



## **LONDON BOROUGH OF ENFIELD**

**AGENDA FOR THE COUNCIL MEETING  
TO BE HELD ON WEDNESDAY, 25TH  
JANUARY, 2023 AT 7.00 PM**

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

**Please  
Reply to:** Nicola Lowther  
Governance Manager

**E-mail:** Democracy@enfield.gov.uk  
**My Ref:** DST/PW

**Date:** 19 January 2023

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, 25th January, 2023 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. MINUTES OF PREVIOUS MEETING (Pages 1 - 10)**

To receive and agree the minutes of the previous meeting of Council held on Wednesday 16 November 2022 as a correct record.

**5. 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.

**6. OPPOSITION PRIORITY BUSINESS - THE FUTURE OF WHITEWEBBS**  
(Pages 11 - 12)

An issues paper prepared by the Opposition Group is attached for information.

**7. ANNUAL TREASURY MANAGEMENT - HALF YEARLY TREASURY POSITION 2022/23** (Pages 13 - 36)

To update Council on the Treasury Management position of the Council for the first half of the 2022/23 financial year.

**8. COUNCIL TAX AND BUSINESS RATE COLLECTION FUND 2023/24 - TO FOLLOW**

To recommend for Council approval the 2023/24 Council Tax and Business rate bases.

**9. MODERN SLAVERY STRATEGY 2023-28** (Pages 37 - 80)

Council is asked to note the report for the Modern Slavery Strategy 2023-28.

**10. COUNCILLOR QUESTION TIME**

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

**11. MOTIONS**

**11.1 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.

**11.2 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.

**11.3 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.

#### **11.4 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.

#### **11.5 Motion in the name of Councillor Chris Joannides**

This Council notes that loneliness and isolation are a public health issue that must be tackled at a local, as well as national level. It is estimated one in ten people of pensionable age living in the London borough of Enfield are likely to be classed as lonely or severely lonely."

This Council believes:

1. Loneliness increases the risk of people falling into depression and suicide.
2. Loneliness increases the risk of heart disease and puts people at greater risk of blood clots and heart attacks.
3. Being chronically lonely is equivalent to smoking 15 cigarettes a day.
4. Loneliness makes people more likely to drink more alcohol, eat more and exercise less.
5. Raising awareness of the health impact of loneliness is important because it affects older people's mortality and morbidity.
6. Councillors and the local authority as a whole can play a key leadership role in ensuring Enfield is an area in which people maintain and forge social connections.
7. Enfield Council's Health, Adult Social Services and Children's services scrutiny panels must play a central role in mapping local services and supporting local interventions to help reduce social isolation and loneliness.

#### **Enfield Council will work at three levels to address loneliness:**

##### **One to one:**

1. Improve information and advice on existing services and activities that reduce loneliness and isolation. Make sure this information is available both off and online.
2. Launch a local campaign to raise awareness of the health effects of loneliness and isolation amongst target risk groups.

##### **Neighbourhood:**

3. Involve older people, including those experiencing or at risk of loneliness in mapping local services and co-producing solutions.
4. Support the voluntary and community sector to build referral partnerships with frontline healthcare staff, fire services and social workers.

**Strategic:**

5. To take active interest and role in ensuring the public health problem of social isolation in Enfield is recognised and assessed.
6. To regularly measure loneliness and mapping need through Joint Needs Assessment and lifestyle surveys. Use this to monitor impact of interventions.
7. To ensure addressing loneliness and isolation is part of any "ageing well" or "mental health" or other relevant priority in Health Scrutiny Panel.
8. To protect subsidies for public transport for over-60's and improve accessibility to public and community support.
9. To protect the borough's open spaces and Green Belt being encroached by development and allow the general public to enjoy the health benefits it brings.
10. Agree a plan, in conjunction with the Health Scrutiny, Adult Social Services and children services to take action to prevent and reduce loneliness.

**11.6 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.

**11.7 Motion in the name of Councillor Joanne Laban**

Enfield Council notes the Mayor of London's decision to make the Ultra-Low Emission Zone (ULEZ), London-wide from Tuesday 29 August 2023.

This chamber believes that the Mayor has failed to take into consideration the negative impact his decision will have on the cost of living for Enfield residents with non-compliant vehicles.

The Mayor has also ignored the views on Londoners as the majority of those who responded to the consultation opposed a London-wide ULEZ.

The decision will do little to improve air quality as Transport for London's own assessment by Jacobs states that expanding the ULEZ would have a

negligible impact on modal shift with less than one per cent reduction in daily car trips into or within the expanded zone.

Enfield Council agrees to the following:

- The Cabinet Member and Shadow Cabinet Member sign a joint letter to the Mayor of London requesting that he do the following:
  - Reverses his decision to make the ULEZ, London-wide
  - Use the £200 million that it would cost to expand the ULEZ to
    - Implement zero emission bus routes in Enfield
    - Provide more electric charging points in the borough
    - Expand the School Streets programme
    - Plant more trees across outer London
    - Re-introduce the Better Boiler scheme where Londoners can apply for funding to upgrade their boilers

#### **11.8 Motion in the name of Councillor Christopher Dey**

That this administration stops using the resources of Enfield Council Taxpayers to produce overtly political literature. A recent example which was distributed as an information was misleading to residents giving the impression that the Council was funding cost of living support, which is in fact being funded by the Government, this fact was not mentioned in the publication.

#### **11.9 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.

#### **11.10 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.

#### **11.11 Motion in the name of Councillor Ergin Erbil**

Austerity has meant councils have lost 60p in every £1 of central government grant that the previous government was spending on local government.

On top of that, central government has slashed council housing budgets, from enforced rent reductions, setting Enfield Council back by £300m over

the next 30 years, to rent caps set by central government without reimbursing councils.

These measures by central government are short-term sticking plasters resulting in long-term pain for social housing tenants, with less funding to make sure every council tenant lives in a high-quality home.

At the same time, following the tragic Grenfell fire, central government have broken their pledge — failing to give councils funding for vital fire safety works.

Despite funding cuts, Enfield Council are investing in our council homes and estates, including £47m for building safety and £163m for major works over the next five years.

But government cuts and mismanagement of the economy has meant that councils are having to do more with less, with council tenants paying the price.

Cheshire House in Edmonton Green, for example, has suffered from structural issues because of long-term underinvestment.

This council believes:

- Central government support for council housing budgets has not been adequate since 2010
- Every Enfield Council tenant deserves to live in quality council homes, on well-maintained estates
- Without adequate and increased central government funding, major works our residents need will be impacted or delayed
- The Government need to invest in a green decent homes programme — investing and retrofitting social housing across the country

This council resolves to:

- Call on the Local Government Association to make further representations to central government to provide funding for major works projects to deliver decent homes.
- Write to the Chancellor and Secretary of State to call for:
  - an end to attacks on council housing budgets;
  - a programme of investment into specific council housing in Enfield to support and accelerate major works improvements and regeneration.

#### **11.12 Motion in the name of Councillor Ergin Erbil**

This Council notes that:

- The mismanagement of the economy by central government has caused the highest levels of inflation in 40 years, rising interest rates and stagnant economic growth.
- Household energy bills have skyrocketed over the last year – 96% higher than last winter – while just over 16,000 households in Enfield are already

fuel poor.

- The effects of climate change are intensifying the impact of energy prices, increasing pressures on families and businesses.
- As the cost-of-living increases, people and businesses are less able to finance adaptations to improve energy efficiency and to prepare for extreme weather events.
- More families need help. Yet steeply increasing inflation means this Council's ability to mitigate impacts and provide essential services is increasingly challenging.

The Council agrees to:

1. Recognise that the Cost of Living and Climate Crisis are connected and jointly require attention to ensure the wellbeing of local people and businesses.
2. Make decisions on investment and delivery that, wherever possible, contribute to environmental and social benefits across Enfield.
3. Advocate for more robust, affordable public transport that connects employees with work, links students to education and reduces carbon emissions.
4. Work with social landlords operating in Enfield to review the energy efficiency of their housing stock, recognising that poor insulation and inefficient heating are key factors in the rising cost-of-living.
5. Write to the Prime Minister, our local MPs, and the relevant government ministers to call for:
  - a. Increased financial support for residents, with most support provided to low-income households.
  - b. Lobby government to deliver a more ambitious nationwide commitment to fund improvements in the energy efficiency of homes, resulting in energy bill reductions and environmental benefits.
  - c. Insulation schemes and renewable energy generation programmes funded by fossil fuel profits.

### **11.13 Motion in the name of Councillor Ayten Guzel**

Recent data from the NHS on children's health show that Enfield was ranked as the fourth-worst borough in London for obesity in four and five-year-olds. 25.5% of four and five-year-olds and 41.7% of ten and eleven-year-olds were found to be either overweight or obese.

This Council believes we need to help children and young people establish healthy eating habits from an early age to tackle existing and future health inequalities in Enfield.

'Fast food' outlets are shops that are popular with students. The nutritional quality of the food available is generally poor and some shops use 'student



offers' specifically to target schoolchildren.

Enfield Council must do what it can to reduce unhealthy eating amongst children, limit the opportunities that young people have to eat 'fast food', and create a healthier borough.

This Council agrees to review all relevant supplementary planning document to manage the proliferation of fast-food outlets in particular areas, resisting the opening of new hot food takeaways near schools and youth facilities.

#### **11.14 Motion in the name of Councillor Ayten Guzel**

Pertussis or Whooping Cough is a respiratory infection that can cause severe symptoms or death in unvaccinated individuals. It is of particular risk to unprotected babies. Vaccination is the most effective way to prevent infection.

Current uptake of pertussis vaccination is low resulting in many babies being unprotected from birth until their first vaccination.

To increase immunisation uptake of the Whooping Cough vaccination, Enfield Council will implement a collaborative campaign with NHS maternity services and VCS partners, focusing on pregnant women and their families to encourage uptake in whooping cough vaccination.

#### **11.15 Motion in the name of Councillor Nicki Adeleke**

Council recognises that people with autism are more likely to face prejudice and discrimination in their lifetime. In Enfield 921 children and 126 young adults have healthcare plans for autism, and 571 adults have an autism classification.

There are some great facilities in the borough for autistic people, including SEND schools, support in mainstream schools, our voluntary organisations, and the Enfield Learning Disability Partnership Board champion the rights of people with learning disabilities and their carers.

However, more work is needed to ensure autistic people have equal opportunities in education, training, and employment, so they can live as fulfilled a life as they are able.

The Council will:

1. Work with local communities, autistic children, and adults to raise awareness of autism and the challenges faced by autistic people
2. Work to increase the number of school places for autistic children within the borough in mainstream and SEND schools
3. Provide support so that when autistic children transition to adulthood, adequate support is available to enter work or further training
4. Work with local communities, voluntary and charitable organisations to combat loneliness and other health and wellbeing challenges among autistic adults

#### **11.16 Motion in the name of Councillor Bektas Ozer**

This Council notes that:

- The mismanagement of the NHS by central government has meant that we are experiencing a crisis in the NHS this winter. Years of cuts to the NHS has left our health system unprepared and overwhelmed.
- Government ministers continue to ignore the crisis in our NHS. Ambulances queue outside hospitals and patients are treated in corridors in Enfield and across the country. Alongside this, seven million people in the UK continue to wait for elective treatment.
- In the Borough of Enfield, hundreds of people wait for 4 weeks or more to see a GP.
- NHS staff provide an enormously important service to our communities, and they have the Council's support. Nurses, and all NHS staff, should be paid a decent wage.

The Council agrees to:

1. Write to the Prime Minister, our local MPs, and the relevant government ministers to call for:
  - a. Adequate funding for the NHS across the country
  - b. Fair funding for Enfield's NHS services
  - c. To engage with and listen to striking NHS workers
  - d. To pay NHS staff decent pay

## **12. COMMITTEE MEMBERSHIPS**

Councillor Maria Alexandrou to replace Councillor Stephanos Ioannou on the Environment Forum.

Any further changes received once the agenda has been published will be included in the supplementary Agenda to be circulated at the meeting.

## **13. NOMINATIONS TO OUTSIDE BODIES**

Councillor Rick Jewell to replace Councillor Nesil Caliskan on the Lee Valley Regional Park Authority.

Any further changes received once the agenda has been published will be included in the supplementary Agenda to be circulated at the meeting.

## **14. DATE OF NEXT MEETING**

To note the agreed date of the next Council meeting as Thursday 23 February 2023.

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**MINUTES OF THE MEETING OF THE COUNCIL  
HELD ON WEDNESDAY, 16 NOVEMBER 2022****COUNCILLORS****PRESENT**

Doris Jiagge (Mayor), Suna Hurman (Deputy Mayor), Abdul Abdullahi, Josh Abey, Nicki Adeleke, Gunes Akbulut, Maria Alexandrou, Nawshad Ali, Kate Anolue, Chinelo Anyanwu, Mahym Bedekova, Sinan Boztas, 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, Ayten Guzel, Nelly Gyosheva, Ahmet Hasan, Mohammad Islam, Rick Jewell, Chris James, Chris Joannides, Joanne Laban, Tim Leaver, Andy Milne, Elisa Morreale, Gina Needs, Tom O'Halloran, Sabri Ozaydin, Bektas Ozer, Paul Pratt, Michael Rye OBE, Julian Sampson, Ruby Sampson, George Savva MBE, David Skelton, Jim Steven, Nia Stevens, Emma Supple, Doug Taylor, Andrew Thorp and Eylem Yuruk

**ABSENT**

Mahmut Aksanoglu, Nesil Caliskan, Alev Cazimoglu, Esin Gunes, James Hockney, Stephanos Ioannou, Ahmet Oykenner and Edward Smith

**THE MAYOR'S CHAPLAIN TO GIVE A BLESSING**

Iman Raja Gulfraz Khan of EIC Almasjid Mosque in Edmonton 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****APOLOGIES**

Apologies for absence were received from Councillors Mahmut Aksanoglu, Nesil Caliskan, Alev Cazimoglu, Esin Gunes, James Hockney, Stephanos Ioannou, Ahmet Oykenner and Edward Smith.

**3****MAYOR'S ANNOUNCEMENTS**

Since we last met, I have continued attending events in our community and I am pleased that the Mayoral duties are picking up speed again this year.

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Black History Month in October has been busier than ever this year and I have attended many events in the borough and have been overwhelmed with the celebrations taking place. I attended “Celebrating the Windrush generation” event at Fore Street Library and the Black History Month event with Enfield Unison Black Members Group, in recognition of contributions made to British society and culture throughout history.” October serves as an opportunity for society at large to recognise these contributions, practice tolerance and learn about racism and inequality, allowing us to celebrate and acknowledge and give thanks to all backgrounds and cultures that live together in our diverse Borough, making Enfield such a wonderful place to live.

I try to go to all school invitations as the children are always so excited to see the Mayor. I was at the Mind Kind event at Edmonton County Primary School, and I was honoured to be at the Enfield High Achievers Evening at St Ignatius College, for those who achieved the highest grades in their GCSE’s, it is great to see the children of the borough thriving in their education.

The Citizenship Ceremonies are taking place most Thursdays now, with citizens arriving in their finery – it is lovely to see so many people settling into our diverse Borough. So far this year we have welcomed 1476 people as new citizens of this wonderful borough.

I attended the Remembrance Day Services both in Enfield, Edmonton and at City Hall which recognised the tremendous personal sacrifice made by so many people in the two world wars and other conflicts.

Members, may I thank you for your professional conduct at our last Council meeting where you adhered to my requests to conduct the meeting in an orderly fashion. Can I remind you that any members wishing to speak should stand when speaking unless they are not able to do so, and that you should address the meeting through me. Please continue to treat each other courteously and with respect during the debate. As I have said before, we may challenge robustly but we must remain polite and professional.

I intend to continue to preside over this meeting in a firm but fair manner. I will give opportunities to members on both sides of the Chamber to speak and I will not tolerate rude and discourteous interruption. I would remind members that when I stand then you will sit. Please wait for me to invite you to speak.

If you would like to ask for an extension of time, or if you wish to move any other type of procedural motion, please do so at the end of a speech and not in the middle of it.

Finally, please may I ask all members to speak up as there are no mics available. We are all used to speaking at public meetings so I would like to hear you loud and clear.

Thank you.

**4**

**DECLARATIONS OF INTEREST**

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

Motion 10.9 – Squirrel Scouts 1<sup>st</sup> Birthday – Councillors Chris Dey, Andrew Thorp and Emma Supple due to their involvement with the Guide and Scouts Associations, and

Motion 10.3 – Armed Forces Covenant - Councillor Adrian Grumi who is a veteran and a member of the Southgate Royal British Legion.

**5**

**MINUTES OF PREVIOUS MEETINGS**

The minutes of the Council meetings held on 21 September 2022 and 12 October 2022 were received and **AGREED** as a correct record.

**6**

**SAFEGUARDING ENFIELD ANNUAL REPORT 2021/22**

Councillor Abdul Abdullahi moved, and Councillor Gunes Akbulut seconded, the report.

Councillor Abdul Abdullahi introduced the report and asked the Council to note the successes and challenges that have risen from safeguarding activity in the period 2021-22 and highlighted the hard work that had been done over this period to keep our vulnerable residents safe from abuse, neglect, and exploitation.

The report outlined the excellent progress that has been made with 455 practitioners being trained and more than 230 calls to the helpline as well as more than 3,600 concerns being addressed by the Adult safeguarding Team. The report reflects the Council's commitment to safeguarding Adults, children, and young people at risk throughout the organisation.

The Opposition expressed disappointment with regards to their suggestions to clarify data not being taken into consideration, however, it was welcomed that further amendments to the report before publication were still to be made. Also, the way in which cases are currently categorised needed to be reviewed.

Members felt that the Council should support families across the borough who have been disproportionately affected by the pandemic, specifically with regards to mental wellbeing and young people retuning to education. Members welcomed the creation of a specific task force to deal with certain areas of safeguarding.

Members acknowledged the work of those who work in Safeguarding Adults and Children and suggested that it might be better if in future there could be

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two separate reports dealing with Adult Safeguarding and Children Safeguarding so that the reports can have a greater focus and information will be more easily accessible.

Following the debate, the recommendations in the report were **NOTED**.

**7**

**ANNUAL CORPORATE PARENTING BOARD REPORT 2021/22**

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

Councillor Abdul Abdullahi introduced the report and thanked social workers and all those who work so hard for those children in care, along with colleagues on Corporate Parenting board and our foster carers.

The report highlighted the importance of the Council's Corporate Parenting role and the ways in which the Council had supported the children in our care and care leavers to achieve their potential.

There have been many achievements over 2021-22 which are mentioned in the report and service delivery remained of the highest standard despite the challenges of the COVID 19 pandemic. For instance, 74% of young people are in education, employment, or training in comparison to the national average of 70%. The Council is proud that 96% of the Council's looked after children have a completed personal education plan and there has not been any permanent exclusions over the last 5 years. Enfield is one of the few boroughs that have an 18+ psychologist who offers emotional and mental wellbeing support to its care leavers and that 60% of children and young people are placed with in-house carers which is better than our statistical neighbourhoods.

The Opposition welcomed the report and highlighted the importance of the role of Corporate Parenting and thanked foster carers for all their hard work. Enfield has above the national average of looked-after children and care leavers in education, employment or training which is important if they are to go on to lead independent adult lives, reaching their full potential and playing a constructive role in society.

Members acknowledged that the Corporate Parent role is a collective responsibility of the Council and councillors for those in care and care leavers. The report provides the key priorities that were set in 2021 and the actions that have been taken which demonstrate the ambition that the Council has for looked after children and care leavers. A key priority was to ensure that all looked after children and care leavers were supported during the pandemic. Enfield had the 13<sup>th</sup> best school attendance in England and the highest across all other London boroughs during lockdown.

Following the debate, the recommendations in the report were **NOTED**.

**8**

**AMENDMENT TO THE CONSTITUTION - STAFF FORUM/JOINT CONSULTATIVE GROUP FOR TEACHERS (JCGT)**

Councillor Ergin Erbil moved, and Councillor Sabri Ozaydin seconded, the report.

Councillor Ergin Erbil introduced the report and explained that 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.

The report highlighted that 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 to support swift responses to any concerns raised and to discuss possible solutions. These meetings have proved 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. In discussion with members of the Staff Forum, it was proposed that there is a continuation with the new way of working, to include inviting not only the Cabinet Member for Education but also Lead Members for Education from other political groups, and to abolish the Staff Forum.

The Opposition welcomed and supported the proposed changes outlined in the report and looked forward to working constructively with the Cabinet Member for Children's Services under the new regime. In order to allow the best education to be delivered to students across the borough, it is important that the relationship between School Staff, Officers and Councillors is a positive one.

Following the debate, the recommendations within the report were put to the vote and unanimously **AGREED**.

**9**

**PROCEDURAL MOTION**

A procedural motion was moved by Councillor Sabri Ozaydin and seconded by Councillor Chris Dey under paragraph 13.20 (iii) of the Council's Procedure Rules to change the order of business on the agenda so the Motions would be taken as the next item of business which was put to the vote and **AGREED**.

Councillor Sabri Ozaydin moved to change the order of Motions so that Motion numbers 10.3, 10.14, 10.15 and 10.6 would be taken in that order which was seconded by Councillor Chris Dey and **AGREED**.

**10**

**MOTIONS**

**10.3 Motion in the name of Councillor Adrian Grumi:**

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“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.”

Following the debate, the Motion was **AGREED**.

**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.”

During the debate, a procedural motion was moved and seconded under paragraph 13.20 (viii) of the Council’s Procedure Rules to extend the debate for a further 30 minutes which was put to the vote and **AGREED**.

Following the extended debate, a procedural motion was moved and seconded under paragraph 13.20 (v) of the Council’s Procedure Rules that the question be now put which was put to the vote and **AGREED**.

A recorded vote on this item was requested by Councillor Chris Dey and another 11 members of the Council, having stood in support of the request by Councillor Chris Dey, Motion 10.14 was put to the vote and was **AGREED** with the following votes recorded:

**For (54)**

Abdul Abdullahi  
Josh Abey  
Nicki Adeleke  
Gunes Akbulut  
Nawshad Ali  
Kate Anolue  
Chinelo Anyanwu  
Mahym Bedekova



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Sinan Boztas  
Mustafa Cetinkaya  
Hivran Dalkaya  
Guney Dogan  
Elif Erbil  
Ergin Erbil  
Susan Erbil  
Thomas Fawns  
Margaret Greer  
Ayten Guzel  
Nelly Gyosheva  
Ahmet Hasan  
Suna Hurman  
Mohammad Islam  
Chris James  
Rick Jewell  
Tim Leaver  
Gina Needs  
Sabri Ozaydin  
Bektas Ozer  
George Savva MBE  
Nia Stevens  
Doug Taylor  
Eylem Yuruk  
Maria Alexandrou  
Lee Chamberlain  
Chris Dey  
Hannah Dyson  
Peter Fallart  
Reece Fox  
Alessandro Georgiou  
Patricia Gregory  
Adrian Grumi  
Chris Joannides  
Joanne Laban  
Andy Milne  
Elisa Morreale  
Tom O'Halloran  
Paul Pratt  
Michael Rye OBE  
Julian Sampson  
Ruby Sampson  
David Skelton  
Jim Steven  
Emma Supple  
Andrew Thorp

The extended period for debate of Motions having then lapsed, a procedural motion was moved by Councillor Sabri Ozaydin and seconded by Councillor

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Ergin Erbil under paragraph 13.20 (viii) of the Council's Procedure Rules to extend the debate for a further 30 minutes which was put to the vote and **AGREED**.

**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."

During the debate, an accusation of racism was made by the Deputy Leader of the Council directed towards the Conservative councillors which was refuted by those councillors. On the advice of the Monitoring Officer, the Mayor requested that the remark be withdrawn, and an apology issued. This request was declined. The Mayor made the same request twice more and twice more it was declined. At this point all Conservative councillors rose and left the Chamber.

Following the debate, a request was made under paragraph 16.6 of the Council's Procedure Rules after the demand of 11 councillors present, the item was put to the vote and **AGREED** with the following votes recorded:

**For (32)**

Abdul Abdullahi  
Josh Abey  
Nicki Adeleke  
Gunes Akbulut  
Nawshad Ali

**COUNCIL - 16.11.2022**

Kate Anolue  
Chinelo Anyanwu  
Mahym Bedekova  
Sinan Boztas  
Mustafa Cetinkaya  
Hivran Dalkaya  
Guney Dogan  
Elif Erbil  
Ergin Erbil  
Susan Erbil  
Thomas Fawns  
Margaret Greer  
Ayten Guzel  
Nelly Gyosheva  
Ahmet Hasan  
Suna Hurman  
Mohammad Islam  
Chris James  
Rick Jewell  
Tim Leaver  
Gina Needs  
Sabri Ozaydin  
Bektas Ozer  
George Savva MBE  
Nia Stevens  
Doug Taylor  
Eylem Yuruk

The remainder of Motions lapsed under the guillotine arrangements.

**11**

**COUNCILLOR QUESTION TIME**

This item was noted under the guillotine arrangements. Answers to questions were provided in the supplementary agenda circulated at the meeting. There were no supplementary questions asked.

**12**

**COMMITTEE MEMBERSHIPS**

There were no changes to committee memberships.

**13**

**NOMINATIONS TO OUTSIDE BODIES**

There were no nominations to outside bodies.

**14**

**DATE OF NEXT MEETING**

The date of the next meeting was **NOTED** as 25 January 2023.

## Opposition Priority Business – The Future of Whitewebbs – 23<sup>rd</sup> January 2023

### Background

- Whitewebbs Park is one of the most important public spaces in the borough. It represents a crucial hub for biodiversity, with 78 species of birds, ancient woodland and a wide variety of flora and fauna.
- The park is enjoyed by people from across the Borough. The Council holds the Park in trust and as part of this trust is expected to maintain open access to the parkland.
- Local people have made their opposition clear to the Council's plan to lease part of the park to Tottenham Hotspur. The Council has failed to fulfil its promises or meet its obligations to the people of Whitewebbs.

### Issues

- There have been numerous failures with the Council's management of Whitewebbs Park in recent years. Each stage has been notable for the lack of consultation with users of the park and Friends of Whitewebbs in particular.
- Despite repeated promises not to agree a lease with Tottenham Hotspur until planning permission had been granted, the Council announced its intention to enter into a lease with Tottenham Hotspur on 17th December.
- The timing of the announcement in the week before Christmas was a clear attempt to minimise public objections to the lease. The early granting of the lease also dramatically reduces the possibility of public participation in the process as a whole.
- The announcement also reneged on the Council's promise to engage in a full public consultation before granting a lease as part of the planning process.
- The Council has agreed a lease before the full terms of the lease have been made public and has failed to fulfil its promise of holding a "public engagement day", whilst Tottenham have failed to provide a promised "comprehensive communication plan" ahead of the lease being granted.
- There is substantial legal evidence that the Council has acted illegally in agreeing a lease with Tottenham Hotspur. A letter from the CPRE, Enfield Roadwatch and Friends of Whitewebbs on 3rd November setting out why the lease is a violation of the Council's legal obligation to hold the park in public trust has still not been fully replied to.
- The plans would remove a large part of the park from public use and replace public land with park exclusively for the use of a private corporation. Tottenham Hotspur have also failed to fulfil their obligation to engage with the public, set out further details of their plans or illustrate how they will maintain the park and its biodiversity. They have also not made clear what (if any) plans they have for park improvement.
- Following closure of the golf course, the Council also closed the clubhouse, even though it could have continued as an important community hub and facility. There is a need for investment in facilities, but there is no evidence that the Tottenham plan delivers this.

## Recommendations

- The Council should not go ahead with the proposed lease to Tottenham Hotspur, which has no local support and doesn't provide full public access to the park.
- A full and proper consultation should take place into the future of the park, including how the park should be managed and how community and refreshment facilities might be modernised. Such a consultation should take into account the views of local residents, park users and other key stakeholders. Stakeholders who must be consulted include Friends of Whitewebbs; Edmonton Running Club Friends of Hilly Fields; Woodland Trust; Enfield Age UK; Scouts and Guides; Butterfly Conservation; North London & South Herts Ramblers Association; Enfield Sport; Enfield Cycle Campaign; NW London RSPB; Herts and Middlesex Wildlife Trust; fitness trainers who make use of the park; and local riding stables.
- The Council should work with Friends of Whitewebbs and other stakeholder groups, (such as Edmonton Running Club) to develop a full management plan for the park, which will ensure its financial viability and maintain total public access.
- Whitewebbs Park should be allowed natural regeneration alongside tree-planting and the creation of wildflower-rich glades.
- A Deed of Easement should be formalised between Edmonton Running Club and Enfield Council as soon as possible in order to safeguard their current rights into perpetuity

**London Borough of Enfield****COUNCIL****Meeting Date: 25 January 2023**

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<b>Subject:</b>	<b>Treasury Management Mid-Year Report for 2022/23</b>
<b>Cabinet Member:</b>	<b>Cllr Leaver</b>
<b>Executive Director:</b>	<b>Fay Hammond</b>
<b>Key Decision:</b>	<b>KD 5496</b>

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**Purpose of Report**

1. This report reviews the activities of the Council's Treasury Management function over the half year period ended 30 September 2022.
2. Over the reporting period, all treasury management (TM) activities have been carried out in accordance with the approved limits and the prudential indicators (PI) set out in the Council's Treasury Management Strategy statement.

**Proposals**

3. Members are asked to note the Mid-Year treasury position.

**Reason for Proposals**

4. To inform Council of the Treasury Management performance for the half year period ended 30 September 2022.
5. The Council adopted the Chartered Institute of Public Finance and Accountancy's Treasury Management in the Public Services: Code of Practice (the CIPFA Code) which requires the Council to approve treasury management half yearly and annual reports.
6. The Council's Treasury Management Strategy for 2022/23 was approved at the Council's meeting on the 24th February 2022. As with all organisations, the Council is exposed to financial risks including the loss of invested funds and the revenue effect of changing interest rates.

### Relevance to the Council's Corporate Plan

7. This report shows the performance of Treasury activities, including borrowing that finances the Council's investment in the borough, in line with the Council's Corporate Plan. In particular:
- a. Good homes in well-connected neighbourhoods.
  - b. Build our Economy to create a thriving place.
  - c. Sustain Strong and healthy Communities.

### Background

8. The key points of the report are highlighted below:

		<b>See section:</b>
<b>Borrowing Outstanding and Net Borrowing at 30<sup>th</sup> September 2022</b>	The borrowing outstanding has reduced by £2.95m since 31 <sup>st</sup> March 2022 to £1,012.2m as at 30 <sup>th</sup> September 2022. Net Borrowing for this period is £969.9m with year end revised forecast of £1,170.2m.	<b>12</b>
<b>Capital Financing Requirement (CFR)</b>	<p>The Council's forecast borrowing for the year is being re-evaluated as the cost of refinancing existing debt reduces the capacity and affordability on new borrowing.</p> <p>The CFR measures the underlying need to borrow. The forecast for 31<sup>st</sup> March 2023 is £1,410.5m, which is £172.2m more than the closing borrowing CFR position of £1,238.3m, as at 31<sup>st</sup> March 2022.</p>	<b>13 &amp; 25</b>
<b>Average interest on total borrowing outstanding</b>	The average interest rate for Enfield's external debt was 2.54% as 30 Sept 2022 compared to the average rate of 2.59% during 2022/23. The original estimated cost of borrowing for the year 2022/23 was £32.5m, revised to £30.7m.	<b>32, 38 &amp; 39</b>
<b>Investments &amp; Net Borrowing, PFI &amp; Finance Leases (Debt)</b>	Interest earned on investments for the reporting period is £388k. The Investments portfolio at 30 <sup>th</sup> September 2022 is £42.3m.	
<b>Loans Rescheduling</b>	None undertaken.	<b>55</b>
<b>Minimum Revenue Provision (MRP)</b>	MRP chargeable to the General Fund (GF) for 2022/23 is £19.6m.	<b>57</b>
<b>Compliance with Treasury Management</b>	No breaches. Officers introduced the new proposed CIPFA prudential and treasury indicators to test the Council's borrowing	<b>59 - 70</b>



<b>&amp; Prudential Indicators</b>	position and the strength of its affordability.	
<b>Borrowing Timing and Interest Rate Analysis</b>	The Council entered into a forward short-term borrowing of £44m from other local authorities with an average rate of 3.7%. The start dates for these borrowings is between 3 <sup>rd</sup> October 2022 to 25 <sup>th</sup> November 2022. This short-term borrowing will be converted to long term debt when the rates are advantageous. There is likely to be a further requirement to borrow in this financial year.	

9. Enfield Council adopted the Chartered Institute of Public Finance and Accountancy's Treasury Management in the Public Services: Code of Practice (the CIPFA Code) which requires the Authority to approve treasury management semi-annual and annual reports. This midyear report provides an update.
10. The Council's Treasury Management strategy for 2022/23 was approved at the Council meeting on 24<sup>th</sup> February 2022. The Council's borrowing and requirement to refinance borrowing means that Enfield is exposed fluctuations in interest rates. The successful identification, monitoring and control of risk remains central to the Council's Treasury Management Strategy.
11. The 2017 Prudential Code includes a requirement for local authorities to provide a Capital Strategy, a summary document approved by full Council covering capital expenditure and financing, treasury management and non-treasury investments. The Council's Capital Strategy, complying with CIPFA's requirement, was approved by full Council on 24<sup>th</sup> February 2022.
12. On 30th September 2022, the Council had net borrowing of £969.9m arising from its revenue and capital income and expenditure. The treasury management position as at 30th September 2022, the change over the six months and the original forecast position for 31st March 2023 are shown in Table 1 below.

Table 1: Treasury Management Summary

	<b>Actual Balance 31.03.22 £m</b>	<b>Movement £m</b>	<b>Actual Balance 30.09.22 £m</b>	<b>Original Forecast 31.03.23 £m</b>	<b>Revised Forecast 31.03.23 £m</b>
Long-term borrowing	980.1	(12.9)	967.2	1,328.9	1,146.2
Short-term borrowing	35.0	10.0	45.0	0.0	59.0
<b>Total borrowing</b>	<b>1,015.1</b>	<b>(2.9)</b>	<b>1,012.2</b>	<b>1,328.9</b>	<b>1,205.2</b>
<b>Total investments</b>	<b>(95.6)</b>	<b>52.8</b>	<b>(42.3)</b>	<b>(35.0)</b>	<b>(35.0)</b>
<b>Net borrowing</b>	<b>919.5</b>	<b>(49.9)</b>	<b>969.9</b>	<b>1,293.9</b>	<b>1,170.2</b>

13. The underlying need to borrow for capital purposes is measured by the Capital Financing Requirement (CFR), while usable reserves and working capital are the underlying resources available for investment. These factors are summarised in Table 2 below.

Table 2: Balance Sheet Summary

	<b>31 March 2022 Actual £m</b>
General Fund CFR	969.9
HRA CFR	268.4
<b>Borrowing CFR</b>	<b>1,238.3</b>
External borrowing	1,015.1
<b>Internal borrowing</b>	<b>223.2</b>
Less: Usable reserves	(249.6)
Less: Working capital	122.0
<b>Net investments</b>	<b>(95.6)</b>

\*Finance leases, PFI liabilities and transferred debt that form part of the Council's total debt

## ECONOMIC BACKGROUND

14. The ongoing conflict in Ukraine has continued to put pressure on global inflation and the economic outlook for UK and world growth remains weak. The UK political situation towards the end of the period following the 'fiscal event' increased uncertainty further.
15. The economic backdrop during the April to September period continued to be characterised by high oil, gas and commodity prices, ongoing high inflation, and its impact on consumers' cost of living, no imminent end in sight to the Russia-Ukraine hostilities and its associated impact on the supply chain, and China's zero-Covid policy.
16. UK inflation remained extremely high. Annual headline CPI hit 10.1% in July, the highest rate for 40 years, before falling modestly to 9.9% in August. RPI registered 12.3% in both July and August.
17. The Bank of England increased the official Bank Rate to 2.25% over the period. From 0.75% in March, the Monetary Policy Committee (MPC) pushed through rises of 0.25% in each of the following two MPC meetings, before hiking by 0.50% in August and again in September. The Committee noted that domestic inflationary pressures are expected to remain strong and so given ongoing strong rhetoric around tackling inflation further Bank Rate rises should be expected.

18. On 23<sup>rd</sup> September the UK government, following a change of leadership, announced a raft of measures in a 'mini budget', loosening fiscal policy with a view to boosting the UK's trend growth rate to 2.5%. With little detail on how government borrowing would be returned to a sustainable path, financial markets reacted negatively. Gilt yields rose dramatically by between 0.7% - 1% for all maturities with the rise most pronounced for shorter dated gilts. The swift rise in gilt yields left pension funds vulnerable, as it led to margin calls on their interest rate swaps and risked triggering large scale redemptions of assets across their portfolios to meet these demands. It became necessary for the Bank of England to intervene to preserve market stability through the purchase of long-dated gilts, albeit as a temporary measure, which has had the desired effect with 50-year gilt yields falling over 100bps in a single day.
19. Bank of England policymakers noted that any resulting inflationary impact of increased demand would be met with monetary tightening, raising the prospect of much higher Bank Rate and consequential negative impacts on the housing market.
20. Gilt rates are important for Enfield as they are an indicator of PWLB borrowing rates (roughly gilt rates +0.8%).
21. Over the period the 5-year UK benchmark gilt yield rose from 1.41% to 4.40%, the 10-year gilt yield rose from 1.61% to 4.15%, the 20-year yield from 1.82% to 4.13% and the 50-year yield from 1.56% to 3.25%. The Sterling Overnight Rate (SONIA) averaged 1.22% over the period.

#### **BORROWING STRATEGY DURING 2022/23**

22. CIPFA's 2021 Prudential Code is clear that local authorities must not borrow to invest primarily for financial return and that it is not prudent for local authorities to make any investment or spending decision that will increase the capital financing requirement, and so may lead to new borrowing, unless directly and primarily related to the functions of the Authority.
23. PWLB loans are no longer available to local authorities planning to buy investment assets primarily for yield; Enfield has no plans to buy investment assets primarily for yield.
24. The chief objective when borrowing has been to strike an appropriately low risk balance between securing low interest costs and achieving cost certainty over the period for which funds are required, with flexibility to renegotiate loans should the Council's long-term plans change being a secondary objective. The Authority's borrowing strategy continues to address the key issue of affordability without compromising the longer-term stability of the debt portfolio.

25. The 2022/23 Treasury Management Strategy sets out an operational borrowing limit of £1,355m and maximum borrowing requirements of £1,655m for the year. As at 30th September there is headroom in this approval of £338 million borrowing.
26. The Council's forecast borrowing for the year is being re-evaluated as the cost of refinancing existing debt reduces the capacity and affordability on new borrowing.
27. During 2022/23, short term new borrowing of £69m has been taken from other local authorities at an average rate of 3.7%, in keeping with the above objectives. This strategy enabled the Council to reduce net borrowing costs and the loans will be replaced with PWLB loans when borrowing rates are more favourable.
28. At 30th September 2022 the Council held £1,012.2m of loans, (a decrease of £2.95m since 1st April 2022), as part of its strategy for funding the Council's previous and current year's capital programmes. Outstanding loans on 30th September are summarised in Table 3 below.

Table 3: Borrowing Position

Type of Loan	31.3.22 Actual £m	Movement £m	30.9.22 Actual £m	31.3.23 *Original Forecast £m	31.3.23 ^Revised Forecast £m
<b>PWLB</b>	928.3	12.0	<b>916.3</b>	1,279.6	£1,097.0
<b>European Investment Bank</b>	7.9	0.2	<b>7.8</b>	7.6	0.0
<b>GLA</b>	1.2	0.0	<b>1.2</b>	0.8	7.6
<b>HNIP</b>	21.6	0.0	<b>21.6</b>	21.4	0.8
<b>LEEF</b>	2.1	0.3	<b>1.7</b>	1.4	21.4
<b>MEEF</b>	15.0	0.0	<b>15.0</b>	15.0	1.4
<b>SALIX</b>	4.1	0.5	<b>3.6</b>	3.1	15.0
<b>Local Authority</b>	35.0	10.0	<b>45.0</b>	0.0	59.0
<b>Total</b>	<b>1,015.1</b>	<b>(2.9)</b>	<b>1,012.2</b>	<b>1,328.9</b>	<b>1,205.2</b>

\*Original Forecast as stated in TMSS 2022/23, approved by Council 24 February 2022

^Revised Forecast based on current level of activities

29. The Council has 109 loans spread over 50 years with the average maturity being 21 years. The maturity profile allows the Council to spread the risk of high interest rates when debt matures in any one year. The average interest for the period is 2.54%. The level of borrowing for this financial year has been revised down to £1,097m from £1,279.6m due to capital programme slippage.

### The Capital Financing Requirement (CFR)

30. The Capital Financing Requirement measures the Council's underlying borrowing requirement.

<b>Capital Financing Requirement (CFR)</b>	<b>Actual Balance 31 March 2022 £m</b>	<b>Original Forecast 31 March 2023 £m</b>	<b>Revised Forecast 31 March 2023 £m</b>
General Fund	969.9	1,150.5	1,090.0
Housing Revenue Account	268.4	334.8	320.5
<b>Borrowing CFR</b>	<b>1,238.3</b>	<b>1,485.3</b>	<b>1,410.5</b>
<b>External Borrowing</b>	<b>1,015.1</b>	<b>1,328.9</b>	<b>1,205.2</b>
<b>Internal Borrowing</b>	<b>223.25</b>	<b>156.43</b>	<b>205.28</b>
<b>Authorised Limit</b>	<b>1,600.0</b>	<b>1,655.0</b>	<b>1,655.0</b>

Table 4: Capital Financing Requirement (CFR)

\*Total CFR includes finance leases, PFI liabilities and transferred debt that form part of the Council's total debt

### Other Debt Activity

31. The forecast for 31st March 2023 for Private Finance Initiative (PFI) or finance leases liabilities which represent the total debt other than borrowing for the Council is £26m after the repayment of circa £4m scheduled for the year.

### Cost of Borrowing

32. The average interest rate forecast on total external debt for 2022/23 is 2.54%. Table 5 shows the Council's total cost of maintaining its debt portfolio, as well as how the debt cost has been recharged to the HRA and to LBE Companies. The overall interest cost chargeable to the General Fund is £3.2m.

Table 5: Cost of Borrowing

<b>Type of Loan</b>	<b>Actual for 31.03.22 £,000</b>	<b>Original Forecast 31.03.23 £,000</b>	<b>Revised Forecast 31.03.23 £,000</b>	<b>Actual as at 30.09.22 £,000</b>
Public Works Loan Board	23,946.3	23,754	29,766.1	12,415.8
Local Authority Long-Term	0.0	8,225	0.0	0.0
EIB	188.9	181.0	181.0	91.5
GLA	0.0	0.0	0.0	0.0
HNIP	20.7	18.0	18.5	10.7
LEEF	42.2	31.0	30.8	16.9
MEEF	149.2	180.0	179.5	89.3
<b>Total Interest on Long Term Debt</b>	<b>24,347.1</b>	<b>32,388</b>	<b>30,175.9</b>	<b>12,624.1</b>
Short term Loans	0.0	0.0	417.6	8.3
Other Costs & Commission	200.0	101.0	111.7	0

on loans				
<b>Total Cost of Debt</b>	<b>24,547.1</b>	<b>32,489</b>	<b>30,705.2</b>	<b>12,632.4</b>
<b>Funded by:</b>				
Housing Revenue Account	9,833.0	12,072	13,387.6	0.0
Capitalised Interest on Meridian Water	6,942.3	9,218	9,790.8	0.0
Housing Gateway Ltd (HGL)	3,126.8	3,387.5	3,285.5	1,507.7
Energetik	613.1	780.5	907.2	637.8
Schools Debt Recharges	137.3	0	131.8	0
Investment Income	194.7	0	0	388.3
General Fund	3,700.0	7,031	3,202.2	10,098.5
<b>Total Cost of Debt</b>	<b>24,547.1</b>	<b>32,489</b>	<b>30,705.2</b>	<b>12,632.4</b>

33. The original estimated cost of borrowing was £32.5m, this has been revised down to £30.7m as the level of borrowing for this financial year has been reduced due to capital programme slippage and the prevailing higher interest rate environment.
34. Energetik pay a premium on their interest rate to meet the State Aid regulations set by the European Union.

### Loans Maturity

35. The Council has 109 loans spread over 50 years with the average maturity being 21 years. The maturity profile allows the Council to spread the risk of high interest rates when debt matures in any one year.
36. Table 6 shows the maturity structure of the Council's Loans portfolio as at 31 March 2021 and forecast for 31 March 2022:

Table 6: Profile of Maturing Loans

	<b>Loans Outstanding Actual as at 31 March 22</b>	<b>Loans Outstanding Forecast for 31 March 23</b>
	<b>£m</b>	<b>£m</b>
Under 1 year	61.1	101.4
1 – 2 years	25.0	91.5
2 – 5 years	51.7	84.9
5 – 10 years	147.1	197.1
10 – 15 years	139.0	139.0
15 – 20 years	152.2	152.2

20 – 25 years	49.8	49.8
25 – 30 years	69.5	69.5
30 – 35 years	85.0	85.0
35 – 40 years	41.0	41.0
40 – 45 years	88.8	88.8
45+ years	105.0	105.0
	<b>1,015.1</b>	<b>1,205.2</b>

### Treasury Investment Activity

37. The Council holds some invested funds, representing income received in advance of expenditure plus balances and reserves held. Total cash balances over the year varied considerably, predominantly because of the significant peaks and troughs arising from payment profiles of business rate collections, capital expenditure, DWP payments and housing benefit payments.
38. During this reporting period the Council's investment balance ranged between £15m and £98m due to timing differences between income and expenditure. The investment position at 30<sup>th</sup> September 2022 is shown in table 7 below.

Table 7: Treasury Investments

<b>Counterparties</b>	<b>31.3.22 Actual £m</b>	<b>Movement £m</b>	<b>30.9.22 Actual £m</b>
<b>Money Market Funds</b>			
Aberdeen (Ignis)	25.0	(25.0)	<b>0.0</b>
Aviva	10.0	1.9	<b>11.9</b>
CCLA	25.0	(25.0)	<b>0.0</b>
Deutsche	0.0	0.0	<b>0.0</b>
Federated	10.0	(4.2)	<b>5.8</b>
Goldman Sachs	25.0	(25.0)	<b>0.0</b>
HSBC Liquidity	0.0	0.0	<b>0.0</b>
Invesco	0.0	24.7	<b>24.7</b>
<b>Call Accounts</b>			
Santander	0.6	(0.6)	<b>0.0</b>
HSBC	0.0	0.0	<b>0.0</b>
	<b>95.6</b>	<b>(53.4)</b>	<b>42.3</b>

39. The Council generated investment income of £388k on cash balances held in call accounts and money market funds for this reporting period. On average

the Council's cash investment portfolio had a risk weighting equivalent to A-credit rating.

40. Both the CIPFA Code and government guidance require the Council to invest its funds prudently, and to have regard to the security and liquidity of its treasury investments before seeking the optimum rate of return, or yield. The Council's objective when investing money is to strike an appropriate balance between risk and return, minimising the risk of incurring losses from defaults and the risk of receiving unsuitably low investment income.
41. Because the Council's externally managed funds have no defined maturity date, but are available for withdrawal after a notice period, their performance and continued suitability in meeting the Council's investment objectives are regularly reviewed.
42. The increases in Bank Rate over the period under review, and with the prospect of more increases to come, short-dated cash rates, which had ranged between 0.7% - 1.5% at the end of March, rose by around 1.5% for overnight/7-day maturities and by nearly 3.5% for 9-12 month maturities.
43. By end September, the rates on DMADF deposits ranged between 1.85% and 3.5%. The return on the Council's sterling low volatility net asset value (LVNAV) Money Market Funds ranged between 0.9% - 1.1% p.a. in early April and between 1.8% and 2.05% at the end of September.
44. Given the risk of the Council's portfolio having all the investments in Money Market Funds and the risk of the short-term unsecured bank investments, officers are proposing to invest in alternative and higher yielding asset classes. The Council needs to maintain its professional status in alignment with MiFID II requirements, hence officers are arranging to invest at least £10m for a longer-term by considering investment in Secured Deposits via the Repo Market / covered bonds / corporate bonds / RP facilities, pooled property/bond/equity/multi-asset funds as deemed appropriate.
45. In 2022/23 the Council expects to receive better income from its cash and short-dated money market investments than it did in 2021/22.

### **Investment Benchmarking**

46. Both the CIPFA Code and Government guidance require the Council to invest its funds prudently, and to have regard to the security and liquidity of its treasury investments before seeking the optimum rate of return, or yield.

Table 8 – Treasury investments managed in-house

	<b>Credit Score</b>	<b>Credit Rating</b>	<b>Bail-in Exposure</b>	<b>Weighted Average Maturity (days)</b>	<b>Rate of Return %</b>
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31.03.2022	4.90	A+	100%	1	0.52%
30.06.2022	4.86	A+	100%	1	1.10%
<b>30.09.2022</b>	<b>4.78</b>	<b>A+</b>	<b>100%</b>	<b>1</b>	<b>2.12%</b>
<b>Similar LAs</b>	<b>4.30</b>	<b>AA-</b>	<b>62%</b>	<b>37</b>	<b>1.79%</b>
<b>All LAs</b>	<b>4.29</b>	<b>AA-</b>	<b>55%</b>	<b>17</b>	<b>1.72%</b>

47. The Council's objective when investing money is to strike an appropriate balance between risk and return, minimising the risk of incurring losses from defaults and the risk of receiving unsuitably low investment income.
48. The progression of risk and return metrics are being measured and monitored. An extract of the metrics being used from Arlingclose's quarterly investment benchmarking is shown in Table 8 above for the reporting period.
49. The Money Market Funds have no defined maturity date, but are available for withdrawal after a notice period, their performance and continued suitability in meeting the Council's medium- to long-term investment objectives are regularly reviewed.
50. The return on Money Market Funds net of fees has improved significantly, the Council is currently earning 2.12% and above on investments.

### Non-Treasury Investment

51. The definition of investments in CIPFA's revised Treasury Management Code now covers all the financial assets of the Council as well as other non-financial assets which the Council holds primarily for financial return.
52. This is replicated in the Investment Guidance issued by Ministry of Housing, Communities and Local Government's (MHCLG) now named Department for Levelling Up, Housing and Communities, in which the definition of investments is further broadened to also include all such assets held partially for financial return.
53. For this reporting period, the Council investments to its subsidiaries stood at £156.6m. Which currently consist solely of loans but in future it will includes provision of working capital and injection of equities into the companies. A list of the Council's non-treasury investments is shown in below table 9:

Table 9: Non-Treasury Investments

<b>Loans made to LBE Companies</b>	<b>31.3.22 Balance £m</b>	<b>Movement £m</b>	<b>30.9.22 Balance £m</b>
HGL	127.4	(0.3)	127.1
Energetik	15.2	14.3	29.56
<b>Total</b>	<b>142.6</b>	<b>14.0</b>	<b>156.6</b>

### Net Debt (Borrowing, PFI & Leases)

54. The estimated budget position for 2022/23 recognises that future capital expenditure will need to be financed from external borrowing and will create pressure on the revenue budget. In light of the current economic conditions, the Council is reviewing its borrowing forecast for 2022/23.

Table 10: Net Debt

	<b>31.03.22 Actual £m</b>	<b>2022/23 Original Budget £m</b>	<b>2022/23 Revised Budget £m</b>	<b>2022/23 Interest Forecast £m</b>
Companies	147.3	212.0	177.7	4.3
Meridian Water	350.9	406.1	413.8	9.8
Other GF*	471.7	532.5	498.5	3.2
HRA	268.4	334.8	320.5	13.4
<b>Total Loans CFR</b>	<b>1,238.3</b>	<b>1,485.3</b>	<b>1,410.5</b>	<b>30.7</b>
<i>Add: PFI &amp; Finance leases</i>	30.3	26.3	26.3	0.0
<i>Less Internal Borrowing</i>	(253.6)	(182.8)	(231.6)	0.0
<b>Total External Borrowing</b>	<b>1,015.1</b>	<b>1,328.9</b>	<b>1,205.2</b>	<b>30.7</b>
<b>Total treasury investments</b>	(35.5)	(35.0)	(35.0)	-
<b>Net Debt</b>	<b>979.6</b>	<b>1,293.9</b>	<b>1,170.2</b>	-

### Loans Restructuring

55. Loans restructuring normally involves prematurely replacing existing loans (at a premium or discount) with new loans to secure net savings in interest payable or a smoother maturity profile. Restructuring can involve the conversion of fixed rate interest loans to variable rate loans and vice versa.
56. No restructuring was done during the year as the new PWLB borrowing rates and premature repayment rates made rescheduling uneconomic. The Council will continue to actively seek opportunities to restructure debt, if viable.

### Minimum Revenue Provision

57. In accordance with the Local Government Act 2003, the Council is required to make provision for repayment of an element of the accumulated General

Fund capital expenditure, which was funded from borrowing, through an annual revenue charge known as the Minimum Revenue Provision (MRP).

58. The 2022/23 TMSS that was approved by Council at its meeting in February 2022 had MRP budget for 2022/23 as £19.6m and interest chargeable to the General Fund (GF) of £7m.

### Compliance with Treasury Management Indicators

59. Within the prudential indicators there are several key indicators to ensure that the Council operates its activities within well-defined limits. For example, the operational borrowing limit set by the Council determines the external debt levels which are not normally expected to be exceeded, whereas the authorised borrowing limit represents a control on the maximum level of borrowing. This represents a limit beyond which external debt is prohibited, and this limit needs full council to approve any increase.
60. Since the beginning of this financial year 2022/23 the total loan debt was kept within the limits approved by the Council against an authorised limit of £1,655m. The authorised limit (as defined by the Prudential Code) was set as a precaution against the failure, to receive a source of income or a major unexpected expenditure. In the unlikely event of this happening, the Council would need to borrow on a temporary basis to cover the shortfall in cash receipts. Any significant breach must be reported to the Council.
61. Officers report that all treasury management activities undertaken during the year complied fully with the CIPFA Code of Practice and the Council's approved Treasury Management Strategy.
62. Compliance with the authorised limit and operational boundary for external debt is demonstrated in table 11 below.

Table 11: Prudential Indicators

Debt Limits	30.9.22 Actual £m	2022/23 Maximum £m	2022/23 Operational Boundary £m	2022/23 Authorised Limit £m	Complied? Yes/No
Borrowing	1,012.2	1,013.4	1,329	1,629.0	Yes
PFI and Finance Leases	26.3	26.3	26.0	26.0	Yes
<b>Total debt</b>	<b>1,038.5</b>	<b>1,039.7</b>	<b>1,355</b>	<b>1,655.0</b>	Yes

63. Since the operational boundary is a management tool for in-year monitoring it is not significant if the operational boundary is breached on occasions due to

variations in cash flow, and this is not counted as a compliance failure. Although total debt was not above the operational boundary during this reporting financial year.

### Treasury Management Indicators

64. The Council measures and manages its exposures to treasury management risks using the following indicators.
65. **Security:** The Council has adopted a voluntary measure of its exposure to credit risk by monitoring the value weighted average credit rating and credit score of its investment portfolio. This is calculated by applying a score to each investment (AAA=1, AA+=2, etc.) and taking the arithmetic average, weighted by the size of each investment. Unrated investments are assigned a score based on their perceived risk.

Table 12: Credit Risk

	30.9.22 Actual	2022/23 Target	Complied?
Portfolio average credit rating	A+	A	Yes
Portfolio average credit score	4.78	6	Yes

66. **Liquidity:** The Council has adopted a voluntary measure of its exposure to liquidity risk by monitoring the amount of cash available to meet unexpected payments within a rolling three-month period, without additional borrowing.

Table 13: Liquidity Risk Indicator

	30.9.22 Actual	2022/23 Target	Complied?
Total cash available within 3 months	£46.3	£25m	Yes

67. **Interest Rate Exposures:** This indicator is set to control the Council's exposure to interest rate risk. The Council held no variable interest rate debt during 2022/23. However, the Council's Treasury Management Strategy does permit variable interest rate loans.

Table 14: Interest Rate Risk Indicator

	30.9.22 Actual	2022/23 Limit	Complied?
Upper limit on one-year revenue impact of a 1% <u>rise</u> in interest rates	Nil	+£4m	Yes
Upper limit on one-year revenue impact of a 1% <u>fall</u> in interest rates	Nil	+£4m	Yes

68. The impact of a change in interest rates is calculated on the assumption that maturing loans and investment will be replaced at current rates.

69. **Maturity Structure of Borrowing:** This indicator is set to control the Council's exposure to refinancing risk. The upper and lower limits on the maturity structure of all borrowing were:

Table 15: Maturity Structure

	<b>30.9.22 Actual</b>	<b>30.9.22 Actual</b>	<b>Upper Limit</b>	<b>Lower Limit</b>	<b>Complied?</b>
Under 12 months	£84.0m	8.3%	30%	0%	Yes
12 months & within 24 months	£26.1m	2.6%	35%	0%	Yes
24 months and within 5 years	£51.2m	5.1%	40%	0%	Yes
5 years and within 10 years	£147.5m	14.6%	45%	0%	Yes
10 years and above	£704.3m	69.5%	100%	0%	Yes

70. **Principal Sums Invested for Periods Longer than a year:** The purpose of this indicator is to control the Council's exposure to the risk of incurring losses by seeking early repayment of its investments. The limits on the long-term principal sum invested to final maturities beyond the period end were:

Table 16: Sum Invested Over One Year

	<b>2022/23</b>	<b>2023/24</b>	<b>2024/25</b>
Actual principal invested beyond year end	Nil	Nil	Nil
Limit on principal invested beyond year end	£15m	£15m	£15m
Complied?	Yes	Yes	Yes

### **Safeguarding Implications**

71. None arising from this report

### **Public Health Implications**

72. The Council's Treasury Management indirectly contributes to the delivery of Public Health priorities in the Borough.

### **Equalities Impact of the Proposal**

73. The Council is committed to Fairness for All to apply throughout all work and decisions made. The Council serves the whole borough fairly, tackling inequality through the provision of excellent services for all, targeted to meet the needs of each area. The Council will listen to and understand the needs of all its communities.

### **Environmental and Climate Change Considerations**

74. There are no environmental and climate change considerations arising from this report.

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

75. Lack of robust governance inevitably involves a degree of risk. The successful identification, monitoring and control of risk are therefore central to the Council's treasury management strategy.

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

76. Not approving the report recommendations and not adhering to the overriding legal requirements could impact on meeting the ongoing objectives of the Council's treasury activities.

**Financial Implications**

77. This is a noting report which fulfils the requirement to report annually the performance of the Council's treasury management activities. Financial implications are set out in the body of the report.

**Legal Implications**

78. The Local Government Act 2003 provides a framework for the capital finance of local authorities. It provides a power to borrow and imposes a duty on local authorities to determine an affordable borrowing limit. It provides a power to invest. Fundamental to the operation of the scheme is an understanding that authorities will have regard to proper accounting practices recommended by the Chartered Institute of Public Finance and Accountancy (CIPFA) in carrying out capital finance functions.
79. The Local Authorities (Capital Finance and Accounting) (England) Regulations 2003 require the Council to have regard to the CIPFA publication "Treasury Management in the Public Services: Code of Practice and Cross-Sectoral Guidance Notes" ("the Treasury Management Code") in carrying out capital finance functions under the Local Government Act 2003.
80. This noting report of the Executive Director of Resources advises Council of the Council's borrowing and investment activities for the half-year ending 30th September 2021 and is consistent with the key principles expressed in the Treasury Management Code. The Executive Director of Resources has responsibility for overseeing the proper administration of the Council's financial affairs, as required by section 151 of the Local Government Act 1972 and is the appropriate officer to advise in relation to these matters.

**Workforce Implications**

81. No direct workforce implications

**Property Implications**

82. None

### **Other Implications**

83. None

### **Options Considered**

84. The CIPFA TM code require that the Council establishes arrangements for monitoring its investments and borrowing activities hence the performance and activities of the Council's treasury operations is being reported to this Committee on a regular basis. This report is required to comply with the Council's Treasury Management Policy statement, agreed by Council.

### **Conclusions**

85. Over the reporting year all treasury management (TM) activities have been carried out in accordance with the approved limits and the prudential indicators (PI) set out in the Council's Treasury Management Strategy statement. For more details, see section 54 – 65.
86. The Council held outstanding investments of £42.3m as at 30th September 2022. This portfolio earned an interest of £388k for the reporting period.
87. Gross Debt (Council's total borrowing, PFI and Finance Leases) stood at £1,012.2m, this is a reduction from the opening balance of £1,015.1m. The original gross debt forecast for 2022/23 was £1,328.9m and now revised down to £1,205.2m due to capital programme slippage.
88. The revised borrowing CFR forecast for 2022/23 is in excess of last year closing position of £1,238.3m by some £172.2m to £1,410.5m. See section 30 for more details.
89. The MRP charge for 2022/23 is £19.6m, see section 53 for more details.
90. The Total Borrowing for the reporting period stood at £1,012.2m, a reduction of £2.9m over 2021/22 closing balance of £1,015.1m. The original total borrowing forecast for 2022/23 was £1,328.9m, has been revised down to £1,205.2m, this equates to some £123.7m reduction in borrowing need for this financial year. For more details, see section 49.
91. The net borrowing is the difference between total investments outstanding and the total borrowing outstanding. For this reporting period, it stood at £969.9m and the net debt (borrowing including PFI and finance leases) position is £991.2m. For more details, see section 14.
92. The original gross interest forecast for financing external borrowing for the year are £32.5m and this has been revised to £30.7m due to capital programme activity levels and the prevailing higher interest. The proportion of interest chargeable to the General Fund for the 2022/23 is £7m. For more details, see section 32.

93. The Council loans to its companies stood at £156.6m for this reporting period. Future provisions to the companies will include provision of working capital and injection of equities into the companies. For more details, see section 48.
94. Over the reporting year all treasury management (TM) activities have been carried out in accordance with the approved limits and the prudential indicators (PI) set out in the Council's Treasury Management Strategy statement. For more details, see section 63 – 76.
95. From this reporting period to end of this financial year, the Council plan to borrow a total of £193m medium/longer-term fixed rate loans, for refinancing matured loans and to fund planned capital expenditure. These loans should provide some longer-term certainty and stability to the debt portfolio.
96. While interest rate expectations reduced during October and November 2022, multiple interest rate rises are still expected over the forecast horizon despite looming recession. Arlingclose expects Bank Rate to rise to 4.25% by June 2023 under its central case, with the risks in the near- and medium-term to the upside should inflation not evolve as the Bank forecasts and remains persistently higher.
97. Yields are expected to remain broadly at current levels over the medium-term, with 5-year, 10-year and 20-year gilt yields expected to average around 3.6%, 3.7%, and 3.9% respectively over the 3-year period to September 2025. The risks for short, medium, and longer-term yields are judged to be broadly balanced over the forecast horizon. There will undoubtedly be short-term volatility due to economic and political uncertainty and events.

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Tel no. 020 8132 1588

Date of report 2nd October 2022

## **Appendices**

Appendix 1 – Economic commentary & Interest Rate Forecast November 2022

Appendix 2 - BoE Monetary Policy Report – November 2022

## **Background Papers**

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

- (i) Treasury Management Strategy Statement 2022/23 (Approved by Council, 24 February 2022)
- (ii) Arlingclose – Enfield Benchmarking-credit-scores for September 2022



## **Appendix 1 - Arlingclose's Economic Commentary and Interest Rate Forecast**

### **Economic and Interest Rate Forecast 7th November 2022**

- i) UK interest rate expectations have eased following the explosive mini budget, with a growing expectation that UK fiscal policy will now be tightened to restore investor confidence, adding to the pressure on household finances. The peak for UK interest rates will therefore be lower, although the path for interest rates and gilt yields remains highly uncertain.
- ii) Globally, economic growth is slowing as inflation and tighter monetary policy depress activity. Inflation, however, continues to run hot, raising expectations that policymakers, particularly in the US, will err on the side of caution, continue to increase rates, and tighten economies into recession.
- iii) The new Chancellor dismantled the mini budget, calming bond markets and broadly removing the premium evident since the first Tory leadership election. Support for retail energy bills will be less generous, causing a lower but more prolonged peak in inflation. This will have ramifications for both growth and inflation expectations.
- iv) The UK economy is already experiencing recessionary conditions, with business activity and household spending falling. Tighter monetary and fiscal policy, alongside high inflation will bear down on household disposable income. The short to medium term outlook for the UK economy is bleak, with the BoE projecting a protracted recession.
- v) Demand for labour remains strong, although there are some signs of easing. The decline in the active workforce
- vi) has fed through into higher wage growth, which could prolong higher inflation. The development of the UK labour market will be a key influence on MPC decisions. It is difficult to see labour market strength remaining given the current economic outlook.
- vii) Global bond yields have steadied somewhat as attention turns towards a possible turning point in US monetary policy. Stubborn US inflation and strong labour markets mean that the Federal Reserve remains hawkish, creating inflationary risks for other central banks breaking ranks.
- viii) However, in a departure from Fed and ECB policy, in November the BoE attempted to explicitly talk down interest rate expectations, underlining the damage current market expectations will do to the UK economy, and the probable resulting inflation undershoot in the medium term. This did not stop the Governor affirming that there will be further rises in Bank Rate.



Downside risk	0.00	0.70	0.90	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
50yr gilt yield													
Upside risk	0.00	0.60	0.70	0.80	0.90	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
Arlingclose Central Case	3.24	3.40	3.40	3.40	3.40	3.40	3.30	3.30	3.30	3.30	3.30	3.30	3.30
Downside risk	0.00	0.70	0.90	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00

PWLB Standard Rate (Maturity Loans) = Gilt yield + 1.00%

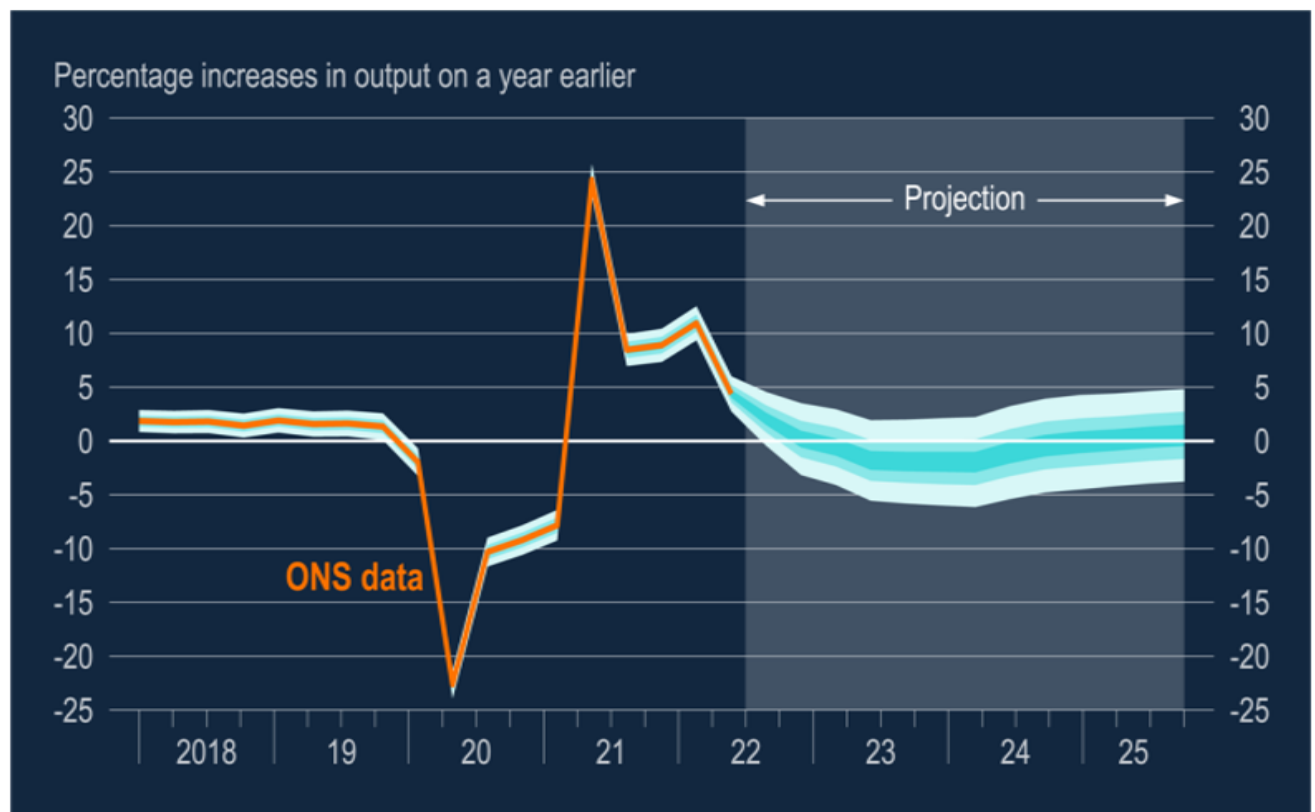
PWLB Certainty Rate (Maturity Loans) = Gilt yield + 0.80%

UKIB Rate (Maturity Loans) = Gilt yield + 0.60%

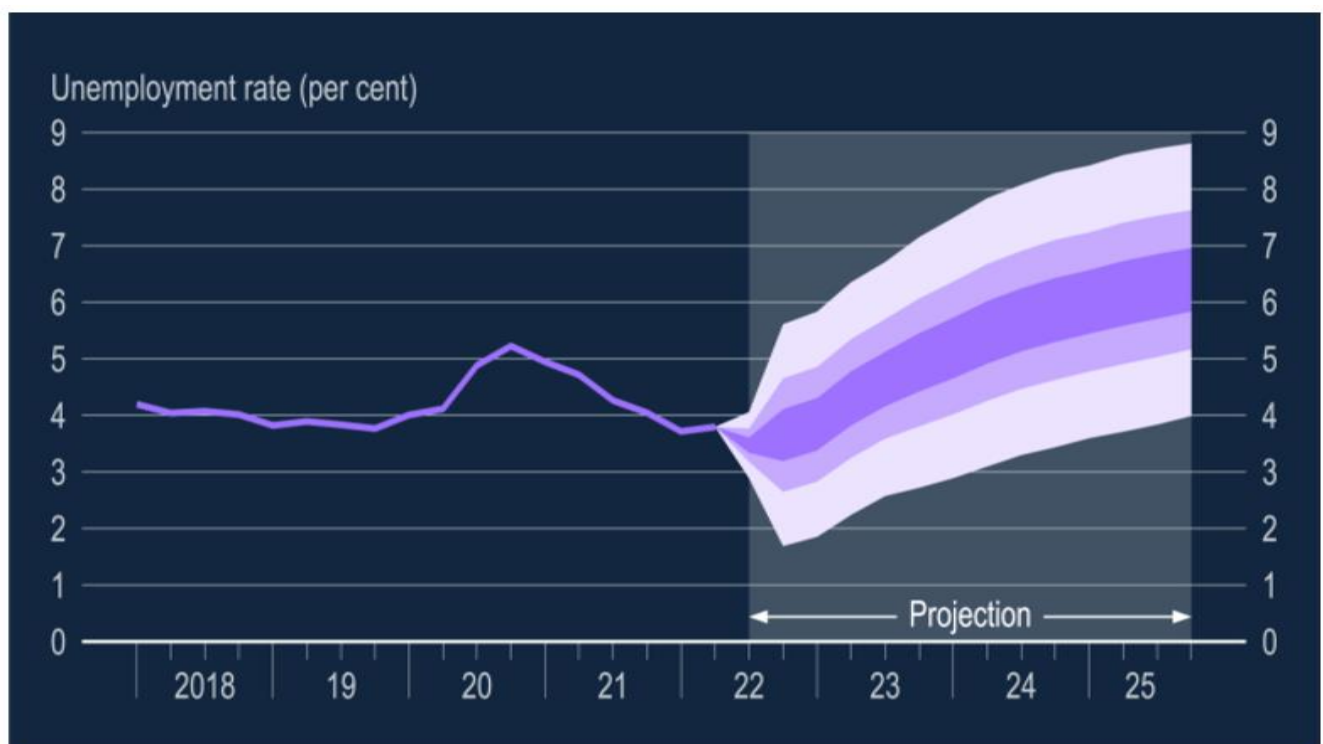
- a) The MPC remains concerned about inflation but sees the path for Bank Rate to be below that priced into markets.
- b) Following the exceptional 75bp rise in November, we believe the MPC will slow the rate of increase at the next few meetings. Arlingclose now expects Bank Rate to peak at 4.25%, with a further 50bp rise in December and smaller rises in 2023.
- c) The UK economy likely entered into recession in Q3, which will continue for some time. Once inflation has fallen from the peak, the MPC will cut Bank Rate.
- d) Arlingclose expects gilt yields to remain broadly steady despite the MPC's attempt to push down on interest rate expectations. Without a weakening in the inflation outlook, investors will price in higher inflation expectations given signs of a softer monetary policy stance.
- e) Gilt yields face pressures to both sides from hawkish US/EZ central bank policy on one hand to the weak global economic outlook on the other. BoE bond sales will maintain yields at a higher level than would otherwise be the case.

## Appendix 2 - BoE Monetary Policy Report (November 2022)

### 1. Outlook for UK GDP growth



### 2. Outlook for UK Unemployment



### 3. Outlook for UK CPI inflation



- i) There has been a material tightening in financial conditions, including the elevated path of market interest rates. In addition, high energy prices continue to weigh on spending, despite an assumption of some fiscal support for household energy bills beyond the current six-month period of the Energy Price Guarantee. As a result, the UK economy is expected to remain in recession throughout 2023 and 2024 H1, and GDP is expected to recover only gradually thereafter.
- ii) Although there is judged to be a greater margin of excess demand currently, continued weakness in spending leads to an increasing degree of economic slack emerging from 2023 H1, including a rising unemployment rate.
- iii) Despite a decline in global price pressures and a significant fall in the contribution of household energy prices to CPI inflation, domestic inflationary pressures remain strong over the next year. But an increasing degree of economic slack depresses domestic pressures further out. Conditioned on the elevated path of market interest rates, CPI inflation declines to below the 2% target in the medium term, although the Committee judges that the risks to the inflation projections are skewed to the upside.

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**London Borough of Enfield****Council****Meeting Date 25.01.23**

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**Subject:** Enfield Modern Slavery Strategy 2023-28  
**Cabinet Member:** Cllr Alev Cazimoglu  
**Executive Director:** Tony Theodoulou

**Key Decision:** Non-Key

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**Purpose of Report**

1. The Enfield Modern Slavery Strategy 2023-28 aims to be a handbook for professionals and members of the public to help understand the types of modern slavery, what the council aims to do, who has been affected and what can be done to put a stop to this crime.

**Proposal(s)**

2. To approve the report.

**Reason for Proposal(s)**

3. The London Borough of Enfield is at the forefront of tackling this crime and supporting survivors to recovery, as statutory modern slavery first responders, by being providers of social housing and safeguarding services for adults and children, and through our disruption activities via England's first Modern Slavery Team in a local authority.

4. London has been identified as a hub for county lines and criminal exploitation, with Enfield seeing its transport links being used to facilitate this awful crime. It is particularly important that councils are engaged with one another to help provide a targeted and coordinated response to see crimes reduce overall.

**Relevance to the Council Plan**

5. Good homes in well-connected neighbourhoods- The Modern Slavery Team works in local neighbourhoods to help disrupt criminal activity that will have a negative impact on our local communities.

Safe, healthy, and confident communities- by targeting the gang masters in the UK and overseas we can, jointly with the police target the root of this heinous crime.

An economy that works for everyone- by fulfilling our statutory duties under the Modern Slavery Act 2015, the council has worked to ensure that our contracts

are ethical and robust to mitigate the risks of modern slavery being in our supply chains.

## Background

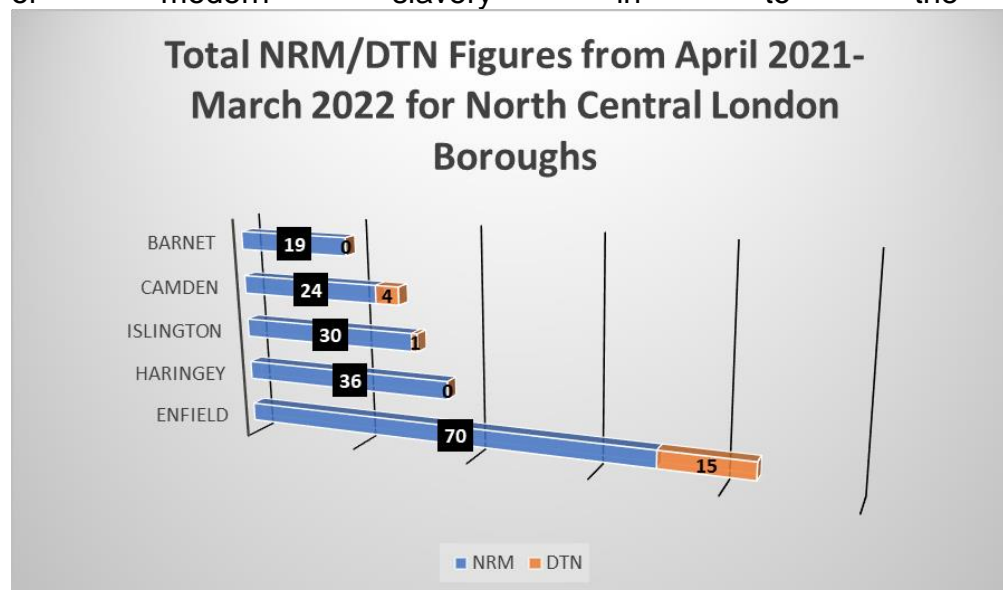
6. Modern slavery is a heinous crime that affects all communities of all ages, genders, and nationalities. Modern slavery has become a high priority in recent years, with the Government identifying it as ‘the greatest human rights issue of our time.’ It continues to be the fastest growing international crime, the second largest source of illegal income for organised criminality and targets the very fabric of our society. It can take many forms, some well-known - such as sexual exploitation, labour exploitation and domestic servitude - others less well recognised, such as organ harvesting, forced and sham marriage.

## Main Considerations for the Council

7. There have been 106 referrals received into the team between 1st April 2021 - 31st March 2022. These referrals have come from a number of different sources including Housing, Social Care teams, Anti-Social Behaviour teams, Business Rates team, Youth Justice Service, NHS partners, Police (both local and central) and third sector charities and organisations such as Victim Support and Enfield Women’s Centre.

8. Strong pathways have been forged within Enfield Council to ensure a swift response to potential victims. The team arranged housing for 8 potential victims of modern slavery in partnership with our Enfield Council Housing colleagues, to bridge the gap between the National Referral Mechanism (NRM) referral and the NRM support commencing following the positive reasonable grounds decision.

9. The below graph demonstrates how the Modern Slavery Team and the action plan associated with the previous strategy have helped support potential victims of modern slavery in to the NRM.





## **Safeguarding Implications**

10. In Enfield, all cases of potential modern slavery are treated as possible safeguarding cases under s.47 Children Act 1989 and s.42 of the Care Act 2014. This is to ensure consistency with our response to the crime and to safeguard vulnerable children and adults in line with the local authorities First Responder duties and obligations under the Modern Slavery Act 2015

## **Public Health Implications**

11. Safeguarding of adults at risk is recognised as a significant public health issue; preventing abuse and promoting of choice will increase wellbeing within these populations.

12. The strategy highlights the importance of the Modern Slavery Team working with local people and partners to promote an approach that concentrates on improving the quality of life for the adults concerned; being safe is only one of the things people want for themselves and there is a wider emphasis on wellbeing. The strategy emphasizes prevention of abuse and work within services that provide care to evidence engagement with those who use services.

## **Equalities Impact of the Proposal**

13. A robust EQIA has been completed and determined that the strategy will not adversely impact any groups. This strategy should have a positive impact on all individuals and the team will work closely with local charities and our partners to ensure that all groups are supported. Safeguarding activity is provided for children and families until the children are 18. For adults, safeguarding applies where there are care or support needs. The EQIA has demonstrated the importance of data collection and sharing with our partners to help target resources and to ensure that we can work with community-based support to provide the most appropriate support to the potential victims.

## **Environmental and Climate Change Considerations**

14. There are no Environmental and Climate Change Considerations.

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

15. By publishing a strategy, Enfield Council continues to demonstrate its commitment to meeting our legal duties under the Modern Slavery Act 2015. The Strategy helps to provide members of the public with a tool that can help educate and signpost Enfield residents with appropriate ways of responding to wider concerns,

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

16. There is a risk that members of the public will not know what the signs/causes of modern slavery are and that Enfield residents will not know how to raise their concerns. It is also important to demonstrate how the local authority

utilises our resources in combating this crime and targeting our efforts on prosecuting offenders.

### **Financial Implications**

17. There will be no changes to the current funding requirements. The team continues to function with a part time Team Manager and two full time Modern Slavery Investigators.

18. There are two PO1 posts which cost £100k (on current pay scales), with on costs and £20k training costs, totalling £120k as a result of this scheme.

19. This funding has been factored into the long-term financial plan.

Financial Implications provided by M Johnson 20/10/22

### **Legal Implications**

20. Local authorities have a statutory duty under the Modern Slavery Act 2015 to notify the Home Office when they come across potential victims of modern slavery. The duty is discharged by either referring a potential victim into the National Referral Mechanism (NRM) where they are a child or consenting adult, or by notifying the Home Office where an adult does not consent to enter the NRM. As a first Responder Organisation, local authorities have responsibility for identifying potential victims and making referrals into the NRM.

21. Local authorities also have a statutory duty to safeguard child victims of modern slavery under section 47 of the Children Act 1989 and vulnerable Adults at Risk under section 42 of the Care Act 2014.

22. In addition, under the Children Act 2004 local authorities and their partners (Police, NHS etc) have a duty to co-operate with a view to improving the well-being of children and to protect them from harm and neglect. Under s.11 of the Children Act 2004 a local authority and its partners have a duty to ensure that their functions are discharged having regard to the need to safeguard and promote the welfare of children.

23. There are also general co-operation duties under the Care Act 2014 between local authorities and their partners with regards to exercising functions under the Act with regards to people who have a need for care and support.

24. The Modern Slavery Strategy compliments the statutory duties above, demonstrates how the council is fulfilling its legal requirements and tackling modern slavery with its partners in the borough.

Legal implications provided by I Deuchars on 26/07/22

### **Workforce Implications**

25. 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.

26. 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.

Workforce Implications provided by D Williams 15/08/22

### **Property Implications**

27. There are no property implications.

### **Other Implications**

28. NA

### **Options Considered**

29. NA

### **Conclusions**

30. Throughout the Modern Slavery Team's first year (2020) the focus was on establishing pathways with other council departments for making referrals and sharing information. We became core members of various multi-agency partnership working meetings where cases of modern slavery and human trafficking are often discussed. This resulted in a helpline being established for professionals and members of the public to contact our team to discuss any cases or queries of concern. We have published a Modern Slavery Statement and have established single point of contacts within each department in Enfield Council.

31. We have been collecting data that has come through to our team from various sources to create a map which is able to plot key areas for the team to target and help identify trends within the borough. This includes data on the numbers of referrals received, location of concerns, types of exploitation, victim information i.e., age, ethnicity, perpetrator information and figures for the numbers of NRM and DtN referrals made to the Single Competent Authority.

32. Training and awareness raising continues to be a key part of our team and we continue to deliver training sessions both internally and externally to partner agencies/third sector organisations. During the period of 1st April 2021-31st March 2022 the team have delivered a total of 17 training sessions to 455 attendees

33. We will continue to work with a multi-agency approach to share relevant information to help aid information gathering and potential investigations/prosecutions.

34. Enfield Modern Slavery Strategy 2023-28 aims to build upon Enfield's good practice. Enfield Council continues to lead the way in the fight against modern slavery and the strategy helps to deliver that message to the borough.

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Report Author: Sharon Burgess Head of Safeguarding and Fiana Centala  
MCA & MS Team Manager  
Fiana.centala@enfield.gov.uk

Date of report 1<sup>st</sup> October 2022

### **Appendices**

#### **Enfield Modern Slavery Strategy 2023-28**

### **Background Papers**

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

# Enfield Modern Slavery Strategy 2023-2028

*Fighting to End  
Modern Slavery  
in Our Borough*



<b>Scope</b>	Enfield's Modern Slavery Strategy sets out how we will work together with our partners to tackle modern slavery in our borough. This includes working in partnership to identify victims and to deliver the care and support they need. This strategy focuses on the work of the Modern Slavery Team in relation to Adults over the age of 18.
<b>Approved by</b>	To be approved by the Cabinet
<b>Approval date</b>	9.12.2022
<b>Document Author</b>	Strategic Safeguarding Adults Services
<b>Portfolio holder</b>	Cllr Alev Cazimoglu, Cabinet Member for Health and Social Care
<b>Governance</b>	Modern Slavery Board
<b>Review</b>	The Modern Slavery Board will review this strategy on an annual basis, and where necessary, update the document to respond to local and national changes.

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## Message from Councillor Alev Cazimoglu

I am proud to present our Modern Slavery Strategy on behalf of Enfield Council which shows concerted and coordinated action.

Enfield's Modern Slavery Strategy 2023-28 builds upon our previous successes and demonstrates Enfield's continued commitment to tackling modern slavery. Enfield has made great progress in meeting the objectives demonstrated in the previous Modern Slavery Strategy 2020-23 with tangible results and successful prosecutions to those committing modern slavery offences.

Here in Enfield we continue to provide a multidisciplinary response in the fight against modern slavery. We recognise that trafficking, slavery and exploitation are not issues from the past. We all share a responsibility to fight and end modern slavery. Jointly we can all build a future where modern slavery and exploitation are truly a thing of the past.

**Councillor Alev Cazimoglu**  
Cabinet Member for Health & Social Care



## Need support?

In an emergency, always call 999. If you come across anything suspicious or need support, contact the Enfield Modern Slavery Team, **020 3821 1763**, [ModernSlavery@enfield.gov.uk](mailto:ModernSlavery@enfield.gov.uk)

For local services, visit [MyLife Modern Slavery](#)

# Introduction

**Modern slavery is a serious crime that strips its victims of their basic human rights and dignity. Modern slavery is a term, which includes human trafficking, slavery, servitude and forced or compulsory labour; and can occur irrespective of age, gender, nationality or economic circumstances. Internationally, modern slavery continues to be the fastest growing crime, and the second largest source of illegal income for organised criminality.**

Enfield Council and our partners are working together through a multi-agency approach to tackle modern slavery in the borough. Our approach includes three aims:

- To effectively tackle organised crime networks locally
- To deliver the right information, advice, support, and care to victims
- To raise awareness around identifying modern slavery and the referral process, including the [National Referral Mechanism \(NRMs\)](#).<sup>1</sup>

Locally we have a dedicated Enfield Modern Slavery team, which focus on investigating locational issues such as homes or businesses. Our team includes 2 investigators that work jointly with Enfield and Haringey Police Basic Command Unit (BCU) to tackle the criminal element of modern slavery. The Modern Slavery Team also provides support to the Multi-Agency Safeguarding Hub (MASH) teams, where they have exploitation concerns about children and adults.

The Modern Slavery team report to the Enfield Modern Slavery Board. The Board is chaired by the Council's Director of Health and Adult Social Care and was established in November 2018. The Board meets quarterly and is responsible for providing strategic direction and leadership to deliver our strategy and monitoring of the Modern Slavery Team's Action Plan. The Board also makes sure our local partnership, council departments (such as Housing and Community Safety), and information, advice support and care pathways work effectively.

The Modern Slavery Strategy has been developed in partnership with stakeholders including survivors and residents. Our new strategy builds upon the previous Modern Slavery Strategy 2020-2023 and the successes of the Modern Slavery Team. This includes signing a Charter Against Modern Slavery, which aims to establish ethical labour sourcing practices in our supply chains. The Modern Slavery Team continues to work hard to increase the number of referrals into the National Referral Mechanism (NRM), and we have supported 56 potential victims to enter the NRM. Of the 56 referrals made, 53 referrals resulted in individuals receiving care and support from the Salvation Army.

<sup>1</sup> The NRM is a framework for identifying and referring potential victims of modern slavery and ensuring they receive the appropriate support.



# What is modern slavery?

**Modern slavery is complex;** but simply put, it describes a situation where someone is made to do something, and another person gains from this. Modern slavery is about being exploited and completely controlled by someone else, without being able to leave. It includes human trafficking, slavery, servitude and forced or compulsory labour.

Modern slavery is the deception or coercion of a person for the purpose of exploitation.

## Deception or coercion for the purpose of exploitation

Deception or coercion may include threats, force, debt bondage and abuse of power or vulnerability. For anyone under the age of 18, the abuse of vulnerability is automatically present.

The purpose of exploitation may include the following:



### Forced labour

Being made to work for little or no money



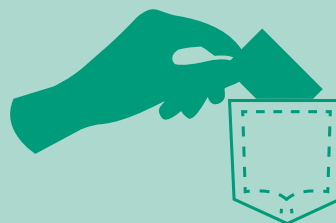
### Sexual exploitation

Being coerced or forced into selling sex



### Domestic servitude

Being made to work within a home environment for little or no pay



### Criminal exploitation

Being forced to break the law for someone else (i.e. stealing, selling drugs)



### Forced/sham marriage

Being made to marry someone you don't want to marry



### Organ harvesting

Bodily organs being removed for financial gain

# Myths about modern slavery

## MYTH:

People must be locked in or tied up to be victims of modern slavery

## TRUTH:

People aren't usually chained or restrained. They might be allowed to use a phone or roam freely outside. We refer to this as being "hidden in plain sight." A victim of modern slavery could be repairing the roof of your home or preparing your food in a restaurant. People are kept in modern slavery by threats to themselves or their families, lies, brutality, coercion, and the perception that they have debt to pay off, not by actual chains.

## MYTH:

All victims of modern slavery are women and all exploiters are men

## TRUTH:

People of all genders can be victims of all forms of modern slavery. This includes men being victims of sexual exploitation and women being victims of forced labour. Similarly, people of all genders can exploit others.

## MYTH:

It's only modern slavery if the person doesn't get paid

## TRUTH:

Modern slavery can include people on no pay but also extremely low pay. Often the money that people are paid will go towards their transportation and recruitment costs, which is known as debt bondage. People should not be made to work in conditions that deny their basic human rights (such as working extremely long hours, being made to sleep where they work and denied food etc.).

## MYTH:

Victims of modern slavery are from countries outside the UK

## TRUTH:

Modern slavery affects every nationality. The most common nationalities referred in 2021 to the NRM were from the UK, Albania and Vietnam.

## MYTH:

If I asked someone if they were a victim of modern slavery, they would tell me

## TRUTH:

There are many obstacles that could prevent someone from asking for assistance, or they could respond that they're alright when questioned. The inability to communicate in a language, not knowing that help is available, not realising that they are victims, fear for their lives or the lives of their family members, fear of being expelled from the country, manipulation of someone's faith or belief, such as using witchcraft, misplaced loyalty to the exploiter, and fear of institutions like the police are a few of these obstacles. Additionally, people may find it difficult to agree on working arrangements because to vulnerability factors including learning disabilities, mental illness, addiction, or their age.

# Our approach

**The Enfield Modern Slavery Team works with partners to utilise a multi-agency approach to tackle the crime of modern slavery within the borough.**

Our multi-agency approach includes three aims:

1. To effectively tackle organised crime networks locally.
2. To deliver the right information, advice, support, and care to victims.
3. To raise awareness around identifying modern slavery and the referral process, including the National Referral Mechanism.

Our team works with internal departments across the Council and external organisations to try to achieve these aims. We are core members of several meetings where we link into other teams and often share information on cases where there is a modern slavery/human trafficking concern. The meetings the team attends are:

- **Partnership Problem Solving Group (PPSG)** – This is where anti-social behaviour concerns are raised including potential brothel and cuckooing locations of concern.
- **Community Multi Agency Risk Assessment Conference (CMARAC)** – Information is shared to manage and resolve complex high-risk cases of anti-social behaviour.

- **Multi Agency Risk Assessment Meeting (MARAM) and Rough Sleepers Board** – These meetings are to discuss and share information around individual homeless/rough sleepers with complex needs in order to better understand the individual, their needs and propose appropriate action.
- **Multi Agency Child Exploitation meeting (MACE)** – The main purpose of the MACE meeting is to facilitate the sharing of information about children at risk of exploitation as well as potential perpetrators and locations that could pose a risk of harm to individuals or groups and to develop a detailed strategic and tactical overview of the exploitation profile.
- **Vulnerable Young People (VYP)** – To maintain a strategic overview of the work of various groups including Enfield's response to CSE/CCE, trafficking and modern slavery and constructively challenge quality of services and timely delivery of objectives.
- **Operational meeting with Police** – Bi-weekly meetings are held with the Modern Slavery Team and Police colleagues to discuss ongoing cases and share information and updates.

An action from the previous strategy was for the creation of a Modern Slavery Board which has been formalised with our multi agency partners and meets quarterly to oversee the work of the Modern Slavery Team.

A Modern Slavery Forum takes place every quarter where professionals attend to discuss any cases or seek advice from the team. The purpose of the forum is to strengthen multi-agency working and to promote clear pathways to streamline information sharing between services.

The Head of Safeguarding Adults and Quality Assurance, Sharon Burgess alongside the Human Trafficking Foundation established the London Modern Slavery Leads Network (LMSL). This consists of representatives from each of the thirty-two London boroughs and other select partners across the capital. It provides an opportunity for all members to come together, share best practice, and highlight trends or challenges they have identified in their borough. These are then addressed collectively. Sharon has completed her three-year period as the chair of this meeting.

The Modern Slavery Team focuses on delivering the strategy aims to potential victims aged 18+ however, there are similar action plans and work underway within Children Services to cover this area. Please refer to the below documents:

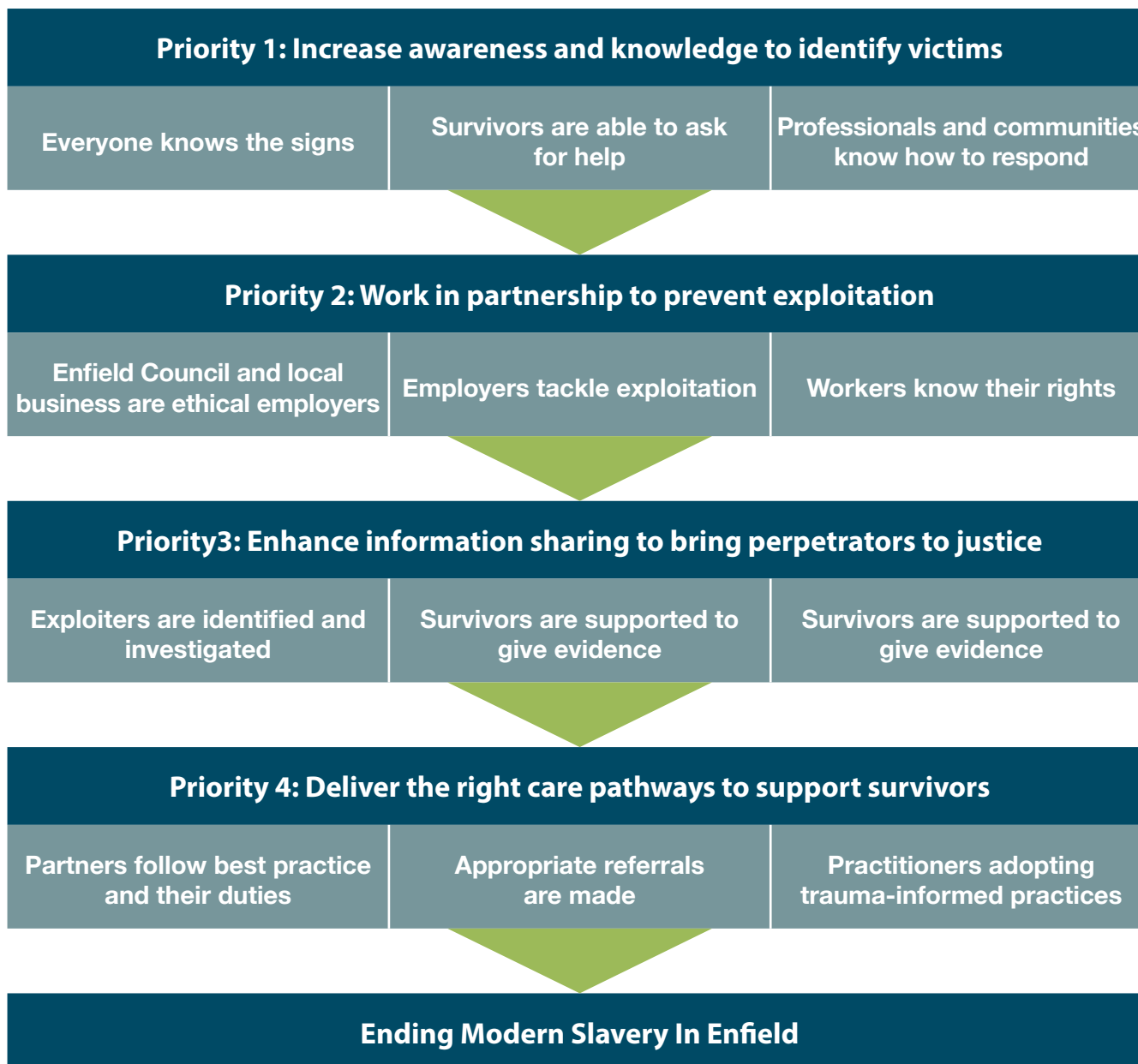
- [Safeguarding Adolescents from Exploitation Strategy](#)
- [Violence Against Women and Girl's Strategy](#)
- [Tackling Gangs, Serious Youth Violence and Exploitation Plan](#)

# Our Vision and Priorities

Our vision is to eradicate modern slavery in the borough of Enfield.

Our priorities set out the 4 key areas that we will be focusing on over the next 5 years, as we work together with our partners to reduce modern slavery, and to protect and support survivors. This will enable all residents and visitors to live and work safely, and ensure our actions as businesses and consumers don't negatively impact individuals and communities elsewhere.

The chart outlines the four priorities that we need to deliver to help us to work towards our vision. Further details can be found within our Action Plan in Appendix 3.



# The Picture in Enfield

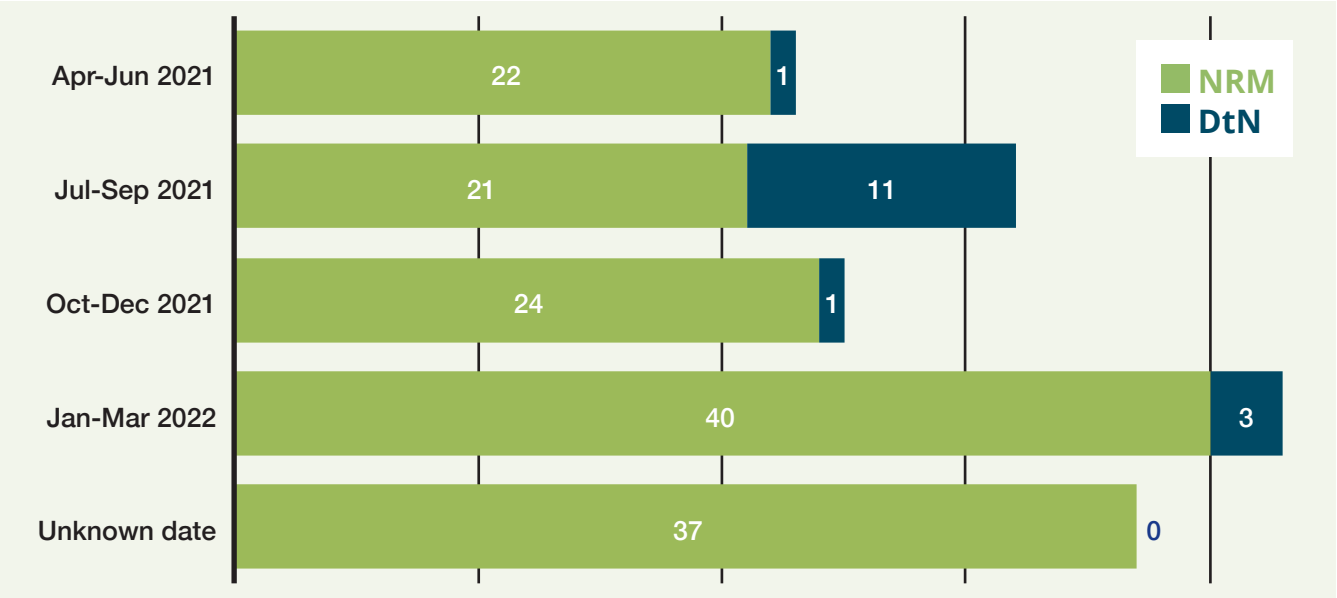
## National Referral Mechanism (NRM) and Duty to Notify (DtN) Referrals

The National Referral Mechanism (NRM) is a framework for identifying and referring potential victims of modern slavery and ensuring they receive appropriate support. Organisations deemed to be First Responders such as; Local Authorities and Police are duty bound under Section 52 of the Modern Slavery Act 2015 to complete these referrals to the Single Competent Authority (SCA). The main difference between an NRM and DTN referral is consent required from the adult involved.

There was a total of 68 NRM (56) and DTN (12) referrals to the Single Competent Authority made by Enfield Council.

Of the 68 total NRM and DTN referrals that were made by LBE staff, in 64 of these cases the victim was exploited in the UK only. The remaining 4 were either exploited solely overseas or a combination of overseas and in the UK.

## MONTHLY BREAKDOWN OF NRM/DtN REFERRALS

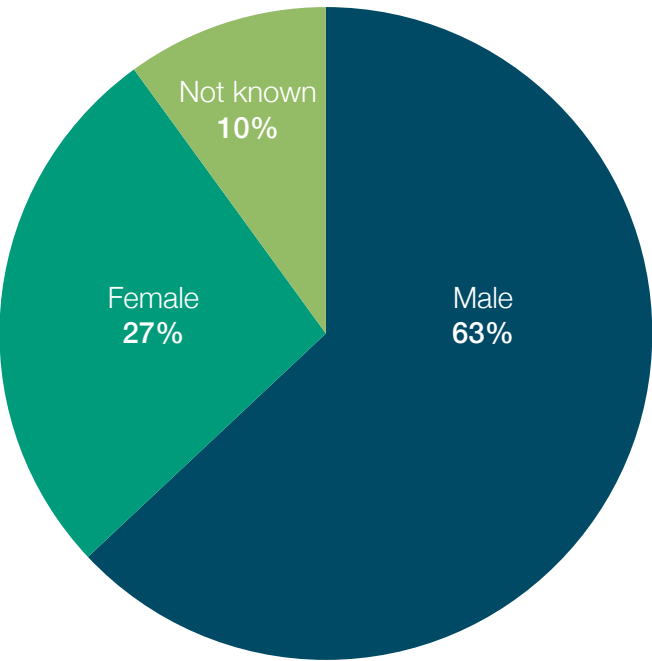


NB: These are NRM/DtN referrals made by all professionals (not just LBE staff) combined for Enfield residents.

# Demographics

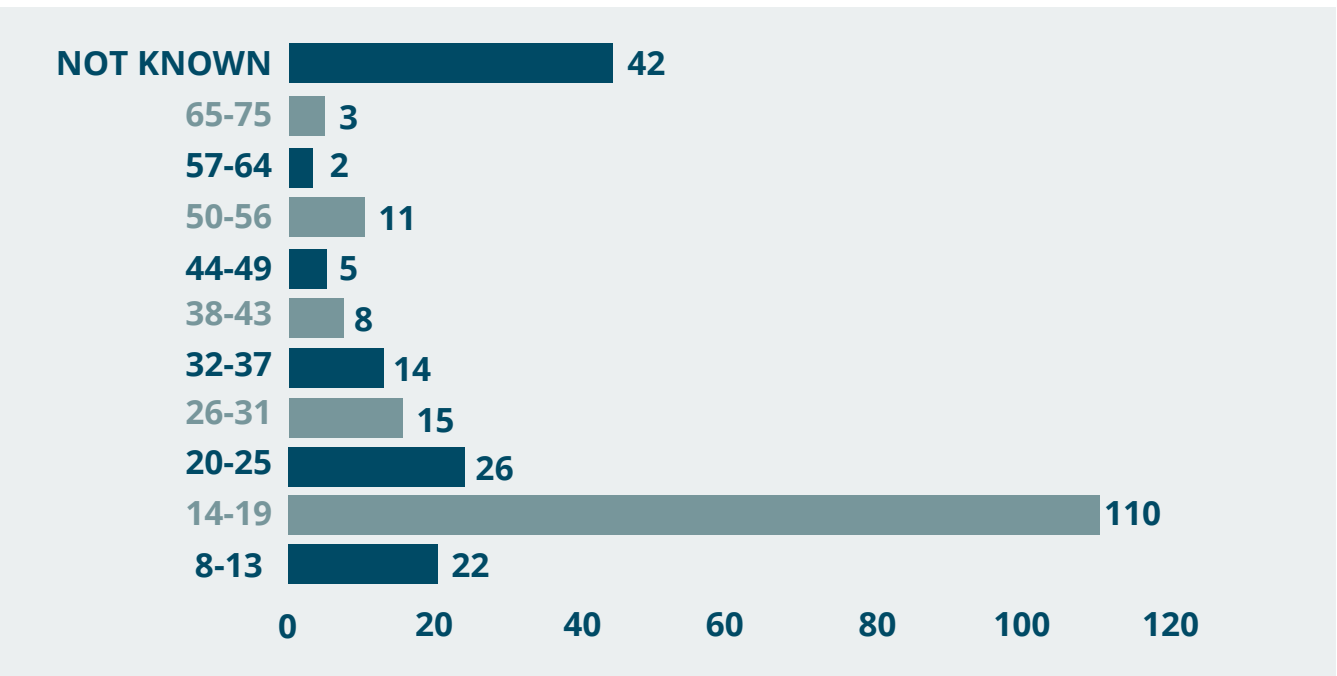
## Gender

Males are overrepresented in the proportion of local referrals to the NRM. In 2021/22, there were 258 referrals, of these 63% of referrals were male, 27% were female and for 10% of referrals the gender of the individual was not known. Similarly, national figures from the Home Office, show that males are overrepresented. In 2021, males represented 77% of referrals nationally.



## Age Range

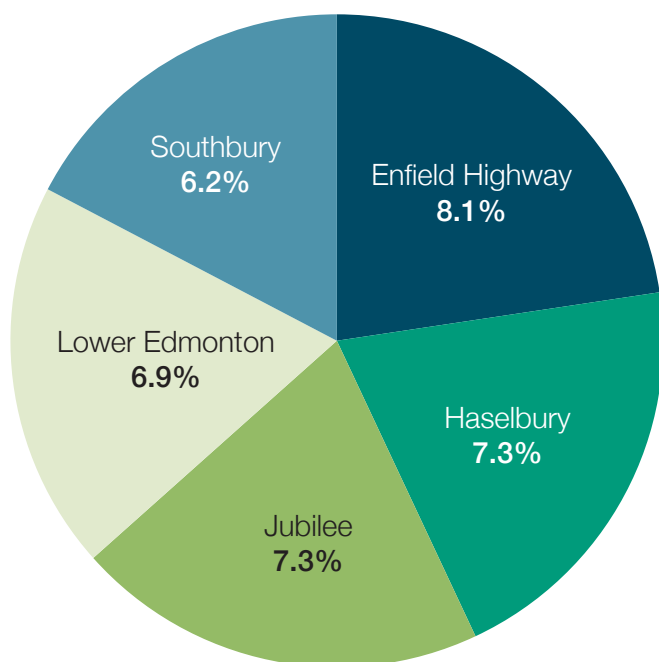
In 2021/22 the team received 110 referrals for individuals aged between 14-19. The youngest age for a potential victim was aged 8. The oldest potential victim was aged 75. There were 42 (16%) individuals where a concern was raised, where their age was not known.



## Ward breakdown

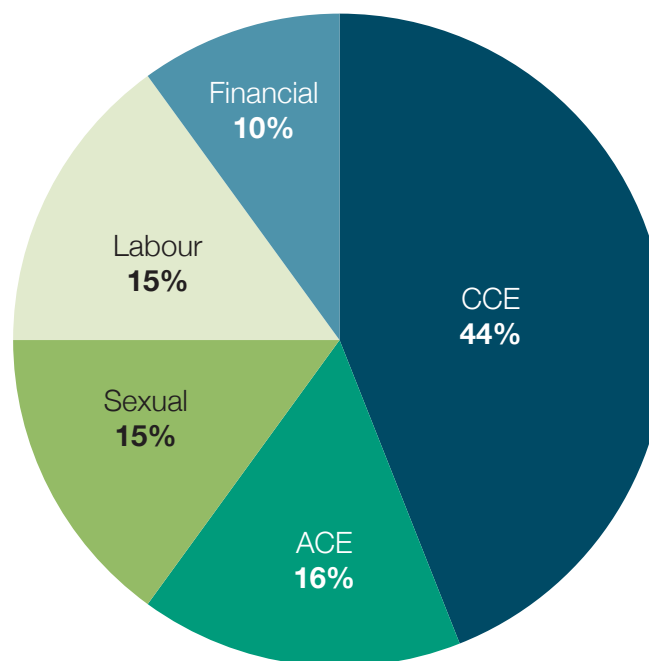
The highest proportion of referrals in the borough were in Enfield Highway, Haselbury, Jubilee, Lower Edmonton and Southbury wards. The postcode of the individual was 'not known' in 28% of referrals.

### HIGHEST REFERRALS BY WARD



## Forms of Exploitation

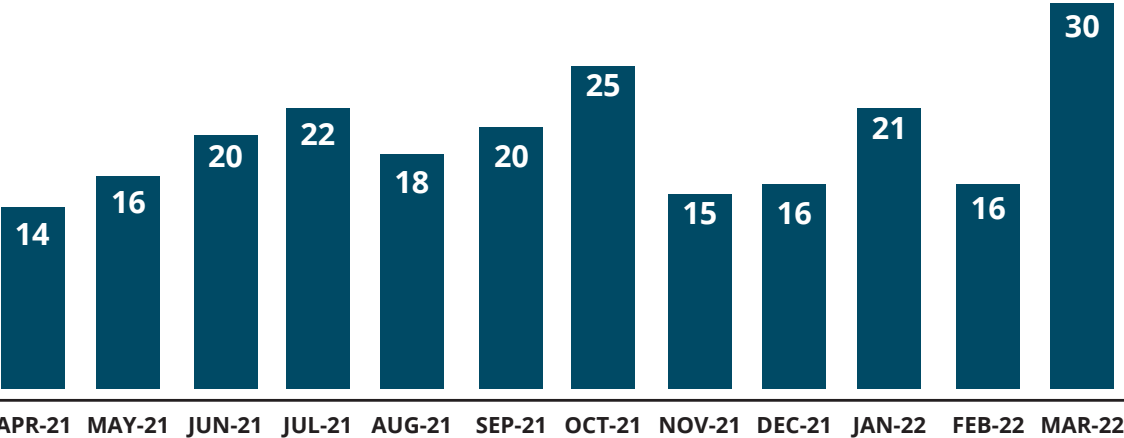
Criminal exploitation is the most common type of concern received by the Modern Slavery Team, this includes child criminal exploitation (CCE) which accounts for 44% of concerns, and adult criminal exploitation (ACE) which accounts for 16% of concerns. This is followed by sexual exploitation (15%) and labour exploitation (15%) and financial exploitation (10%).



# Helpline

The team continue to promote the contact details of their helpline on various platforms such as on leaflets, posters, internal communications, on the Safeguarding Enfield website in order to raise awareness of how the team can be contacted to discuss any concerns around modern slavery and to refer into the team.

## NUMBER OF CALLS TO HELPLINE





# Governance and Delivery

## Who will oversee the strategy?

Enfield's Modern Slavery Board is responsible for overseeing the delivery, monitoring and review of this strategy. The Modern Slavery Team will report on progress to deliver the Action Plan on a quarterly basis.

The strategy will be reviewed annually, and where necessary updated to respond to local and national changes.

Enfield Council retains responsibility as the lead co-ordinating organisation. All other relevant organisations and partners, including NHS bodies; the Departments of Social Security, Employment and Training; the Police and Probation Services undertake their legal duties in relation to safeguarding of adults and minors.

Police forces, in particular, have a key role in identifying and combating modern slavery. This strategy will be accompanied by an annual action plan that will detail the specific actions that need to be taken across the partnership to achieve our planned results.

## How does this strategy link with other strategies?

This exploitation strategy must be considered and implemented alongside other strategies and procedures:

- [Enfield Council's Modern Slavery Policy and Procedure](#)
- [Preventing Homelessness and Rough Sleeping Strategy 2020-2025](#)
- [Enfield's Children and Young People's Plan \(Empowering Young Enfield\) 2021-2025](#)
- The Safeguarding Enfield Strategy 2023-28 (to be published)
- [Safeguarding Adolescents from Exploitation Strategy](#)
- [Violence Against Women and Girl's Strategy](#)
- [Tackling Gangs, Serious Youth Violence and Exploitation Plan](#)

# Measuring Success – Our Impact

## How will we measure our effectiveness?

We will measure our success and keep track of progress using our Action Plan. This important document helps us to recognise and understand the impact of our strategy, and where necessary it sets out any areas that might need to be improved. An overview of our Action Plan can be found on page 17 of this strategy.

We will evaluate the impact of our action plan through developing performance and quality measures.

It is important that we do not measure success only in data and numbers. At the heart of our work is the individual's lived experience, and making sure that we have a positive impact on their life and their long-term outcomes.

## Survivors Story

Eva\* was 36 years old when she was lured to the UK with the promise of a job and a safe place to stay. However, soon after arriving Eva's passport and mobile phone were removed and soon she was coerced into a life of forced labour and domestic servitude for a family she thought would support her dreams of building a life in the UK.

Eva was forced to work in the house, cleaning, washing, ironing and looking after her trafficker's children. In the evenings she was forced to work clean the cars that the family would try to sell along the street. Her traffickers would beat her when she didn't meet their targets.

Eva was made to sleep on the floor and was not paid for any of the work that she had undertaken. Her exploiters said any money she earned was being used to pay for her food and rent.

They controlled everything she did. Her exploiters would threaten her and tell her the police wouldn't help.

It took repeated attempts for the Modern Slavery Team to gain Eva's trust for her to make a disclosure that she was in fact being exploited and ill-treated by the family she was living with. This disclosure led to four people being charged and found guilty of various offences relating to modern slavery in March 2022.

"When I was in the middle of being exploited it seemed like it couldn't be worse than being homeless and without food or shelter," Eva said. "I am slowly rebuilding my life and I am grateful for all the help I have received."

*\*Name has been anonymised*

# Appendix 1: Information and advice

## Legislative Framework

The Government's approach to tackling modern slavery has been heavily shaped by a number of international laws, conventions and protocols which the UK has opted into, ratified or is already bound by, including the:

- 1950 European Convention on Human Rights (ECHR)
- United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children (Palermo Protocol 2000)
- Council of Europe Convention on Action against Trafficking in Human Beings 2005 (ECAT)
- EU Directive on Preventing and Combatting Trafficking in Human Beings and Protecting its Victims Directive 2011 (the Anti-Trafficking Directive).

In March 2015 the Coalition Government enacted the Modern Slavery Act 2015. The Act aims to consolidate and clarify existing modern slavery and human trafficking offences and increased the maximum sentences for committing these offences.

## The National Referral Mechanism

The National Referral Mechanism (NRM) provides a framework to identify, refer and record potential victims of modern slavery.

There are five stages in identifying a potential victim and their journey through the NRM.

- 1 Identification of a potential victim (PV)
- 2 Referral into NRM by a first responder
- 3 Reasonable grounds decision
- 4 Support for victim with a positive reasonable grounds decision
- 5 Conclusive grounds decision by a competent authority

## How to report suspicions?

There is a legal duty for first responders such as the police or local authority employees to report victims of modern slavery to the Secretary of State.

Cases involving children must always be reported.

Adult victims need to provide consent for the referral to be made if they have capacity. If consent cannot be obtained, the first responder still has the duty to notify the Home Office and can do so using the MS1 form.

If you would like to discuss your concerns with social services, please contact:

- The Modern Slavery Team on 020 8132 2154
- The Enfield Multi-Agency Safeguarding Hub Adults on 020 8379 3196
- The Enfield Multi-Agency Safeguarding Hub Children on 020 8379 5555
- The Police on 101 or CrimeStoppers on 0800 555 111

Remember in an emergency, when someone is being abused, call the police on 999.

## Appendix 2: Questions you could ask

There are often many barriers, including language, preventing someone from answering 'yes' to the question, 'are you a victim of modern slavery'? Avoid questions which could re-traumatise individuals and focus on open, needs-led questions.

The following questions could be asked if it is safe to do so. Conversations should be held in a safe setting, with qualified interpreters if required. Survivors shared that they need time to build up trust but that it was important people asked the questions and were open-minded and listened to the answers.

1. Do you feel safe?
2. Is anyone making you do something you don't want to?
3. How many hours a day do you work?
4. Are you being paid for your work?
5. Do you have access to your bank account?
6. Who would you call if you needed help?
7. Can you tell me about your situation?

### Signs to look out for

Below are some indicators that someone may be experiencing modern slavery or exploitation. It is important to recognise that everyone responds differently and that this list is not exhaustive:

- Fearful, anxious or distrustful of authorities
- Appears malnourished
- Shows signs of trauma (physical/psychological)
- Suffers injuries that may be the result of controlling measures or that have been left untreated
- Unfamiliar with local language/context
- Do not know their home or work address
- Has a story that sounds rehearsed
- Dependency and presence of a Controller – allows others to speak for them when addressed directly
- Believe they have debt to pay off
- Separated from their ID documents
- Do not have any days off or unable to leave their work environment
- Has limited/no social interaction
- Reveals threats have been made against them or their family



# Appendix 3: Action Plan

## Priority 1: Increase awareness and knowledge to identify victims

Goal	Action required	Person responsible	End date
Focus on raising awareness by sharing posters to the organisations based in the various industrial estates within the borough and physically visiting them to request these are advertised in their staff/office areas.	To identify the numerous industrial estates within Enfield in order to schedule regular days of action to ensure all areas are covered.	Modern Slavery Team	March 2023
Develop a training plan jointly with health and the Police on cuckooing, to deliver to professionals to raise awareness in this area.	Jointly with Police colleagues deliver this to professionals.	Modern slavery Team and Police	Dec 2023
Continue to promote our training awareness sessions and offer to internal departments and external partner agencies.	Identify teams and services with training gaps.	Modern Slavery Team	March 2023
Ensuring we are collecting quality data to be inclusive of the ethnicity and nationality within the wider community.	Capture Nationality and Ethnicity details separately where possible.	Partners required to share data with Modern Slavery Team	Ongoing
Working closely with Police partners to gather information and share intelligence in a timely way to aid further investigations.	Use systems to gather relevant information and share intelligence.	Modern Slavery Team/ Police	March 2023
Creating and sharing a checklist of immediate responses required from professionals regarding concerns of cuckooing, and also a checklist of other support available.	Once checklist is created share with all partner agencies.	Modern Slavery Team	Dec 2022

## Priority 2: Work in partnership to prevent exploitation

Goal	Action required	Person responsible	End date
Review referral pathways in order to identify room for improvement.	Processes to be revised regularly.	Modern Slavery Team/ MS Board	March 2023
Support services directory to be kept up to date in order to be able to signpost survivors appropriately.	To revise support services directory quarterly and keep up to date.	Modern Slavery Team	Ongoing bi yearly
A yearly conference for NGOs and government organisations to be held to discuss and share ideas in the context of Modern Slavery.	To organise and invite a wide range of different professionals and possibly lived experience individuals.	Modern Slavery Team	Oct 2022
Assist Social Care teams with NRM referrals to ensure these are being completed and quality information is being gathered and shared.	Liaise with first responders with a view of developing an NRM workshop to ensure they are aware of how to correctly submit an NRM.	Modern Slavery Team	March 2023

## Priority3: Enhance information sharing to bring perpetrators to justice

Goal	Action required	Person responsible	End date
Power BI Mapping exercise being developed in order to identify trends in crime hotspots, exploiter locations and NRM/DTN referrals etc.	To update Power BI on a monthly basis with all information to keep up to date records.	Modern Slavery Team/ Knowledge and Insights Hub	March 2023
Supporting Police partners in active operations including locations/visits.	Ensure as much quality information as possible is gathered from referrer and relevant sources and recorded in order to be shared.	Modern Slavery Team/ other LBE departments/ External services	Ongoing
Multi agency working across boroughs and other external organisations and internal departments.	To develop information sharing with other boroughs and organisations.	Modern Slavery Team/ other LBE departments/ External services	March 2023

## Priority 4: Deliver the right care pathways to support survivors

Goal	Action required	Person responsible	End date
Maintain links with departments such as housing, social care and charity organisations who provide direct support to our survivors.	To continue to attend relevant meetings/boards to maintain this link within each service and share information.  Request regular updates from NGO's regarding victim feedback and survivors current circumstances.	Modern Slavery Team	March 2023
Using internal communications in order to advertise forums, yearly conference and other significant events.	Staff matters or Internal Communications.	Modern Slavery Team/Corporate Communication Team	Oct 2023
Continue Power BI Mapping exercise to map and identify trends in the information that we receive in order to focus resources into protecting potential victims.	To ensure all data is sent to KIH team on a monthly basis.	Modern Slavery Team/ Knowledge and Insights Hub/Police	Quarterly – Ongoing
Promote the team with a focus on local businesses – distributing information, cards/leaflets.	Focus on local businesses to raise awareness	Modern Slavery Team	March 2023





## Enfield Equality Impact Assessment (EqIA)

### Introduction

The purpose of an Equality Impact Assessment (EqIA) is to help Enfield Council make sure it does not discriminate against service users, residents and staff, and that we promote equality where possible. Completing the assessment is a way to make sure everyone involved in a decision or activity thinks carefully about the likely impact of their work and that we take appropriate action in response to this analysis.

The EqIA provides a way to systematically assess and record the likely equality impact of an activity, policy, strategy, budget change or any other decision.

The assessment helps us to focus on the impact on people who share one of the different nine protected characteristics as defined by the Equality Act 2010 as well as on people who are disadvantaged due to socio-economic factors. The assessment involves anticipating the consequences of the activity or decision on different groups of people and making sure that:

- unlawful discrimination is eliminated
- opportunities for advancing equal opportunities are maximised
- opportunities for fostering good relations are maximised.

The EqIA is carried out by completing this form. To complete it you will need to:

- use local or national research which relates to how the activity/ policy/ strategy/ budget change or decision being made may impact on different people in different ways based on their protected characteristic or socio-economic status;
- where possible, analyse any equality data we have on the people in Enfield who will be affected eg equality data on service users and/or equality data on the Enfield population;
- refer to the engagement and/ or consultation you have carried out with stakeholders, including the community and/or voluntary and community sector groups you consulted and their views. Consider what this engagement showed us about the likely impact of the activity/ policy/ strategy/ budget change or decision on different groups.

The results of the EqIA should be used to inform the proposal/ recommended decision and changes should be made to the proposal/ recommended decision as a result of the assessment where required. Any ongoing/ future mitigating actions required should be set out in the action plan at the end of the assessment.

## Section 1 – Equality analysis details

<b>Title of service activity / policy/ strategy/ budget change/ decision that you are assessing</b>	<b>Enfield's Modern Slavery Strategy 2023-28</b>
<b>Team/ Department</b>	<b>People/ Strategic Safeguarding</b>
<b>Executive Director</b>	<b>Tony Theodoulou</b>
<b>Cabinet Member</b>	<b>Cllr Alev Cazimoglu</b>
<b>Author(s) name(s) and contact details</b>	<b>Fiana Centala 0208 132 2154</b>
<b>Committee name and date of decision</b>	

<b>Date the EqIA was reviewed by the Corporate Strategy Service</b>	<b>18.11.22</b>
<b>Name of Head of Service responsible for implementing the EqIA actions (if any)</b>	<b>Sharon Burgess</b>
<b>Name of Director who has approved the EqIA</b>	<b>Bindi Nagra</b>

The completed EqIA should be included as an appendix to relevant EMT/ Delegated Authority/ Cabinet/ Council reports regarding the service activity/ policy/ strategy/ budget change/ decision. Decision-makers should be confident that a robust EqIA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.

## Section 2 – Summary of proposal

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

**Please summarise briefly:**

What is the proposed decision or change?

What are the reasons for the decision or change?

What outcomes are you hoping to achieve from this change?

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

What is the proposed decision or change?

This equality impact assessments assess the potential impacts of Cabinet decision to approve the updated Modern Slavery Strategy.

What are the reasons for the decision or change?

The Modern Slavery Team have been established since January 2020 and the New Modern Slavery Strategy aims to reflect the learnings of the team and how they wish to move forward.

What outcomes are you hoping to achieve from this change?

There is no 'typical' victim of modern slavery, however those who are most vulnerable face increased risks of becoming victims of modern slavery. We will work with our partners to effectively communicate the risks and utilise our borough wide partnerships to provide a multi-disciplinary response to modern slavery to ensure that those who are most vulnerable are protected and supported. We will further consider the impact on individuals who have protected characteristics, where relevant, through the implementation of the Action Plan.

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

LBE staff will continue to be supported by the Modern Slavery Team and will be required to undertake refresher training every three years to ensure they are up to date with their knowledge of how to detect modern slavery and how to respond safely and appropriately.

Service users will also be impacted by the strategy. Our aim is to work more closely with Non-Government Agencies to provide appropriate support to victims. At times we have found delays in procuring support from the National Referral Mechanism (NRM) and this has not been in the best interests of the victim. We also want to improve support services for victims who decline to enter the NRM.

## Section 3 – Equality analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (eg people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts, and provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

**Detailed information and guidance on how to carry out an Equality Impact Assessment is available [here](#). (link to guidance document once approved)**

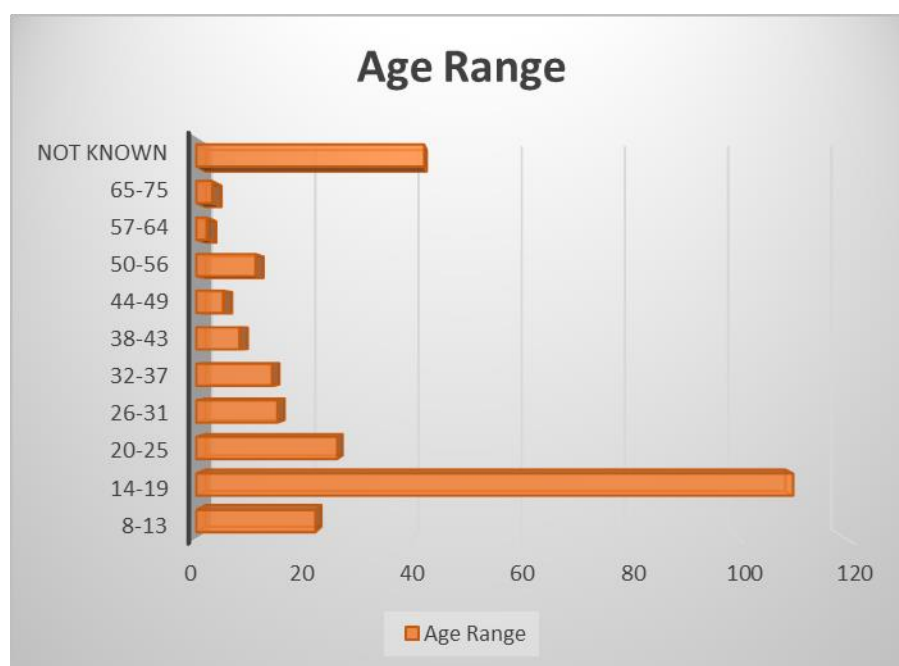
## Age

This can refer to people of a specific age e.g. 18-year olds, or age range e.g. 0-18 year olds.

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

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

Enfield's data suggests that the age group most at risk of modern slavery and exploitation are between the ages of 14-19. There may be some inconsistencies with this data as it is a legal requirement to complete National Referral Mechanisms (NRM) for those under the age of 18, however consent is required for those aged 18 and above which can be difficult to obtain and as such is reflected in lower numbers for adults.



LBE data of

referrals received by the team.

There are 42 individuals where concerns have been raised where the age is not known. This is due to either the concern being raised on a locational issue or lack of information being shared with the team.

Our strategy is reflective of the fact that modern slavery and exploitation can happen at any age. Our priorities, such as increasing awareness and knowledge, should mitigate the risk of signs of modern slavery being missed at different ages. Through sharing information, as highlighted in our strategy, we will be able to deliver support throughout a child, young person or adults' life if they are

experiencing modern slavery. By sharing this information, we will be able to continue care and support each potential victim.

Furthermore, to support young people who have experienced modern slavery/ exploitation to transition into adulthood, we will improve strategic and operational working between children and adult services, enabling a whole family approach, understanding each family's context, needs, history and support network.

#### **Mitigating actions to be taken**

The Modern Slavery Team focus their attention on adults (aged 18 and above) to try and support vulnerable adults who might not be able to engage with statutory services.

The team acknowledges that there is a disproportionality by age of those impacted by modern slavery. To mitigate these risks the team will be utilising its partnership working links.

The team will also be working closely with our colleagues in children services who have published the following strategies.

Strategies are in place to reflect the needs highlighted above for adolescents:  
Safeguarding Adolescents from Exploitation Strategy  
Violence against women and girl's strategy

A plan is also in place:  
Tackling gangs, serious youth violence and exploitation plan

#### **Disability**

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

This could include: physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

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

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

Disability has been identified as a risk factor in reference to modern slavery occurring. Although there are no local or national data sets on disability and increased risk of modern slavery, national figures show that those with a disability are 3.8 times more likely to be targeted by perpetrators than an individual without a disability. In addition, due to the presence of disability, the impact of abuse can be minimised by families and professionals.

As a result of the Covid-19 crisis, children with a disability were more likely to have

been at risk from unsafe situations over the lockdown period, with many children social-distancing, self-isolating and quarantining for longer period of time than children who do not have disabilities. This has impacted professionals ability to identify potential modern slavery/ exploitation of vulnerable children.<sup>1</sup>

In England and Wales, disabled people aged 16 years and over (43.4%) were significantly more likely to have experienced any Anti-Social Behaviour (ASB) in the year ending March 2020 than non-disabled people (39%)<sup>2</sup>.

Safeguarding activity is provided for children and families until the children are 18. For adults, safeguarding applies where there are care or support needs.

This strategy should have a positive impact on all individuals and the team will work closely with local charities to ensure that all groups are supported.

#### **Mitigating actions to be taken**

It is vital when engaging with victims who have with disabilities, including those with speech and communication impairments that we are able to hear their voice. This may mean, learning new methods of communication, to ensure no one's voice is lost. This is could be implemented into training practices, as part of the action plan, to ensure that a child's voice is paramount no matter how it is given.

There are a host of specific services for people with learning difficulties and mental health needs across the age ranges and the Modern Slavery Team work outside of the Care Act 2014 eligibility criteria.

The Modern slavery Team also utilise Language Line where appropriate.

The Modern Slavery Team have also attended training in Trauma Informed Practice to help them in their role.

#### **Gender Reassignment**

<sup>1</sup> [Then There Was Silence: The Impact of the Pandemic on Disabled Children, Young People and their Families.](#)

<sup>2</sup> [Outcomes for disabled people in the UK - Office for National Statistics \(ons.gov.uk\)](#)

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

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

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

GIRES (Gender Research and Identity Society) estimates that in the UK, around 650,000 people (1% of the population), are estimated to experience some degree of gender non-conformity.<sup>3</sup>

These statistics are for adults but can be reflected in children and young people as they become older. This strategy should have a positive impact on all individuals, including those who are trans, by ensuring all victims voices are reflected in decision making and by increasing knowledge and awareness to support the care of children and young people who are experiencing abuse.

Safeguarding activity is provided for children and families until the children are 18. For adults, safeguarding applies where there are care or support needs.

Where there are concerns about hate crime or discriminatory abuse for a resident with care and support needed, these are managed under the safeguarding processes.

We do not currently hold data in this area locally or nationally.

This strategy should have a positive impact on all individuals and the team will work closely with local charities to ensure that all groups are supported.

#### **Mitigating actions to be taken**

No mitigating action to be taken.

#### **Marriage and Civil Partnership**

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a

<sup>3</sup> [Gender Identify and Research Society, Individual help](#)



marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

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

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

In 2018, there were 12.8 million families containing married, or civil partnership couples and half of these couples had children living with them. <sup>4</sup>

This strategy should have a positive impact on all children, young people and families regardless of whether parents or carers, are in a marriage or civil partnership. This positive impact should be ensured by working with individual families to understand each family's context, needs, history and the support networks they have.

Marriage and Civil Partnership would not affect the safeguarding response a resident would receive.

We do not currently hold data in this area locally or nationally.

#### **Mitigating actions to be taken**

No mitigating action to be taken.

#### **Pregnancy and maternity**

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

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

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

<sup>4</sup> [Families and households in the UK: 2018, ONS](#)

Pregnancy and maternity would not affect the safeguarding response a resident would receive. However, there is an awareness of national trends around increased domestic abuse risk around the time of pregnancy and maternity.

We do not currently hold data in this area locally or nationally.

#### **Mitigating actions to be taken**

No mitigating action to be taken.

#### **Race**

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

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

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

This strategy should have a positive impact on all potential victims, regardless of their race or ethnicity. Cultural factors should be considered including access to resources for some communities. Practitioners must be able to give enough understanding and weight to cultural needs and their impact on the person's lived experience. However, maintaining a focus on the person's needs are a paramount consideration.

Safeguarding activity is provided for children and families until the children are 18. For adults, safeguarding applies where there are care or support needs.

We monitor ethnicity data as part of our analysis of trends and areas of concerns.

The most common nationalities referred to the NRM during the financial year 2020/21 were UK, Albanian and Vietnamese.<sup>5</sup> The Team will be working closely with local charities to ensure that appropriate support can be provided.

This strategy should have a positive impact on all individuals and the team will

<sup>5</sup> [Modern Slavery: National Referral Mechanism and Duty to Notify statistics UK, end of year summary, 2021 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/modern-slavery-national-referral-mechanism-and-duty-to-notify-statistics-uk-end-of-year-summary-2021)

work closely with local charities to ensure that all groups are supported.

### Mitigating actions to be taken

To continue to improve our data collection both internally and externally to ensure an accurate data set can be recorded to help provide appropriate support.

### Religion and belief

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

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

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

Data from the last census in 2011, shows that Christianity was the most common religion in the borough (53.6%). 16.7% of residents were of the Muslim faith, and 15.5% hold no religion or belief at all. Sikhs were the smallest religious group in the borough, composing 0.3% of the population, and people of 'other religion' made up 0.6%.

This strategy should have a positive impact on all potential victims, no matter their religion or belief and will encourage communities, including religious organisations, to take a positive role in identifying and respond to signs of modern slavery within Enfield. As part of the strategy, modern slavery training and awareness has been offered at religious community events supported by Enfield Council.

Religious factors should be considered including access to resources for some communities which may contribute to patterns of modern slavery. Practitioners must be able to give enough weight to religious needs and their impact on the potential victim's lived experience.

Safeguarding activity is provided for children and families until the children are 18. For adults, safeguarding applies where there are care or support needs.

Religion and belief will not affect the response a person receives.

We do not currently hold data in this area locally or nationally.

This strategy should have a positive impact on all individuals and the team will work closely with local charities to ensure that all groups are supported.

#### **Mitigating actions to be taken**

No mitigating action identified.

#### **Sex**

Sex refers to whether you are a female or male.

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

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

In the borough men are disproportionately affected by modern slavery accounting for around 70% of all the NRM referrals made by the team. Enfield's data set has similarities with the figures produced nationally. For adult potential victims, 75% (4,812) were male and 25% (1,594) were female were referred to the NRM.<sup>6</sup> Due to the data highlighting this disproportionality we are able to work closely with our partners such as health to try and offer interventions at every available opportunity. The Team has been on hand to provide training to our partners to help identify the signs of modern slavery early on, be it at work on a building site or during a health visit.

Safeguarding activity is provided for children and families until the children are 18. For adults, safeguarding applies where there are care or support needs.

This strategy should have a positive impact on all individuals and the team will work closely with local charities to ensure that all groups are supported.

<sup>6</sup> <https://www.gov.uk/government/statistics/modern-slavery-national-referral-mechanism-and-duty-to-notify-statistics-uk-end-of-year-summary-2021/modern-slavery-national-referral-mechanism-and-duty-to-notify-statistics-uk-end-of-year-summary-2021>

<b>Mitigating actions to be taken</b>
By exploring this data, we can ensure that we have appropriate support services and structures in place. By having this information, the team can also target its resources in the most effective way.

<b>Sexual Orientation</b>
This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.
Will this change to service/policy/budget have a <b>differential impact [positive or negative]</b> on people with a particular sexual orientation?
Please provide evidence to explain why this group may be particularly affected.
Safeguarding activity is provided for children and families until the children are 18. For adults, safeguarding applies where there are care or support needs.
In 2014, nationally, people identifying as Gay or Lesbian increased from 1.1% to 1.6%, Bisexual respondents rose from 0.5% to 1.1%, and people in the 'Other' category from 0.3% to 0.7%. This strategy should have a positive impact on all potential victims experiencing modern slavery, no matter their sexual orientation.
We do not currently hold data in this area locally or nationally.
This strategy should have a positive impact on all individuals and the team will work closely with local charities to ensure that all groups are supported.
<b>Mitigating actions to be taken</b>
No mitigating action to be taken.

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

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

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

Safeguarding activity is provided for children and families until the children are 18. For adults, safeguarding applies where there are care or support needs.

In our analysis, we are considering geography as part of our assessment of risks and have noticed a divide in the west and east of the borough.



This has helped our team work jointly with Enfield and Haringey BCU to target our resources.

This strategy will link potential victims with borough wide support and early help services that can assist them if they are facing socio-economic deprivation to ensure poverty is not a factor in modern slavery occurring.

#### **Mitigating actions to be taken.**

To continue to obtain data linked to the location of the potential modern slavery activity to help target resources jointly with our police and health colleagues.

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## Section 4 – Monitoring and review

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

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

Monitoring and Reviewing:

The Modern Slavery Team complete annual reports and publishes key safeguarding information adults for adults and children. This includes demographic information relating to gender, age. The data also includes types of abuse and location of abuses for adults. The Modern Slavery Board is the platform where data are reviewed and trends, or issues, are highlighted. If this analysis, or the learning from reviews and audits highlights area of concerns around equalities, then these are actioned through these groups. The board will help monitor if the team is meeting their objectives in the following areas:

- An increased awareness of MS across the partnership, through opportunities such as training.
- An increased identification of MS across the partnership, including by communities and voluntary sector organisations.
- Share anonymous data to increase understanding and awareness of modern slavery across London
- Meaningful engagement with survivors to improve practice
- Develop cross-border sharing housing protocol
- Address gap in support for child victims of modern slavery as they turn 18

Responsibility for assessing the effects of this proposal:

The Modern Slavery Board would be responsible for assessing the effects of this proposal. Enfield Council is the lead agency for modern slavery and has a joint team with Enfield and Haringey Basic Command Unit.



## **Section 5 – Action plan for mitigating actions**

Any actions that are already completed should be captured in the equality analysis section above. Any actions that will be implemented once the decision has been made should be captured here.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
Age: Enfield's data suggests that the age group most at risk of modern slavery and exploitation are between the ages of 14-19.	The Modern Slavery Team focus their attention on adults (aged 18 and above) to try and support vulnerable adults who might not be able to engage with statutory services.	Children's Services	December 2023		
Disability: Trauma informed practice	The Modern Slavery Team have also attended training in Trauma Informed Practice to help them in their role.	Modern Slavery Team	April 2023		
Race, gender	To continue to improve our data collection both internally and externally to ensure an accurate data set can be recorded to help provide appropriate support.	Modern Slavery Team	March 2023		<b>To be published in Annual report</b>