

Public Document Pack



OVERVIEW & SCRUTINY COMMITTEE

Thursday, 9 February 2023 at 7.00 pm
Conference Room, Civic Centre, Silver
Street, Enfield, EN1 3XA

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Councillors : Margaret Greer (Chair), Bektas Ozer (Vice-Chair), Maria Alexandrou, Nawshad Ali, Elif Erbil, James Hockney, Mohammad Islam and Michael Rye OBE

Education Statutory Co-optees: 1 vacancy (Church of England diocese representative), vacancy (other faiths/denominations representative), vacancy (Catholic diocese representative), Alicia Meniru & 1 vacancy (Parent Governor Representative).

Enfield Youth Parliament Co-optees (2)
Support Officer – Marie Lowe (Governance & Scrutiny Officer)

AGENDA – PART 1

1. WELCOME & APOLOGIES

2. 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.

3. MINUTES OF THE PREVIOUS MEETING (Pages 1 - 8)

To agree the minutes of the Overview and Scrutiny Committee meeting held on 16 January 2023.

4. EQUALITIES WITH A FOCUS ON THE REDUCTION OF INEQUALITIES ACROSS THE BOROUGH (Pages 9 - 16)

The report provides an update to the Overview and Scrutiny Committee on how the Council is meeting the requirements of the Public Sector Equality Duty and how it is delivering on the Council's equality and diversity policy, [Fairer Enfield 2021-25](#) objectives and outcomes. The report also includes how the Council is tackling health inequality in Enfield with our partners in the Integrated Care Board.

5. IMPACT OF THE COST OF LIVING INCREASES ON RESIDENTS IN ENFIELD (Pages 17 - 36)

The impact of the cost of living increases on residents of the Borough, the current support provided by Enfield Council together with the future approach which will be taken.

6. 2022-23 OVERVIEW AND SCRUTINY WORK PROGRAMME (Pages 37 - 40)

To note the Overview and Scrutiny Committee Work Programme 2022/23.

7. DATES OF FUTURE MEETINGS

To note the next business meeting of the Overview and Scrutiny Committee is scheduled to take place at 7pm on Thursday, 9 March 2023.

OVERVIEW & SCRUTINY COMMITTEE - 16.1.2023

**MINUTES OF THE MEETING OF THE OVERVIEW & SCRUTINY COMMITTEE
HELD ON MONDAY, 16 JANUARY 2023**

COUNCILLORS

PRESENT Margaret Greer (Chair), Bektas Ozer (Vice Chair), Josh Abey, Maria Alexandrou, Nawshad Ali, Elif Erbil, James Hockney and Edward Smith

ABSENT Mohammad Islam, Michael Rye OBE and Nesil Caliskan (Leader of the Council)

STATUTORY CO-OPTES: *1 vacancy (Church of England diocese representative), vacancy (other faiths/denominations representative), vacancy (Catholic diocese representative), Alicia Meniru & 1 vacancy (Parent Governor representative) - Italics Denotes absence*

OFFICERS: Ian Davis (Chief Executive), Sarah Cary (Executive Director Place), Fay Hammond (Executive Director Resources), Tony Theodoulou (Executive Director People), James Newman (Director of Finance Corporate), Claire Johnson (Head of Governance, Scrutiny & Registration Services) and Marie Lowe (Secretary)

Also Attending: Cllr Tim Leaver (Cabinet Member for Finance and Procurement), Cllr Abdul Abdullahi (Cabinet Member for Children's Services) and Cllr George Savva (Cabinet Member for Social Housing)

1**WELCOME & APOLOGIES**

The Chair of the Overview and Scrutiny Committee welcomed members and officers to the Committee.

Apologies for absence had been received from Cllr Mohammad Islam, who was substituted by Cllr Josh Abey and Cllr Michael Rye, who was substituted by Cllr Edward Smith.

2**DECLARATIONS OF INTEREST**

No declarations of interest were received.

3**MINUTES OF PREVIOUS MEETING**

In response to a question from a Member regarding how the recommendation contained in Minute number 4 – Grenfell Tower Inquiry – Impact on Enfield and Fire Safety that the Council ensured that residents were made fully aware

OVERVIEW & SCRUTINY COMMITTEE - 16.1.2023

of the availability and options regarding fire safety in tower blocks during any construction or remedial works undertaken and that this be fully communicated to residents – would be implemented, the Head of Governance, Scrutiny and Registration Services agreed to circulate the process to Members of the Committee. **ACTION**

AGREED that the minutes of the Overview and Scrutiny Committee meetings held on 10 and 24 November 2022 be confirmed as a correct record.

4

MEDIUM TERM FINANCIAL PLAN 2023/24 TO 2027/28 UPDATE AND DRAFT 2023/24 BUDGET (INCLUDING FURTHER NEW SAVINGS)

The Chair thanked Members and officers for attending the meeting to consider the Medium-Term Financial Plan (MTFP) 2023/24 to 2027/28 update and draft 2023/24 budget (including further new savings).

Councillor Tim Leaver, Cabinet Member for Finance and Procurement, introduced the item highlighting the pressures currently faced by the Council in these unprecedented times which were as a result of continued reduction to Local Authority funding from Central Government, the uncertainty with the current high levels of inflation at 10.1%; the legacy impact of Covid which had led to increased costs and reduced income in several service areas and demand for services. Further savings and income proposals had been put forward as the Council worked towards closing the remaining budget gap it faced for 2023/24 and the pressures and risks faced by the Council.

All Council's across the country were facing the same financial situation as Enfield Borough Council.

The Council remained committed to delivering a resilient and sustainable budget and had made significant progress over the past five years. A key element of the approach to deliver this commitment was the effective scrutiny of the savings and income generation proposals, together with the underlying assumptions on funding and spending. The Council was operating in a very challenging and uncertain financial environment and this internal scrutiny by Officers was more important than ever.

The Committee received a presentation delivered by the Director of Finance Corporate, James Newman delivered a summary presentation on the 2023/24 Budget and MTFP which provided the context and background to the proposal; financial strategy; savings, investment, budgets by department; budget gap as at January 2023 MTFP; budget consultation and budget risks. A copy of the presentation was attached to the minutes.

At the invitation of the Chair, Members put a series of detailed questions to the Cabinet Member for Finance and Procurement and Officers, who provided the following responses.

OVERVIEW & SCRUTINY COMMITTEE - 16.1.2023

The Executive Director People advised that as it had been very difficult to recruit social workers for some considerable time, new ways of working had been identified and changed some of the roles to assistant social workers. Posts which had been vacant for two years or more had been deleted and job descriptions had been reviewed.

The Executive Director Resources confirmed that this would provide a cumulative saving of £800K. The number and use of agency staff across the Council was constantly reviewed.

Members were advised by the Executive Director Resources that the Council proposed to increase income generated by the use of its assets on a commercial basis rather than to make savings. For example, renting out workshop space. The structure and process to identify how to balance the budget without affecting service delivery had been for all departments to review the services provided and associated costs. A further round had been carried out when the first round had provided unsatisfactory savings. Restructures of departments had provided a 10% staff saving without an impact on service delivery.

The Cabinet Member Finance and Procurement informed Members confirmed that different ways of working had been identified across the Council, particularly with regard to keeping residents independent in their own homes for as long as possible. Technological advances were identified and, where appropriate and effective were implemented.

The Executive Director Place confirmed that all aspects of the Council had been and would continue to be reviewed to ensure they were as effective and as efficient as possible.

The Director Finance Corporate reported that the results of the budget consultation regarding any increase to help protect and invest in services in Council Tax would be kept under review. The consultation period ended on 6 January 2023. It had been a very positive consultation, with 200 responses being received. Details of the responses would be provided in the February Cabinet report.

The significant risk posed to the Council by the number of families in temporary accommodation was being addressed by early intervention with the families concerned as possible. Temporary accommodation was a cost pressure to the Council and due to the current economic climate would be a higher-pressure area. The impact of the increase in the interest rate and residents were unable to obtain mortgages and landlords were pulling out of the buy-to-let market and selling their properties. The Council aimed to reduce the number of families in temporary accommodation.

The Executive Director Resources explained that Enfield Council was a member of the smaller post Covid London wide Business Rate Pool, consisting of eight London boroughs. The original number had been reduced during Covid as it was no longer economically viable for other authorities to be

OVERVIEW & SCRUTINY COMMITTEE - 16.1.2023

members. Being a member of the pool was of financial benefit to Enfield Council as it added £1.5m to the budget. This would be extended for a further year in 2023/24.

Members noted that there had been a 20% increase in additional funding from Central Government. There had been a £12m increase in funding for Adult Social Care. Figures for Business Rate and Revenue Support Grant (RSG) would be circulated to the Committee by the Director Finance Corporate.

ACTION

The Cabinet Member, Finance and Procurement explained there were significant pressures on the limited resources available to the Council, who listened to the needs of the residents. There was a commitment to invest in the Borough and the Council's infrastructure around housing and digital services were being developed to enable residents to self-serve through the Council's website. The purpose of the investments was to build financial resilience in the Council and the services it provided. Short term Government funding over the last few years had had a detrimental impact on the Council's ability to borrow over the longer term. However, the Council had robust treasury systems in place. The Council had a priority commitment to protect and reduce the financial investment for local residents.

The Executive Director – Resources assured Members that whilst there were many demands on the investments of the Council, there had been significant investment in Adult and Children Social Care. The Welfare Support Team provided early intervention to prevent the situation worsening.

The Executive Director – People explained that the demands on the People Department were considerable, and it was a more effective and efficient use of resources to prevent situations deteriorating or escalating which resulted in better outcomes for individuals. The cost to the Council of care placement agency staff was enormous and there was a system in place to reduce the number of agency staff with apprentice social workers.

The Executive Director – Resources described how the Transformation Team had reviewed back-office processes of Parks and Grounds Maintenance with investment and challenge to identify any ineffective costs and ways to manage demand.

The Executive Director Place described that was spent to pay rent for households who would not otherwise be able to afford the full market rent. Preventative work with the families at an early stage to avoid homelessness and the need for temporary accommodation. This was in line with previous years, although there had been a 30% increase in demand this year, hence the focus on preventive work. More, however was needed. There were 3,500 households, 2-3% of the population of Enfield currently in temporary accommodation. The vulnerability of our residents impacted on the Council's services. The Council supported residents whenever and wherever it could.

OVERVIEW & SCRUTINY COMMITTEE - 16.1.2023

The Chief Executive reported that this was comparable to other London Boroughs. The Borough of Enfield was no longer the second highest in the country for residents in temporary accommodation and was falling. There was considerable pre-emptive work to prevent eviction. Cuts to prevention teams would result in an increase in the levels of homelessness. The amount of accommodation available to the Council was 30% lower, with more families in hotel accommodation in the private sector. The Council was very aware to the current situation described above which was very challenging. It was more beneficial to residents to remain in their own homes. This was fundamental to the Council's ethos.

Members noted that agency costs to the Council was £22m per year described by the Executive Director – People was not by choice. Agency staff were only used in hard to recruit to posts. It had been necessary to use 30/40 agency social workers. Inventive ways of working had been identified, including recruitment of social workers from other countries such as South Africa and Zimbabwe, who had similar laws to the United Kingdom.

The Executive Director Resources reassured the Committee that it was the Council's aim to reverse the downward trend and to build up reserves, which were higher than in 2018. A balance view had to be taken regarding the amount and use of the reserves against risk.

The Executive Director People stated that to face any adverse impact of safeguarding issues identified, Officers kept abreast of the current situation across society and in the field. There were strategies in place to provide direction and guidance. There had been an increase in demand which had seen a correlation in increase of the number of staff. There had been a £1m investment in staff to meet residents' demand.

The Executive Director – Resources confirmed that the weekly Budget Meetings offered an excellent, positive opportunity for Senior Managers to discuss any increases in pressures currently experienced in and across the Borough and identified ways these could be addressed. The Council provided a good service and had excellent Officers in post. There was a £3m contingency fund in the budget to absorb any unexpected demands on the service. Investment in Adult and Children Safeguarding was a priority and remained a commitment of the Council.

The Cabinet Member – Finance and Procurement reiterated that the Council's five-year capital plan strengthened the Council's financial resilience. The increase in inflation to 10.1% affected everyone across the country, not just residents in Enfield, and had also affected every single aspect of the Council's business, which was why investment in the borough was vital.

The Cabinet Member – Finance and Procurement went on to explain that investment in the new Community Law Enforcement Team would make Enfield's streets safer and more secure, with many more Community Officers on the streets. They were not Police Community Support Officer (PCSO), but Local Authority staff, which had the full support to the Borough Commander.

OVERVIEW & SCRUTINY COMMITTEE - 16.1.2023

The Chief Executive described the impact of inflation on the Council by giving the example of the refuse trucks which did four miles to the gallon. This additional increase could not be avoided and had to be built into the Council's economy.

The Director Finance – Corporate advised that the increased to the national living wage had been factored into the budget, including in relation Adult and Children Social Care, services which already provided particular challenge to the Council's resources and finances.

The Executive Director – Resources assured Members that the Budget Pressures Challenge Board validated the use of resources by proving to be a very effective way to identify, challenge and transform the way of financing and working across the Council to improve the service offer for the benefit of the residents of Enfield. The Board also enabled resilience to be built into the Council's finances as only realistic and robust proposals were brought to the table. Enfield Council took the approach that all had ownership of the budget. CIPFA had identified Enfield as having a 'good' financial team and leadership across the organisation. Terms of Reference for the Budget Pressures Challenge Board to be circulated to the Committee. **ACTION**

The Cabinet Member – Finance and Procurement confirmed that resilience had been built into the Council's budget, which was proactive and not reactive, making it unnecessary to react to the current financial circumstances as there was longer term planning in place. Officers had started work prior to the increased inflation rates which ensure the Council was in a better position to deal with the current situation.

Members noted, when advised by the Director Finance – Corporate, that the cost of servicing the investment made by the Council in 2022/23 had been £23.6m. This would then be £3m each year for each year of the MTFP.

The Executive Director – Resources provided the following responses to a series of questions as follows

The Library Service was keen to promote the use of space within the libraries across the Borough. Community Groups were welcomed, with more opportunities being identified use the space to work with the community.

There were strict regulations regarding how income received from Penalty Charge Notices (PCNs) was spent.

Whilst the importance and necessity of the publication of the Local Plan by the Council was recognised, there a costly process associated with the process and its production. Officers in the Place Department were currently working through this and would be reported in the February report. **ACTION**

Consideration would be given to a possible increase in bonds charged for festivals and similar events.

OVERVIEW & SCRUTINY COMMITTEE - 16.1.2023

The publication of the allocation for Public Health Grant' Rough Sleeping Initiative and Housing Admin Subsidy Grant was awaited. However, no assumptions could be made on the what the allocation would be.

An Equality Impact Assessment would be completed for individual budget and/or saving proposals, a detailed assessment would be completed if required. A report on the work in progress would be provided in the February Cabinet report.

The proposal that arrangements, referred in the report of Officers, whereby individual services would be able to amend the fees and charges where it was considered appropriate to do so during the coming year, would be reviewed by the Executive Management Team, implemented via delegated authority to the Executive Directors, in consultation with the relevant Cabinet Member and report quarterly to Cabinet. The proposal would enable the Council to respond flexibly to changing circumstances.

The Chair, whilst noting that currently there were no written Terms of Reference, asked that updates be reported back to the relevant Scrutiny Panel. **ACTION**

Where there were workforce implications, the Council was committed to minimise the impact of the process on existing staff and all procedures would be followed appropriately.

It was clarified by the Executive Director – Place that a review of all costs associated with any service provided by the Council had been undertaken. Officers were confident that the increase of the collection charge of the green waste bins would not reduce the number of subscriptions. There had not been an increase in the charge for this service since 2015.

The Chief Executive clarified that the one-off investment of £0.080m in street cleaning reverses out in 2023/24 was for a service review the aim of which was to improve services to residents across the Borough. Separately, an investment of £120m in the Council's housing stock over the next two years was included in the MTFP. A briefing paper to be circulated. **ACTION**

The Committee thanked the Cabinet Member, Finance and Procurement and Officers for providing detailed responses and explanations to the questions posed and for the very helpful and clear concise report.

AGREED that having considered the savings and income proposals and funding and spending assumptions contained in the January Medium Term Financial Plan 2023/24 to 2027/28 to update Cabinet on 18 January 2023 and report the outcome of their deliberations to Council on 23 February 2023.

OVERVIEW & SCRUTINY COMMITTEE - 16.1.2023

AGREED that the Overview and Scrutiny Committee work programme be noted.

6

DATE OF FUTURE MEETINGS

It was **NOTED** that the meetings of the Overview and Scrutiny Committee scheduled on 31 January 2023 and 9 February 2023 were business meetings.

London Borough of Enfield

Overview and Scrutiny Committee

Date of Meeting: 9 February 2023

Subject: Equalities with a focus on the reduction of inequalities across the borough

Cabinet Member: Cllr Ergin Erbil, Deputy Leader

Executive Director: Ian Davis, Chief Executive

Purpose of Report

1. This report provides an update to the Overview and Scrutiny Panel on how the Council is meeting the requirements of the Public Sector Equality Duty and how it is delivering on the Council's equality and diversity policy, [Fairer Enfield 2021-25](#) objectives and outcomes. The report also includes how the Council is tackling health inequality in Enfield with our partners in the Integrated Care Board.

Relevance to the Council Plan

2. Fairer Enfield is one of the cross-cutting themes in the Council Plan 2020-22 and the Fairer Enfield policy sets out the principles which we need to follow across the workforce to ensure we deliver on this priority to tackle discrimination and promote and enhance equality, inclusion, and diversity in all that we do.

Background

The Equality Act 2010

3. The Equality Act 2010 covers nine protected characteristics and prohibits unfair treatment of people based on any of these characteristics. Enfield Council has gone beyond its statutory duties by also implementing the Act's socio-economic duty (Part 1 Section). In [Fairer Enfield 2021-25](#), we commit to treating everyone equally regardless of socio-economic status and will work to eliminate discrimination and disadvantage caused by a person's socio-economic status.
4. Section 149 of the Equality Act states the "Public Sector Equality Duty", which requires public bodies to show due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. The policy and objectives help us to demonstrate how we are actively working to fulfil this duty.

Fairer Enfield

5. In our Fairer Enfield policy, we outline the principles we will take as a community leader, service provider and employer to equality and diversity. The policy also includes our eight equalities objectives. It is a statutory requirement under the Equality Act 2010 that the Council must prepare and publish one or more equality objectives that it should achieve to fulfil the requirements of the Public Sector Equality Duty.
6. To identify these objectives, we analysed local data on the experiences of different groups in our communities, as well as national research on inequality. We also learnt from the successful approaches taken by other local authorities and voluntary and community sector organisations. Furthermore, we considered and discussed the views and experiences of staff and our voluntary and community sector partners. The policy is an important part of our response to the Covid-19 pandemic, which exposed and exacerbated the extent of structural inequality across London and the UK.
7. The Public Sector Equality Duty also requires the Council to reflect upon progress made over the course of the four-year period. Therefore, in our [Annual Equality and Diversity Report](#) we provide an overview of how the Council has worked in partnership with our statutory, voluntary and community partners, and engaged with our residents to deliver equality initiatives that support work on improving outcomes for diverse communities in the Borough. Our Annual Report 2022/23 will be published in summer 2023.

Equalities Board

8. The Equalities Board was set up in 2020, providing a new dedicated focus on the Council's work to tackle inequality. It forms part of the Council's Committee structure and includes elected members and representatives from community groups.
9. The Board is helping ensure that Enfield, as a public body, has due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic and people who do not share it. The Board is acting as a consultative and advisory forum, through cross-party member-led and community-led feedback, to help the Council develop and deliver new policies / initiatives and to actively support such initiatives.

Main Considerations for the Panel

Fairer Enfield Action Plan

10. Our Fairer Enfield action plan outlines how the council will work towards achieving our eight equality objectives during 2022/23. This action plan is updated annually, and our progress will be reported on in our Annual Equality and Diversity Report which will be published in Summer 2023.

11. The 2022/23 action plan includes organisational improvements that will be implemented during the financial year. These includes short-term actions which are helping us to work towards achieving our equalities objectives over the longer term.
12. To track progress, actions are reviewed bi-annually by Directorate Management Teams and lead officers are asked to provide updates on their progress. These updates are then reviewed by the Council's Assurance Board to ensure that the Council is meeting the requirements of the Public Sector Equality Duty and that the Fairer Enfield objective and outcomes are being met.
13. The member-led Equalities Board also scrutinises progress towards achieving our equalities objectives and commitments in Fairer Enfield, with the Board focusing on one or two of our eight objectives at each of their quarterly annual meetings.
14. We have summarised progress towards achieving the eight equalities objectives in 2022/23 below. The full action plan is attached as an appendix.

Overcome Racism in Enfield

15. Across the UK, Black, Asian, and Minority Ethnic groups continue to experience inequality in housing, education, employment, health and criminal justice. In Enfield, our 10% most deprived areas are the most diverse areas with the largest population of residents from ethnic minorities of all Enfield wards.¹
16. Fairer Enfield includes a series of actions to tackle racism in Enfield and make our community, our services and workplace fairer for ethnic minorities. Actions includes our high-profile programme for Black History Month in 2022. Over 450 people attended two events, one at Forty Hall and one at Millfield Theatre, celebrating the residents of Black heritage. A new working group of officers and community members was formed to develop this year's celebration and will continue to work together year-round to promote celebration of Black heritage in Enfield.

Deliver positive interventions to reduce serious youth violence in Enfield

17. Enfield continues to suffer high levels of serious youth violence and there is local evidence that Black young people are overrepresented in youth convictions.
18. In September 2022, the number of Serious Youth Violence victims in Enfield over the preceding 12 months reduced by 16.7%, a difference of 58 less victims. The average increase across London in the same period was 11.9%. There was an average of 203 victims per London borough in

¹ Enfield Council, Fairer Enfield 2021-25

the past 12 months. Enfield is ranked 6th for the number of SYV victims when compared to 32 London boroughs.²

19. The action plan outlines a series of actions taken by the Council to better support young people and to prevent young people most at risk from being drawn into crime. One example of cross-Council work to reduce serious youth violence is the delivery of our pilot housing project which successfully identified and re-housed 15 families living in temporary accommodation with high-risk indicators of serious youth violence, whilst ensuring their additional needs were met. The lessons learnt from this pilot are currently being reviewed and built into service plans for 2023-24.

Increase the number of residents affected by Special Educational Needs and Disabilities who are in paid employment

20. Residents affected by special educational needs and disabilities are disproportionately impacted by unemployment at a national level, and in Enfield the employment rates for people affected by disabilities are lower than the national average.
21. In Enfield, in 2020/21, people affected by a disability had an employment rate that was 36.9 percentage points lower than that of people who are not affected by disability. This is higher than both London (26.3 percentage points) and England (26.6 percentage points) averages.³
22. We are, however, seeing comparatively good employment outcomes for service users of Adult Social Care. In 2020/21, Enfield had the highest proportion in London of working-age people (16.8%) who receive support for their learning disability in paid employment. This was the fourth highest proportion nationally and significantly higher than the London (6.1%) and national (5.1%) averages.⁴
23. The Equals Employment Service is part of Adult Social Care and provides support to adults with learning disabilities to gain and sustain paid employment. A Supported Internships study programme run by West Lea School works with young people in Enfield aged 16 to 25 years who have an Education, Health and Care Plan (EHCP), who are able to work but need extra support to do so. From the 2020/21 cohort, 80% of students (25 people) were offered a job at the end of the programme.
24. The action plan outlines a series of actions to continue to support the successful delivery of our supported employment services, including further support for these programmes. This includes the development of a new policy to help the Council to identify appropriate opportunities for paid employment for Adult Social Care Clients and support more people impacted by disability into paid roles in the Council.

² Enfield Council, Executive Management Team Q2 Performance Report 2022/23

³ Enfield Council, Annual Equalities Report 2021/22

⁴ NHS, Measures from the Adult Social Care Outcomes Framework (ASCOF), England 2020-21

Improve the wellbeing and celebrate the contribution of our Lesbian, Gay, Bi and Trans Communities

25. According to the 2021 Census, of those respondents in Enfield who answered the question on sexual orientation: 88.15% were straight or heterosexual; 0.91% were gay or lesbian; 0.81 were bisexual; and 0.13% were any other sexual orientation.⁵
26. GIRES (Gender Identity Research Society) estimate that in the UK around 1% of the population experience some degree of gender non-conformity. According to the 2021 Census of those respondents in Enfield who answered the question on gender identity, 1.08% reported that their gender identity was different from their sex at birth.⁶
27. The action plan sets out a series of actions to celebrate the contribution of our LGBT communities and support the health and wellbeing of these communities. As part of our work to deliver on this objective, in 2022 Enfield commissioned its first Pride event, which was a two day, free, family-friendly festival on Library Green which attracted in excess of 8,000 visitors.

Provide access to support networks to reduce social isolation

28. In the period from October 2020 to February 2021, the ONS reported that 8.5% of Enfield residents felt often or always lonely. This is higher than the national (7.2%) and London (7.3%) averages.⁷
29. Our actions focus on increasing opportunities to socially connect through employment, volunteering, mentoring and befriending activities. An example of how we have delivered on this during 2022 is through our partnerships with our voluntary and community sector to support vulnerable residents in the borough with community events, activities and support. A recent project identified that over 1,300 older residents are attending independent day opportunities on a monthly basis.

Work with our partners to mitigate the impact of Covid-19 on children and young people's mental health and wellbeing

30. The Covid-19 pandemic has had a profound and lasting impact on children and young people's mental health and wellbeing. There have been additional challenges for young people who were already struggling with their mental health and for others the pandemic created new mental health issues, as a result of the loss of routine, loss of education, social isolation, traumatic experiences and a breakdown of formal and informal support networks.⁸

⁵ ONS, Census 2021: Sexual Orientation

⁶ ONS, Census 2021: Gender Identity

⁷ ONS, Mapping loneliness during the coronavirus pandemic 2021

⁸ The Health Foundation, Institute of Health Equity, Build Back Fairer: The Covid-19 Marmot Review 2021

31. The actions for this objective focus on supporting young people's mental health and wellbeing, as well as educational attainment and employment. An example of a successful action is the funding of a supervised school study programme at 18 schools in Enfield. The purpose of this programme is to improve academic performance by providing access to resources to complete homework; to increase motivation and confidence; and to foster social inclusion by encouraging pupils to work with their peers to better their understanding of lesson material.

Keep people safe from domestic abuse

32. In the year ending September 2022, there were 6,355 Domestic Abuse Incidents in Enfield, compared to 6,178 the previous year, an increase of 2.9%. London experienced an increase of 1.4% over the same period. In the capital, there were 153,447 incidents recorded in year ending September 2022, compared to 151,350 in the previous year, a difference of 2,097 more offences.⁹
33. The action plan outlines a series of actions to prevent domestic abuse from happening in the first place by challenging attitudes and behaviours which foster it and intervene where possible to prevent it. An example of successful action is the RISE project. In 2021, Enfield successfully bid for funding from Mayor's Office for Policing and Crime to develop a Black and ethnic minority focused, co-ordinated family and community approach. The programme, delivered by RISE, provides domestic abuse interventions which engage the expertise and experience of local community organisations, to challenge perpetrators and support the emotional abuse experienced by victims and multi-victims. In the last quarter, (July – September 2022), the program received 14 referrals and 11 DA victim referrals.

Promote safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents

34. Hate Crime increased by 10.2% in the year ending September 2022. recording 791 offences, compared with 718 the previous year. Racist and religious hate crime formed the majority of such crime reported in the borough, followed by homophobic hate crime. Although much lower numbers, homophobic crime increased by 71.9% in the borough, also rising in London by 18.1%.
35. The action plan outlines a series of actions to promote community cohesion and encourage the reporting of hate crime. Our actions include continuing to deliver the PREVENT agenda in schools. Our Prevent team has delivered 2,200 pupil sessions and 1,400 teacher sessions to help understand the work and the risks it seeks to mitigate. As part of our wider work to support community cohesion, our newly refurbished Dugdale Arts Centre opened on 16th December 2022 with a specially commissioned colour-positive production of Little Women: The Musical; a celebration of Enfield's people, (with room for visitors to add their own heroes), and a

special exhibition based on the Stories of Enfield project, celebrating 13 different community heritage projects.

Tackling health inequality through work of the Integrated Care Partnership

36. The Local Authority is a key partner within the Integrated Care Partnership. A sub group of the Borough Partnership called the Inequalities Delivery Group was established in late 2020 and is co - chaired by Dudu Sher Arami (Director of Public Health) and until recently Fahim Choudhury (Primary Care Clinical Director).
37. Membership of the Inequalities Delivery Group is broad and spans a wide number of VCS organisations, NHS (Acute Trusts, ICS and Primary Care) as well as Local Authority (Public Health, Education, Housing, Community Hubs, Children's and Adults Social Care) as well as Healthwatch.
38. The Inequalities Delivery Group work programme focuses on:
 - a. The inequalities fund for Enfield including overseeing the delivery of funded programmes and development of any bids to the fund
 - b. A work programme including community health champions, community participatory research and a community chest
 - c. Holding other work-streams within the ICP and the Borough Partnership to account in addressing health inequalities and health inequity to maximise the impact of the ICP as a whole
 - d. Communication and Engagement approach that includes patients and local residents
39. The Enfield Inequalities Delivery Group is overseeing 23 health inequalities projects funded by the NCL health inequalities (Enfield and NCL) fund. The initial funding allocation for all projects is due to end in March 2023. Projects tackle a range of risk factors (e.g., smoking, physical activity) and all focus on reducing health inequality by working with groups which experience inequality. This fund is weighted towards the 20% most deprived wards in NCL, of which Enfield and Haringey have the greatest number. It is designed to bring new solutions, developed in partnership with local communities, to entrenched issues that result in health inequalities.
40. Each project has collected outcome data which will enable measurement of impact and an evaluation of the Inequalities Fund is currently underway. As part of this, we are keen to work together across health and care to look at joint measures that will demonstrate we are closing the inequalities gap, not just within the inequalities fund schemes, but across all services. This is part of a wider system commitment to tackling health inequalities in all that we do and to ensure that public funding is targeted towards our most underserved communities.

Conclusions

41. The report to Overview and Scrutiny Committee highlights progress towards achieving the Council's eight equalities objectives as set out in [Fairer Enfield 2021-25](#) and our commitments as a community leader, service provider, commissioner and employer. It also summarises our work to tackle health inequality in Enfield with our partners in the Integrated Care Board. A full annual review of our progress against Fairer Enfield will be set out in our Annual Equalities Report for 2022/23, scheduled for completion in summer 2023.

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Date of report 30/01/2023

Appendices

None

Background Papers

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

[Fairer Enfield 2021-25](#)

[Fairer Enfield Action Plan 2022-23](#)

OSC Feb 2023 LBE Cost of Living Response



Key Enfield Indicators

The following indicators have been provided from ONS & local census data:

- In 2018, ONS data ranked Enfield as the 41st most income-deprived local authority in England
- Compared against all London boroughs, Enfield's key poverty and inequality indicators were ranked average or below
- Enfield's poverty rate of 34% is the joint 7th highest rate within London
- 13% of Enfield's households are officially overcrowded – higher than in London and the country as a whole.
- 2.5% of households in temporary accommodation, with the national average of 0.4%

Enfield Cost of Living Dashboard

57 Individual Indicators monitored

Household Income					
Median Household Income £41,149 Annual 2022 Previous: £35,303 Change: 16.56% ↑	Below London Living Wage 8951 Monthly Dec 2022 Previous: 8780 Change: 1.95% ↑	Emergency Support Scheme 508 Quarterly Dec 2022 Previous: n/a Change:	Welfare & Debt Advice Support 2008 Quarterly Dec 2022 Previous: n/a Change:	"At Risk" & "In Crisis" 5990 Monthly Dec 2022 Previous: 6155 Change: 2.68% ↓	Free School Meals (State) 26.90% Annual 2021/22 Previous: 23.70% Change: 3.20% ↑
Council Tax Support Caseload 34938 Monthly Dec 2022 Previous: 35240 Change: 0.86% ↓	HB or Universal Credit 44539 Quarterly Aug 2022 Previous: 44429 Change: 0.25% ↑	Council Taxpayers in Arrears 5518 Monthly Dec 2022 Previous: 5188 Change: 6.36% ↑	Business Ratepayers in Arrears 565 Monthly Dec 2022 Previous: 528 Change: 7.01% ↑	Council Housing Arrears £1.77m Monthly Dec 2022 Previous: £1.72m Change: 2.91% ↑	Temporary Accommodation Arrears £3.56m Monthly Dec 2022 Previous: £3.41m Change: 4.40% ↑
Under 16's in Relative Low Income 15.90% Annual 2020/21 Previous: 18.60% Change: 2.70% ↓	Under 16's in Absolute Low Income 13.00% Annual 2020/21 Previous: 14.70% Change: 1.70% ↓	Under 16's in Poverty 33.70% Annual 2020/21 Previous: 37.40% Change: 3.70% ↓	Applications for DHP 2333 Quarterly Dec 2022 Previous: 1817 Change: 28.40% ↑	DHP Awards 1001 Quarterly Dec 2022 Previous: 688 Change: 45.49% ↑	Value of DHP Awards £1.55m Quarterly Dec 2022 Previous: £935,998 Change: 65.60% ↑
Council Tax Support Hardship Awards 1152 Monthly Dec 2022 Previous: 1101 Change: 4.63% ↑	Value of Council Tax Support Hardship £276,797 Monthly Dec 2022 Previous: £267,674 Change: 3.41% ↑	Households Receiving £150 Heating 84404 One Off Previous: n/a Change:	Discretionary Heating Payment (E-H) 21156 One Off Previous: n/a Change:	Value of Heating Payment Awards £14.94m One Off Previous: n/a Change:	
Unemployment					
Claimant Count 12320 Monthly Dec 2022 Previous: 12380 Change: 0.48% ↓	Claimant Count Rate 5.80% Monthly Dec 2022 Previous: 5.80% Change: 0.00%	Employment Rate Working Age 70.30 Quarterly Sept 2022 Previous: 70.70 Change: 0.57% ↓	16-17's Not in Education (NEET) 10.60% Monthly Nov 2022 Previous: 24.30% Change: 13.70% ↓		

Enfield Cost of Living Dashboard

Household Income:

- Council Tax, Business rates, Council Housing and Temporary accommodation arrears all rose from previous month
- Direct Housing Payment applications and awards all rose from previous quarter

Homelessness

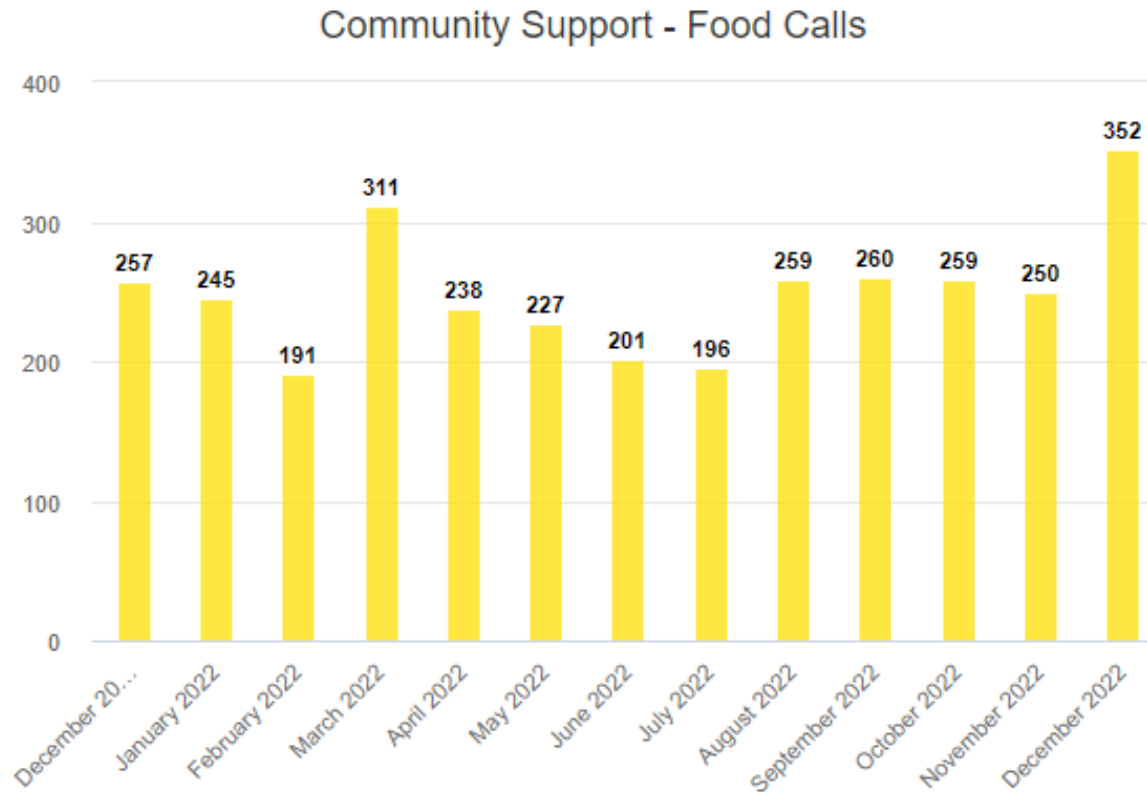
- Temporary Accommodation, Rough Sleepers and Homeless Applications all reduced from previous month

Food and Fuel Poverty

- Increase in residents using food pantries from 94 to 108

Cost of Living – Resident Contact

- In 2022, LBE received 3,246 calls from residents seeking food support - an average of 270 per month



Cost of Living - Website

Updated in October 2022, the site provide access to support from LBE and partner organisations:

Cost of living support

We know this is a really difficult time as many of us are facing rising living costs. If you're struggling to afford the essentials, or need support of any kind, please don't suffer in silence - help is available.

Housing costs

Help if you're struggling to pay your rent, mortgage or Council Tax

[Get help with housing costs](#)

Debts and bills

Help if you're struggling to pay debts and bills

[Get help with debts and bills](#)

Household Support Fund

The government has allocated funds to those most in need

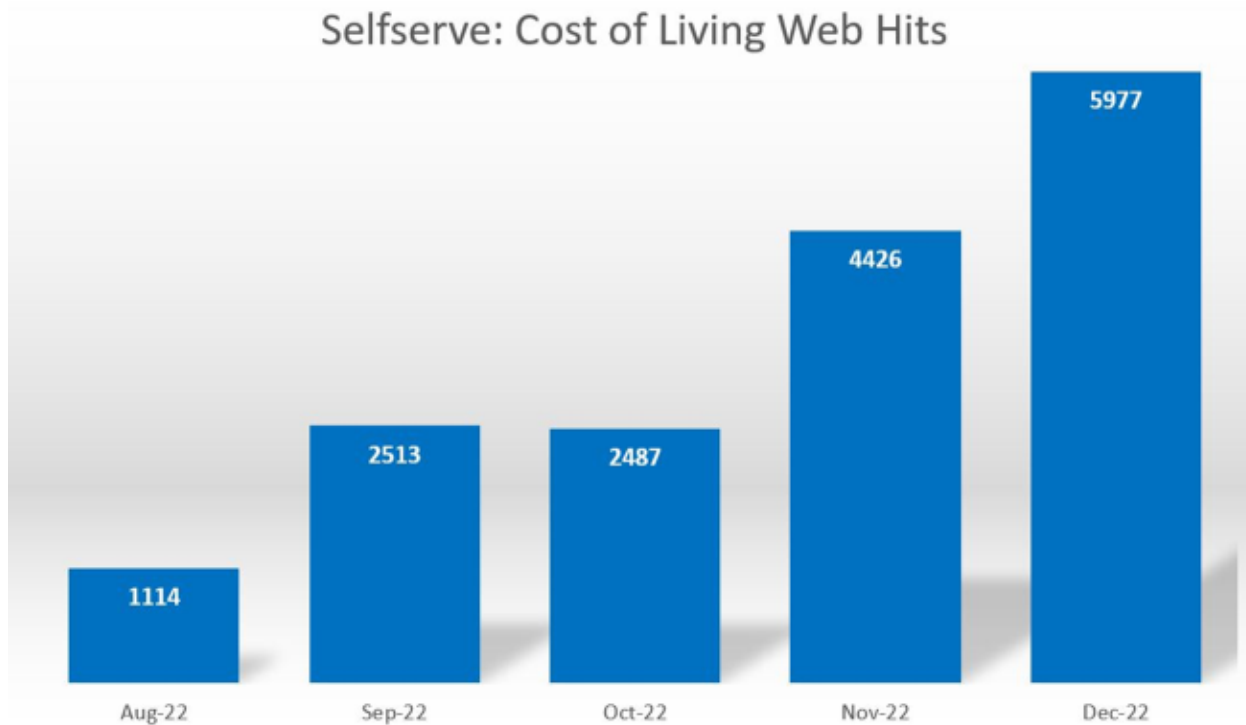
[Find out more about the fund](#)

If you think you may be homeless or threatened with homelessness, we may be able to help you to stay in your home or move to another home. The earlier you contact us, the more we'll be able to help. Find out how we can [help with your housing situation](#). Our Housing Advisory Service offers [housing advice suited to each individual situation](#).

[Shelter from the Storm](#) is a completely free emergency night shelter providing bed, dinner and breakfast every night of the year.

Cost of Living - Website

- Since the website relaunch hits have grown from 2,487 in October 22 to 5,977 in Dec 22



Cost of Living - Website

- Support provided by the site includes:
 - Links to all available financial supports and grants
 - Benefits calculator
 - Debt management advice and support
 - Access to food pantries
 - Details of food bank locations
 - Details of additional LBE run programmes
 - Discretionary Housing Payment advice- including school uniform funding and post office vouchers
 - Details of LBE run warm spaces
 - Links to free and low cost meals
 - Energy efficient appliances and lightbulbs

Headlines – Household Support Fund

- £2,847,994 Household Support Funded from the Department of Work and Pensions
- All funds must be spent by 31st March 2023

HSF - Families with children £1.16m

The breakdown of the support is as follows:

- a. October half term holiday activities which would include food in a warm space £50,000; **6000** spaces provided
- b. December holiday £40 food voucher total £680,000 **17,000** children
- c. February half term holiday activities which would include food in a warm space £50,000
- d. Winter coats and shoes £300,000 **10,012** children
- e. School Food banks £80,000 **43 schools**



HSF - Households in the most need, £1.00m

Funding is proposed to be targeted to those in receipt of Housing Benefit and/or Council Tax Support who may not be eligible for other support that the Government has recently made available.

- Energy Bills Support Scheme and the equivalence package confirmed on 29 July;
- Council Tax Rebate and the associated £144m Discretionary Fund;
- Cost of Living Payments for those on means tested benefits;
- £150 Disability Cost of Living Payment;
- One-off £300 Pensioner Cost of Living Payment (through the Winter Fuel Payment
- £230 Post office vouchers have been sent to 4764 households.

HSF - Households in the most need, £1.00m

Voluntary organisations to improve supply of food - £80k

- Food Alliance and Pantries 26 organisations

Energy efficient appliances/Light bulbs £208k

- 2800 appliances
- 9000 lightbulbs

Community focused activities to support warm spaces and food, £200k

- 30 local community groups

Safeguarding – hospital discharge, £100k

- Safeguarding Team
- Hospital discharges

Reserve to support ad hoc claims, £50k



VCS and Welfare Advice and Debt Support Team - Supporting with Cost of Living

22/23 support provided:

- 2008 referrals - includes to internal services across Resources, Housing and Social Service, Community Hubs, NHS mental health team and VCS
- 40% referrals for one or more council debt
- 62% of referrals were related to specific vulnerabilities such as domestic violence, disabilities etc.
- Pension credit and healthy start targeted campaigns increasing income

Housing Advisory Service

- Tenants giving practicable advice on maintaining their tenancies – over 500 applications per year
- Cover food costs for particularly vulnerable customers in hotels
- Signpost access to food banks and food pantries to residents in Temporary Accommodation (TA)
- Support people into work through CV writing, job search, preparing for interviews etc.
- Housing intervention project – 1 to 1 support given with managing expenses, making grant applications, energy advice and support with accessing services
- Community event with Samafal providing residents with energy advice and support

Income & Debt

Support available during Cost of Living Crisis

Housing Rent

- Support with extended payment arrangements and short break on payments
- Discretionary Housing Payment for tenants claiming Housing Benefit or Universal Credit housing costs.

Council Tax

- Payment instalments extensions until the end of March 2023 or for longer periods if required
- Health check on Council Tax Account to ensure all appropriate discounts are in place
- Council Tax payment holiday and delay the payment for up to 2 months.
- Refer residents to external partners and our internal Welfare Advice team for further support and advice

Income & Debt

Support available during Cost of Living Crisis

Business Support

- Extended payment arrangements provided
- Payment profile can be extended over 12 months or longer if needed.
- Health check on Business Rates accounts to ensure appropriate reliefs are in place.
- Encouraged to contact us to discuss arrears.

Enfield Repairs Direct – Cost of Living Support

Whilst our repair teams are visiting council homes, we will also carry out checks for:

- Draughts from windows, doors and letterboxes
- Insulation of roofs and water tanks
- Use of thermostatic radiator valves to control areas of homes to heat
- Damp and mould, and adequate ventilation

Skills and Employment

- Secured funding of £4.88m from UKSPF, STEPS and Bootcamp
- Fund 'warm spaces' in Enfield libraries £30k
- Work with local cultural groups to access marginalised communities in employment and skills including Ukrainians, Romany
- Engage with those homeless or at risk of homelessness on a programme of development
- Ensure Skills and Employment plans within the borough including apprenticeships, local labour, supported employment and work experience.
- Mapping social value to the needs of residents
- Use secured funding to support. Community Hubs / Supported Employment / Housing (currently 7 staff)

Community Hubs Support

- Food pantries, supporting around 230 customers each day with council queries, debt, food, housing, jobs and skills, and wellbeing.
- Community outreach events such as Heat and Eat over 50s sessions to support people 'where they are at'.
- Increased our volunteer offer to support getting online, setting up email accounts, joining social and community events.
- 'Preventing Inequalities' online sessions with our partner organisations.
- Running cross-sector training session in Feb to cover trauma-informed inequalities support

Future Approach

- Increasing inflation and fuel costs means the current situation will worsen further
- We continue to adapt our approach, working across departments to maximise available support
- Meet regularly with external groups and organisations to ensure we continue to work in partnership
- We are happy to return to the committee to update and receive any recommendations that you may have

2022- 2023 OVERVIEW AND SCRUTINY COMMITTEE WORK PROGRAMME

Date of meeting	Topic	Lead Officer	Lead Members	Executive Director/Director	Reason for proposal	Other Committee/ Cabinet/Council approvals?
23 July 2022	Work Planning					
29 September 2022	Scrutiny Annual Work Programmes 2022/23	Marie Lowe	Cllr Greer	Terry Osborne	The Committee will note and agree the work programmes for the scrutiny panels for approval at Council	Cabinet 14 th Sept Council 12 th Oct
	MEQ and Complaints -	Eleanor Brown	Cllr Ergin Erbil	Fay Hammond	Update to members following implementation of the new MEQ system	
10 November 2022	Regulatory Changes to Local Government	Joanne Drew	Leader of the Council – Cllr Nesil Caliskan	Joanne Drew Tony Theodoulou/ Director of Health and Adult Social Care	Priority presented to the panel and agreed to be on the work programme.	
	Grenfell Tower Inquiry to review the impact on Enfield's structures and fire safety.	Joanne Drew	Cllr Savva	Sarah Cary	The Panel felt this was a priority following the Grenfell review	
16 January 2023	Budget consultation for members of the Committee	James Newman	Cllr Leaver	Fay Hammond	Item goes to OSC as part of the formal Budget process.	Cabinet 18 th Jan Council 23 rd Feb
31 January 2023	Draft Council Plan 2023-26	Sarah Gilroy	Leader of the Council – Cllr	Chief Executive – Ian Davis	Consultation prior to consideration by Cabinet	Cabinet on 8 February 2023

Confirmed business meeting			Nesil Caliskan		and Council	and Council 23 February 2023
	Planning Customer Backlog	Brett Leahy	Cllr Susan Erbil	Sarah Carey/Joanne Drew	Requested by Customer Board	
9 February 2023	Equalities with a focus on reduction of inequalities across the borough	Harriet Potemkin/Lucy Nasby	Cllr Ergin Erbil	Ian Davis	This was set out as a priority for 2022/23	
	Impact of the cost of living increases on residents in Enfield	Sue Nelson Simon Pollock	Cllr Leaver	Fay Hammond	One of the priorities presented by the Leader for 2022/23.	
9 March 2023	Review of Leisure Provision in the Borough	Cheryl Headon / Matthew Watts	Cllr Anyanwu	Sarah Cary / Fay Hammond/ Doug Wilkinson	This was requested by the Committee	
	Fly Tipping with an Overview and Update on Statistics and Improvements	Doug Wilkinson / Jon Sharkey	Cllr Jewell	Sarah Cary	This is a priority area presented by the Cabinet member.	To be moved to another meeting
20 April 2023	Merger of five NHS Clinical Commissioning Groups (CCGs)	Dudu Sher-Arami	Cllr Cazimoglu	Tony Theodoulou	One of the Leader's priorities for 2022/23.	
	Meridian Water update	Peter George	Cllr Caliskan	Sarah Cary/ Peter George		PG leaving authority

Note:

Provisional call-in dates: 29 September 2022, 27 October 2022, 24 November 2022, 8 December 2022, 22 February 2023, 30 March 2023. Used for pre-decision scrutiny and call-ins.

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