

MINUTES OF THE MEETING OF THE EQUALITIES BOARD HELD ON TUESDAY, 17TH JANUARY, 2023

MEMBERS: Councillors Ergin Erbil (Chair), Margaret Greer (Vice-Chair), Mustafa Cetinkaya, Alessandro Georgiou (Leader of the Opposition and the Conservative Group), Nelly Gyosheva, Paul Pratt, Michael Rye OBE, Gunes Akbulut and Reece Fox

ABSENT: Councillors Hannah Dyson, Bektas Ozer and Ruby Sampson

Officers: Peter Nathan, Director of Education, Dudu Sher-Arami, Director of Public Health LBE, Lucy Nutt, Head of Schools & Early Years Improvement, Harriet Potemkin, Head of Policy & Strategy, Stacey Gilmour, Governance Officer

Also Attending:

Ruth Donaldson, Director of Communities NHS North Central London Integrated Care System

Tim Fellows, Enfield LGBT Network

Bevin Betton, Chair, Enfield Racial Equality Council

Pastor Nick Chanda, Enfield Faith Forum

Paul Bishop, Enfield Unison

Tracey Adnan, Enfield Unison

1. WELCOME & APOLOGIES

The Chair welcomed everyone to the meeting. Apologies for absence were received from Cllr Hannah Dyson, Cllr Bektas Ozer and Cllr Ruby Sampson. Cllr Rye substituted for Cllr Dyson, Cllr Akbulut substituted for Cllr Ozer and Cllr Fox substituted for Cllr Sampson.

Apologies for absence were also received from Peter George, (Director of Development), Tinu Olowe, (Director of HR & OD), Lucy Nasby, (Strategy & Policy Manager), Ginnie Landon, (Enfield Women's Centre) and Chandra Bhatia (Enfield Racial Equality).

Apologies for lateness were received from Cllr Paul Pratt.

2. DECLARATIONS OF INTEREST

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

3. MINUTES OF PREVIOUS MEETING

AGREED the minutes of the meeting held on 19 October 2022.

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4. EQUALITY OF OPPORTUNITY - WORK WITH SCHOOLS TO REDUCE ATTAINMENT GAPS

RECEIVED the report of Peter Nathan, Director of Education and Lucy Nutt, Head of Schools & Early Years Improvement.

NOTED

1. The report outlines the attainment outcomes in the 2022 school assessments and exams identifying differences in attainment between groups.
2. All results should be treated with caution this year as there have been different levels of COVID impact within schools and geographical areas.
3. Schools will need to understand and interpret their own data, and at borough level the data provides a starting place for school improvement conversation and challenge.
4. The advice nationally is that performance data for 2022 should not be directly compared with 2019 and earlier and comparisons should not be made between schools.
5. With regards to which groups are underperforming, analysis of previous results led the Enfield learning Excellence Partnership Board to agree targets for the following groups:
 - Turkish heritage
 - Black Caribbean
 - Disadvantaged pupils.
6. Analysis of the 2022 data showed that the above groups continued to underperform. However, a breakdown by gender suggested that it was the boys whose attainment was low.
7. The attainment of Looked After Children (LAC) is always a priority. However, it can be difficult to draw conclusions as there are very few LAC in any year group.
8. The attainment of disadvantaged pupils will be at least at the London average (Key Stages 2,4 & 5) by 2025.
9. A significant improvement to at least the London average for all pupils from the 2019 baseline in GCSE outcomes for lower performing groups including Black Caribbean pupils and Turkish heritage pupils by 2025.
10. Information was provided on the Disadvantaged Pupil Project led by Marc Rowland which started in September 2021 and so far, 40 schools have taken part. A network has been set up to keep this work current and refreshed.
11. The project involves working with LBE schools, school leaders and the local authority to review the use and impact of strategies to improve outcomes for boys. It also aims to identify and promote high quality practice as well as making recommendations for further improvements for individual schools and for the local authority. The focus is also on building leadership expertise and capacity to meet pupil need.
12. Information was provided on the Enfield Inclusion Charter. The Charter set out a shared vision for inclusion and a set of principles by which schools, education settings and related services can achieve inclusion

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for children and young people with special educational needs and disabilities.

13. The Charter has been co-produced with schools, parents, pupils, partners and council officers and guidance is included. To date, 42 schools have expressed an interest in the Charter and a process has been developed for schools to self-audit and then become accredited as Inclusion Champions. Work will be led by the Safeguarding and Inclusion Adviser.

The following questions and comments were raised:

- (i) Cllr Rye commented that the data provided was fine up until a point, but he would also like to see a breakdown by gender and ethnicity. He also referred to the underachievement of Anglo-Saxon boys and asked whether this issue was being addressed. Peter Nathan acknowledged that this was an area for concern but advised that this was wrapped up in the Disadvantaged Pupil and Boys' Achievement Projects.
- (ii) In response to a question regarding the Inclusion Charter Lucy Nutt advised that to date 23 schools had signed up to the Charter with another 42 having expressed an interest in it. The aim was to get 97 schools to sign up for it. The strategy in terms of school improvement is that the Local Authority (LA) want to walk alongside schools to offer them the support and guidance needed so that they then feel confident in signing the Charter. Another inclusion event is planned, involving an outside speaker which all schools will be invited to attend. It will also be mentioned again at the next Headteachers' briefing as a reminder to sign the Charter.
- (iii) Cllr Georgiou referred to the data in the report which detailed cross comparisons between London and the national picture, and he was concerned to see that Enfield shows a downward trend and is underperforming London in nearly every single area. Peter acknowledged these concerns, however the issue with downward trends is that over the last couple of years, particularly with Key Stages 4 and 5, there has been grade inflation. During Covid there were no proper examinations for GCSEs and A-Levels therefore most results were based on teacher assessment. Therefore, results went up so that is why this year every metrics has come down for everybody. Officers acknowledged however that Enfield could be doing better but also reminded Members that inner London boroughs do receive a lot more funding than Enfield which is often reflected in some of their outcomes. Improvements have been made over the last couple of years which are not yet reflected in the results. 92% of Enfield schools are now 'good' or better' according to OFSTED so it is known that more children are benefiting from a better education. As previously discussed, various projects have been implemented which will directly have an impact on outcomes and achievement. The LA can now start concentrating on raising attainment and beginning to push forward in the nicest possible way with schools to secure improvement.
- (iv) Cllr Akbulut was concerned to hear that boys were not achieving as well as girls and asked whether the LA were using voluntary services

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and engaging with local community groups to enable boys to access good, strong male role models? Lucy said that some schools are using voluntary services/community groups to model good relationships and this good practice is something that could be shared with other schools. She also advised that at KS4 and KS5 the Nexus Project makes very good use of a lot of different community groups and where the LA is aware of this sort of offer, they do signpost this to schools. There are also approximately 40 Saturday morning supplementary schools which are community groups, which provide for their communities in a different way.

- (v) In response to a question from Cllr Greer regarding the impact of staff vacancies on results and data, officers advised that there are teacher shortages in certain subjects, and this varies from school to school. Recruitment is a problem, and this does subsequently have an impact. Headteachers focus a lot on retention to keep good staff and there are also certain Government initiatives used to recruit teachers. However, it is a challenge, and the key issue is holding teachers in profession.
- (vi) The Chair, Cllr Erbil commented that there are over a dozen Turkish speaking community centres in Enfield who he felt would be eager to work alongside the local authority, schools, and programmes such as the Nexus Project to engage with their local communities.
- (vii) Cllr Erbil also referred to the term Turkish speaking which is used throughout the report. He said that there has been a wave of Turkish speaking migrants over the years, ranging from Eastern European to Turkish Kurdish to Turkish Cypriot, therefore 'Turkish speaking' is a very 'umbrella term' to use. Officers acknowledged this point and said they would ensure that this terminology is accurately defined in future reports and data.
- (viii) In response to Cllr Erbil's question regarding the next steps the council are taking to ensure equality of opportunity and reduce attainment gaps, officers referred Members to the table on page 37, paragraph 8 of the report which captured the main work planned in response to the analysis of outcomes in all key stages.
- (ix) Tim Fellows, LGBT Network felt that education is much broader than passing exams and should be about turning out grounded individuals. He therefore questioned how the LA assess its schools in this issue. Officers explained that behaviour statistics are looked at, for example in terms of exclusions. During an OFTED visit, the personal development of pupils is also looked at as well as behaviours and attitudes and most Headteachers will report these findings to their Governing Body.

The Chair thanked Peter and Lucy for their presentation which had been most informative. It was agreed that officers would return to a future meeting of the Equalities Board to provide a report on school exclusions.

5. HEALTH INEQUALITY IN ENFIELD

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Received the report of Ruth Donaldson, Director of Communities, North Central London Integrated Care System and Dudu Sher-Arami, Director of Public Health, London Borough of Enfield, highlighting the following:

1. The introduction by Dudu Sher-Arami, Director of Public Health (LBE)
2. In 2020, a Communities Team was established to ensure that the Integrated Care Board (ICB) is addressing inequalities and improving access, outcomes, and experience for its most underserved communities.
3. COVID shone a light on the differential outcomes for Enfield's most deprived residents who experience three times more hospital emergency admissions and five times longer length of stay. Within Enfield we see a difference in life expectancy of 7.4 years (male) and 7.2 years (female) between our most and least wealthy wards.
4. The North Central London (NCL) ICB established an Inequalities Fund of £8.75m, with funding weighted across NCL towards the 20% most deprived wards. The team also lead on Inclusion Health (homeless health and asylum seeker/migrant health), the Sustainability Plan, Blood Borne Viruses, Serious Youth Violence, and the Anchors Programme.
5. Further information was provided on the work of the Communities Team, the Inequalities Delivery Group, the Inequalities Fund, and the impact of some of the projects that had been implemented.
6. The next steps had been identified and were discussed in detail as part of the presentation. Positive progress is being made but it was acknowledged that there is still a lot to do.
7. In response to a question raised by Cllr Pratt, clarification was provided on the Enfield's life expectancy figures and how these compared nationally and to other London boroughs.
8. Pastor Nick Chanda praised the work of Dudu and her team for the amazing engagement work they undertake with the minority community groups, especially during COVID, which included educating the black community on how to access vaccinations and all other aspects of health care. He encouraged other community groups to liaise closely with Dudu and her team as the practical work they provide is central to bridging the gap in health inequality.
9. Dudu thanked Pastor Nick for his support. She said that some key learning has originated from the work that took place over the COVID period and this can now be used to address lots of other health issues moving forward and her team will continue to work hand in hand with communities and residents to do this. These ongoing relationships will help provide the team with a better understanding of its residents and an insight into what is and isn't going to work, and it is only really people within certain communities who can provide that feedback as people with lived experience is another dimension that is crucial to everything.
10. Ruth echoed Dudu's comments and added that she is also keen to ensure that there are clear routes and processes in place to enable people to feedback effectively.

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11. Cllr Rye said that the key to good health, good education and good life outcomes is having good quality housing and in Enfield there are too many properties both within the Council's control and the private sector that do not reach the appropriate standard, and this is something that collectively the Council, Government and all bodies have not got control of and, until this is tackled, this will continue to be a challenge.
12. Officers agreed that there are many factors which contribute to the inequality gap, and therefore it is key to implement the Inequalities Fund as this is designed to look at the wider determinates including housing standards.
13. Concerns were raised regarding the number of residents not registered with GPs as well as the continued poor access to GP services. However, work has taken place via the Inequalities Delivery Fund and various other channels to promote and support residents to register with a GP, this has included pop up registration events and working closely with PCNs to promote registration within their community groups in their practice areas. It was agreed however that a lot more needed to be done but through the work and projects within the Inequalities Fund this provides opportunities to better address this issue by working with community groups to share information about the benefits of registering with a GP. Officers agreed to feedback Members' concerns to their Primary Care colleagues.

Action: Dudu Sher-Arami/Ruth Donaldson

14. Cllr Erbil referred to the Early Years local NHS services in Enfield and how these differed greatly to other boroughs, such as Islington, where the amount of funding received was significantly more. Ruth agreed that the differences do boil down to funding. However, one of the reasons for the Inequalities Fund is to try and show that if you put resource into areas with the greatest need then you can make an impact. One of the first things the ICB did when it was formed was a community services and mental health review into the outcomes of spending across the five boroughs. There is a whole programme around how this will be addressed but over time changes will be made to funding in these services.
15. In conclusion Members said they would like to see the evaluations of the Inequalities Fund once this becomes available, and Officers agreed to bring this to a future meeting of the Equalities Board.

Action: Dudu Sher-Arami

6. WORK PROGRAMME 2022/23

NOTED the Equalities Board Work Programme 2022/23,

7. DATES OF FUTURE MEETINGS

NOTED that the next meeting of the Equalities Board is scheduled to take place on Thursday 30th March 2023 and will be held in the Conference Room at the Civic Centre, commencing at 7:00pm.

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The meeting ended at 9.10 pm.