only is staff training up to date but that section 11s have been completed and that MARAC/MASH in each Local authority have been approached for feedback. Feedback received from Enfield indicated that whilst Probation attends CP conferences a report is not always provided. As a result of feedback staff have been provided with a report template and briefed to provide a report whether or not they attend in person. Quality development officers have completed audits on cases to ensure best practice. Specialist pan-London briefings on Safeguarding Children, Working with adults who offend against children (sexual and indecent images); youth transition to adulthood and SGO cohort. Safeguarding adults are part of the MAPPA core panel to advise on cases discussed in this multi-agency forum.

There has been a continued focus on operations during the Covid pandemic and how the Probation Service has adjusted and applied flexibility whilst maintaining public protection. During early 2022 we moved out of our exceptional delivery model with a view to moving closer to business as usual. The prioritising probation framework model was introduced which stipulates how the Enfield teams manage individuals subject to Community Orders and Licences following their release from prison.

Safeguarding remains a key focus during the Covid recovery stage. During the initial lockdowns some people on probation received telephone or video appointments in order to reduce face to face contact however, this is now being scaled back and increasingly where there are safeguarding concerns individuals are required to report to the Enfield Probation office for supervision. As always there is a focus on those who are assessed as high risk or where there are domestic abuse and Safeguarding concerns.

Priorities for 2022/23

Children's

Mandatory Child Safeguarding e-learning completion to be completed for all staff (including legacy CRC).

Child Safeguarding briefing to be formulated based on the questionnaire and above evidence (contextual safeguarding/SGO/younger siblings/non-disclosure) via L&D Task Force.

Adults

Adhere to the London Adult Safeguarding ISA, Staff training commitment and attendance at partnership boards.

NHS North Central London Clinical Commissioning Group, Enfield Directorate

Safeguarding Adults

What have been the three key achievements for safeguarding adults partnerships work?

- The Enfield Safeguarding Adult Board and its partners have demonstrated a system leadership in responding to Covid 19 and ensuring that there are systems and process in place to support local residents and provide support and advise to local colleagues.
- Collaboration between the Enfield Safeguarding Adult Board and the Enfield Safeguarding Children Partnership has focussed on the development of a Transition Team with a focus on transitional safeguarding which aims to ensure that young adult in Enfield receive a service during the change from a child focussed service to an adult focussed service.
- The designated professionals have continued to participate in the reviews of incidents that have led to a SAR and/or SI reviews, including rapid learning reviews and sessions and have ensured that learning from incidents has been shared, including the delivery of training to support teams deliver safe care in practice.

How effectively did partners collaborate during the pandemic?

Throughout the pandemic, the CCG Safeguarding Lead was a core member of all relevant SAB sub groups and Task and Finish Groups.

Emerging trends that have been identified with regards to adults safeguarding during the COVID-19 pandemic?

The pandemic has seen the importance of education to support the delivery of safeguarding in primary care, in particular the understanding and use of the MCA in practice, issues relating

to DNACPR agreements in care homes and community environments, accessible information for professionals and the rapid access to multi-agency services has been a strength but can be the focus of development within safeguarding services (in LD services, care homes and residential services) and the development of more personalised care planning for the care of vulnerable people in the community and care homes has been highlighted as an area for improvement

Actions taken to mitigate risks

We have raised the profile of the needs of people with Learning disabilities into the safeguarding arrangements and the new LEDER process has been implemented into the safeguarding processes. Feedback from LEDER reviews has been included as part of the feedback and learning systems. We continue to work with the providers and provider concerns process and have revisited reporting links within the services.

Safeguarding Children's

See Appendix A.

North Middlesex University Hospital NHS Trust

Safeguarding Adults

What have been the three key achievements for safeguarding adults partnerships work?

- The support of senior Trust leaders and the Trust Board throughout the Covid-19 pandemic.
- Regular communication between the Board and partners – highlighting the pressures being experienced at the Trust.
- Updates and information sharing re national plans particularly in regards to the Covid-19 pandemic.

How effectively did partners collaborate during the pandemic?

Safeguarding strategies are discussed with partners and information shared. Multi-agency approach on complex safeguarding cases. Assurance sought from partners who are encouraged to share issues/barriers encountered. Update on progress/actions plans given by partners at meetings.

Case studies (2) illustrating good partnership and safeguarding practice

- Young adult female patient, who presented to A&E with complex health and social needs, was admitted on the ward. The complexity of her needs required the safeguarding team to involve partner agencies, including cross borough agencies.
- Patient had mental health problems; she was under treatment for chronic diabetes for which she was poorly complying.
- High intensity drugs user.
- Came from Gloucester to London where she was staying at some friends' house before she became homeless.
- There were concerns that the patient was being exploited by the "friends" who were well older than her.
- There was allegation of rape – patient being the victim.
- Was known to children social care before she became an adult.
- Financial concerns: her benefits were stopped.

Good input and collaboration of partners agencies led to effective service delivery:

- The community mental health team provided support and follow up with her mental health problems, including drug misuse.
- District nursing provided care and support for the management of diabetes.
- Connected Community supported with GP registration.
- Effective liaison between the two Local Authorities, patient is now settled in London and housing situation resolved.
- Investigation of allegation of sexual assault/exploitation carried out by Police.
- Services continue to engage the patient to ensure that she is well supported to function to her full potential.

Emerging trends that have been identified with regards to adults safeguarding during the COVID-19 pandemic?

We have identified increased rates of patients presenting with self neglect, difficult discharges and pressure area damage.

Actions taken to mitigate risks

Ongoing discussions with LA and safeguarding team to address the increase in patients presenting with self neglect. Audit completed to identify areas of improvement in relation to documentation of pressure area damage. Quality improvement projects ongoing to improve information sharing on discharge summaries, review of pathway work across a number of services at NMUH; The PU steering group has been strengthened including attendances from community partners.

Safeguarding Children's

Overview of work in 2021/22

- The Trust has had to work through significantly challenging times due to the COVID Pandemic. Throughout the lockdown period the Trust supported the safeguarding team to remain on site and staff were not relocated. This ensured the Trust continued to maintain its safeguarding responsibilities and was business as usual. During this period the Trust went through significant changes. North Middlesex University Hospital (NMUH) Paediatric Emergency Department (ED) remained opened throughout the pandemic and children requiring admission during the first wave were transferred to Great Ormond Street Hospital (GOSH). Children's inpatient services returned to NMUH in February 2021.
- The Associate Director for Safeguarding (children and adults) commenced in post in January 2021. This has supported the 'Think Family approach in all the work that we do and on-going development.
- The adult safeguarding team which includes Learning Disability lead and Lead Nurse for mental health across the organisation and the children's safeguarding team are now co-located. This has supported joint working/support for staff and families.
- NMUH CAMHS Liaison team as part of the North Central London (NCL) CAMHS Network in post and co-located with safeguarding team to support young people with overdose/deliberate self-harm.

Evidence of Impact

- Medical Clerking proforma in place signposting health care professionals to record what the child says. HEADDSS assessment tool used for young people. Referrals for on-going support/social care identified as a result of tool being used.
- Patient experience trackers used by children and parents. Improvements to areas/communication with parents made. Development and design of new Paediatric ED involved voice form children and parents. Current re-furnishment of children's ward is including the voice of children/young people as to what would want if in hospital.
- Oversight on 16-19-year old's across the organisation by Paediatric team. Discussed at daily site meetings, play specialist team attend daily to wards/areas where admitted that is young person and parent focused. Safeguarding concerns raised to safeguarding team as required.
- Children's Board and Youth forum established and will seek to gain the voice of children/young people and parents in ongoing service development within the organisation.

Priorities for 2022/23

Children's

- CAMHS pathway improvement.
- Pathway for young people presenting with challenging behaviours/training for staff.

Adults

- To ensure data is captured and analysed effectively through the safeguarding dashboard.
- To improve our understanding of less well reported categories of abuse.
- To ensure we continue to work collaboratively with partner agencies to streamline our approach to data collection, reporting and outcomes for patients.
- To continue to develop and improve systems to promote effective lessons learnt from reviews.
- To continue to promote a "Think Family" approach.
- To respond effectively to the increasing number of SARs and DHR's.

- To continue to ensure consistency of safeguarding practice across two boroughs with separate commissioning arrangements and different safeguarding pathways.
- To ensure the challenge of working across the two boroughs, safeguarding partnerships and their associated sub-groups is managed effectively within the safeguarding team.
- To respond effectively to the increasing and competing issues/demands across the safeguarding landscape.
- Re-adjustment of vulnerable clients when returning to business as usual post-Covid. Anticipation of possible further increases in safeguarding adults cases particularly due to domestic abuse. We continue to experience an increased number of referrals for vulnerable adults particularly due to domestic abuse.

One-to-One (Enfield)

We have worked on the following:

- During the pandemic we offered support and training to our members/service users to improve their understanding about risks of abuse on social media, using internet, emails and attending digital activities.
- We have organised a talk/presentation by the Hate Crime Forum Officer to come and talk to our members about Hate Crime and listen to their experience and views and how they can be supported to report incident.
- We work closely with Enfield Integrated Learning Disability Services when it comes to reporting any safeguarding concerns about our members.
- We ensure that we discuss safeguarding matters at our weekly staff meeting and share relevant information with relevant people and organisations, so we can make improvements and prevent abuse and keep our members safe.
- Work with our members and carers to develop risk assessment to safeguard and reduce risks and abuse.
- Updated our DBS checks for our staff and volunteers, including the management committee/board members.

Royal Free London NHS Foundation Trust

Safeguarding Adults

What have been the three key achievements for safeguarding adults partnerships work?

- We have developed Safeguarding Student Placement for the final year students to make 'safeguarding' a key component of student nurses' learning needs.
- We have developed and rolled out Safeguarding Adults Level 3 Training in line with the Intercollegiate Guidance: Roles and Competencies for Health Care Staff (2018).
- We have developed Easy Read DNACPR leaflet for patients with Learning Disability.

How effectively did partners collaborate during the pandemic?

Due to the Pandemic a number of external partners could not carry out patients' assessment (hospital social workers-patient's with safeguarding concerns related to capacity assessment, patient's views and care needs) and hospital frontline staff acknowledged this limitations and work in partnership with Social Services to complete their assessment and safety discharge patients.

Although most partners worked remotely there were good links through using platforms such as Microsoft Teams to ensure safeguarding meetings could go ahead; social workers/IDSVAs/IMCAs all available via telephone and face-to-face where necessary.

Emerging trends that have been identified with regards to adults safeguarding during the COVID-19 pandemic?

RFL NHS foundation trust has noticed 'self-neglect' as one of the highest category of safeguarding referral during the pandemic. The quarter four recorded a significant drop in self-neglect which could be due to the fact that the Covid-19 restriction is easing.

Actions taken to mitigate risks: L3 safeguarding training rolled out during the pandemic. Self-neglect case discussion during this training, reflection on current practice, local service and resources promoted. Resources are available on staffnet.

Safeguarding Children

Overview of work over 2021/22

In October 2021 the Royal Free London NHS Foundation Trust introduced an electronic patient record (EPR) across the whole of its patient services. The safeguarding team has been developing the system to support early identification of risk. The national notification system Child Protection Information Sharing (CP-IS) is now embedded within the EPR which means that staff in the emergency department and Urgent Care Centres are immediately alerted if a child attends who is a child in care or subject to a protection plan.

We have appointed two maternity safeguarding advisors who work along side the named midwife and the vulnerable women's team. They have been raising awareness about the role of fathers in pregnancy and the neo natal period and have developed the EPR to capture social history and risk indicators for the father of the unborn as well as the mother. The teams have also focused training for staff around ICON coping with crying programme and safer sleeping with the emphasis on including the father in the training given to parents when they take their newborn baby home.

A priority area for the Trust has been improving how we get learning to the frontline staff and support them with service improvement during a very busy time in the health service. The paediatric liaison nurses had developed a monthly bulletin for the emergency departments about key issues and highlighting good practice, the safeguarding team have linked with the Trust communication team to help promote monthly themes, such as support for young carers, and the produce a quarterly newsletter.

The safeguarding children training is now a blend of virtual and face to face training which is flexible to national and local priorities. In the year we hosted training for staff about the new Domestic Abuse Act, unaccompanied minors, Child Sexual Exploitation where we invited Barnardo's to deliver their nightwatch training to staff such as porters, security who work mainly at night, trauma informed care and we continue to reflect the learning from case reviews into our training.

In April 2022 the Trust executive approved our bid to become a White Ribbon UK organisation.

Evidence that demonstrates impact

Parents have provided some feedback to the staff who have delivered the ICON (coping with crying) training.

A mother of newborn twins told the midwife doing a home visit that she had been shown the ICON information and had a discussion with the staff on the ward before discharge and that it had really helped when she was at home and the babies were crying. She felt more confident to manage the crying.

A father said that he had told his male friends who were also new dads about ICON and what he had learnt from the midwife.

Priorities for 2022/23

Adults

- Implementation of LPS.
- Accessible information and identifying Patient With Learning Disability as service users to ensure equality of access.
- Further development: Streamlining adult referral process to make more efficient and accurate.

Children's

- Improving the experience and outcome for people with a Learning Disability or Autism, Children (including the unborn), young people and adults at risk.
- Effective communication to share learning.
- Documentation and Information sharing.
- Liberty Protection Safeguards.
- Teaching and learning.
- Domestic Abuse and Violence against Women and Girls/Gender based violence.

Waverley School

Overview of work in 2021/22

- Completed whole school trauma informed practice training.
- Completed PRICE training which is committed to restraint reduction – 3 trainers trained. All staff trained in theory and focused training for staff who may require practical training.
- All staff completed child protection training plus online training

Priorities for 2022/23

Highlighting neglect, ensuring that pupils get the right support at the right time.



Website

www.safeguardingenfield.org



Facebook

Safeguarding Enfield



Telephone

020 8379 2270 or 020 8379 2578



Twitter

#SafeguardingEnfield

London Borough of Enfield**Council****Meeting Date: 16 November 2022**

Subject: Annual Corporate Parenting Board Report 2021-2022**Cabinet Member: Cllr Abdul Abdullahi****Executive Director: Tony Theodoulou****Key Decision: N/A**

Purpose of Report

1. This report is being presented for Council to note the Corporate Parenting Board governance arrangements and activities in 2021-2022 (Appendix 1) to ensure the services, structures and support that is in place helps looked after children and care leavers to achieve outstanding outcomes.
2. It provides an overview of the Corporate Parenting Board's responsibilities, terms of reference (Appendix 2), key achievements and actions in line with the principles that underpin the core values of being a good corporate parent.
3. The report also provides updates on key priorities set in 2021 and the positive action taken, demonstrating the ambition that is in place for looked after children and care leavers.

Recommendations

4. This report highlights the importance of the Council's corporate parenting role, and councillors are asked to note the responsibilities that everyone has as corporate parents to looked after children and care leavers.
5. Council is asked to note the achievements and challenges that have arisen from corporate parenting activities in the period 2021-2022.

Reason for Recommendations

6. Noting the Annual Report at Cabinet and Council enables Enfield Council to demonstrate its commitment to be a strong corporate parent for looked after children and care leavers throughout the Council.

Relevance to the Council Plan**7. Enfield Council Plan Priorities and Empowering Young Enfield Plan**

The Annual Corporate Parenting Board Report (2021-2022) evidences how looked after children and care leavers have been supported by their corporate parents to achieve improved outcomes.

The work undertaken, and outcomes achieved are aligned with the aims and priorities as set out in the Enfield Council Plan. For instance, the annual corporate parenting board report (2021-2022) evidences how looked after children and care leavers have been supported to build upon skills, access positive activities, inspired and empowered to reach their potential, including being supported into apprenticeships and employment enhancing their life long opportunities. Moreover, this report evidences how we have worked with our looked after children, care leavers and their parents/carers, alongside the partnership and all other stakeholders to develop, implement and review robust care planning to protect and keep our children and young people safe.

Background

8. The Corporate Parenting Board has delegated authority on behalf of the Council to act in the best interest of children looked after by the local authority pursuant to Section 22 (Children Act 1989 (CA 1989)), the relevant children (Section 23A (CA 1989)), young people under the age of 25 who are relevant children (Section 23C (1, CA 1989)).
9. The Corporate Parenting Board is chaired by the Cabinet Member for Children's Services and there is cross party membership ensuring political oversight and scrutiny of the effectiveness of the work carried out to help looked after children and care leavers.

Main Considerations for the Council

10. Annual Corporate Parenting Board Report 2021/2022

Corporate Parent

Being a corporate parent is not just the responsibility of the Corporate Parenting Board, everyone has a responsibility to look after our children and young people, and every councillor and council employee has a role to play as the eyes and ears of the community.

Being a corporate parent means doing whatever we can to support children and young people in our care alongside our care leavers, to help them to achieve their full potential to have the best possible outcomes.

Children and young people are looked after for a variety of reasons including abuse, neglect, where the parents are unable to look after their children due to their own complex health needs or behaviours or where there is no parent to care for them.

Corporate Parenting Board Roles and Responsibilities

The corporate parenting board is responsible for ensuring that the council fulfils its role as corporate parents. The corporate parenting board includes councillors, partner agencies, officers and children in care council (KRATOS) who work together to provide a review and improve the effectiveness of services for looked after children and care leavers. This board is responsible

for holding officers to account for the outcomes for looked after children and care leavers.

Overview of Enfield Looked after Children and Care Leavers Statistics

As of 31st March 2022, there were 383 looked after children aged 0-18 of which 217 were male and 166 female. When looking at the breakdown for ethnicity, 177 children and young people were White British/White Other whilst 206 were from different ethnic groups. BAME.

When considering the types of placement that our children and young people are placed in, 240 of our children and young people were placed with foster carers, 48 with family and friends' carers, 48 were in semi-independent accommodation and 19 were in residential homes, young offenders' institutes some were placed with their parent/s or with their prospective adoptive parent/s,

Children in Care Council (KRATOS)

KRATOS is Enfield's Children in Care Council. The role of KRATOS is to bring young people in care and care leavers together, helping to provide feedback on service delivery, consult on strategies and policies and influence and shape strategic decision making. Between 2018-2021 looked after children and care leavers were consulted and through co-production shaped services by being involved with fifteen plans, strategies, and projects. For example, KRATOS were involved in co-production of a contextual safeguarding film for Enfield children. Two care leavers have achieved level 2 youth qualification. KRATOS took part in National care leavers week and were consulted on the Empowering Young Enfield Plan and were part of the group that presented this plan to overview and scrutiny.

Key Achievements

There are many key achievements and service delivery remains of high quality despite the challenges of the covid-19 pandemic.

For instances, 74% our young people are in education, employment, and training in comparison to the national average of 70%. We are proud that 96% of our looked after children have a completed personal education plan and we have not had any permanent exclusions over the last 5 years.

Enfield is one of the few boroughs that have an 18+ psychologist who offers emotional wellbeing and mental health support to our care leavers.

We are proud that 60% of our children and young people are placed with in-house carers which is better than our statistical neighbours.

We have continued to achieve improved placement stability for our looked after children and young people, for instance 9% of our looked after children

and young people have had 3 or more placements compared to 9.7% for our statistical neighbours and 11% nationally.

Enfield had 17 newly approved foster carers in 2022 which is the highest across the consortium boroughs.

Views and feedback of our children, young people and care leavers is critical to our continuous improvement journey. For example, a survey of care leavers told us that 97% of our care leavers felt 'well supported by their worker'.

Updates against priorities set in 2021 and where we are now

The loft conversion and additional bedroom grant policy is now in place, six potential loft conversion/additional bedroom applications are currently being progressed with feasibility assessments to increase the number of in-house foster carers and to help keep larger sibling groups of looked after children together.

We are now working with our private housing partners Gateway to provide properties for our 18+ care leavers to help them take firm steps to living independently. The first property has been set up and going through planning.

A joint protocol between the youth justice service and social care is now in place to strengthen joint working and shared care planning for those looked after children known to the youth justice system. This protocol is now part of our day to day good practice.

We have an additional missing persons coordinator which strengthens a timely response to where children and young people have been missing whereby, we are able to provide appropriate support and intervention to prevent further missing episodes.

The 18+ psychologist saw 56 care leavers and had 67 consultations with social workers.

In line with the DfE priorities at a national level, one of our priorities was to ensure our looked after children and young people attended schools during lockdown. Our looked after children and young people had the highest attendance across all London boroughs during lockdown. At the end of the academic year, we had the 13th best school attendance in England.

Safeguarding Implications

11. This report highlights the work undertaken by corporate parents evidencing how they have fulfilled their duties in supporting our looked after children and care leavers to achieve their full potential whilst safeguarding them.
12. Robust checks and balances are in place whereby the corporate parenting board has the right membership at political and strategic level to be able to

offer objectivity and appropriate scrutiny. The reports presented to corporate parenting board demonstrate identification of safeguarding concerns and potential risks alongside planned actions, timescales, and review arrangements. For example, the annual local authority designated officer (LADO) report provides an overview of the number of allegations made against those in a position of trust in relation to looked after children and young people alongside the outcome of investigations and actions taken. Moreover, the corporate parenting board has oversight of how many looked after children and young people have had a missing episode and what safeguarding measures have been put into place to address and reduce such risk factors. There is a strong partnership across Social Care and Health, for instance the LAC health team is co-located within the Looked After Children and Care Leavers Service, which includes the Designated LAC Nurses and Clinical Lead for CAMHS alongside a Psychiatrist and Psychologists. This multi-agency professional approach supports timely responses to ensure appropriate and safe management of identified safeguarding concerns in line with NHS clinical governance.

13. There is good communication and strong commitment across the partnership as safeguarding is everyone's responsibility.

Public Health Implications

14. Enfield children's social care has a strong partnership with health services, which includes the co-location of health professionals (Designated LAC Nurses, CAMHS clinicians) whereby together we are able to support young people to 'start life well', ensure that they are safe, thrive, access the right services at the right time and meet their health needs. This coordinated approach evidences joint working and service planning across social care and health when providing services to looked after children.
15. The Corporate Parenting Board members include health colleagues (Designated Doctor, Designated LAC Nurse, Head of Children and Young People Strategic Commissioning (Integrated Care Board)) to ensure strong joint-up working promoting the physical and mental health wellbeing of looked after children and care leavers.

Equalities Impact of the Proposal

16. An Equality Impact Assessment has been carried out for the Annual Corporate Parenting Board Report 2021-2022. This report provides progress against the priorities set in 2021.
17. It should be noted that the partners we engage with are required to assist us in meeting our obligations under the Equality Act 2010.

Environmental and Climate Change Considerations

18. There are no environmental implications. However, the improved use of technology has enabled us to become paperless, reduce the need for travel and increase modes of communication with the younger generation.

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

19. There is no statutory requirement for this report to be published.

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

20. The Annual Corporate Parenting Board Report helps Enfield Council to demonstrate how it fulfils its corporate parenting role and responsibilities. It will also mitigate reputational risk, demonstrating openness and transparency about how we have undertaken our corporate parenting duties.

Financial Implications

21. There will be no additional costs as a result of this report.

Legal Implications

22. Corporate parenting principles for English local authorities

The Children and Social Work Act 2017 No 1 sets out what the Corporate parenting principles are: -

(1) A local authority in England must, in carrying out functions in relation to the children and young people mentioned in subsection (2), have regard to the need—

(a) to act in the best interests, and promote the physical and mental health and well-being, of those children and young people;

(b) to encourage those children and young people to express their views, wishes and feelings;

(c) to take into account the views, wishes and feelings of those children and young people;

(d) to help those children and young people gain access to, and make the best use of, services provided by the local authority and its relevant partners;

(e) to promote high aspirations, and seek to secure the best outcomes, for those children and young people;

(f) for those children and young people to be safe, and for stability in their home lives, relationships and education or work;

(g) to prepare those children and young people for adulthood and independent living.

- (2) The children and young people mentioned in this subsection are—
- (a) children who are looked after by a local authority, within the meaning given by [section 22\(1\)](#) of the Children Act 1989;
 - (b) relevant children within the meaning given by section 23A(2) of that Act;
 - (c) persons aged under 25 who are former relevant children within the meaning given by section 23C(1) of that Act.

(3) In this section—

“local authority in England” means—

- (a) a county council in England;
 - (b) a district council;
 - (c) a London borough council;
 - (d) the Common Council of the City of London (in their capacity as a local authority);
 - (e) the Council of the Isles of Scilly;
 - (f) a combined authority established under [section 103](#) of the Local Democracy, Economic Development and Construction Act 2009; “relevant partners”, in relation to a local authority, has the meaning given by [section 10\(4\)](#) of the Children Act 2004.
- (4) A local authority in England must have regard to any guidance given by the Secretary of State as to the performance of the duty under subsection (1).

The report purports to confirm the Local authority has fulfilled the duties imposed on it by the above acts.

Workforce Implications

23.A strong workforce is essential to delivering excellent services. There are ongoing recruitment and retention issues relating to children’s social workers both at local and national level. We have implemented a variety of strategic actions to address recruitment and retention challenges, achieve workforce stability and ensure succession planning.

24. Cultural conversations have happened across the workforce to gauge an understanding of what is working well alongside what needs to change for next steps to be identified.
25. Social workers are offered a 4 consecutive weeks sabbatical leave after 3 years of continuous service with Enfield Council. Enfield Council has supported an increased number of social work apprenticeships alongside recruiting newly qualified social workers and supporting them with their Assisted Supported Year in Employment (ASYE). We have increased our intake of North London Step-Up to Social Work students' placements from 4 to 8.
26. Enfield Children and Family Services has recruited 20 international social workers who have arrived and are now working for Enfield Council.
27. As part of succession planning, a bespoke 10-week induction programme was developed and delivered to service managers who had stepped up from team management positions. This is now being adapted for middle managers to identify the leaders of the future and help with succession planning.

Property Implications

28. None

Other Implications

29. None

Options Considered

30. None

Conclusions

31. All those in the Council who are corporate parents are aware of their roles and responsibilities ensuring that Enfield achieves outstanding outcomes and improves the life chances of looked after children and care leavers.

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Date of report: 29.10.2022

Appendices

Appendix 1

Appendix 2

Background Papers

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

None

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Corporate Parenting Board **ANNUAL REPORT** **2021-2022**



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What is a Corporate Parent

Local Authorities must provide the care, support and security that young people need if they cannot stay at home safely and becomes the young people's 'corporate parent'.

Being a corporate parent is not just the responsibility of the Corporate Parenting Board, everyone has a responsibility to look out for our children and young people, and every councillor and council employee has a role to play as the eyes and ears of the community.

Being a corporate parent means doing whatever we can to support young people in our care and our care leavers, to help them to achieve their full potential and to have the best possible outcomes.

Why are children in care?

Young people are looked after for a variety of reasons including neglect and abuse. They could also be in care if their parents are unable to look after them because of their own complex health needs or behaviours. Some young people have no parents to care for them, or they could be unaccompanied asylum seekers.



Message from the Chair

Welcome to our Corporate Parenting Annual Report, which details the work of the Corporate Parenting Board and our services to looked after children and care leavers. The voice of the child is at the very heart of what we do.

The role of 'Corporate Parent' is a collective responsibility of the Council, therefore all councillors have a basic level of responsibility for children in care and care leavers with a clear focus for all of us being more parent and less corporate with a view of "would this be good enough for my child". I would like to thank everyone for their commitment, hard work and dedication during the pandemic who worked tirelessly on supporting our young people and carers in unprecedented circumstances.

Cllr Abdul Abdullahi
Cabinet Member for Children's Services



The role of the Corporate Parenting Board

The Corporate Parenting Board has delegated authority on behalf of the full Council to act in the best interest of:

- Children who are looked after by the local authority pursuant to **section 22 (Children Act 1989 (CA 1989))**
- Relevant children (**section 23A, CA 1989**)
- Young people under the age of 25 who are relevant children (**section 23C(1), CA 1989**)

The Corporate Parenting Board meets at least four times a year and is supported by Officers from Local Authority and wider partnership as required (see appendix terms of reference). The Head of Service for Looked After Children and Care Leavers or designated deputy is required to attend the board every quarter. The Corporate Parenting Board is responsible for ensuring that the Council fulfils its role as corporate parent to the above and that Members, partner agencies, officers, and the Children in Care Council work together to provide, review and improve the effectiveness of services to looked after children. It is the board's responsibility to hold officers to account for the outcomes of looked after children and care leavers with the views and voice of the child the very heart.

The Corporate Parenting Board is chaired by the Cabinet Member for Children's Services and deputised by one of the other Councillors on the Board. It comprises of:

- Cabinet Member Majority Group
- Shadow Cabinet Member for Majority Opposition Group
- One additional Elected Member – Majority Group
- One additional Elected Member – Majority Opposition Group
- KRATOS (Children in Care Council)
- Chief Executive
- Executive Director: People
- Director of Children and Family Services
- Director of Education
- Head of Corporate Parenting
- Head of Service for Children and Young People Commissioning for CCG NCL
- Designated Looked After Children Doctor
- Designated Looked After Children Nurse
- Foster Carer





Cllr Abdul Abdullahi
Cabinet Member for
Children's Services –
Labour



Cllr Andrew Thorp
Conservative



Cllr Christine James
Labour



Cllr Chris Joannides
Conservative



Ian Davis
Chief Executive



Tony Theodoulou
Executive Director:
People



Anne Stoker
Director of Children and
Family Services



Peter Nathan
Director of Education



Mary Murrill
Designated Looked
After Children Nurse



Suzanne Rowson
Head of Corporate
Parenting and Head
Teacher of the Virtual
School, HEART Child and
Adolescent Mental Health
Manager, Children in Need
Strategic Educational Lead



Nazmin Mansuria
Head of Children and
Young People Strategic
Commissioning
North Central London
Integrated Care Board



Rashmi Patel
Head of Looked After
Children and Leaving
Care



Member from KRATOS

Corporate Parenting Board Responsibilities

The Children and Social Work Act 2017 places a legal duty on all Local Authorities to have regard to a set of seven corporate parenting principles when exercising their functions. These principles are underpinned by the core value of 'is this good enough for my child'

- To act in the best interests and promote the physical and mental health, and wellbeing of children and young people
- To encourage children and young people to express their views, wishes and feelings
- To take account of the views, wishes and feelings of children and young people
- To help children and young people to gain access to, and make the best use of, services provided by the local authority and its relevant partners
- To promote high aspirations and seek to secure the best outcomes for children and young people
- For children and young people to be safe and have stability in their home lives, relationships, education, or work
- To prepare children and young people for adulthood and independent living.

If this were my child would it be good enough?

How could I make a difference as a corporate parent?

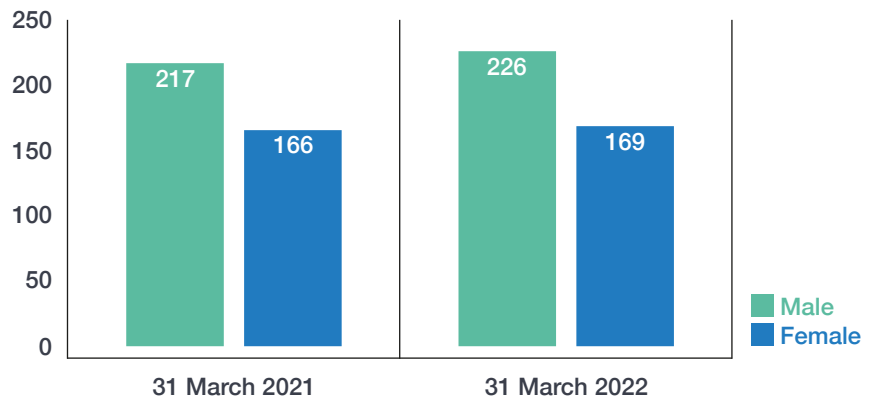
If I were that child, would it be good enough for me?



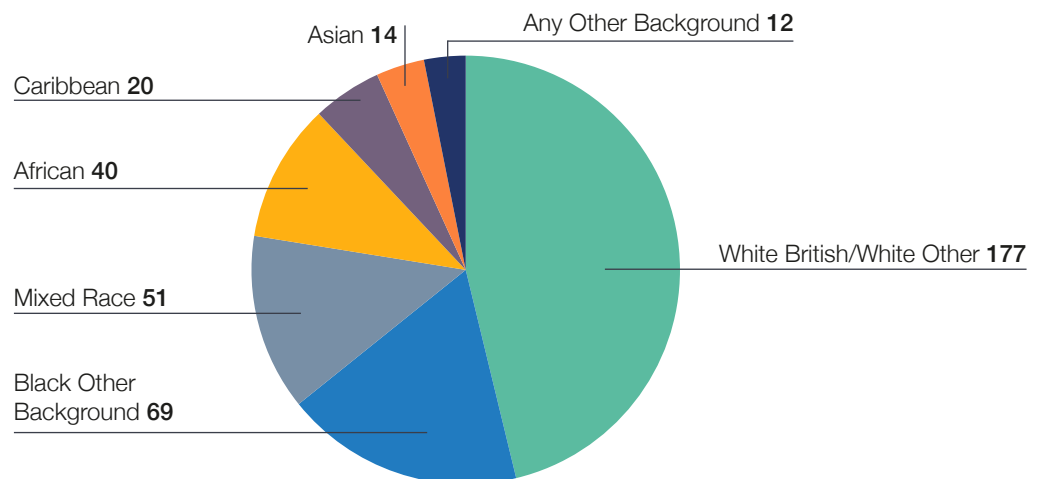
Overview of Enfield Looked After Children and Leaving Care Statistics

Enfield is the 5th largest borough in London. The latest available statistics recorded in 2020 showed Enfield having a high proportion of children under 15 years of age living in the borough. There are currently 383 looked after children aged 0-18 years. Below is a breakdown by gender, ethnicity, and placement type.

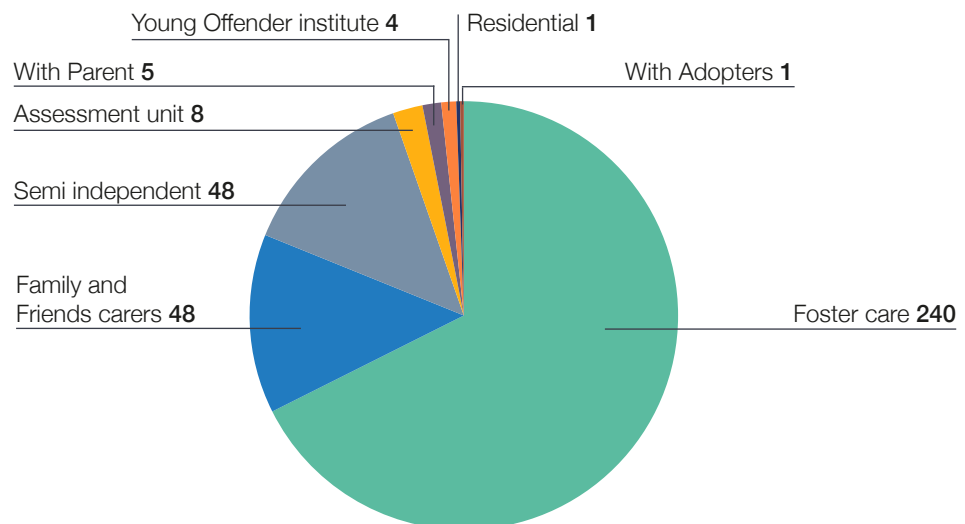
Gender of Looked After Children



Ethnicity of Looked After Children (31 March 2021)



Placement Types (31 March 2021)



KRATOS the Children in Care Council

KRATOS is Enfield's Children in Care Council where young people in care come together to feedback to the Participation and Consultation Officer (managed by the Head of Corporate Parenting) to shape their services as looked after children and care leavers to Enfield.

The name KRATOS was chosen by them, and means 'Power, Strength.' They are part of the Corporate Parenting Board. KRATOS takes part in activities, trips and educational opportunities. They take part in consultations to ensure that we are informed of their views, which shapes service delivery. KRATOS is separated into two groups; under 16s and over 16's and takes place every other week. We now hope that this will take place at the new Youth Centre. Both groups meet to share ideas, attend focused workshops e.g., money management, and discuss future projects, which is facilitated by the Consultation and Participation Officer.

Between 2018-2021 looked after children and care leavers were consulted, and through co-production shaped services by being involved with 15 plans, strategies and projects such as the Special Educational Needs Strategy, Looked After Children & Leaving Care Strategy, Vulnerable Persons Strategy, Homeless & Housing Strategy, Health Passports, Independent Reviewing Officer Strategic Priorities, Children & Young Peoples family plans, Poverty and Inequality Commission, Leaving Care Local Offer, Youth Empowerment Strategy, the design of the Enfield Care Leavers Hub, part of the process of appointing the new Consultation and Participation Officer, the Care Leavers Pledge (see below) which was co-produced, appointing the Director of Children's Services and design of the Children's portal.

KRATOS
the future is in our hands



the children in care council

100%
*of Enfield children in care
in Key Stage 1 (aged 5-7)
said they had their say in
how the support being
offered to them*

98%
*of Enfield children in care
in Key Stage 2 felt that they
were supported by the
adults around them*

Enfield's Pledge to Care Leavers

Enfield's original Pledge to Care Leavers has been updated following consultation with 73 Enfield Care Leavers during the Care Leavers Celebration.

We welcome the clear statement from the Care Leavers who attended the event on the things which are most important to improve the experience of children in care and care experience to people.

Specifically, we pledge, in our written policies, procedures and practices, to take clear steps to ensure that all the services we deliver will demonstrably:

- 1** Promote more love in the care system including displays of positive physical affections;
- 2** Ensure care experienced people are regarded and treated as individuals worthy of respect, and to promote that respect whenever we can regardless of any discriminatory factor i.e. disability;
- 3** Ensure that relationships are seen as central to all our policies and procedures to support children in care and care experienced people;
- 4** Take clear steps to improve stability and continuity in the lived experiences of people in care;
- 5** Emphasise the importance of working with our partners and young people to raise awareness of need and improve support for the mental health and well-being of children in care and care experienced people in our local area;
- 6** Recognise in our daily work that the impact of care experience does not end at 18 or 21 or even 25. We will engage with you, seek your views and review our practice to remove age restrictions on support wherever we can;
- 7** Protect, promote and where necessary rebuild family and community connections and help those young people for whom we are responsible, to understand their personal history;
- 8** Make sure that young people in our care are routinely engaged, consulted and have a real say in their own lives prior to decisions being made (whenever possible) and provide them with opportunities for growth i.e. sporting activities, careers support;
- 9** Ensure that young people in our care are properly and fully informed of their rights and responsibilities and offer advocacy to ensure they receive them; and
- 10** Listen to the voice of children in care and care experienced people of all ages and always consult them about changes to services and support.

Examples of looked after children & leaving care consultation and participation in 2021 includes:

- During mental Health Week 2021, KRATOS took part in a film “How are you?” which focused on how the pandemic affected young people’s mental health.
- One care leaver has been accepted on the Home Office Board for Borders, Immigration and Citizenship. This is a fantastic opportunity for young people to shape service delivery on a national and international level.
- One care leaver is now part of the Peer Power scheme (which is a paid role), where they share their experiences of being in care and being in a secure setting in relation to mental health.
- KRATOS were involved in the co-production of the children’s contextual safeguarding film for Enfield children.
- KRATOS are part of Enfield’s Youth Parliament and part of the film produced during Mental Health Awareness week to tackle stigma in relation to mental health.
- Two care leavers have achieved a level two Youth Worker qualification.
- One care leaver is now trained as a Young Inspector and completed a mock inspection of another Local Authority.
- Care leavers have taken part in the consultation process for the Enfield Children and Young Peoples Plan - Empowering Young Enfield and the youth participation guidance across all services for children in Enfield.
- Consultation on the independent living workshop training for care leavers, before being presented to Housing Panel.
- KRATOS were interviewed by the Learning and Work Institute and shared their thoughts and experiences of the Welfare system.
- Care leavers and looked after children continue to be the part of the pan London Children in Care Council, ensuring Enfield is represented and part of the different focus groups which shape the national picture for looked after children and care leavers.
- Care leavers part in National Care Leaver week.
- Care leavers contributed to scrutiny when the Empowering Young Enfield Children’s Plan was presented.
- Care Leavers took part of the mock in house inspection of the Care Leaving Service.
- Looked after children & care leavers took part in the independent review of Social Care.
- Care leavers and looked after children attended the annual Social Care Conference.

*Local Offer to
care leavers*

*The care
leaver Hub*

*18+ CAMHS
Service*

*Special
Educational Needs
visit by the Department
for Education said
looked after children
with an EHCP received
outstanding support
during Covid*

Achievement day

Achievement day is an annual fun day held to celebrate the successes and achievements of Looked After Children both in and out of borough. Young people are nominated for awards by professionals and receive a certificate and voucher. The day includes a range of activities such as a bouncy castle, face painting, a mad scientist, a craft stall, football and a book stall where all the young people can choose a free book.



Face painting



Craft stall



Presentation of certificates

*A large
proportion of
our care leavers
are attending
university*

*No Enfield
looked after
child has been
permanently
excluded from
school in
5 years*

Enfield Local Offer for Care Leavers

We have an outstanding offer for our care leavers which our care leavers have shaped and developed.

You said

We want to help design the Care Leavers Hub

We did

We had a working party on this, and care leavers were part of the launch.

You said

As care leavers we want support with mental health, welfare and financial entitlement, sexual health service and access to employment

We did

These sessions are part of the care leavers Hub with a weekly timetable of sharing sessions taking place. We now have an 18+ CAMHs therapist who spends every Thursday in the Hub for drop-in sessions.

You said

We want swimming lessons

We did

Enfield Swimming Club deliver weekly swimming lessons every Friday for looked after children aged 7-9.

You said

KRATOS should have a takeover session at Corporate Parenting including a workshop on apprenticeships and how they could be introduced for Enfield care leavers

We did

We now have four leaving care apprenticeships.

Next Steps

The report demonstrates the variety of ways in which we position the voice of the child centrally to the service which we provide in Social Care as corporate parents. However, we believe in Enfield that we can further enhance this service by sharing the good practise of Looked After Children, Leaving Care, Cheviots and other services in Education and Social Care. In light of this the Head of Corporate Parenting is the nominated lead for the Council's guidance on youth participation. The purpose of the guidance is to support the inclusion of children and young people in consistent and meaningful consultation, engagement, and co-production. This relates to the work of the council in the development of strategy, policy, campaigns, in service design and delivery with evaluation. The guidance will set out different approaches to youth participation, guiding principles, and practical considerations to support council officers to develop and deliver meaningful and effective youth participation activities. Youth participation will further support the work across all of Children and Family Services. It is also intended for this guidance to widen their input across the whole organisation and enhance the councils work for children and young people up to the age of 19, and 25 for care leavers with Special Educational Needs and Disabilities. Further guidance is also due to be developed in 2022, to enhance the inclusion of our families in consultation, engagement and co-production. The youth participation strategy is due in summer 2022.

As corporate parents we have also reviewed the Corporate Parenting Board. The Corporate Parenting Annual Report summaries the reports shared at Corporate Parenting, which KRATOS will use to hold us to account and evaluate whether the improvement priorities set out in each officer's report has been achieved. This will take place during the takeover of the Corporate Parenting Board. In addition to the questionnaires we conduct, the following surveys will be given out to our young people at achievement day and care leavers conference and via the Personal Education Plan, so that we can annually benchmark ourselves (similarly to the survey commissioned by Bright Spots).

A multi disciplinary team supports all looked after children and care leavers

Positive feedback from Foster Carers

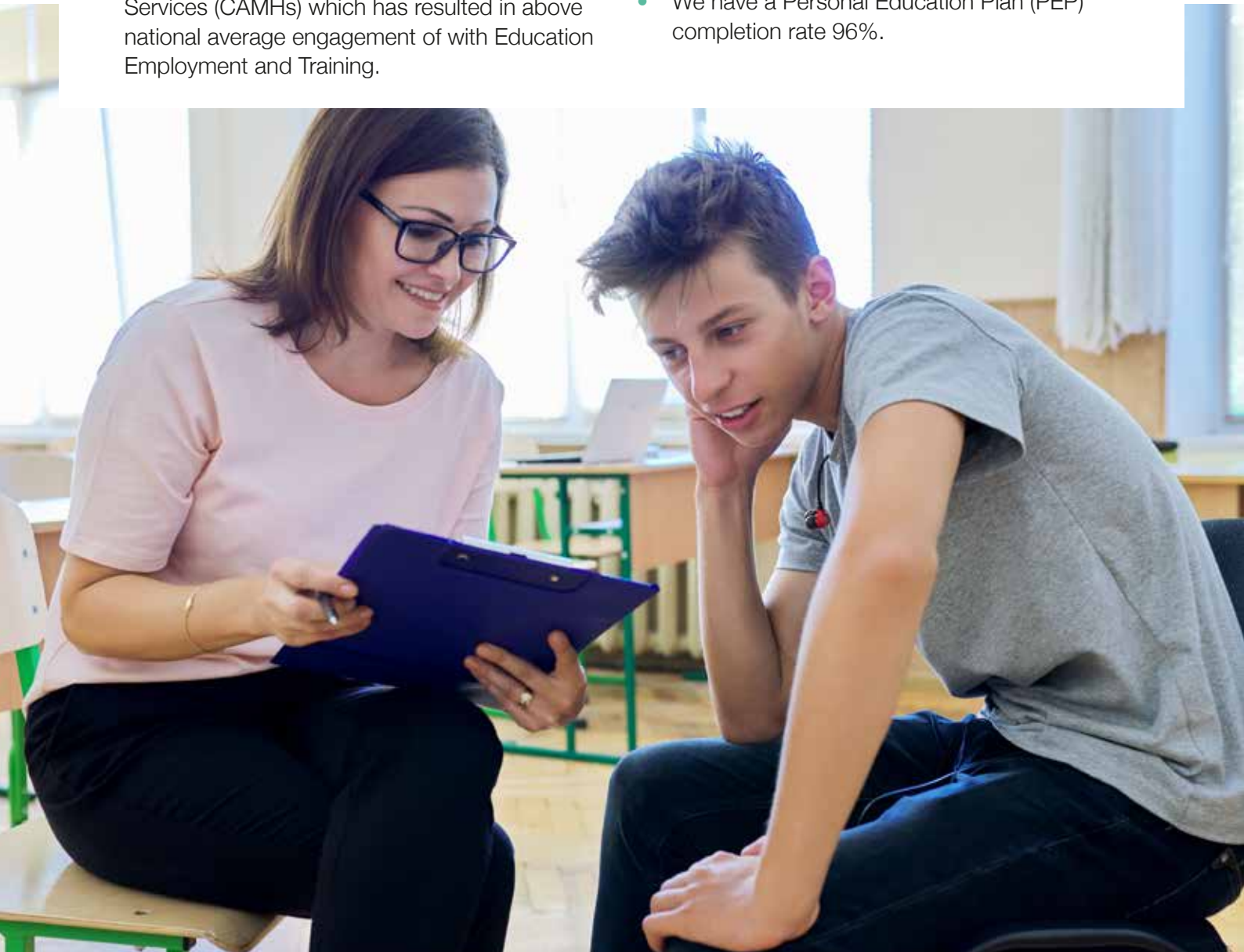
Trauma Informed Practice

Key Achievements in 2021

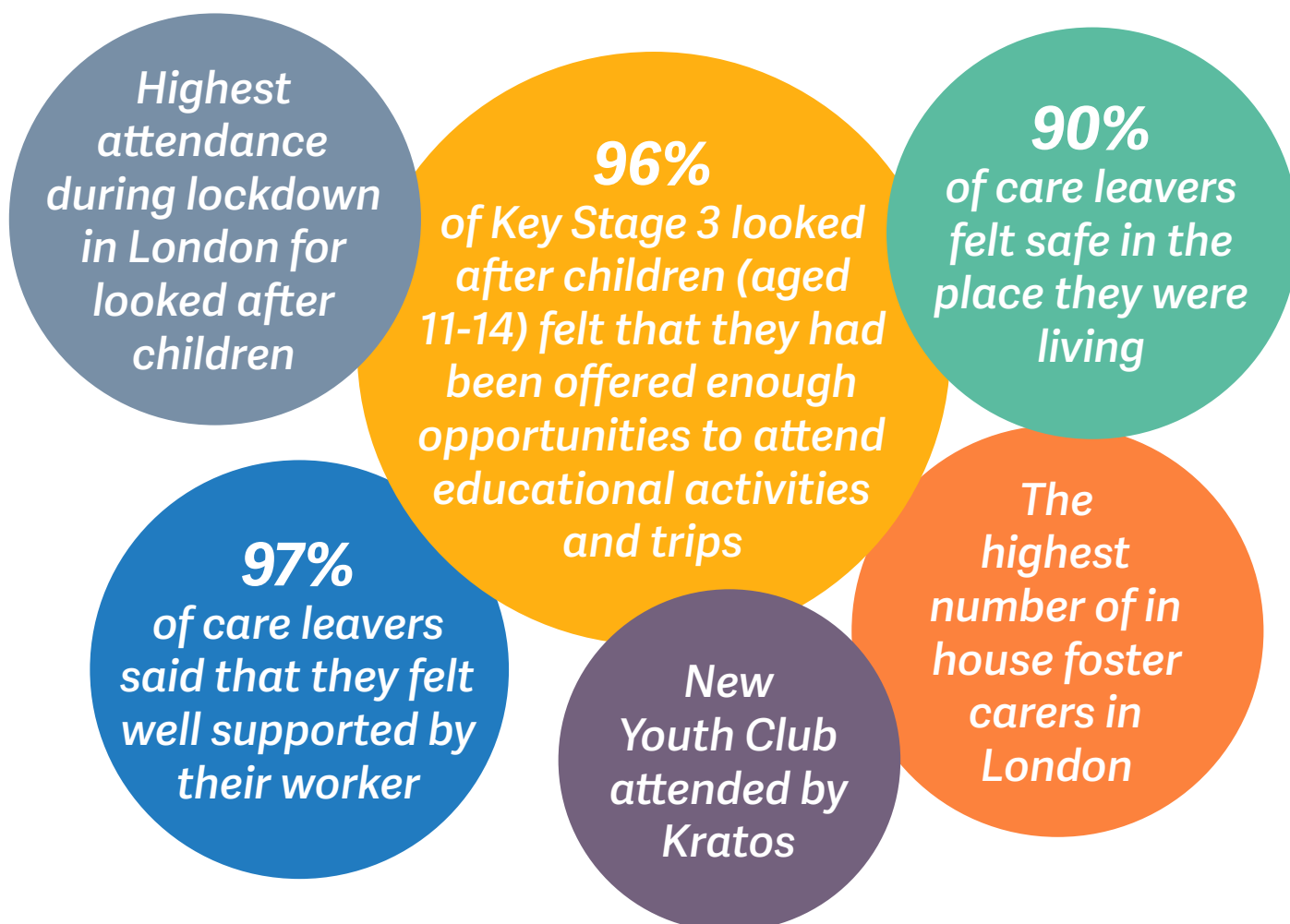
There are several outstanding key achievements which need to be celebrated, that have ensured looked after children and care leavers receive an outstanding service. All services despite the challenges of Covid adapted to deliver the very best for our young people, with the key focus of “would this be good enough for my child”.

Key achievements

- Above national average engagement in Education Employment and Training (EET) (74% in Enfield compared to 70% Nationally)
- The Striving To Achieve and Aim Higher panel (STAAH), which works to ensure engagement in Education Employment and Training, has key partner agencies such as CATCH 22, careers advice, and Child and Adolescent Mental Health Services (CAMHs) which has resulted in above national average engagement of with Education Employment and Training.
- A dedicated missing person coordinator is in place. As a result, 6% of looked after children and care leavers go missing from placement, compared to 10% Nationally, 11.7% in London and 11.7% for our statistical neighbours;
- The impact of Health Education Access to Resources Team (HEART) Child and Adolescent Mental Health Service is demonstrated by Enfield looked after children's average Strengths and Difficulties Questionnaire (SDQ) score of 10.8 in Enfield compared to 14.2 nationally.
- Enfield is one of the few London boroughs to have an 18+ Child and Adolescent Mental Health worker. Fifty-seven young people are seen in a year in addition to sixty-seven consultations to social workers.
- We have a Personal Education Plan (PEP) completion rate 96%.



- Looked after children's school attendance is 95% in line with the national average.
- The percentage of looked after children achieving 4+ in maths and English is above the national average.
- No Enfield looked after child has been permanently excluded from school in the last 5 years.
- Working protocols between the Youth Justice Service and social workers in resettlement planning has improved.
- The care leavers hub, a one stop for mental health support, support for sexual health and careers advice has been launched.
- Family group conferences have successfully reduced young people coming into care.
- 9% of Enfield's looked after children have had 3 or more placements compared to 9.7% for our statistical neighbours and 11% nationally.
- Enfield have 17 newly approved foster carers in 2022 which is the highest across the consortium boroughs.
- Trauma informed practice supervision is in place for all social workers.
- Enquiries to Adopt North London have increased.
- Family finding team have allocated £860k of spending on therapeutic support from Adopt North London.
- 60% of all Enfield's foster placements are in house above which is above our statistical neighbours.
- Placement stability is increasing.
- The Summer English Speakers of Other Languages (ESOL) school was well attended.
- A 24-hour 7-day-a-week helpline launched by Enfield Access to Resources and Integrated Service (ARIS) team during Covid to support independent provisions.
- Positive feedback on contextual safeguarding to semi-independent.



Updates against priorities

What we said we would focus on	Where we are now
Develop the Reflective Fostering Study in collaboration with the Anna Freud Centre and Hertfordshire University. This is a 10-week programme which aims to help promote placement stability by helping the carer to keep the child in mind.	This is now in place.
To develop the Loft Conversion/Additional Bedroom Grant Project as part of an 'invest to save' initiative.	Policy is now in place. Six have been identified and are in the process of loft conversion.
Reduce the number of specialist Independent Fostering Agency placements.	Ongoing with in-house marketing strategy.
Commission a wider range of semi-independent provisions to make sure Enfield's Care Leavers receive effective support and live in a stable accommodation which meets their needs and helps prepare them for independence.	Yes. The London Accommodation Pathfinder for young people is used as an alternative to secure. New semi-independent tender in place. All semi-independent placements will be regulated by Ofsted by 2024.
Complete a cost/benefit analysis to consider the viability of setting up a Council run children's residential home.	Completed. Progressing to procurement stage.
To try to ensure that the council continues to engage with semi-independent providers in provider forums and deliver training to staff working in semi-independent provisions. Some of the training due to be delivered for this year is through a joint session with the police on youth violence and Prevent training.	Training being delivered to semi-independent provisions. Regular bitesize training.
To work with our Housing partners in the private sector, Housing Gateway Ltd (HGL) to provide some properties for our 18+ care leavers who are ready to make the step up to independent living with no or little support.	First property set up going through planning.
To work with the North Central London (NCL) to develop a London Accommodation Pathfinders (LAP) project to develop an alternative to custody provision in Barnet, with a psychologically and trauma informed approach to a young person's development to reduce recidivism and improve outcomes for children, aged 16-17, who would otherwise be in custody.	Property identified in Barnet. Property is going through refurbishment. London Accommodation Pathway to go live in December 2022.

What we said we would focus on	Where we are now
<p>At a national level, there have been calls for Councils to consider regulating semi-independent provision to ensure that there is consistently high-quality provision across the system. However, there are concerns that this could reduce choice and capacity or increase costs. Enfield are contributing, where required, to any research around this.</p>	<p>National guidance from Ofsted. Awaiting final framework with Ofsted.</p>
<p>To increase the number of eligible care leavers claiming the correct housing benefit/housing element. To ensure care leavers are accessing all of their entitlements including housing benefit to help them prepare for independence.</p>	<p>Completed. Most eligible care leavers are claiming income generation of approximately £600k. 65 are of care leavers accessing their entitlements.</p>
<p>Continue to build up a professional network of partner agencies (i.e. Kick Start, Drive Forward) to support our young people into education, employment or training via pre employability programmes, and traineeships.</p> <p>This includes making connections with the National Leaving Care Benchmarking Forum (NLCBF) and sharing best practice nationally and strategies with other Local Authorities.</p> <p>We have also established links with the Care Leavers Covenant, which supports care leavers in many ways.</p>	<p>We now have key partners on the Striving To Achieve and Aim Higher panel (STAAH) and our education, employment and training figures have improved.</p>
<p>The Child and Adolescent Mental Health Service (CAMHS) Psychological Therapist has agreed to support young people who are 18+ as well as professionals to facilitate education, employment and training interventions. This is quite relevant due to the number of Care leavers who are NEET because of anxiety and/or other emotional/mental health related issues.</p>	<p>In the year since the appointment, 56 young people were seen and 67 consultations given to social workers.</p>
<p>Developing ways to best support young people at the HUB.</p>	<p>We are currently working towards:</p> <ul style="list-style-type: none"> • Creating and developing an online presence and use of the Hub to facilitate the access of Care Leavers to its services/information available. This will be part of the current ‘Youth Enfield’ website. • Maximising the support available (in person/ online) by Partner Agencies to Young People in Care and Care Leavers through the Hub. • Exploring the online development of additional service user feedback mechanisms.

What we said we would focus on	Where we are now
Setting up targeted workshops alongside the Virtual School for young people on education, employment and training options, progression routes and making the most of work experience placements.	Virtual on-line training was delivered in the summer term.
Continue to embed and implement the actions agreed within the improvement plan created in response to the internal inspection that the Service underwent in May/June 2021.	Positive outcome from recent focused visit on care leavers in July 2022.
Engage and liaise with Adult Services and Enfield Housing to improve pathways for our Care Leavers.	This is ongoing however in the last year 63 young people have been nominated and moved into council tenancies.
Continue to develop the Local Authority Designated Officer (LADO) Service and deliver awareness raising sessions, through training, within the statutory and voluntary sector.	This is now in place.
Undertake audits, within the safeguarding and quality service to assess the effectiveness of the Local Authority Designated Officer (LADO) service which was outstanding from the previous year due to other service priorities, and later the outbreak of Covid-19.	This is in place.
Improve the protocol for social workers to attend all relevant Initial Allegations against Staff and Volunteer (ASV) meetings.	This is in place.
Support implementation of Local Authority Designated Officer referrals via the Children's Portal.	This is in place.
Improved information sharing and joined care planning in relation to remands in Local Authority care between Social Care and YOS.	A joint protocol policy is now in place. Joint supervision and both attend placement panel.
Additional 0.5 Missing Persons Coordinator to be recruited to the service to support with return home interviews especially for young people who go missing multiple times.	This is now in process.
Continue to develop the Readiness to Practice programme for all newly qualified social workers on the Assessed and Supported Year in Employment (ASYE) programme. Increasing from 2 weeks to 3 weeks.	This is now in place.
Ensuring that social work training integrates the Post Qualified Standards and aligns to the Professional Capabilities Framework.	This is now in place.

What we said we would focus on	Where we are now
We will continue to provide opportunities for staff to become Practice Educators, by offering places each year. This allows Enfield to take students from universities and shows our commitment to being a learning environment. By taking on final year students, we aim to recruit and retain as many of our students as possible.	This is now in place.
Enfield are part of the north London Step Up programme which is a 14-month work-based programme leading to a postgraduate diploma in social work. This year we increased our intake offer from 4 to 8 places.	This is now in place.
Continued focus on identifying permanence for children with a social worker to support children to have stable long-term placements able to meet their needs.	This is now in place.
Increased feedback from young people. This is an area which is regularly discussed in quarterly meetings between Barnardo's and the Local Authority.	This is now in place.
Plans are in place to resume the arrangements for the Lead Advocate to have a presence at Charles Babbage House.	Barnardo's attends Charles Babbage House every two weeks.
Arrangements for advocates to attend child protection conferences in person (as per arrangements before the pandemic).	This is now in place.
To continue to promote the service via publicity material and for advocates to attend team meetings.	This is now in place.
Increase the awareness of the Independent Visitor scheme across the service. Ensure that there is literature available to explain to foster carers and children about the scheme to promote the service and encourage referrals.	19 looked after children were matched with an independent visitor. Social workers and independent reviewing officers continue to suggest to children in their reviews and visits how an independent visitor can support them and hear their voice.
Adapt a hybrid model of working.	This has been successfully achieved and other Local Authorities have requested that Enfield share their good practice.
To review family group conferences which are now held in-house.	Families are taking a more active role in developing safety plans which prevents children coming into care, along with the introduction of the Enfield conversation.
To continue to improve placement stability.	There has been a steady improvement in the last three years, increasing from 67% to 72.7%.

What we said we would focus on	Where we are now
Improve further recruitment of black or dual ethnicity parents.	A long-term project is in place with an external consultant to better understand the data. This is a long-term commitment.
To continue to adapt to hybrid model of working.	Ongoing.
Build on Adopt London North's reputation on social media.	This is an ongoing development.
Drop in sessions for social work teams who are completing life story work	This is in place, ongoing.
Improve attendance.	Enfield looked after children had the highest attendance during lockdown (75%).
Reduce exclusions.	Exclusions have been reduced.
KS4 attainment to be in line with the national average.	KS4 average attainment is now above the national average.
80% of Personal Education Plans (PEP) quality to be considered 'good' or 'better'.	95% of Personal Education Plans are completed each term, with 95% considered 'good' or 'better'.
Continue effective mental health support through Child and Adolescent Mental Health Services (CAMHS).	Strengths and Difficulties Questionnaire (SDQ) scores are 11.4 or below the national average which demonstrates that support is effective.

Annual Report on the Fostering Service

Purpose of Report

To provide an update to the Corporate Parenting Group on the work of Enfield's Fostering Service.

Executive Summary

Enfield Council's foster carers provide stability, care and family support to children and young people who are not able to live with their birth family. This is often a temporary arrangement whilst work is done to return the children to their families but can also be a long-term arrangement by order of the court or as approved by the agency decision maker. Our pool of foster carers will be the looked after child's alternative family for as long as that care is needed. With the help and support of their family and friends in their support network, they can make a positive difference to the children in their care and prepare them for the future.

Fostering is one of the most heavily regulated services within social care and the independent fostering panel continues to play an important role in monitoring compliance with all statutory requirements and in providing an additional layer of Quality Assurance. The Chair of the Enfield fostering panel has an extensive social work background and is very experienced in the field. Panel members consider the suitability of applicants wishing to foster. Enfield's Agency Decision Maker, the Director of Children's Services, makes the final decision on approvals based on the information and recommendations provided by the panel. Joint panel training between panel members and fostering team members is held twice a year to ensure knowledge on legislation and practice issues are shared.

The service also has responsibility for private fostering work. Private fostering is when a child aged under 16 years old (or 18 years old if they have a disability) is looked after full time for more than 28 days. Private fostering is arranged and agreed by the child's parents and the family who will be caring for the child. The law requires that parents must inform the Local Authority at least six weeks before the arrangement begins that they intend for somebody else to privately foster their child. Enfield social care has a duty to safeguard and promote the welfare of all children in their borough and to ensure those in private fostering arrangements are safe and secure.

Annual Report on the Commissioning Framework

Purpose of Report

This report provides the Corporate Parenting Board with an overview of semi-independent provisions commissioned by the council to accommodate looked after children (LAC) aged 16-18 and care leavers. It provides information on the quality assurance of commissioned services and includes findings from a recent internal audit.

The report also details how the Council has supported local semi-independent providers during the coronavirus pandemic.

Executive Summary

The Council commissions a range of semi-independent placements to meet the different needs of the leaving care cohort. The placements that the Council commissions within the new tender are:

- 24-hour staffed provisions
- Complex/high needs
- 18-hour staffed units
- Night staff only units
- Therapeutic mental health
- Female only
- Out of borough
- Parent and Child
- Stand alone flats
- Unstaffed shared units for 18+ care leavers

Within the tender, there are some objectives which providers are expected to achieve. These are:

- Increasing placement stability
- Increasing the skills of the young people for them to successfully transition into independent living and eventually to their own Council tenancy
- Reducing young people who are not in Education, Employment and Training (NEET)
- Improving the emotional health and wellbeing of care leavers.

Annual Report on those 16-25 who are in Education Employment (EET) and Training and those not in Education, Employment and Training (NEET)

Purpose of Report

To give the statistical information of EET and NEET and the actions and strategies to improve those who are EET.

Executive Summary

Access to Education, Training and/or Employment remains one of the six main goals set up in both the Leaving Care Local Offer and the Service's Strategy as key for our care leavers to maximise their chances to build a successful future.

The National Implementation Adviser for Care Leavers' First Year Report (Department for Education, Dec 2018) highlights that only 52% of care leavers are in some form of Education, Employment or Training. It encourages Local Authorities to be more ambitious and set local targets around 70%-80%. Enfield remains on target with 74.1% of young people open to our Service engaged in some form of Education, Training and/or Employment (August 2021). This represents a major improvement from 2020 figures. Enfield Leaving Care Team remains ambitious and will continue to work creatively alongside young people and partner agencies to increase this number.

A robust action plan is in place to improve Education Employment and Training outcomes.

Annual Report to Corporate Parenting on Leaving Care performance and action plan

Purpose of Report

The purpose of this briefing is to provide members of the Corporate Parenting Board with an update on the work of the Leaving Care Service through 2021 and the progress of the young people we work with.

Executive Summary

2020 was inevitably impacted by the breakout of the COVID-19 Pandemic and the main focus was ensuring that alternative plans were in place to continue to deliver a service of high standard for our young people. 2021 has given us the opportunity to adapt and embed new ways of working as well as further developing the Service to promote and improve the opportunities on offer for our care leavers to live safe lives, achieve their aspirations and secure the very best possible outcomes for their future. The following was put in place:

- An internal audit exercise conducted on the service in May this year was robust and extremely comprehensive. While a small number of improvements were recommended, the overall findings were that the Service was likely to be judged as 'GOOD' in any external inspection. Staff reported being extremely satisfied with the management and supervision they received and appreciated all the extra support they had received to help them through the pandemic. The inspection was a good opportunity to showcase the joint work and partnership in place with other relevant teams including Cheviots and Youth Offending.
- An action plan was developed following the audit, responding to the recommendations made. All the recommended actions have been completed.
- The Service supported the implementation of a recovery plan in line with the Government's decision to ease lock down restrictions, setting out expectations of resuming in stages face to face visits with young people. Staff are very happy to be seeing their young people face to face.
- The Service updated and published the Local Offer for Care Leavers for 2021.

- Four more care leavers were supported to access apprenticeship opportunities within the Council. One of the apprenticeships is being completed under the Leaving Care Service.
- Two new specialist posts were created within the Leaving Care and the HEART Teams to facilitate young people's access:
 - to Education, Training and Employment opportunities and
 - to therapeutic (trauma informed) support. This is aimed at care leavers over the age of 18 who do not meet the criteria for Adult Services but would benefit from this intervention.
- The Care Leavers Hub was re-launched in July 2021 to promote participation, as well as to provide care leavers with the opportunity to access and engage with different services face to face. A representative from partner organisations has a weekly presence at the Hub to support young people in different areas for instance benefits, substance misuse, sexual health, Education, Training and Employment and advocacy.
- The Asylum and Immigration Leads Working Group (AIL) has been operational since March 2021 with the purpose of promoting professional development in this highly technical area. This group is supporting best practice and is allowing the Leaving Care Team to better understand and address the specific needs that young people who are seeking asylum, have otherwise insecure immigration status, or are recognised as refugees. Amongst other achievements, through the Asylum and Immigration Leads Group (AIL), we have supported our European Union looked after children to access settled status as well as to apply for their United Kingdom Citizenship.
- In October 2021, to mark this year's Care Leavers Week, Enfield took part in a joint celebratory event alongside other Greater London Authorities. The theme was "Just a Care Leaver: Your Past does not define your Future".

Annual Report on looked after children who went missing

Purpose of Report

The purpose of the report was to provide the Corporate Parenting Board with a report on looked after children who went missing in the year 2020/21.

Executive Summary

There were 225 children / young people reported missing from home or care in the 12-month period covering 2020/21. Less children (19%) went missing from home or care (three times or more) in 2020/21 compared to 23% in 2019/20.

There were 50 children / young people (22%) who went missing from care in 2020/21. There has been a reduction in the proportion of looked after children who have gone missing year on year for the last 3 years (25% in 2019/20 and 30% in 2018/19).

There were less 13-14-year olds reported missing (12%) in 2020/21 compared to 2019/20 where there were 18% of 13 and 14-year-old young people missing from care.

20% of young people who went missing had previous and current concerns raised in relation to Child Sexual Exploitation (CSE) which is 2% less than the previous year. Of the 20% (10) young people known to be at risk of Child Sexual Exploitation, only 4 remained as at risk by the end of March 2021. Of the 10 young people identified as at risk of Child Sexual Exploitation over the year, 7 were female while 3 were male. In 2019/20, one male was identified as at risk of Child Sexual Exploitation which is an indication that assessments are identifying males as being at risk of child sexual exploitation as well.

Annual Report to Corporate Parenting on the Local Authority's Designated Officer

Purpose of Report

The purpose of this report is to provide an overview of the management of allegations against professionals and volunteers and the role of the Local Authority Designated Officer (LADO) in the London Borough of Enfield, for the period of 1st April 2020 to 31st March 2021.

The Local Authority Designated Officer (LADO) has the responsibility to manage and have an oversight of allegations against people who work with children.

The role of the LADO is set out in the Government's 'Working Together to Safeguard Children' (2018) and is governed by the Authorities' duties under section 11 of the Children Act 2004 and London Child Safeguarding Procedures, Chapter 7: Allegations against staff or volunteers who work with children.

Executive Summary

In 2020/2021 67 consultations were recorded which did not meet the threshold of harm for an 'Allegations against Staff and Volunteers' (ASV) Local Authority Designated Officer meeting. Allegations against Staff and Volunteers meetings are required when there is a view that a child may have or may be hurt, to consider whether there should be a police investigation, a child protection investigation and/or for the employer to investigate using their own internal procedures. The number that met the criteria was 40. The previous five years had seen a rise in both consultations and Allegations against Staff and Volunteers meetings. The decrease for 20/21 is thought to be due to the Covid effect and specifically the partial closures to schools and early years providers. It is envisaged that the figures will rise again now Covid restrictions have eased.

Most allegations which progressed to formal Local Authority Designated Officer involvement were from education settings(13), children's homes (12), and foster care (6).

Eleven of the 40 allegations which led to an Allegations against Staff and Volunteers meeting were substantiated (the allegations were found to be evidenced and the children in the care of these professionals may have suffered harm).

Report to Corporate Parenting on Supporting and Reducing the criminalisation of Looked after Children

Purpose of Report

To evaluate whether Enfield Youth Justice Services' current practice effectively supports looked after children within the youth justice system in response to the recently published 'Protocol for London - Reducing criminalisation of looked-after children and care leavers' and in the context of Enfield joined up working protocol between social care and the Youth Justice Service.

Executive Summary

The 12-month period from November 2020 to October 2021 was used to analyse the profile of children in care in youth justice and the quality of care provided to young people. Care leavers were also considered if they were sentenced during this period and had met the legal definition of a care leaver.

172 young people were subject to Youth Justice Service interventions within the stated 12-month period, 22 young people within the cohort had an active period in Local Authority care, and there was one care leaver sentenced during this period. Most young people were aged 16 and 17 years old at the start of their intervention(s). There were 21 males and 1 female. A Youth Justice Service report in 19/20 stated that there were 12 looked after children working with the Youth Justice Service, however this did not include those young people who became looked after due to being Remanded into Local Authority Care (RILA) or looked after children remanded into Youth Detention Accommodation (YDA). Comparatively this number is 11 in the 20/21 period.

Looked after children working with Enfield Youth Justice Service represent:

- 12% of the overall youth offending cohort for this period; and
- 3.7% of the overall local children looked after population within this period

Young black men continue to be over-represented within youth justice system and this includes children in care.

The introduction of a joint working protocol between the Youth Justice Service and Social Care in January 2021, has resulted in the implementation of a range of practice measures to improve information sharing, joined up working and coordination of care and support to reduce- re-offending and prevent the unnecessary criminalisation of children in care in line with London protocol. Moving forward the focus will be on continuing to embed the best working practices between Social Care and the Youth Justice Service.

Report to Corporate Parenting on Permanency Guidance

Purpose of Report

To share the Permanence guidance with members of the Corporate Parenting Board

Executive Summary

The permanence guidance outlines the process which Social Workers follow to ensure that formal processes are in place to try and secure long term placements for looked after children.

It is evident that children in matched long-term placements have better outcomes, as they have a sense of belonging and stability which supports them to achieve their full potential.

Annual Report to Corporate Parenting on the Advocacy Services for looked after children

Purpose of Report

The report is to provide an update on the activity of Barnardo's Children Rights Advocacy Service.

Executive Summary

Barnardo's London Children's Rights Service (BLCRS) has been commissioned to provide independent advocacy for looked after children, care leavers, and children subject to child protection plans.

The contract is to deliver advocacy service to 40 children over the age of five years subject to child protection concerns and 20 children/young people who are either looked after children or are open to the Leaving Care Services. However, there is flexibility depending on the demands for the service.

Referrals can be made from any source with the consent of the child/young person, via a dedicated freephone, a helpline number and via email. The majority of the referrals are from Children and Families Services. A small number of referrals are from organisations such as the Islington Law Centre, placements and a few self-referrals.

The majority of the young people receiving advocacy support live in Enfield; however, a number of young people, placed out of the borough and London have also benefitted from this service.

Breakdown of referrals for the year

- There were 86 referrals in total
- 23 referrals were for looked after children
- 18 referrals were for care leavers
- 40 referrals were for children subject to Child Protection plans
- 4 referrals for children subject to Child In Need plans
- 1 referral from the Joint Service for Disabled children

The main advocacy issues have been:

- Child protection
- Care Planning
- Pathway planning
- Housing
- Retrospective care leaver

Report to Corporate Parenting on the Independent Visitors scheme

Purpose of Report

To provide an overview of the Independent Visitors scheme to Corporate Parenting.

Executive Summary

An independent visitor is a trained volunteer who does not work for Social Care Services and provides children and young people in care with friendship and support. Independent visitors need to be consistent and reliable in order that children can build a trusting, positive relationship with them over time. Action for Children (formerly National Children's Home) is a national children's charity created to help vulnerable children & young people and their families in the United Kingdom.

Over the year, Action for Children supported 19 Enfield matches, three of which funded by Action for Children. One match has ended, making the current total of 18 matches. Two young people were referred this quarter bringing the total number of unmatched young people to six.

Report to Corporate Parenting on the Safeguarding and Quality Assurance Service Independent Reviewing Officers Annual Report

Purpose of Report

The report provides a summary of the activity within the Safeguarding and Quality Assurance Service as required by statutory guidance. It is the role of the independent Reviewing Officer (IRO) to chair Child Protection conferences and looked after children's reviews (LAC).

Executive Summary

The service consists of 8 independent Reviewing Officers. The number of children subject to a child protection plan was 296, which is an increase due to sibling groups. 50% of child protection plans were due to neglect, 29.7% due to emotional abuse, and 9.7% due to physical abuse. There has been an increase in physical abuse compared to a decrease for those on child protection plans. 74% of looked after children reviews were recorded as being within timescales. Participation in looked after children reviews remains good displaying that the views of the child are heard. The continued effectiveness of partnership working (especially with the police) is demonstrated by the Police now being available to attend meetings at short notice.

Report to Corporate Parenting Annual Report on Adopt London North

Purpose of Report

To report on the outcomes of the adoption led services of Adopt London North, who's role it is on behalf of six London boroughs to recruit and assess adoptive parents, family finding for children in need or adoptive parents, and providing support to adoptive families.

Executive Summary

The adoption panel is now centrally positioned and considers all adopter approvals, however the Adopt London North Head of Service is the Agency Decision Maker (ADM) for appraisals and the Local Authority Agency Decision Maker approves matches from their own borough. Having a single brand identity and one entry point has been transformational. The website receives on average 3,600 visitors. Enquiry levels from 2018/2019 highlight that 42% Adopt London North prospective adopters are from black and dual ethnicity families which is in line with the proportion of children taken to Adopt London North who had a placement order or were matched (40-45%). As of March 2021 there were eight children in Enfield waiting for placement order to be made. £860,000 of specialist therapeutic support was provided by Adopt London North.

- 2 children were placed with adoptive families and where adoption orders were granted
- 2 children were placed with adoption orders to be granted
- 1 child is being placed with an adoptive family in America
- 2 Special Guardianship Orders to family members
- 1 child plan is being changed to long-term fostering.

Annual Education and HEART report for Corporate Parenting

Purpose of Report

A summary of the educational outcomes of looked after children and role of the Virtual School in putting in interventions to support the academic outcomes, excellent attendance and a focus on reducing exclusions. A summary of the role and outcomes of the Health Education and Access to Resources Team (HEART) and its multi-disciplinary staff of specialist health staff Virtual School staff, including Child and Adolescent Mental Health Service and Speech And Language Therapy annual reports and actions plans, in addition to a summary of participation and consultation of KRATOS, the Children in Care Council.

Executive Summary

The Key Stage 2 attainment of looked after children was below the national looked after children level and Key Stage 4 attainment was above. All pupils made progress from their starting point. Looked after children's attendance was in line with national figure of 95%. Exclusions have reduced from previous years. Personal Education Plan completion rate is 96% with 88% graded as 'good or better'. 85% of looked after children attend 'good' or 'outstanding schools. 92% of Year 11 looked after children have a confirmed destination for Year 12. Not in Education, Employment or Training for year 12 in Enfield 10% compared to 27% nationally. The care leaver conference was attended by 73 care leavers and KRATOS has consulted on 10 policies and strategies. KATOS members have also trained to be youth inspectors. Strengths and Difficulties Questionnaire scores for Enfield are 10.8 compared to a national figure of 14.2 which demonstrates the effectiveness of the Health Education Access to Resources Team Child Adolescent Mental Health Service team.

Corporate Parenting Board

ANNUAL REPORT
2021-2022

Terms of Reference – Enfield Corporate Parenting Board 2021

1. Purpose of the Board

The Corporate Parenting Board has delegated authority on behalf of the full Council to act in the best interest of:

- Children who are looked after by the local authority pursuant to **section 22 (Children Act 1989 (CA 1989))**
- Relevant children (**section 23A, CA 1989**)
- Young people under the age of 25 who are relevant children (**section 23C(1), CA 1989**)

The purpose of the Board is to ensure that the Council fulfils its role as corporate parent to the above and that Members, partner agencies, officers and the children in care council work together to provide, review and improve the effectiveness of services to looked after children.

2. Principles

The Children and Social Work Act 2017 places a legal duty on all local authorities to have regard to a set of seven corporate parenting principles when exercising their functions. These principles are with the overriding principle ‘is this good enough for my child’

- To act in the best interests and promote physical and mental health and wellbeing of the children and young people
- To encourage the children and young people to express their views, wishes and feelings
- To take into account the views, wishes and feelings of the children and young people
- To help the children and young people to gain access to, and make the best use of, services provided by the local authority and its relevant partners
- To promote high aspirations and seek to secure the best outcomes for the children and young people
- For the children and young people to be safe and have stability in their home lives, relationships, education or work
- To prepare the children and young people for adulthood and independent living.

3. Membership

3.1 Cabinet Member for Children’s Services
Shadow Cabinet Member for Children’s Services
One additional Elected Member – Labour
One additional Elected Member – Conservative
KRATOS (Children in Care Council)

Chief Executive
Executive Director: People
Director of Children and Family Services
Director of Education
Head of Corporate Parenting
Head of Service for Children and Young People Commissioning for CCG NCL
Foster Carer

The Board will be supported by officers from local authority and wider partnership as required. The Head of Service for Looked After Children and Care Leavers or designated deputy is required to attend the board every quarter.

3.2 It is the role of the Head of Corporate Parenting to produce an annual report and work plan to focus on the key priorities for children in care and care leavers.

4. Meetings

4.1 The Board shall meet at least 4 times a year with additional meetings to be arranged as agreed by members. KRATOS will take over the chairing of one of the meeting every year.

4.2 The Board will be chaired by the Cabinet Member for Children's Services and deputised by one of the other Councillors on the Board

4.3 Administrative support with the head of COP will be provided to:

- Co-ordinate agenda preparation
- Support the convening of meetings
- Circulate agendas and papers prior to meeting
- Monitor and progress actions agreed by the Board with the head of COP.

5. Scrutiny

5.1 The activities of the Corporate Parenting Board will be subject to scrutiny by KRATOS

6. Review

These Terms of Reference will be reviewed annually by the Corporate Parenting Board.

London Borough of Enfield**Council****Meeting Date: 16 November 22**

Subject: Amendment to the Constitution - Staff Forum/Joint Consultative Group for Teachers (JCGT)

Director: Director of Law and Governance

Key Decision: N/A

Purpose of Report

1. This report proposes changes to the arrangements for consultation meetings between School Professional Associations, elected members, senior officers, and others.

Recommendations

2. Note that the General Purposes Committee has agreed that the Staff Forum should be replaced with the Members and Professional Associations Schools Group to facilitate discussion and consultation between elected members, senior officers and school professional associations on issues related to the school's workforce
3. Note that the School Workforce Consultation Group (SWCG) will continue to meet termly and that the half-termly meetings with Enfield Schools' Personnel Service will also continue, as required.
4. Agree to abolish the Staff Forum and to delegate authority to the Director of Law and Governance to make any necessary consequential changes to the Constitution to effect this change.

Reason for Recommendations

5. The recommendations are made to ensure the meetings with the School Professional Associations and others are focused appropriately, reduce repetition, and increase effectiveness. Whilst continuing in the current format is possible, it would benefit all parties to update the format and terms of reference.

Relevance to the Council Plan

6. The Council Plan puts a commitment to safe, healthy, and confident communities including to inspire and empower young Enfield to reach their full potential. Schools are key to supporting this and the Council has a commitment for all our schools to be good or outstanding. To achieve this, we need the best staff within our schools to deliver quality education. By working

with Professional Associations, we can improve relationships for the benefit of the young people.

Background

7. The Staff Forum is a non-statutory committee of the Council where School Professional Associations, elected members, senior officers and others meet once a term to discuss issues relating to the school workforce. These are stated in the terms of reference as: Discuss matters concerning school-based educational issues and the education service in Enfield; discuss matters submitted by professional associations and trade unions, the lead officer for Schools and Children's Services and/or the lead officer for Schools HR; make suggestions and proposals to the Director of Schools and Children's Services
8. With the arrival of the Covid pandemic there was a change to the way in which meetings between the authority and School Professional Associations were held. It was decided to have more frequent meetings in a virtual environment (MS Teams) to support swift responses to any concerns raised, increase understanding of any emerging issues, and consider these together with possible solutions. These meetings rotated to include the Cabinet Member for Education, Headteachers, Governors, and the Local Authority Education departments and Schools HR departments. These have been found to be a very beneficial way to work since they are swift, responsive and promote greater understanding of school workforce issues in a timely fashion.
9. The Staff Forum has been continuing during this time, in addition to the increased meetings with the local authority. This has resulted in short meetings due to issues having already been covered elsewhere, and the meeting has become a recap of issues discussed elsewhere, with much repetition.
10. Therefore, in discussion with members of the Staff Forum, it has been proposed that the change in the way of working is an improvement on previous working arrangements. Hence it is proposed that the Staff Forum is abolished and that these more frequent meetings are adopted as a standard way of working, to include inviting not only the Cabinet Member for Education but also Lead Members for Education from other political groups.

Main Considerations for the Council

11. The current composition of the Staff Forum includes 5 Elected Members – 3 Majority (which should include the Cabinet Member with responsibilities for education) and 2 Opposition. Set out in Appendix A is a proposal for a termly meeting between Members, Professional Associations, and the Local Authority where the Lead Members for Education from each party would be invited (the proposed Members and Professional Association Schools Group). This will continue to provide information to all parties and discussions would focus on staffing matters in schools as they do currently, including changes in demographics which would impact budgets and hence staffing levels.
12. The current composition of the Staff Forum includes 10 members from the Teachers Committee. The proposal is to reduce this so that in all meetings

(two a term) will include the Local Representatives of Teaching Professional Associations in Enfield (NEU, NASUWT and NAHT). This keeps consistency of message, and the representatives can feedback to members of the Teachers Committee on a more frequent basis, and raised questions more rapidly rather than waiting for once a term

13. The current composition of the Staff Forum includes 9 members from Support Staff Professional Associations. This would be reduced in all the meetings (two a term) to include the Local Representatives for Schools only (Unison and GMB). The remaining representatives that are currently invited (Unite, AEP, Prospect and Soulbury NEU) are concerned with corporately employed colleagues and either already attend or can be invited to attend, as appropriate, the fortnightly meetings facilitated by Corporate HR with regards to their members.
14. The current composition of the Staff Forum includes a Headteacher and a Governor. These would continue to be represented on a termly basis at meetings with the Local Authority and Professional Associations as part of the established School Workforce Consultation Group.
15. There has been discussion at the Staff Forum about the changes and there has been agreement that an alternative and improved format of meetings would streamline and support communication. These discussions have been minuted with regards to the Staff Forum meetings since June 2021, and papers had been shared about the changes with Professional Association colleagues and Members of the Forum at the time.

Safeguarding Implications

16. The proposed changes should have a positive impact on safeguarding for children because the meetings will be more frequent and better focused, hence supporting increased relevant discussion.

Public Health Implications

17. The proposed changes should have a positive impact on children's health because the meetings will be more frequent and better focused, allowing any concerns to be raised in a timely fashion.

Equalities Impact of the Proposal

18. It has been agreed that an EQiA is not required. However, we have ensured suitable access requirements as the proposal provides for all meeting to take place virtually.

Financial Implications

19. The proposal to disband this committee will not have any financial implications. There are no specific costs linked to the operation so there will be no financial savings, but the proposal will reduce pressure on limited staffing resources

Legal Implications

20. Local Education Authorities have a general duty under the Education Act 1996 to promote high standards of education, including a duty to ensure there are sufficient schools in their area that provide appropriate education. Whilst having a Staff Forum is not a statutory requirement, its purpose and functions would assist the authority in complying with its general duties.
21. The Staff Forum is a non-statutory committee appointed by the council. Its current terms of reference are found in Chapter 2.7 of the constitution.
22. The decision to delete the Staff Forum, can only be taken by Full Council. Chapter 2.4, paragraph 2.1(vii) of the constitution says that only Council can agree and/or amend the terms of reference for committees and panels, decide on their composition and make appointments to them.
23. In addition, chapter 4.5, paragraph 1.1 of the rules and procedure allows the Council, at its Annual Meeting, to appoint such committees as required by law, together with any others thought necessary to carry out its functions. Subject to any statutory provision, (which there is none) the Council may at any time also dissolve a committee or alter its membership.
24. These proposals will ensure the business of the Staff Forum continues to be covered but in an alternative improved format of meetings, and no longer operating as a formal committee of the Council.