

Public Document Pack



OVERVIEW & SCRUTINY COMMITTEE

Tuesday, 31 January 2023 at 7.00 pm
Conference Room, Civic Centre, Silver
Street, Enfield, EN1 3XA

Contact: Democracy

Direct: 020-8132 1558
Tel: 020-8379-1000

E-mail: democracy@enfield.gov.uk
Council website: www.enfield.gov.uk

Councillors : Margaret Greer (Chair), Bektas Ozer (Vice-Chair), Maria Alexandrou, Nawshad Ali, 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 PREVIOUS MEETING (Pages 1 - 8)

To approve the minutes of the meeting held on 15 December 2022 as true and accurate record.

4. DRAFT COUNCIL PLAN 2023-26 (Pages 9 - 106)

The report presents the draft new Council Plan 2023-26 for discussion and feedback: *Investing in Enfield* for discussion prior to approval of the final Plan by Council which is scheduled for February 2023.

5. PLANNING SERVICE RESPONSE TIMES (Pages 107 - 114)

The report shares the plan to address the shortfall in the capacity of the planning applications service in the short-term.

6. OVERVIEW AND SCRUTINY WORK PROGRAMME (Pages 115 - 118)

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

7. DATES OF FUTURE MEETINGS

To note the date of the next meeting is at 7pm on Thursday, 9 February 2023.

OVERVIEW & SCRUTINY COMMITTEE - 15.12.2022

**MINUTES OF THE MEETING OF THE OVERVIEW & SCRUTINY COMMITTEE
HELD ON THURSDAY, 15 DECEMBER 2022**

COUNCILLORS

PRESENT Margaret Greer (Chair), Bektas Ozer (Vice Chair), Maria Alexandrou, Nawshad Ali, Mohammad Islam, Michael Rye OBE, Jim Steven

ABSENT Councillors Elif Erbil and James Hockney

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: Doug Wilkinson (Director of Environment & Operational Services), Peter George (Director of Development), Simon Gardner (Regeneration Director – Meridian Water), Claire Johnson (Head of Governance, Scrutiny and Registration Services), David Morris (Head of Parking), David Taylor (Head of Traffic and Transportation), Marie Lowe (Secretary)

Also Attending: Councillors Alessandro Georgiou, Rick Jewell (Cabinet Member, Environment) and Emma Supple

1

WELCOME & APOLOGIES

The Chair welcomed everyone to the meeting.

Apologies for absence were received by Councillor James Hockney, who was substituted by Councillor Jim Steven.

Apologies for absence had also been received from Councillor Elif Erbil, who had been unable to attend due to ill health and Councillor Lee Chamberlain who was unable to attend the meeting to present the reasons for call-in in relation to Item 5 the Meridian Water Security Budget Extension.

The Chair explained the purpose of the meeting was for the Overview and Scrutiny Committee to consider the reasons the decision had been called-in in relation to the following two items.

Item 4 - KD 5546 Changes to Controlled Parking Zone Permit Charges, Councillor Rick Jewell, Cabinet Member for Environment was present in relation to this item. Officers were also present.

Item 5 – KD 5357 Meridian Water Security Budget Extension Officers were present to put their responses to the reasons for call-in and to answer questions put by the Committee.

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The Committee noted that Councillor Alessandro Georgiou who was present at the meeting would present the reasons for the call-in of both items as Lead Member for item 4 - KD 5546 Changes to Controlled Parking Zone Permit Charges and, on behalf of Councillor Lee Chamberlain item 5 Meridian Water Security Budget Extension present the reasons for call-in for this decision.

2

DECLARATIONS OF INTEREST

There were no declarations of interest made at the meeting.

3

MINUTES OF PREVIOUS MEETINGS

It was **AGREED** that, the minutes for the meetings held on 10 November 2022 and 24 November 2022 would be taken at the next business meeting scheduled on 16 January 2023.

4

DECISION CALLED-IN - KD 5546 CHANGES TO CONTROLLED PARKING ZONE PERMIT CHARGES

Details of the decision taken and issued on 25 November 2022, had been included on Publication of Decision List No. 26/22-23. The report also set out officer responses to the reasons for call-in.

The decision had been called-in for review by 13 Members of the Council; Councillors Alessandro Georgiou (Lead), Lee Chamberlain, Andrew Thorp, Paul Pratt, Adrian Grumi, Stephanos Ioannou, Reece Fox, Ruby Sampson, Julian Sampson, David Skelton, Peter Fallart, Edward Smith and Emma Supple.

4.1 REASONS FOR CALL-IN - KD 5546 Changes to Controlled Parking Zone Permit Charges

The reasons for the call-in were presented by Councillor Alessandro Georgiou as Lead Member.

4.2 RESPONSE TO REASONS FOR CALL-IN - KD Changes to Controlled Parking Zone Permit Charges

The Cabinet Member for Environment, Councillor Rick Jewell, responded to the reasons for the call-in and explained that there were clear reasons for the proposed changes to the controlled parking zone permits charges. These were to ensure that all operating costs were fully recovered with no costs to the Council to administer the scheme and that other residents, who did not require a parking permit, did not subsidise the scheme. The scheme continued to contribute to the Council's wider transport objectives. There had not been a review of

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the scheme in recent years. However, whilst the Administration fully understood the current cost of living crisis there was the necessity, due to the both the Council's and the wider current economic situation, a careful and thorough review of all budget areas had been undertaken. Costs had been stripped down to the bare essentials to enable the Council to deliver on budget. Cost recovery on all items was necessary. Revenue from the car parking was not ring fenced from other areas of the budget, which was extremely complex with overlapping in some areas.

Officers advised that the proposals were designed to support the Council's objectives to encourage active and sustainable transport in the light of a developing policy framework locally and Pan London. The Council remained a highways and transport authority to manage the road network. The charges would also better manage existing kerbside space.

Officers reiterated that a consultation had been carried out between December 2020 and February 2021 which had generated 890 responses. As a direct result of the consultation, where Officers had paused, reflected, and carried out further research, a number of the proposals were subsequently amended. These included the link between permit price and engine size was retained (rather than being linked to emissions).

As a larger engine size would generally equate to a larger vehicle, the connection between the price of the permit and the amount of kerb-side space occupied was also retained. The proposal to limit the number of permits per household had not been implemented. The 25% uplift in price applies to individuals rather than households that want more than one permit.

The consultation results had been fully considered and had helped to shape the proposals set out in the report and one recommendation, and as a result of the consultation exercise, had been to retain the current between permit price and engine size.

Officers reassured Members that a great deal of thought had been given to the impact the proposed changes would have on people who share one of the different nine protected characteristics. The Equality Impact Assessment (EqIA) had been completed fairly with knowledgeable colleagues across the Council. Where it had been recognised that where there would be some impact on particular groups, such as large, multi-generational households of certain ethnic groups, the original proposal to limit the number of permits per household was not being taken forward at this stage to enable further investigation to determine whether this would disadvantage large, multi-generational households. Members noted that many minority ethnic groups had greater proportions of multigenerational households.

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Members expressed dissatisfaction that the basis of the proposal and decision had been based on the estimated financial implications and not actual number of permits sold and income generated.

Officers advised that the figures contained in the forward-looking report had been taken as a base without the costs and income from actual permit sales as there were a number of variables. In the year 2021/22, 8,200 resident permits had been issued which had generated a revenue income of £390k, which was used to cover the costs of the scheme, such as contractor costs, visitor scratch cards and Officer time. Revenue from Penalty Charge Notices (PCNs) issued in relation to the quieter neighbourhood schemes was used to for concessionary travel passes and any residual revenue funded other highway expenditure. Any funding shortfall in revenue in previous years had been funded from the operation. It was not the Council's intention to make a surplus on the revenue.

Responding to a question from a Member, Officers explained that it was difficult to compare Enfield's CPZ scheme with other London Boroughs on a like for like basis as each one differed in, characteristics, circumstances and services offered, which was reflected in the prices charged. Enfield had 15% CPZ, others had significantly more, such as Islington, where all areas were covered with the CPZ schemes, all permits incurred a charge.

Members requested that:

- i. Members be advised of the outcome of the carers permits review, once undertaken.
- ii. Once completed, the list of comparator figures for permits issued in other London Boroughs be shared with the Committee Members.
- iii. Information on the differentials of the figures contained in the Officer's report was requested.
- iv. The Committee be updated on the outcome of Section 4 – Monitoring and Review (page 45 of the Equality Impact Assessment) and Section 5 – Action Plan for Mitigating Actions (page 46).

ACTION

In summary, the Cabinet Member and Officers acknowledged that there was never a good time to increase fees and charges however it was necessary to ensure the cost of the scheme was fully recovered. The result of consultation with residents had shaped the proposed recommendations and the EQiA had recognised that, although there would be an impact in some areas these would not be huge and had been taken into account in the final recommendations. The prices of permits had not changed frequently however, due to the current unprecedented times. It was now necessary and essential to do so to enable the Council to focus on the most vulnerable residents in the Borough and children's services.

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The Call-In Lead, Councillor Alessandro Georgiou summarised the points made during the discussion.

The Overview and Scrutiny Committee considered the reasons provided for the call-in and responses set out in the Officer's report. Having considered the verbal responses and information presented by the Cabinet Member for Environment and Officers, the Committee **AGREED** to confirm the original decision made by the Cabinet Member for Environment.

The Director of Environment and Operational Services thanked the Committee for the constructive feedback regarding the quality of the information provided by Officers, which would be taken on board and be used to reflect and improve information in future reports to provide back to the Committee.

With the agreement of the Committee, at 20:07 the meeting was adjourned for seven minutes.

5

DECISION CALLED-IN - KD 5357 MERIDIAN WATER SECURITY BUDGET EXTENSION

The Committee **AGREED** that the Part 1 and Part 2 reports be taken together as there were no press or public present at the meeting.

Details of the decision taken and issued on 18 November 2022, had been included on Publication of Decision List No. 27/22-23. The report also set out officer responses to the reasons for call-in.

5.1 REASONS FOR CALL-IN - KD 5357 Meridian Water Security Budget Extension

The reasons for the call-in were presented by Councillor Alessandro Georgiou, as the Lead Member for the call-in of the decision, which were **NOTED**.

5.2 RESPONSE TO REASONS FOR CALL-IN - KD 5357 Meridian Water Security Budget Extension

The decision had been called-in for review by 7 Members of the Council; Councillors Lee Chamberlain (Lead), Adrian Grumi, Paul Pratt, Andrew Thorp, Edward Smith, Peter Fallart, Alessandro Georgiou.

Officers, responding to the reasons for call-in, stated that this was an important decision regarding security and, critically, human health and safety. There was a significant security requirement for the East Bank due to the criminal activity taking place there. There were areas which were susceptible to fly tipping, incursions and violent incidents involving people working there, the consultants and security staff. Measures had

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been put in place to mitigate and reduce the cost of security in this area and a number of security measures had been put in place to reduce the need for human security guards on site.

Officers stated that they were conscious that the cost of extending the contract was significantly over budget, which was due to inflationary pressures, together with the level of uncertainty regarding Housing Infrastructure Funding (HIF) from the Government. Officers would have preferred for the Council's infrastructure partners, who would take over responsibility for the security arrangements, to have been on site months ago. The original security contract was procured in 2019 with a contract value of £2million and for 3 years with the ability to extend for one. The proposal sought to extend the contract by a year as outlined in the report by Officers and approved in the original Cabinet report and an additional £800k funding from contingency to cover the rest of this year and the next calendar year. Subject to the programme progressing as planned, it was anticipated that there would be a significant reduction to this among over the course of next year. The contract would end regardless in November 2023.

The proposal had been through the proper procurement process and complied with all requirements of the Council's Constitution and Contract Procedure Rules.

The Council had been and continued to be working very closely with the Police to reduce security costs. Security costs had increased due rise in the cost of living and inflation. Consideration was being given to the weight attached to pricing and quality. Whilst the procurement for the contract extension had not been market tested, it had been in 2019 and it was these costs which had been used to provide the figures for the budget extension. It would not be possible to extend the contract further as a full procurement exercise would be required.

Members requested further, detailed clarification be provided regarding the cost of security based on the current market rates and conditions and details of the contingency planning around procurement.

The Call-In Lead, Councillor Alessandro Georgiou summarised the points made during the discussion.

The Overview and Scrutiny Committee considered the reasons provided for the call-in and responses set out in the Officer's report. Having considered the verbal responses and information presented by Officers, the Committee **AGREED** to refer the matter back to the original decision taker, the Acting Executive Director, Place to consider:

- Update of the confidential appendix with benchmarking data
- Provide an explanation on contingency funding.

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DATES OF FUTURE MEETINGS

NOTED that the next business meeting of the Overview and Scrutiny Committee was scheduled to take place at 7pm on 16 January 2023 in the Civic Centre, Enfield.

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London Borough of Enfield**Overview and Scrutiny Committee****31 January 2023**

Subject: Council Plan 2023-26
Cabinet Member: Cllr Nesil Caliskan, Leader of the Council
Executive Director: Ian Davis, Chief Executive

Purpose of Report

1. This report presents the draft new Council Plan 2023-26: *Investing in Enfield* for discussion prior to approval of the final Plan by Council which is scheduled for February 2023.

Proposal(s)

2. To discuss and provide feedback on the draft new Council Plan: *Investing in Enfield*.

Reason for Proposal(s)

3. The new Council Plan 2023-26 will replace our previous Council Plan 2020-22: *A Lifetime of Opportunities*. We have reflected on progress made on delivering this 2020 Plan; and on the challenges and opportunities for the borough and its residents for the next three years to create a new refreshed vision and priorities for 2023 – 2026.
4. The new Council Plan provides a renewed strategic direction for the Council as it continues to invest in the borough to deliver positive outcomes for residents.

Relevance to the Council Plan

5. This report presents the draft new Council Plan for the organisation which builds upon the 2020 Plan and sets the strategic priorities and direction for the Council for the next three years.

Background

6. The new Council Plan 2023-26 replaces our previous Council Plan: *A Lifetime of Opportunities* which was approved by Council in 2020 and expired in 2022.
7. The previous Council Plan 2020-22 set out three overarching priorities and four cross-cutting themes.

8. The three priorities were:

- Good homes in well-connected neighbourhoods
- Safe, healthy and confident communities
- An economy that works for everyone

9. The four cross-cutting themes were:

- A modern council
- Fairer Enfield
- Early Help
- Climate Action

10. A full review of the previous Council Plan 2020-22 was carried out between January and April 2022 to evaluate progress against these priorities and cross-cutting themes and outcomes achieved. The review has informed the new Council Plan 2023-26 alongside the Ruling Group manifesto from the May 2022 elections; analysis of local socio-economic data; benchmarking with other local authorities; and analysis of wider engagement and research carried out across the local authority on specific projects.

Main Considerations for the Council

11. The new draft Council Plan 2023-26: *Investing in Enfield* sets out the Council's strategic direction and priorities for the next three years. The plan sets out five overarching priorities; five principles; and six future outcomes we're working towards. The Plan will be used to inform and guide staff across the organisation on the Council vision and priorities and will be available online for all our stakeholders and partners to learn more about the Council and our goals.

12. The five priorities are:

- **Clean and green places**
- **Strong, healthy and safe communities**
- **Thriving children and young people**
- **More and better homes**
- **An economy that works for everyone**

Each priority is underpinned by a set of strategic high-level actions.

13. The way the Council engages and works with residents, businesses and partners and the way it makes decisions and allocates resources are fundamental to our success. The Council Plan principles explain how the Council will work to deliver the vision for Enfield and are:

- **Fairer Enfield**
- **Accessible and responsive services**
- **Financial resilience**
- **Collaboration and early help**
- **Climate conscious**

14. We have identified long term outcomes that we are seeking to positively impact over the four years of our Council Plan and beyond. We have identified measurable indicators to help us understand progress on achieving these outcomes for all our residents. Most of these indicators will show us how we're doing on tackling long-standing challenges, such as poverty and health inequality, which are impacted by many complex factors, including those outside of our control. While these challenges can only be addressed by many institutions and individuals working together over the longer term, we are investing in Enfield and delivering our services in order to contribute towards improvement across all these indicators for the future. The six future outcomes are:

- **Residents live happy, healthy and safe lives**
 - **Residents have enough income to support themselves and their families**
 - **Children and young people do well at all levels of learning**
 - **Residents age well**
 - **Residents live in good quality homes they can afford**
 - **Residents live in a carbon neutral borough**
- **Developing the new Council Plan**

15. The draft plan has been informed by a review of progress made against the previous Council Plan 2020-22 priorities; the Ruling Group manifesto from the May 2022 elections; data showing local evidence of need; benchmarking of other local authorities; and analysis of wider engagement and research carried out across the local authority on specific projects.

16. Using this research, the new Council Plan 2023-26 has been developed through workshops, analysis, reflection and debate by elected members, the Executive Management Team (EMT), senior managers and staff. We also shared the draft Plan with the Health and Wellbeing Board for discussion at their meeting on 15 December 2022; and the Safer and Stronger Communities Board for discussion on 5 January 2023. Feedback from these Boards informed this final draft of the Plan.

- **Embedding behaviours and ensuring ownership of the Council Plan**

17. The Corporate Strategy Service, under the direction of EMT and with leadership from the Director of HR and OD, will be coordinating a programme of presentations, briefings and training and induction to help embed the plan across the workforce. Five new priority communications campaigns, linked to our new Council Plan, will promote what the Council is doing to improve Enfield and the lives of our residents.

- **Governance and monitoring**

18. We will create new corporate performance scorecards for 2023/24 onwards in line with the priorities set out in the Plan, to track our performance and progress in delivering our five new priorities. These will be reported to Directorate Management Teams, Executive Management Team and Cabinet

quarterly. This performance management framework will enable senior leadership and Cabinet to monitor the progress being made towards delivering the Plan; consider the current and future strategic risks associated with the information provided and use this to inform decision-making; and challenge progress with responsible officers as necessary.

19. Alongside quarterly review of Key Performance Indicators in the new scorecards, all Council departments will produce annual service plans that detail the work they are undertaking to deliver on the Council Plan priorities. Services will review progress against their service plans on a quarterly basis and report on this to their Departmental Management Team.
20. The Council Plan will be reviewed each year based on our performance and on the economic, social, legal and regulatory environment and will be refreshed and updated as needed during the three-year period of the Plan.

Safeguarding Implications

21. The new Council Plan 2023-26 sets out a vision for how the Council will invest in Enfield to deliver positive outcomes for all residents. This includes how the Council will continue to provide robust early help and social care services to children and young people and vulnerable adults.

Public Health Implications

22. The draft Council Plan 2023-26 sets out our vision to build and maintain strong, healthy and safe communities where people lead active lifestyles, have access to healthy food, feel safe in and connected to their community and live in good health for as long as possible.
23. The conditions in which people grow, live, work and age can make it harder for them to live healthier lives. There is a stark difference in life expectancy and in the number of years lived in good health, between people who live in poverty and those who do not. Across all the Council Plan priorities, the Council is seeking to address the wider determinants of health – housing, education, welfare, work and poverty - and contribute to reducing health inequalities and improving physical and mental wellbeing for everyone. This is reflected in the future outcomes we're seeking to impact.

Equalities Impact of the Proposal

24. The draft new Council Plan 2023-26 is closely aligned to and supports the delivery of the Fairer Enfield: Equality, Diversity and Inclusion Policy. Fairer Enfield has been included as one of the five underlying principles to outline how the Council will consider equality, diversity and inclusion in the decisions it makes on how to deliver the best possible outcomes for its communities.
25. To analyse how the new Council Plan 2023-26 could impact differently on people who share a protected characteristic compared with those who do not, we have completed an Equalities Impact Assessment (EqIA) which is attached with this report at appendix 2. Based on this assessment, we do not expect delivery of the Council Plan 2023-26 to have any adverse impacts on

any group who share a protected characteristic. The EqIA indicates that delivery of this new Plan is expected to positively impact on all our residents and contribute toward addressing existing inequalities, helping us to meet our Public Sector Equalities Duty to advance equality of opportunity between groups.

Environmental and Climate Change Considerations

26. The new Council Plan 2023-26 will support the Council to deliver on its commitments to become a carbon neutral organisation by 2030 and a carbon neutral borough by 2040 as set out in the Enfield Climate Action Plan.
27. The draft Council Plan 2023-26 includes a principle for us to be climate conscious. This means that the Council will continue to consider the impact of all decisions on the environment and climate change, ensuring that the decisions it makes across operations will help us on our path towards carbon neutrality. This includes considering energy consumption, carbon emissions, and environmental risks associated with our decisions, and how we will mitigate against the impacts of climate change.
28. The draft Council Plan 2023-26 sets out the Council's vision to deliver clean and green places that will help to tackle climate change and protect residents and businesses from the impacts of changing weather that we are already starting to experience. This includes enhancing biodiversity by planting more trees and introducing new wetlands and wildlife programmes; continuing to deliver programmes that make low carbon transport easier and safer for people; and supporting and enabling our residents and businesses to make better use of resources. The Council Plan also reaffirms our commitment to reduce emissions from our buildings and the emissions created from the goods and services we use.
29. Homes in Enfield are a significant contributor to the borough's carbon emissions. The draft Council Plan 2023-26 includes our commitment to deliver low-carbon, and climate-resilient new-build homes and facilitate retrofitting of existing homes as part of our priority for more and better homes.

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

30. If the Council does not clearly outline its strategic priorities, it will be unable to effectively use and target its limited resources.
31. The Council engaged a Local Government Association (LGA) Corporate Peer Challenge in November 2022. The peer team advised that the Council should clearly articulate its vision for the borough to staff and stakeholders. If this work was not taken forward, the Council would miss opportunities to set this clear vision to empower staff and partners to deliver positive outcomes for our residents.

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

32. The Council is experiencing significant financial pressures due to rising demand for services from a growing population combined with decreasing Government funding, rising inflation and interest rates. There is a risk that these financial pressures will negatively impact on the Council's ability to deliver on the Council Plan priorities. The annual Budget and Medium Term Financial Plan outlines how the Council will direct resources to deliver the objectives set out in the Council Plan.
33. The Council Plan 2023-26 also recognises the need for the Council to work in collaboration with other partners and stakeholders to deliver on our vision for the borough.
34. Our new performance scorecards will help us keep track of our progress in delivering on our priorities, enable senior leadership to address any emerging issues or poor performance, and enable Cabinet to hold officers to account in delivery of the Plan. Each Department Management Team will also produce annual service plans that detail the work they are undertaking to deliver on the Council Plan priorities and review progress against their service plans on a quarterly basis.

Financial Implications

35. The new Council Plan provides the overarching strategic framework under which the Council will operate to 2026. Whilst there are no specific financial implications arising from the Plan, it will inform how we set our budget. It also reflects on and takes into account our challenging financial position.
36. The Plan emphasises the need for financial resilience and moving to a position where we are less reliant on central government funding and instead resourced more by funding generated in-borough (e.g., our Council Tax base and National Non Domestic Rates), and through inward investment using levers such as our Local Plan.

Legal Implications

37. The General Power of Competence (General Power) under the Localism Act 2011 (LA 2011) provides: 'A local authority has power to do anything that individuals may do' even if:
- It is unlike like anything else the Authority may do
 - It is unlike anything that other public bodies may do
 - It is carried out in any way whatever:
 - Anywhere in the UK or elsewhere
 - For a commercial purpose or otherwise for a charge or without a charge
 - For, or otherwise than for, the benefit of the Authority, its area or persons resident or present in its area.

When exercising the General Power, local authorities will still be bound by the usual checks and protections of public law. The exercise of the General Power, as with any other power, can still be challenged under Judicial Review on the following grounds:

- Illegality
- Irrationality
- Procedural unfairness
- Legitimate expectation

The exercise of the General Power will also be subject to express statutory protections such as the public sector equality duty (PSED) in Section 149 of the Equality Act 2010 to:

- a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010.
- b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This Report and its conclusions below, present as being within the legal powers and duties cited above. [Legal Services 13.12.2022].

Workforce Implications

38. All staff set clear objectives with their line manager as part of the annual Performance Development Review (PDR) process. These goals will link directly to the new Council Plan 2023-26, so that all staff understand how their role contributes to the overall vision for the Council.
39. The Corporate Strategy Service, under the direction of EMT and with leadership from the Director of HR and OD, will be coordinating a programme of presentations, briefings and training and induction to help embed the new Plan across the workforce

Property Implications

40. No direct property implications have been identified by this report. The Council Plan 2023-26 provides an overarching strategic direction for how the Council will invest in Enfield to deliver positive outcomes for local people and does not introduce specific new or expanded plans with implications for property. Such decisions would be the responsibility of relevant departments and would be agreed through the Council's formal governance and decision-making structures.

Procurement Implications

41. No direct procurement implications have been identified by this report. The Council Plan 2023-26 provides an overarching strategic direction for how the Council will invest in Enfield to deliver positive outcomes for local people. Any projects linked to the Council Plan priorities that involve the commissioning or procurement of goods, services or works must be in line with the Council's Contract Procedure Rules.

Options Considered

42. In developing the new Plan, other options regarding priorities, principles and future outcomes were considered. The proposed Council Plan 2023-26 has been informed by robust consultation with officers and elected members; a review of the previous Council Plan 2020-22; the Ruling Group manifesto from the May 2022 election; an analysis of socio-economic data; an Equality Impact Assessment; and benchmarking of best practice and is the recommended approach.

Conclusions

43. The new Council Plan 2023-26 sets the strategic direction and priorities of the Council over the next three years and will ensure effective use of our limited resources. The Plan is presented to Overview and Scrutiny Committee for discussion prior to approval of the final Plan by Council which is scheduled for February 2023.

Report Authors: Harriet Potemkin
Head of Policy and Strategy

Sarah Gilroy
Strategy and Policy Manager

Date of report 19 January 2023

Appendices

1. Draft Council Plan 2023-26
2. Draft Council Plan 2023-26 Equality Impact Assessment

Background Papers

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

None

Investing in Enfield

Draft Enfield Council Plan 2023-26

January 2023

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Foreword

Our Council Plan 2023-26 sets out how we are investing in Enfield to deliver positive outcomes for our communities. We want to support residents to live happy, healthy and safe lives; have enough income to support themselves and their families; and live in a good quality home they can afford. We want children and young people to do well at all levels of learning and for residents to age well.

Enfield is increasingly one of the most diverse parts of London, with all the benefits this brings us across our communities, culture, heritage and local economy. We also have incredibly diverse landscapes - from the urban centres of Edmonton, Southgate, Palmers Green and Enfield Town, to our rural areas and farmland in the north of the borough.

Our history of industry, invention, innovation and growth makes us the borough we are today. We are becoming a destination for today's makers and creators and have a growing national reputation as a destination for creative industries. We have significant industrial land, which is strategically important to our region's economy and we have a huge part to play in London's inclusive growth.

But, despite this, too many people in our borough do not have fair and equal opportunities. In Enfield, more than 30% of children live in poverty. Residents living in our most deprived wards are likely to live seven years fewer than their wealthier neighbours; and over 15 years fewer in good health. We have an acute shortage of social and affordable homes, with over 6,000 households on the Housing Register and over 3,000 households living in temporary accommodation. Air pollution from road traffic poses a serious risk to the health of our residents, particularly more vulnerable groups such as children, older people and those with heart and respiratory conditions.

As a council, I am proud of how creative and innovative we are being in the face of these challenges, whilst managing our financial position in exceptionally challenging and uncertain times. Since 2010, our government funding has been cut by 50%, whilst our population has grown by 13%. This has resulted in significant increases in demand for services which have been further compounded by the cost-of-living crisis. But we've still managed to achieve a huge amount.

We are changing the lives of young and vulnerable people through youth programmes and projects. We are increasing our in-borough Special Educational Needs and Disabilities (SEND) provision so that we can care for our children and young people locally in a setting that is right for them. Our SMART Living project is utilising technology to enable Adult Social Care users to achieve happiness, safety and independence and reduce isolation.

We have some of the most exciting transformational regeneration projects happening anywhere in the UK. In 2021, residents living on the Joyce and Snell's estates voted in favour of our regeneration proposals which will provide around 2,000 sustainable and energy efficient homes, a safer estate and improved green spaces and play facilities. Construction has also commenced at Meridian Water, one of London's largest regeneration programmes.

We deliver award-winning environmental programmes which are enhancing green spaces and waterways across the borough and bringing rain gardens and sustainable drainage to our urban centres - helping London in our journey to net zero and adapt to a changing climate. As part of our work to keep Enfield clean, we are continuing to support residents and businesses to make better use of resources, reduce waste and improve recycling rates.

This Council Plan sets out the next stages of our journey, to invest in Enfield for our communities now and in the future.

Include photo of Leader

Cllr Nesil Caliskan

Leader, Enfield Council

Council Plan Framework

Investing in Enfield

Priorities				
Clean and green places	Strong, healthy and safe communities	Thriving children and young people	More and better homes	An economy that works for everyone

Principles				
Fairer Enfield	Accessible and responsive services	Financial resilience	Collaboration and early help	Climate conscious

Future outcomes		
Residents live happy, healthy and safe lives	Children and young people do well at all levels of learning	Residents live in good quality homes they can afford
Residents have enough income to support themselves and their families	Residents age well	Residents live in a carbon neutral borough

Our Principles

We are investing in Enfield to deliver positive outcomes for our communities. The way we engage and work with our residents, businesses and partners and the way we make decisions and allocate resources are fundamental to our success. Our five principles explain how we work.

The right values and behaviours are key to the delivery of our vision for Enfield. We expect everyone, regardless of who they are and what they do for the Council, to demonstrate these values and behaviours.

Our values are to be bold; make a difference; and show you care.

Our behaviours are to take responsibility; be open, honest and respectful; listen and learn; and work together to find solutions.

Fairer Enfield

Investing to create a fairer Enfield is central to everything we do. We are developing our understanding of how our services and projects impact different members of our community in different ways and using every opportunity to tackle longstanding inequalities and improve outcomes for people experiencing disadvantage.

In [Fairer Enfield 2021-25](#) we outline our principles as a community leader, service provider and commissioner, and employer. We define an equal and inclusive borough as one where all residents, service users, council staff and elected members are supported to fulfil their potential, are treated equally with respect and are actively involved in shaping the decisions that will affect their workplace and wider community.

As a community leader, equality, diversity and inclusion are central to the decisions we make on how to deliver the best possible outcomes for our communities at a time of considerable financial challenge, both for local people and for the local authority.

Accessible and responsive services

We want everyone who comes into contact with the council to have a positive experience of our staff, our buildings and the services we provide. Whether this is a resident contacting us to make a planning application, a business contacting us about paying their business rates, or a prospective candidate contacting us about a job application, we want everyone to be treated with respect, given the information they need and helped to resolve their query or request promptly and effectively.

Since 2020, we have enhanced our digital offer with the launch of a new user-friendly website so that those who are able to can self-serve, giving our staff more time to spend on complex queries and with residents who need extra support. We're continuing to invest in the digital systems we need to keep providing our services as effectively as possible.

Where our services are provided from a Council venue, we'll manage and look after those buildings so that they are safe, accessible, supported with the right technology

and in the right locations. We have developed community hubs at our flagship libraries, giving residents easy access to the support and services they need in one place. We will seek to continuously drive improvement in our services, ensuring they are accessible for and responsive to our diverse communities and partners.

Financial resilience

We are having to manage our financial position in exceptionally challenging and uncertain times. Since 2010, our funding from central government has been cut by almost 50%, whilst our population has grown by 13%. This has resulted in significant increases in demand for services which will be further compounded by the cost of living crisis. Rising inflation and interest rates, the cost of living crisis as well as the ongoing cost of recovering from the Covid-19 pandemic present additional financial challenges.

We need to deliver excellent value for money in all that we do and target our resources smartly to enable us to meet the needs of our residents, now and in the future. To do this, we will plan ahead carefully, making decisions based on evidence of what works, to deliver on the priorities set out in this plan. We will invest in our organisation to become more efficient and effective in what we do, in order to prevent higher costs for the future. This includes ensuring we have the right digital infrastructure in place. We will deliver our long-term regeneration programme for the borough to drive transformational change for Enfield and achieve better outcomes for local people. This will also support our financial resilience by growing the local economy and the Council Tax base.

We will look for new and innovative ways to generate income, so that we have additional funding to invest in services over the long-term. In line with our new [Sustainable and Ethical Procurement Policy](#), we will use our significant purchasing power to help us achieve our strategic objectives, ensuring our suppliers show a wider commitment to the borough, our residents and local businesses through the delivery of social value.

Collaboration and early help

We work together with our partners to provide support as early as possible to children, young people, families and adults to prevent problems from escalating and reduce the demand for specialist and costly services. When problems are identified early on, residents have better outcomes and the cost to public services is less. Our [Early Help Strategy](#) sets out our vision to work with our communities and partners to help everyone in Enfield be resilient, overcome challenges and lead happy and fulfilling lives. We will continue to embed early help across the Council and ensure we provide clear information and advice to residents, so they know where to go to access support. We will work closely with our residents and voluntary and community groups to empower them to take positive action in their neighbourhoods, building on social capital and networks which help make the borough better for everyone.

Climate conscious

We are committed to becoming a carbon neutral organisation by 2030 and a carbon neutral borough by 2040. To meet these targets, we must consider the impact of all our decisions on the environment and climate change, ensuring that the decisions we make across the Council's operations will help us on our path toward carbon neutrality. This includes considering energy consumption, carbon emissions, and environmental risks associated with our decisions, and how we will adapt to the effects of climate change. More information can be found in our [Climate Action Plan](#).

Priorities and actions

Clean and green places

- Enhance biodiversity and protect our parks, open spaces, woodlands, watercourses, wetlands, trees and shrubs
- Keep our streets and public spaces clean and welcoming
- Enable active and low carbon travel
- Facilitate reuse of materials, reduce waste and increase recycling rates
- Reduce carbon emissions from our buildings, street lighting, fleet and the goods and services we procure

Strong, healthy and safe communities

- Improve feelings of safety and tackle crime and antisocial behaviour
- Protect vulnerable adults from harm and deliver robust early help and social care services
- Work with our partners to provide high quality and accessible health services
- Support communities to access healthy and sustainable food
- Improve our leisure and sports opportunities to enable more active lifestyles
- Nurture our arts, heritage and creative sectors to connect people through culture

Thriving children and young people

- Help all children to have the best start in life
- Safeguard children and increase support in-borough for looked after children with complex needs
- Improve educational outcomes for all children and young people
- Increase local education, play and leisure opportunities for children and young people with special educational needs and disabilities
- Engage children and young people in positive activities
- Involve young people in decisions that affect their lives

More and better homes

- Build and facilitate more good quality homes that local people can afford
- Invest in and improve council homes
- Drive up standards in the private rented sector
- Deliver low carbon, and climate-resilient new-build homes and facilitate retrofitting of existing homes
- Create well-connected, digitally enabled and well-managed neighbourhoods
- Provide a range of specialist housing for those who need it

An economy that works for everyone

- Enable local people to develop skills to access good quality work
- Support local businesses and encourage inward investment in growing sectors which offer sustainable employment to local people
- Provide support and advice for residents on low incomes
- Develop town centres that are vibrant, healthy and inclusive
- Transform our industrial land to create modern and low carbon spaces for business

Priority One: Clean and green places

40% of the borough lies within designated Green Belt and Metropolitan Open Land	10,000 hectares of open water , the highest among any London borough	1030 hectares of parks and open spaces , attracting 13 million visitors each year
14 School Streets across the borough	31% of household waste was sent for reuse, recycling and composting in 2021/22	In 2021/22, the council's total direct emissions were 17,662 tCO₂e , a reduction of 19% from 2018/19
<p>The latest data on borough-wide emissions from 2018 shows a total of 1,114,769 tCO₂e, a 2% reduction from 2017, broken down into the following contributors:</p> <ul style="list-style-type: none"> • Domestic buildings – 39% • Transport – 34% • Commercial, institutional and industrial buildings – 24% • Waste – 3% 		

We will:

- Enhance biodiversity and protect our parks, open spaces, woodlands, watercourses, wetlands, trees and shrubs
- Keep our streets and public spaces clean and welcoming
- Enable active and low carbon travel
- Facilitate reuse of materials, reduce waste and increase recycling rates
- Reduce carbon emissions from our buildings, street lighting, fleet and the goods and services we procure

Enfield is rich in parks, open spaces, woodlands and watercourses. We are investing in the biodiversity of our borough through the introduction of new wetlands, wildlife programmes and green spaces. This is providing more people with access to nature and the associated health and wellbeing benefits this brings, while also helping to mitigate climate change and protect residents and businesses from the impacts of changing weather that we are already starting to experience. This is sometimes referred to as climate adaptation.

We want to protect and enhance our natural environments and encourage more people to use and enjoy these spaces. We will work with residents, community groups and other stakeholders to further enhance our attractive network of parks. We aim to become the greenest borough in London by planting more trees and other greenery in our urban areas, creating new woodlands and introducing new wetlands and wildlife programmes across the borough. By creating high quality and accessible open spaces where residents can experience nature and biodiversity, we will help boost physical and mental health and wellbeing and address existing inequality in access to green space between wards in the east and west of the borough.

We are also bringing more greenery and biodiversity onto our streets and into our neighbourhoods through creating new rain gardens and planting more street trees. This is part of both our climate mitigation (capturing carbon emissions and tackling local air pollution) and adaptation (reducing the risk of flooding). We are improving how we keep all public spaces, from parks to high streets, free from litter and fly-tipping. We will continue to take enforcement action against those who fly tip in our borough and place CCTV cameras at fly-tipping hotspots to catch those who dump rubbish.

The climate emergency presents a serious risk to our communities. Extreme weather events like the flooding and heatwaves we have witnessed recently are a consequence of climate change. As temperatures rise, so too will the frequency of such events. Our programmes to improve and enhance the natural environments of our borough are also helping us to adapt to the impacts of climate change through the cooling impact of green spaces and the natural flood defences created by wetlands, rain gardens and tree planting.

Air pollution, largely caused by road traffic, poses a serious risk to the health of our residents and visitors, particularly more vulnerable groups such as children, older people and those with heart and respiratory conditions. We need to reduce the numbers of vehicles on our roads, and we continue to deliver programmes to make low carbon transport – walking, cycling, and public transport – easier and safer for more people. We're taking a more strategic approach to managing parking and the kerbside, to help us make better use of street space. We're reducing the emissions from the Council's transport by changing our own fleet to electric vehicles.

We are also working to reduce emissions from our buildings and the emissions created from the goods and services we use. We are improving energy efficiency and developing robust plans for decarbonising our heating across all council buildings, from our Civic Centre, to our libraries, community centres and schools. We are supporting residents and businesses to make better use of resources, reduce waste and improve recycling rates.

As a community leader, we are well placed to encourage and enable our residents, businesses and local partners to also reduce emissions from their buildings; adopt low or zero carbon behaviours and work with us to achieve a carbon neutral borough by 2040 – so that we can protect our borough and the planet for future generations.

Our strategies

To find out more about how we're delivering on this priority, take a look at some of our key strategies:

[Climate Action Plan](#)

[Blue and Green Strategy](#)

[Local Plan](#)

Clean and green places: Our achievements so far

We have dedicated resources to clearing our borough of unsightly and illegal dumping and continue to take enforcement action against people who fly-tip.

Between 2019 and 2022, we delivered on our ambitious programme to plant 100,000 trees at Enfield Chase in partnership with charity Thames21. The new woodland will improve biodiversity, reduce flood risk and provide residents with access to nature.

Our award-winning Watercourses team created a new wetland at Albany Park which opened in October 2021, creating wildlife-rich spaces for local communities to enjoy, providing opportunities for education and volunteering and reducing flood risks to homes.

Since 2019, we have made 12 School Streets across the borough permanent, improving air quality and making it safer for primary school pupils to walk, cycle and scoot to school.

In July 2022, we launched an innovative digital platform to allow materials coming out of demolition projects to be reused, supporting our commitments to reduce carbon emissions and promote the circular economy.

We were awarded an A rating for our sustainability and climate action work by internationally recognised environmental data charity CDP.

Our council buildings and communal council housing areas are now supplied by 100% certified renewable electricity.

We have delivered £3.1 million of low-carbon retrofit works to council buildings and schools, funded through the Public Sector Decarbonisation Scheme. We installed 589 solar panels to corporate buildings and 10 air source heat pumps to reduce reliance on natural gas.

Priority Two: Strong, healthy and safe communities

The proportion of over 65s in Enfield grew by 16% between 2011 and 2021.	Enfield has one of the largest number of care providers in London , including 82 care homes .	Men in Enfield can expect to live an average of 64.3 years in good health and women can expect to live 62.1 years in good health .	The difference in life expectancy between the most and least deprived areas in Enfield is 7.4 years for women and 7.2 years for men .
61.4% of adults in the borough are physically active , doing at least 150 minutes of moderate intensity activity each week.	8.3% of residents are living with diabetes , higher than London and England averages.	In 2021/22, Enfield's crime rate was 88.97 per 1,000 residents, lower than the London average of 92.75.	

We will:

- Improve feelings of safety and tackle crime and antisocial behaviour
- Protect vulnerable adults from harm and deliver robust early help and social care services
- Work with our partners to provide high quality and accessible health services
- Support communities to access healthy and sustainable food
- Improve our leisure and sports opportunities to enable more active lifestyles
- Nurture our arts, heritage and creative sectors to connect people through culture

We will work with residents and partners to build and maintain strong, healthy and safe communities where people lead active lifestyles, have access to healthy food, are smoke-free, feel safe in and connected to their community and live in good health for as long as possible.

The conditions in which people grow, live, work and age can make it harder for them to live healthier lives. There is a stark difference in life expectancy and in the number of years lived in good health, between people who live in poverty and those who do not. Across all our priorities, we are seeking to address the wider determinants of physical and mental health – housing, education, welfare, work and poverty - and contribute to reducing health inequalities.

Physical activity is a significant factor in determining people's health, with inactivity increasing the risk of chronic conditions including heart disease, diabetes and other obesity-related illnesses. People in Enfield are less likely to be physically active (61.4% of Enfield adults compared to 65.9% of adults nationally) and our rates of obesity are higher than London averages (60.9% of Enfield adults are overweight or obese compared to 56% across London).

We are making our roads safer and more pleasant environments for walking or cycling, to encourage active travel and improve air quality, and we are also continuing to invest in improving everyone's access to sport. Over the summer 2022 we provided free swimming for children and young people; and we're planning to provide new opportunities for activity in our parks and improve what's happening inside our leisure centres too.

As well as physical activity, we know that opportunities to socially connect play a vital role in influencing people's physical and mental health and wellbeing. We are nurturing and celebrating our arts, heritage and creative sectors to enable more people across the borough, of all ages, to experience culture and connect with one another in our town centres, museums, theatres and libraries. We know that some residents do not have the digital skills needed to access essential services, support and information online and our libraries are providing support to connect people digitally. We help people who would otherwise be digitally excluded, teaching basic computer skills and providing access to equipment and ongoing learning resources.

Access to healthy food is another important determinant of health. Income inequality is increasingly preventing many people from accessing a healthy, balanced diet - food poverty is on the rise in Enfield and more of our residents are having to use food banks. We have already set up two food pantries in Edmonton Green and Enfield Town library and are working with our partners in the Enfield Food Alliance to help residents experiencing financial hardship to access low cost, sustainable and healthy food in community-run pantries across the borough.

We will also continue to work with our partners in the NHS and voluntary and community sector organisations as part of the new integrated care system to provide high quality and accessible health services, including a new mental health and wellbeing centre to reduce the prevalence of mental ill health in the borough and improve wellbeing among our residents.

Our residents are living longer, often with one or more long term health conditions, which is increasing demand for our social care services. We will support people to live independently for as long as possible within their local communities and are helping people living with disabilities to be in control of their own lives. We are investing in innovative smart technology to enable adult social care users to stay happier, safer and more independent, and to help reduce social isolation. At the same time, we also continue to support those who need it in good quality care homes across the borough. Across all our services, we are safeguarding vulnerable adults and protecting people from harm. We work collaboratively to prevent incidents of abuse and neglect, and to respond effectively when these have occurred.

Healthy communities also need to be safe communities. We are working with our partners to improve feelings of safety, and to prevent and address serious youth violence and domestic abuse. We are creating a new community law enforcement team to help further improve feelings of safety in the borough, alongside increases in CCTV systems which are helping to prevent and detect crime.

Our strategies

To find out more about how we're delivering on this priority, take a look at some of our key strategies:

[Community Safety Plan](#)

[Culture Strategy](#)

[Early Help for All Strategy](#)

[Hate Crime Strategy](#)

[Health and Wellbeing Strategy](#)

[Local Plan](#)

[Modern Slavery Strategy](#)

[Safeguarding Adults Strategy](#)

Strong, healthy and safe communities: Our achievements so far

In 2021/22, we invested £327,000 in CCTV to help keep communities safe and prevent crime and antisocial behaviour. The locations of new cameras are selected based on reported crime levels.

We protected vulnerable residents during the pandemic, providing free Personal Protective Equipment (PPE), advice and guidance and financial support to the borough's care homes.

Our Modern Slavery team continue to work with partners in the NHS and Police to tackle modern slavery and support victims. In 2021/22, the team delivered training sessions to 455 people, raising awareness about the signs of modern slavery and how to report concerns.

Our SMART Living project is utilising technology to enable Adult Social Care users to achieve happiness, safety and independence and reduce isolation. We are the first local authority to introduce artificial intelligence PainChek technology in care homes to better identify and support residents who may be experiencing pain but unable to express this verbally.

We have opened community food pantries at Edmonton Green and Enfield Town libraries. The pantries offer nutritious food at discounted prices and form part of a network of food support provided by the Enfield Food Alliance, a partnership between the Council and voluntary and community organisations.

We have helped local people get active through the development of new and improved sports facilities, including renovated netball and tennis courts in Broomfield Park which opened in December 2021 and four cricket pitches in the east of Enfield which opened in July 2022.

In 2021 and 2022, our Month of Sundays free street festivals celebrated the rich culture, heritage and diversity of Enfield. We welcomed over 47,000 attendees in summer 2021 who enjoyed food and drink from local businesses and an exciting programme of performances from local people.

We are working in partnership with community organisation Fore Street for All to deliver a rich cultural programme of events for Angel Edmonton, hosted at the recently transformed Fore Street 'Living Room' library, which opened in July 2022.

Priority Three: Thriving children and young people

<p>27% of our population are under 20, higher than London and national averages. This includes:</p> <table border="1" data-bbox="193 465 523 618"> <tr> <td>0-4</td> <td>21,300</td> </tr> <tr> <td>5-9</td> <td>22,800</td> </tr> <tr> <td>10-14</td> <td>24,100</td> </tr> <tr> <td>15-19</td> <td>21,300</td> </tr> </table>	0-4	21,300	5-9	22,800	10-14	24,100	15-19	21,300	<p>The percentage of pupils eligible for Free School Meals has increased in Enfield by 36%, from 19.4% of all pupils in 2019/20 to 26.9% of all pupils in 2021/22.</p>	<p>Enfield currently maintains Education, Health and Care Plans (EHCPs) for 3.5% of 0–25-year-olds. 10.6% of pupils attending Enfield schools and settings receive Special Educational Needs (SEN) Support.</p>
0-4	21,300									
5-9	22,800									
10-14	24,100									
15-19	21,300									
<p>100% of Enfield maintained primary schools are Outstanding or Good.</p>	<p>Our pupils speak over 189 languages or dialects, with 48% of pupils speaking English as an additional language.</p>	<p>There are 6 Youth Centres in Enfield welcoming all young people aged 11-19 years old.</p>								

We will:

- Help all children to have the best start in life
- Safeguard children and increase support in-borough for looked after children with complex needs
- Improve educational outcomes for all children and young people
- Increase local education, play and leisure opportunities for children and young people with special educational needs and disabilities
- Engage children and young people in positive activities
- Involve young people in decisions that affect their lives

We want every child and young person to be safe, healthy and happy. We are working together to empower them with the skills, knowledge and opportunities they need to thrive.

Our children and young people have experienced the unprecedented impact of the COVID-19 pandemic on their education and everyday lives and our families now face the increasing pressure of the cost of living crisis. This has impacted children and young people at all stages, deepening existing inequalities and increasing pressure on child and adolescent mental health services.

We know that the first 1,001 days of a child's life (from conception up until the age of 2) can have a significant impact on their early development and their life chances as they grow up. This includes how well they build relationships, achieve at school, their future job prospects and their overall health and wellbeing. We are investing in new Community and Family Hubs and Children's Centres and improving take up of funded early years education places, helping families access the right information, advice and support for their children.

Some of our families need specialist and additional support, and we are seeing rising demand for our Children's Social Care team, at a time of national shortages of

qualified social workers. We are committed to developing a long term and sustainable local solution to ensure we continue to protect our vulnerable children, by investing in dedicated Social Work apprenticeships.

We are committed to ensuring that every child and young person in Enfield receives an excellent education by continuing to work closely with the borough's schools. We are increasing our in-borough Special Educational Needs and Disabilities (SEND) provision so that we can care for our children and young people locally in a setting or environment that is right for them. This includes building a new SEND school as well as increasing specialist provision within mainstream schools.

Children and young people with complex needs may require a lot of additional support in their day to day lives. This provision might be for complex SEN, medical and/or mental health needs. Our local social care placements with therapeutic intervention are helping to improve outcomes. We are looking to improve experiences further by commissioning children's homes within Enfield to meet the needs of our looked after children and young people with complex health needs and behaviours of concern.

Inclusion is at the heart of decision making about our services and support for children and young people. We will further develop the range of inclusive play, leisure, social and informal learning opportunities available in the community. This will support children and young people to engage in positive activities which enable them to learn new skills, build healthy relationships, have fun and boost their physical and mental health and wellbeing.

As we look ahead and invest in Enfield and our community, we will continue to empower children and young people in Enfield to shape their borough and the decisions that impact their lives. This means that wherever possible, we will include children and young people in shaping the services they use and the places they go to in Enfield, in a way that is meaningful to them and has a positive impact on their experiences of living or studying in the borough.

Our strategies

To find out more about how we're delivering on this priority, take a look at some of our key strategies:

[Early Help for All Strategy](#)

[Empowering Young Enfield](#)

[Looked after Children Strategy](#)

[Safeguarding Adolescents from Exploitation Strategy](#)

[SEND Partnership Strategy](#)

[Tackling Child Neglect Strategy](#)

Thriving children and young people: Our achievements so far

In 2021, we invested £1 million in early intervention services to support children and young people with speech, language and communication needs; autism and neurodiversity; and Social Emotional and Mental Health needs.

We launched Operation Engage in October 2020 in partnership with the Metropolitan Police. Outreach youth workers in Wood Green custody suite provide support, signposting and mentoring to young people that come into custody, supporting 310 young people in 2021/22.

In 2021, we launched our New Beginnings project. We support women who have previously had their child or children removed from their care to identify and address their personal needs and future goals, develop resilience and improve their health and wellbeing. The team is currently working with twelve women.

We have increased in-borough provision for children and young people with special educational needs and disabilities by opening [Designated Units](#) in three of our special schools during 2021 and 2022.

We launched an [Inclusion Charter](#) which sets out principles and guidance for early years settings, schools and colleges to provide an inclusive education for children and young people with special educational needs and disabilities.

We opened a brand-new youth centre in Ponders End in July 2021. The centre provides young people with a safe place to meet friends and enjoy a range of educational and recreational activities.

We funded free swimming lessons to under-16s over the summer holidays in 2022, giving young people the opportunity to meet their friends and stay active.

In 2020/21, the Enfield Safeguarding Children Partnership led on the creation of 11 safeguarding ambassadors – a group of young people who act as critical friends and work with the partnership on a range of activities including co-producing a training programme.

Priority Four: More and better homes

<p>There are 120,900 households in Enfield.</p> <p>52% of homes in Enfield are owner occupied. 30% are privately rented. 10% are rented from the local authority. 7% are rented from a registered provider. 1% are shared ownership.</p>		<p>The house price to earnings ratio as of December 2021 was 12.1 to 1 for houses and 8.3 to 1 for flats.</p>
<p>As of October 2022, there were 3,094 households in Enfield living in temporary accommodation.</p>	<p>In 2021/22, the eviction rate was 5.8 possession orders per 1,000 social and private rented properties. This is the sixth highest in London.</p>	<p>Emissions from homes in Enfield account for an estimated 35% of the borough's total emissions.</p>

We will:

- Build and facilitate more good quality homes that local people can afford
- Invest in and improve our council homes
- Drive up standards in the private rented sector
- Deliver low carbon, and climate-resilient new-build homes and facilitate retrofitting of existing homes
- Create well-connected, digitally enabled and well-managed neighbourhoods
- Provide a range of specialist housing for those who need it

Our ambitious regeneration programme will deliver a range of high-quality homes for local people on different incomes to live in at different stages of their lives and transform our borough for the future. We are also working to improve the conditions of homes which are already built. We are aiming for homes and neighbourhoods that are mixed income; health-promoting; environmentally sustainable; child, age and disability friendly; and digitally connected.

There is a nationally acknowledged housing crisis and locally this challenge is significant. We have many residents on low or medium incomes and an acute shortage of social and affordable rented homes. As a result of this, we have over 4,500 households on the Housing Register and over 3,000 households living in temporary accommodation. The rising cost of living is expected to further compound this housing crisis, while conditions in the housing market are shifting, particularly regarding landlords in the private rented sector.

We are also operating in a very challenging and volatile climate for increasing housing supply, with rising interest rates and inflationary pressures on material and labour costs in the construction industry. Over the next few years, we will be identifying new and innovative ways to deliver our affordable housing programme in the challenging economic climate so that we can continue to increase the supply of homes in the borough that local people can afford and meet the ambitious targets set

for us in the London Plan as well as our own emerging new Local Plan. As well as social and affordable rented housing, this will include more intermediate rent and low cost home ownership homes for people who are not eligible for social or affordable rented housing but who are also struggling to access good quality private rented accommodation or cannot afford to buy, including key workers.

Through our role as a place-maker, we will create neighbourhoods that are well-managed and connected to safe and attractive walking, cycling and public transport networks; leisure, culture, employment and education opportunities; and high-speed broadband. We do this by directly delivering public realm and housing programmes and through our planning policies and development of our new Local Plan.

Our housing programme will also seek to provide housing for people with additional and specialist needs, including care leavers, people with physical and learning disabilities, older people, people with mental health needs and rough sleepers. This will include creating more Council-run care homes for the growing elderly population in our borough, including a new state of the art building at Reardon Court.

Whilst we are building and facilitating more affordable housing in the borough, it is also crucial that our existing council homes provide safe, secure and comfortable homes, now and for the future. We will invest in our homes so that they are compliant with consumer standards, meet safety requirements, have improved energy efficiency and promote the health and wellbeing of the people living in them. We are committed to engaging and working in partnership with our council housing tenants to ensure the continuous improvement of our services.

We recognise the valuable role of the private rented sector in providing homes for Enfield residents. However, a growing number of low-income households are spending a significant proportion of their total earnings on private rented properties where they can face poor housing conditions and insecure tenancies. We will continue to drive up standards in the growing private rented sector through our additional and selective licensing schemes, supporting landlords to meet the requirements and taking enforcement action where necessary. Our Council-owned company Housing Gateway will continue to provide good quality private rented homes, helping us to reduce the number of residents living in temporary accommodation.

Homes in Enfield are a significant contributor to the borough's carbon emissions. Fuel poverty is also a major and growing concern with 12.4% of Enfield's households in fuel poverty in 2020 – now increasing further as a result of the significant rise in energy costs. Investment in the energy efficiency of our homes is more important than ever before, helping us in our work to respond to the climate emergency and tackle fuel poverty. We'll be seeking to build on existing retrofit projects to roll out improvements across our council housing stock; as well as developing how we can work with landlords in the private rented sector to improve the energy ratings of their properties.

Alongside this, our council-owned heat network Energetik is providing better value, reliable and low carbon heat and hot water to over 743 homes in Enfield; and is one

important aspect of how we are delivering lower carbon homes in the new homes we build. Our emerging new Local Plan will help us to ensure the minimisation of carbon emissions from new build homes across all developments.

Our strategies

To find out more about how we're delivering on this priority, take a look at some of our key strategies:

[Housing and Growth Strategy](#)

[Local Plan](#)

[Preventing Homelessness and Rough Sleeping Strategy](#)

[Tenancy Strategy](#)

More and better homes: Our achievements so far

Between 2020 and 2022, we delivered 250 net additional homes through council-led projects.

In December 2021, residents living on the Joyce and Snell's Park estates voted in favour of our regeneration proposals which will provide around 2,000 sustainable and energy efficient homes, a safer estate and improved green spaces and play facilities.

Construction has commenced on our ambitious Meridian Water regeneration project and the first homes will be completed in early 2023 and offered at London Affordable Rents.

We launched our in-house repairs company, Enfield Repairs Direct, in May 2020 to ensure repairs are responded to more efficiently and to a high standard.

We launched our Housing Advisory Service in March 2020. The service aims to prevent people from becoming homeless at the earliest possible stage and equip people with the skills to manage a tenancy in the private rented sector through training and support.

We launched a borough-wide additional licensing scheme for Houses in Multiple Occupation (HMOs) in September 2020 and a selective licensing scheme covering private rented homes in 14 wards in September 2021. The schemes are helping to drive up standards in the growing private rented sector.

Our Council-owned company Housing Gateway has continued to acquire new units and held a portfolio of 614 high-quality private rented homes at the end of 2021/22.

We launched an ethical lettings agency Enfield Let in October 2020. The scheme assists those who would otherwise struggle to access private rented housing and ensures residents are not discriminated against because of their financial status. As of August 2022, Enfield Let held a portfolio of 244 properties.

Priority Five: An economy that works for everyone

<p>In 2020/21, 33.7% of children were living in poverty after housing costs.</p>	<p>5.7% of Enfield's working age population were officially unemployed in October 2022, higher than London (4.7%) and UK (3.6%) averages.</p>	<p>An estimated 38.2% of adults with a disability in Enfield were in employment in 2021, lower than the national average of 52.5%.</p>	<p>There were 3,684 business start-ups in Enfield in 2021/22.</p>
<p>44,539 households in Enfield were receiving state support with their rental costs via Housing Benefit or Universal Credit as of August 2022, representing almost 37% of households.</p>	<p>The median household income in Enfield is £41,100. This is the 10th lowest of the London boroughs.</p>	<p>10,000 (4.5%) people in Enfield do not have any qualifications, lower than London and national averages. However, fewer of our residents have Level 2, 3 or 4 qualifications than London averages.</p>	<p>The five-year business survival rate for businesses started in 2015 in Enfield was 38.5%, higher than the London average of 36.7%.</p>

We will:

- Enable local people to develop skills to access good quality work
- Support local businesses and encourage inward investment in growing sectors which offer sustainable employment to local people
- Provide support and advice for residents on low incomes
- Develop town centres that are vibrant, healthy and inclusive
- Transform our industrial land to create modern and low carbon spaces for business

As a community leader and place-maker, we have a vital role in driving forward economic development by bringing partners together, bridging skills gaps, helping businesses to thrive and delivering inclusive regeneration schemes. We want to create a dynamic economy which all our residents can benefit from and participate in.

The present cost of living crisis is escalating the costs of fuel, food and other essentials, which is combining with existing disadvantage and vulnerability within our communities to put many households in Enfield at greater risk of both immediate hardship and reduced opportunity and wellbeing. We are providing holistic welfare, debt, housing and employment advice for people in hardship. While helping people in hardship to access healthy and sustainable food in the immediate term, longer term our aim is to improve financial resilience of communities so they will not need to rely on food banks and pantries in the future.

We will bring partners together to lead and support collaborative working that enables more people to get into good work and stay in work. Enfield residents face higher levels of unemployment than the London average and younger residents are more likely to be unemployed than other age groups. As we seek to increase employment in the borough and regionally, we must enable local people to access good-quality employment that provides a living wage and job security, supports good physical and mental health and wellbeing and offers opportunities to develop skills and a career.

In Enfield there are proportionately more jobs in health and social care, than London and national averages. We will build on our strengths in this sector and work with NHS colleagues to ensure we are providing the skills and training required for local people to access these opportunities.

Helping local people develop the skills they need for green jobs will also be crucial in meeting the rapidly rising demand for workers in this sector and ensuring Enfield residents do not miss out on new opportunities in the years ahead. This will require us to work with providers to connect further education provision with emerging new jobs, including in sustainable construction and retrofitting; low-carbon electricity; low-carbon heat; biodiversity; organic peri-urban farming and market gardening; green infrastructure and flood management.

We also have an important role to play in creating the right conditions in Enfield for new green industries to choose to locate, maximizing the potential of the unique assets Enfield has to offer. We will explore how we can transform our council-owned rural land so that it has a greater positive impact on the environment, the health and wellbeing of our residents and on the economy. As well as creating new woodlands and wetlands to attract more people into Enfield for leisure and sport activities, we will explore how we can support and enable organic market gardening to flourish in Enfield, helping us further transform our rural land, provide high quality employment and increase access locally to sustainable food.

Working with small and medium businesses and cooperatives is an essential strand of how we develop Enfield's local economy. Our dynamic business community is a key asset to the borough, offering more and better jobs for our residents, bringing life to our town centres and high streets and contributing to our borough's unique and diverse character. We will continue to support our local businesses to recover and thrive post-pandemic. In particular, we will support small and medium-sized businesses through our approach to procurement; facilitate and nurture business start-ups through our libraries and community hubs; support our local creative sector to thrive through our cultural programme; and strengthen digital infrastructure in the borough.

Our support to Enfield's town centres also plays a vital role in nurturing businesses operating on our high streets. We want our town centres to be vibrant, inclusive and health-promoting to benefit communities and provide the environment for a strong and inclusive local economy. We continue to prioritise this in the context of the significant ongoing challenges for the high street resulting from changing shopping habits, the Covid-19 pandemic, inflation and the energy crisis. We have introduced

an empty shop grant to entice new businesses, are making public realm improvements, are championing our local culture, creative and heritage sectors and are working closely with local community groups, together aiming to bring life and energy to our town centres.

We will also continue to transform and intensify our industrial land to create modern and sustainable spaces with high-speed broadband coverage which attract new businesses to the borough and offer high quality jobs for our residents. The land is of strategic importance to London's economy and an important source of employment for local residents. As well as the many small and medium sized businesses in our neighbourhoods, Enfield has a history of making and creating through its long-established manufacturing and logistics sector. This gives us a strong opportunity to re-establish our heritage as a 'making' place and grow our reputation as a destination for creative industries across the diverse land and assets the borough has to offer, including supporting the growth of the film and TV production industry in the borough.

Our strategies

To find out more about how we're delivering on this priority, take a look at some of our key strategies:

[A Progressive Approach to Managing Debt and Income in Enfield](#)

[Economic Development Strategy](#)

[Local Plan](#)

An economy that works for everyone: Our achievements so far

We launched our Youth Hub at Edmonton Green Library to provide tailored employment and skills support for young people aged 16 to 24 who are not in education or training, or are currently unemployed.

We held the first Create Enfield Careers Fair in June 2022 for 16 to 19-year olds in Enfield. Young people attending the fair found out about the full range of creative careers and opportunities available in the borough and across London.

Our Equals Employment Service provides support to adults with learning disabilities into sustained paid employment. In 2021, we recorded the highest proportion of working age people (16.8%) who receive support for their learning disability in paid employment in London and the fourth highest proportion nationally.

Our Skills Academy at Meridian Water is set to open in early 2023, providing opportunities for local people to gain the skills and qualifications needed to pursue a career in construction, as well as learning about sustainable construction methods.

We have supported the growth of the film industry in Enfield, securing the new Troubadour Meridian Water Studios in spring 2021, which will deliver high quality training and employment opportunities for local people.

Our Welfare Advice and Support Team supported over 2,400 residents referred to the service in 2020/21 and 2,500 residents in 2021/22 to improve their financial situation by supporting them to access the income and benefits they are entitled to and manage their debts.

We secured £1.1 million in funding from the Mayor of London's Good Growth Fund in March 2020 which we match funded to regenerate Angel Edmonton. The £2.2m in funding has so far been used to make public realm improvements and refurbish the existing library to create the versatile and innovative 'Living Room Library'.

Future outcomes

We have identified five long term outcomes that we are seeking to positively impact by delivering on our priorities over the four years of our Council Plan and beyond.

We have identified measurable indicators to help us understand progress on achieving these outcomes for all our residents. Most of these indicators will show us how we're doing on tackling long-standing challenges, such as poverty and health inequality, which are impacted by many complex factors, including those outside of our control.

While these challenges can only be addressed by many institutions and individuals working together over the longer term, we are investing in Enfield and our priorities with the aim of contributing towards improvement across all these indicators for the future.

We have additional indicators to help us track our progress and the performance of our services in more detail over the short and medium term, connected to our priority actions. Our indicators are monitored through our performance scorecards which are reported to senior management and to Cabinet on a quarterly basis.

Alongside our review of performance and outcome indicators, all Council departments produce annual service plans that detail the work they are undertaking to deliver on our Council Plan priorities each year. Services will review progress against their service plans and report on this to their Departmental Management Team mid-year and at the end of each year.

Residents live happy, healthy and safe lives

Indicator	Latest data as of January 2023	Data source
Percentage of babies born with a low birthweight	3.2% (2021/22)	Office for Health Improvement & Disparities
Percentage of children aged 4-5 classified as overweight or obese	25.3% (2021/22)	Office for Health Improvement & Disparities
Percentage of children aged 10-11 classified as overweight or obese	42.2% (2021/22)	Office for Health Improvement & Disparities

* Score out of 10 with higher scores indicating better wellbeing

Percentage of adults who are overweight or obese	60.9% (2020/21)	Sport England
Indicator	Latest data as of January 2023	Data source
Percentage of adults living in relatively active families	65.4% (2020/21)	Sport England
Percentage of adults who smoke	18% (2021)	Department for Work and Pensions
Prevalence of diabetes	8.4% (2021/22)	NHS
Prevalence of hypertension	32.8% (2020/21)	NHS
Child poverty after housing costs	74 per 100,000 (2020)	Office for Health Improvement & Disparities
Employment rate of working age range)	70.7% (July 2021-July 2022)	ONS
Under 75 mortality rate from cancer (1 year range)	114.8 per 100,000 (2020)	Office for Health Improvement & Disparities
Under 75 mortality rate from respiratory disease (1 year range)	26.9 per 100,000 (2020)	Office for Health Improvement & Disparities
Percentage of adults receiving secondary mental health services living independently, with or without support	39% (2021/22)	NHS
Percentage of adults with learning disabilities in settled accommodation	86.5% (2021/22)	Enfield Council
Average life satisfaction of residents	7.4* (2021/22)	ONS
Average anxiety levels of residents	3.2** (2021/22)	ONS
Average happiness levels of residents	7.3* (2021/22)	ONS
Average ratings of feeling that the things done in life are worthwhile	7.7* (2021/22)	ONS
Recorded prevalence of depression in adults 18+	9.5% (2020/21)	Office for Health Improvement and Disparities
Crime rate	103 offences per 1,000 residents (2022)	Metropolitan Police

** Score out of 10 with lower scores indicating better wellbeing

Residents earn enough to support themselves and their families

population	2022)	
Percentage of adults with a disability	38.2% (2020/21)	Department for Work and
Indicator	Latest data as of	Data source
	January 2023	
Disabilities of older people (65 and support in employment	87.7% (2021/22)	NHS
Percentage of adults residing in residential mental health services in	6% (2021/22)	NHS
Employment hospital admissions due	1,650 per 100,000	Office for Health
Percentage of Enfield 65 and over	38% (2022)	Improvement & Disparities
with a household income less than £30,000 per annum		
Percentage of Enfield households with a household income less than £15,000 per annum	11.4% (2022)	CACI

Children and young people do well at all levels of learning

Indicator	Latest data as of	Data source
	January 2023	
Percentage of pupils achieving a Good Level of Development at end of Early Years Foundation Stage	65.3% (2021/22)	Department for Education
Percentage of pupils achieving expected standards in Reading, Writing and Maths at KS2	61.1% (2021/22)	Department for Education
Percentage of pupils achieving grades 5 or above in English and mathematics GCSEs	50% (2021/22)	Department for Education
Average Attainment 8 score per pupil at KS4	48.4 (2021/22)	Department for Education

Residents age well

New admissions to supported permanent residential and nursing care (65+)	412.6 per 100,000 population (2021/22)	Enfield Council
Indicator	Latest data as of January 2023	Data source
Percentage reduction in the (rate)	18.4% (2021/22)	Enfield Council Improvement and Disparities
Healthy life expectancy at birth (female)	62.1 years (2018-2020)	Office for Health Improvement and Disparities
Inequality in healthy life expectancy at birth (male)	14.4 years (2009-2013)	Office for Health Improvement and Disparities
Inequality in healthy life expectancy at birth (female)	15 years (2009-2013)	Office for Health Improvement and Disparities

Residents live in good quality homes they can afford

* Score of 0 to 100, with a score of 100 indicating the most energy efficient property

** Based on the number of bedrooms available minus the recommended bedroom standard

Residents live in a carbon neutral borough

Indicator	Latest data as of January 2023	Data source
Number of households living in temporary accommodation	3,106 (November 2022)	Enfield Council
Number of households on Housing Needs Register	6,609 (November 2022)	Enfield Council
Median energy efficiency score of social rented properties	69* (March 2022)	ONS
Median energy efficiency score of private rented sector properties	65* (March 2022)	ONS
Median energy efficiency score of owner occupied properties	62* (March 2022)	ONS
Percentage of Council homes that do not meet the Decent Homes Standard	34.3% (November 2022)	Enfield Council
Percentage of homes in the private rented sector that have at least one Category 1 hazard	28% (2020)	Metastreet
Percentage of households in Enfield that are overcrowded	13%** (2021)	Census

Council's carbon emissions (tCO ₂ e) over baseline year 2018/19		
Carbon emissions per Council employee (tCO ₂ e per FTE)	4.7 (2021/22)	Enfield Council
Borough wide carbon emissions (tCO ₂ e)	1,114,769 tCO ₂ e (2018)	SCATTER
Percentage reduction in borough wide carbon emissions over previous year	2% (2018)	SCATTER
Air pollution: fine particulate matter	9.2 µg/m ³	Office for Health Improvement & Disparities
Percentage of trips made by active and sustainable modes (public transport, walking and cycling)	55% (3 year average 2017/18 – 2019/20)	Transport for London

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

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Council Plan 2023-26: <i>Investing in Enfield</i>
Team/ Department	Chief Executive Corporate Strategy Service
Executive Director	Ian Davis, Chief Executive
Cabinet Member	Cllr Nesil Caliskan, Leader
Author(s) name(s) and contact details	Sarah Gilroy, Strategy and Policy Manager sarah.gilroy@enfield.gov.uk
Committee name and date of decision	Cabinet – 8 February 2023 Council – 23 February 2023

Date the EqIA was reviewed by the Corporate Strategy Service	N/A
Name of Head of Service responsible for implementing the EqIA actions (if any)	N/A
Name of Director who has approved the EqIA	Ian Davis, Chief Executive

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?

The new Council Plan 2023-26: *Investing in Enfield* sets out a renewed vision for the Council as it continues to invest in the borough to deliver positive outcomes for residents.

The Plan sets out five overarching priorities; five principles; and six future outcomes we're working towards. The Plan will be used to inform and guide staff across the organisation on the Council vision and priorities and will be available online for all our stakeholders and partners to learn more about the Council and our goals.

The five priorities are:

- **Clean and green places**
- **Strong, safe and healthy communities**
- **Thriving children and young people**
- **More and better homes**
- **An economy that works for everyone**

Each priority is underpinned by a set of strategic high-level actions.

The way the Council engages and works with residents, businesses and partners and the way it makes decisions and allocates resources are fundamental to the success of the Council Plan. The Council Plan principles explain how the Council will work to deliver its vision for Enfield and are:

- **Fairer Enfield**
- **Accessible and responsive services**
- **Financial resilience**
- **Collaboration and early help**
- **Climate conscious**

What are the reasons for the decision or change?

The new Council Plan 2023-26 replaces our previous Council Plan 2020-22: *A Lifetime of Opportunities*. We have reflected on progress made on delivery this 2020 Plan; and on the challenges and opportunities for the borough and its residents for the next three years to create a new refreshed vision and priorities for 2023-26.

What outcomes are you hoping to achieve from this change?

We have identified six future outcomes that we are seeking to positively impact over the four years of the Council Plan and beyond. We have identified measurable indicators to help us understand progress on achieving these outcomes for all residents. Most of these indicators will show us how we're going on tackling long-standing challenges, such as poverty and health inequality, which are impacted by many complex factors, including those outside of our control. While these challenges can only be addressed by many institutions and individuals working together over the longer term, we are investing in Enfield and delivering our priorities with the aim of contributing towards improvement across all these indicators for the future. The six future outcomes are:

- **Residents live happy, healthy and safe lives**
- **Residents have enough income to support themselves and their families**
- **Children and young people do well at all levels of learning**
- **Residents age well**
- **Residents live in good quality homes they can afford**
- **Residents live in a carbon neutral borough**

Who will be impacted by the project or change?

The Council Plan will impact on all Enfield residents, staff and our partners.

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](#).

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.

According to the 2021 Census, Enfield's population in March 2021 was estimated to be 330,000 (rounded to the nearest hundred).¹

Age breakdown of Enfield's population

Age group	Enfield population
0-4	21,300
5-9	22,800
10-14	24,100
15-19	21,300
20-24	19,100
25-29	21,200
30-34	23,100
35-39	24,000
40-44	24,600
45-49	22,700
50-54	22,700
55-59	21,100
60-64	17,100
65-69	12,800
70-74	11,200
75-79	8,200
80-84	6,500
85+	6,400

Children and young people

Enfield has higher proportions of residents aged under 20 than regional and national averages.

Priority One: Clean and green places

Road safety

Children are more vulnerable to being killed or seriously injured in road traffic incidents.

¹ ONS, [Population and household estimates, England and Wales: Census 2021](#)

Between 2018 and 2020, 30 children in Enfield were killed or seriously injured in road traffic incidents, a rate of 13.1 per 1,000 children, higher than the London average of 11.²

Air pollution

Young people are particularly vulnerable to the effects of air pollution. Long-term exposure to negative air quality can lead to reduced lung development, asthma, developmental problems and more wheezing and coughs in younger people.³

Physical activity

Children aged five to 18 are recommended to do at least 60 minutes of moderate intensity activity each day. In 2020/21, 31.8% of children and young people in Enfield were physically active, significantly lower than London (44.4%) and England (44.6%) averages.⁴

Delivery of this priority is expected to have a positive impact on children and young people, helping to improve air quality and increase physical activity rates through the following actions:

- Enhance biodiversity and protect our parks, woodlands, watercourses, wetlands, trees, shrubs and open spaces so that children and young people can benefit from them
- Enable active and low carbon travel including by introducing new cycle lanes, more pedestrian crossings and School Streets,
- Reduce carbon emissions from our buildings, street lighting, fleet and the goods and services we procure working towards a carbon neutral organisation by 2030

Priority Two: Strong, healthy and safe communities

Obesity

Children living in Enfield are more likely to be overweight or obese than regional and national averages.

In 2021/22, 25.3% of children in Reception in Enfield were classified as overweight or obese, higher than London (21.9%) and national (22.2%) averages.⁵

In 2021/22, 42.2% of children in Year 6 in Enfield were classified as overweight or obese, higher than London (40.5%) and national (37.8%) averages.⁶

² Office for Health Improvement & Disparities, [Children killed and seriously injured \(KSI\) on England's roads](#), 2018-20

³ Public Health England, [Health matters: air pollution](#), 2018

⁴ Office for Health Improvement & Disparities, [Percentage of physically active children and young people](#), 2020/21

⁵ Office for Health Improvement & Disparities, [Obesity Profile](#), 2021/22

Mental health and wellbeing

The mental health and wellbeing of young people have been significantly impacted by the pandemic. Published in February 2022, the Prince's Trust Youth Index which surveyed 2,106 16–25-year-olds reported that the happiness and confidence of young people is at the lowest point in the survey's 13-year history.⁷ Almost half (48%) of all young people report experiencing a mental health problem and more than a fifth (23%) of young people feel they will 'never recover' from the emotional impact of the pandemic.

Serious youth violence

Enfield has recorded a decline in the number of serious youth violence victims. In the year end to September 2022, a total of 278 serious youth violence victims were recorded in Enfield, representing a 16.7% decrease from the previous year. Enfield is now ranked 6th for number of serious youth violence victims compared to the 32 London boroughs after historically recording the highest number of serious youth violence victims.⁸

Our response

Our Council Plan sets out our vision for strong, healthy and safe communities and includes actions to tackle crime and antisocial behaviour; to prevent and tackle obesity; and improve the wellbeing and mental health of children and young people.

Delivery of this priority is expected to have a positive impact on children and young people, in particular the following actions:

- Improve feelings of safety and tackle crime and antisocial behaviour
- Improve our leisure and sports opportunities to enable more active lifestyles
- Work with our partners to provide high quality and accessible health services
- Support communities to access healthy and sustainable food

Priority Three: Thriving children and young people

Take up of funded early years places

Take up of funded early years places in Enfield is lower than national averages.⁹

Age group	Percentage registered with a childcare provider in 2021	Percentage registered with a childcare provider in 2019	National average 2021
Two-year-	49%	53%	62%

⁶ Office for Health Improvement & Disparities, Local Authority Health Profile, [Year 6: Prevalence of obesity](#)

⁷ The Prince's Trust, [Youth Index 2022](#)

⁸ Data provided by Enfield Council Community Safety Intelligence Team

⁹ Department for Education, [Education provision: children under 5 years of age](#), 2021

olds			
Three-year-olds	75%	81%	87%
Four-year-olds	88%	89%	93%

Attainment¹⁰

In 2019 attainment of Enfield pupils at KS1 was below London and England averages.

	% pupils achieving the expected standard in reading, KS1	% pupils achieving the expected standard in writing, KS1	% pupils achieving the expected standard in maths, KS1
Enfield average	70.0	65.0	73.0
London average	77.0	72.0	79.0
England average	75.0	69.0	76.0

In 2019 attainment of Enfield pupils at KS2 was level with or above England averages but below London averages.

	% pupils achieving the expected standard in reading, KS2	% pupils achieving the expected standard in grammar, punctuation and spelling, KS2	% pupils achieving the expected standard in maths, KS2
Enfield average	73.0	80.0	81.0
London average	78.0	84.0	84.0
England average	73.0	78.0	79.0

There are attainment gaps for children and young people eligible for free school meals and those with special educational needs and disabilities which will be explored later in the EqlA.

Our response

Our Council Plan sets out our vision for thriving children and young people. Delivery of this priority is expected to have a positive impact on all children and young people:

- Help all children to have the best start in life
- Safeguard children and increase support in-borough for looked after children with complex needs
- Improve educational outcomes for all children and young people, by increasing educational attainment and continuing our efforts to reduce the number of

¹⁰ Enfield Council, Education Borough Profile

children and young people who are excluded from school

- Increase local education, play and leisure opportunities for children and young people with special educational needs and disabilities
- Engage children and young people in positive activities
- Involve young people in decisions that affect their lives

Priority Four: More and better homes

As of October 2022, there were 4,381 children in Enfield living in temporary accommodation.¹¹

The Council Plan sets out our vision for more and better homes. Delivery of this priority is expected to have a positive impact on children and young people, in particular children living in temporary accommodation. We also commit to providing a range of specialist housing for those who need it, including for care leavers aged 18 to 25.

Priority 5: An economy that works for everyone

Child poverty

Data from the Department of Work and Pensions shows that 15.9% of children under 16 in Enfield were living in relative poverty¹² in 2020/21.¹³ Most of these children (72%) live in families where at least one adult works. When children aged up to 19 years are added, nearly 17% are living in low-income households. 13% of under 16s and 14% of under 20s are estimated to be living in families with absolute low income.¹⁴

Levels of child poverty differ depending on which ward children are living in. 25.2% of children under 16 living in the former Edmonton Green ward are from relative low-income families, compared with 6.9% of children in the former Grange ward. 21% of children under 16 living in the former Edmonton Green ward are from absolute low-income families, compared with 6% of children in the former Grange ward.¹⁵

After accounting for housing costs, 33.7% of children living in Enfield were in poverty in 2020/21.¹⁶

Young people not in education, employment or training (NEET)

In 2021 (3-month average between December and February) 4.6% of 16-18-year-olds in

¹¹ Enfield Council

¹² Relative low income is defined as a family whose equivalised annual income is less than 60% of the current UK median.

¹³ Department for Work and Pensions, [Children in low income families: local area statistics 2014 to 2021](#)

¹⁴ Absolute low income is defined as a family whose equivalised annual income is less than 60% of the UK median in 2011.

¹⁵ Data is not yet available for the new wards

¹⁶ [End Child Poverty](#)

Enfield were not in education, employment or training (NEET) or not known. This is slightly higher than the NEET rate in 2020 of 4.1%. This is lower than the England average of 5.5% but slightly higher than the London average of 4%.¹⁷

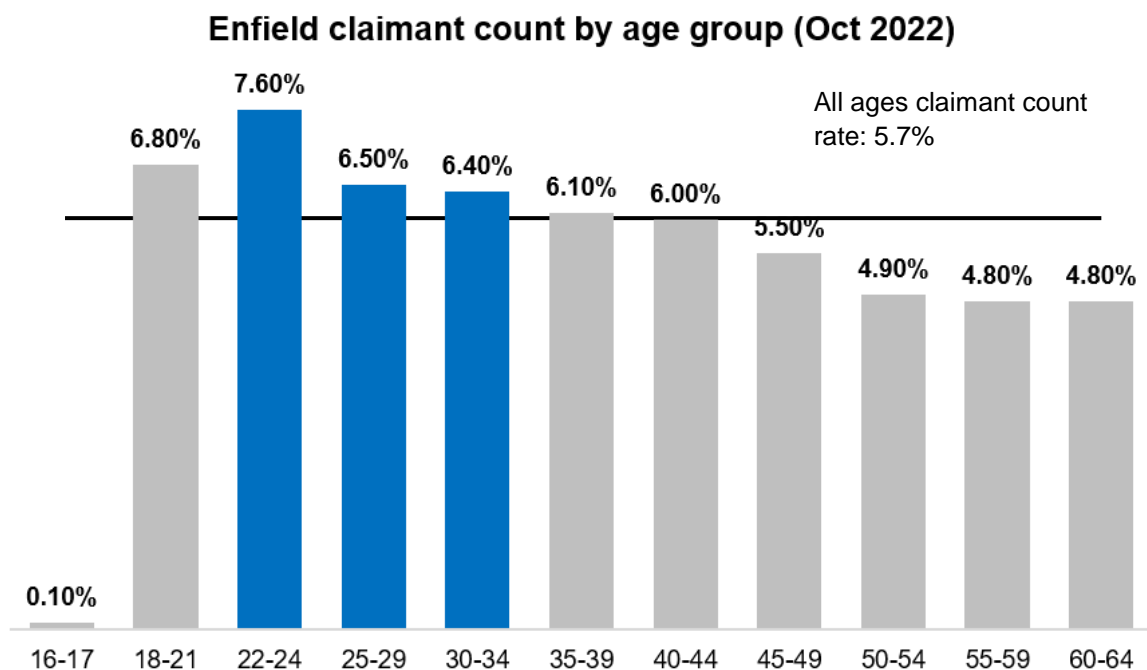
Employment prospects

One in five young people don't think that their employment prospects will ever recover from the pandemic, rising to 27% for young people who are NEET and 23% for young people from poorer backgrounds.¹⁸ 47% of young people say they never have enough money to save after paying bills. Half of all young people who have missed out on school or work due to the pandemic believe that they will be overlooked for jobs in the future.

According to The Prince's Trust Youth Index, wellbeing and confidence for those not in work, education or training (NEET) is considerably lower than for those in jobs or education. 34% of those who are NEET feel that they will fail in life, 12% more than their peers and 46% of this group said they felt hopeless because they were unemployed.¹⁹

Youth unemployment

In October 2022, 5.7% of working age people (16-64) in Enfield were unemployed. People aged 35 and under in the borough were more likely to be unemployed than other age groups. People aged 22 to 24 are the most likely to be unemployed with a claimant count rate of 7.6%.



¹⁷ Enfield Council

¹⁸ The Prince's Trust, [Youth Index 2022](#)

¹⁹ The Prince's Trust, [Youth Index 2021](#)

Our response

In the Council Plan we set out our vision for an economy that works for everyone. Delivery of this priority is expected to have a positive impact on all children and young people with a particularly positive impact on children living in low-income families, and young people who are NEET:

- Enable local people to develop skills to access good quality work
- Support local businesses and encourage inward investment in growing sectors which offer sustainable employment to local people
- Provide support and advice for residents on low incomes

People aged 65 and over

The proportion of over 65s in Enfield has grown by 16% in the last ten years.²⁰

Priority One: Clean and green places

Air pollution

Older people are particularly vulnerable to the adverse effects of air pollution, partly because they are more likely to have multiple long-term conditions occurring at the same time. Exposure to air pollution is also associated with accelerated cognitive decline in older people and the increased risk of stroke.²¹ Air pollution in London is largely caused by road traffic.

Road safety

Older people may be more likely to experience mobility impairment, affecting movement and reaction times, and some may use mobility aids for walking.

Our response

The Council Plan sets out our vision for clean and green places. Delivery of this priority is expected to have a positive impact on older people, in particular the following actions:

- Keep our streets and public spaces clean and welcoming. This includes installing more seating areas.
- Enable active and low carbon travel which will reduce the number of vehicles on our roads and decrease emissions from road traffic resulting in improved air quality.
 - Additional and improved space for pedestrians is expected to have a positive impact on older people who may find it more difficult to negotiate narrow or crowded footways.

²⁰ ONS, [Population and household estimates, England and Wales: Census 2021](#)

²¹ Impact on Urban Health, [Air pollution and older people](#)

Priority Two: Strong, healthy, and safe communities

Health

Long-term conditions are more prevalent in older people (58% of people over 60 compared to 14% under 40).²² According to research, two-thirds of adults aged over 65 are expected to be living with multiple health conditions (multi-morbidity) by 2035. Seventeen percent would be living with four or more diseases, double the number in 2015. One-third of these people would have a mental illness like dementia or depression.²³

Enfield has a higher than average mortality rate from all cardiovascular diseases for residents aged 65 years. In 2020, 1,203 per 100,000 people in Enfield aged 65+ died as a result of cardiovascular disease, higher than London (932.8) and England (1,007) averages.²⁴ The main risk factors for cardiovascular disease are diabetes and hypertension. 8.2% of residents (age 17+) in Enfield have diabetes, higher than London (6.7%) and England (7.1%) averages.²⁵ 13% of residents (all ages) in Enfield have hypertension, higher than London (10.8%) but slightly lower than England (13.9%) averages.²⁶ The risk of developing these conditions can be reduced through lifestyles changes such as eating a healthy diet and exercising regularly.

Mental health and loneliness

36% of older people (5.8 million) have said that they feel more anxious since the start of the pandemic, with 43% of older people saying they feel less motivated to do things they enjoy since the start of the pandemic.²⁷

Living alone is a major risk factor for loneliness. According to ONS data, in 2021 36.8% of people in Enfield aged 65 and over are estimated to live in a single person household, higher than London (32.2%) averages.

Digital inclusion

12% of people aged between 65 and 74 years, and 40% of people aged over 75 years, say they do not use the internet.²⁸ Some elderly people reported to Age UK that they find it more difficult to do some things because they aren't online, and they feel they are being left behind or missing out. For those who are keen to develop digital skills, Age UK

²² The King's Fund, [Long-term conditions and multi-morbidity](#)

²³ National Institute for Health and Care Research, [Multi-morbidity predicted to increase in the UK over the next 20 years](#), 2018

²⁴ Office for Health Improvement & Disparities, [Mortality rate from all cardiovascular diseases, ages 65+ years](#), 2020

²⁵ Office for Health Improvement & Disparities, [Diabetes: QOF prevalence \(17+\)](#), 2020/21

²⁶ Office for Health Improvement & Disparities, [Hypertension: QOF prevalence \(all ages\)](#), 2020/21

²⁷ Age UK, [Impact of Covid-19 on older people's mental and physical health: one year on](#)

²⁸ Age UK, [Living in a digital world after Covid-19 – the experience of older people who don't live their lives online](#), December 2021

recommended ongoing support, tailored to their needs and preferences.

Crime

While research shows that those aged 65+ are less at risk of crime overall than other groups, some crime types – such as those linked to physical, mental, or financial abuse – disproportionately affect older people.²⁹

Our response

The Council Plan sets out our vision for strong, healthy and safe communities. Delivery of this priority is expected to have a positive impact on older people, in particular the following actions:

- Improve feelings of safety and tackle crime and antisocial behaviour
- Protect vulnerable adults from harm and deliver robust early help and social care services. This includes providing residents with support to connect people digitally through our libraries and investing in innovative smart technology to enable adult social care users to stay happier, safer and more independent.
- Work with partners to provide high quality and accessible health services
- Improve our leisure and sports opportunities to enable more active lifestyles, helping to reduce the risk of developing certain long-term conditions
- Connect people through culture, helping to reduce social isolation and improve physical and mental health and wellbeing

Priority Four: More and better homes

Our housing programme will seek to provide housing for people with additional and specialist needs, including elderly people. These homes will be affordable, safe, accessible, and energy efficient. This will also include creating more care facilities for the growing elderly population in our borough.

Priority Five: An economy that works for everyone

Poverty

The number of pensioners living in poverty is increasing. In 2019/20, 2.1 million (18%) were living in relative poverty after housing costs, an increase from 1.6 million in 2013/14.³⁰

Our response

The Council Plan sets out our vision for an economy that works for everyone. Delivery of this priority is expected to have a positive impact on residents aged 65+ who are living in

²⁹ Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services, [The poor relation: The police and CPS response to crimes against older people](#), July 2019

³⁰ Age UK, [Poverty in later life](#), January 2022

poverty, in particular through the following action:

- Provide support and advice for residents on low incomes. This includes maximising the income of residents by encouraging take up of benefits, including Pension Credit.

Mitigating actions to be taken

The Council Plan 2023-26 is expected to have a positive impact on residents from all age groups with particular positive impacts for children and young people and those aged 65+.

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.

The 2011 census provides the latest data on disability which covers the whole population. At the 2011 census, 47,979 (15.4%) of Enfield residents reported a long-term health problem or disability. More recent data on disability among the working age population estimated that in the year ending December 2020, 52,700 (nearly 25%) Enfield residents aged 16-64 had a disability, higher than London (17.9%) and England (22.4%).³¹

Principle: Fairer Enfield

The Council Plan includes a principle of Fairer Enfield that will inform our work to deliver transformation in the borough and help us make the right decisions. This section details how, through the delivery of our Fairer Enfield Equality, Diversity and Inclusion Policy and eight equalities objectives, we will create an equal and inclusive borough where all residents, service users and Council staff are supported to fulfil their potential, are treated equally and with respect and are actively involved in shaping the decisions that affect their workplace and wider community.

Priority Two: Strong, healthy and safe communities

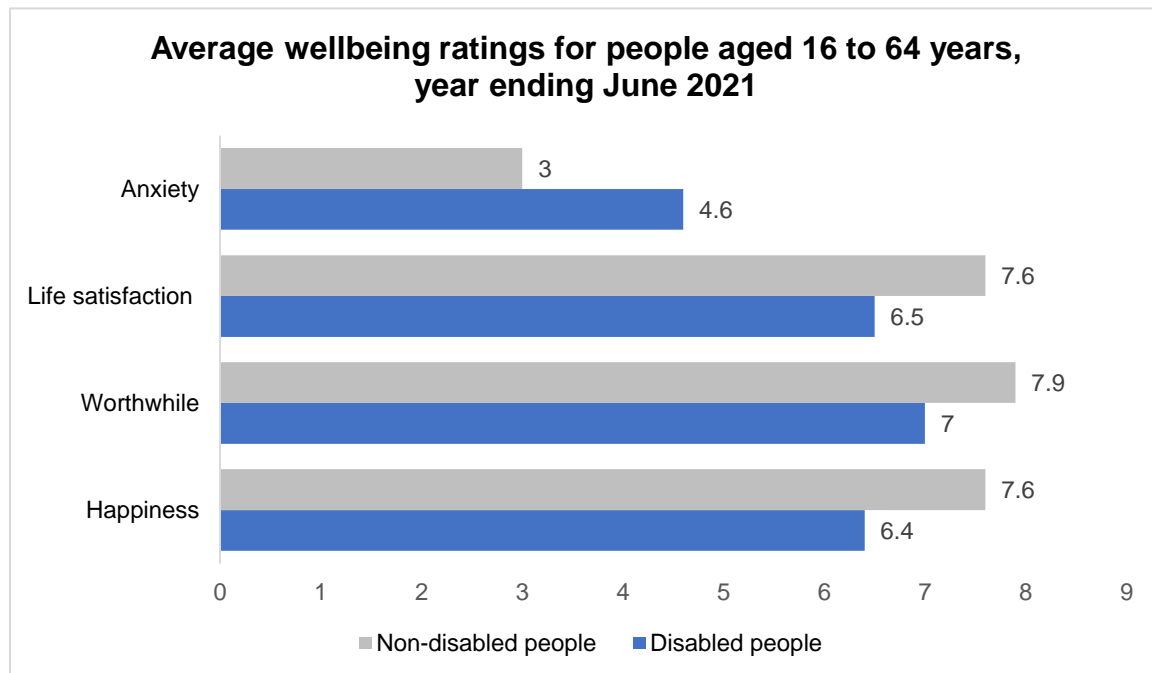
³¹ Enfield Council, [Borough Profile](#), 2021

Mental health and wellbeing

According to national data from March 2022, on average disabled people aged 16 to 64 years had poorer ratings than non-disabled people on all four personal wellbeing measures, with the greatest disparity in average anxiety levels.³²

The four personal wellbeing measures are as follows:

- Life satisfaction (out of 10, higher numbers equal better wellbeing)
- Feeling that the things done in life are worthwhile (out of 10, higher numbers equal better wellbeing)
- Happiness yesterday (out of 10, higher numbers equal better wellbeing)
- Anxiety yesterday (out of 10, higher numbers equate to poorer wellbeing)



According to national data from 2020/21, loneliness was significantly higher for people with a limiting long-term illness or disability. 41% of people with a limiting long-term illness or disability reported feeling lonely 'often/always' or 'some of the time', compared to 21% for people without a limiting long-term illness or disability.³³

Anti-social behaviour

³² ONS, [Outcomes for disabled people in the UK](#), 2021

³³ Department for Digital, Culture, Media & Sport, [Community Life Survey](#), 2020/21

According to national data, disabled people aged 16 years and over (43.4%) were more likely to have experienced anti-social behaviour in the year ending March 2020 than non-disabled people (39%).³⁴

Hate crime

In the year ending October 2022 there were 13 disability hate crime offences in Enfield.³⁵

Our response

Our Council Plan sets out our vision for strong, healthy and safe communities. Delivery of this priority is expected to have a positive impact on disabled people, in particular through the following actions:

- Improve feelings of safety and tackle crime and antisocial behaviour
- Protect vulnerable adults from harm and deliver robust early help and social care services
- Work with partners to provide high quality and accessible health services. Our outcome measures for this will include mental wellbeing as well as physical health.

Priority Three: Thriving children and young people

Children and young people with special educational needs and disabilities (SEND)

In Enfield, the most recent data from 2020/21 shows that there are 58,472 school age children and young people in the borough. 10.0% of these pupils receive SEN support and 4.3% have an Education, Health and Care Plan (EHCP).³⁶ The proportion of pupils with an EHCP in Enfield is higher than London (3.8%) and national (3.7%) averages.

According to the Education Policy Institute, on average pupils with SEND (without an EHCP) are already almost 10 months behind, and pupils with an EHCP are 15 months behind their peers by the age of 5. By the end of their secondary school education, the gap widens further and pupils with SEND (without an EHCP) are 2 years behind, and those with an EHCP are on average over 3 years behind their peers.³⁷

We can see the impact of this in data from Enfield's schools where attainment of pupils with SEN is consistently below attainment of pupils without SEN at all stages of education. For example, the latest available data from 2019 shows that 75.7% of pupils in Enfield without SEN achieved a good level of development at early years foundation

³⁴ ONS, [Disability and crime](#), 2020

³⁵ Metropolitan Police, [Crime Dashboard](#)

³⁶ Department for Education, [Special educational needs in England: Pupils in all schools by type of SEN provision](#), 2021

³⁷ Education Policy Institute, Fair Education Alliance and Unbound Philanthropy, [Education in England Annual Report 2020](#)

stage, compared to 25.9% of pupils with SEN support and 6.3% of pupils with an EHCP.³⁸ At KS4 level, only 4.9% of pupils with an EHCP and 24.2% of pupils with SEN support achieved a 5+ in English and Maths, compared to 46.7% of pupils without SEN.³⁹

In Enfield pupils with SEN support have a disproportionately higher chance of being excluded. In 2019/20 60% of pupils permanently excluded and 29.4% of pupils with fixed term exclusions were receiving SEN support.⁴⁰

Our response

Our Council Plan sets out our vision for thriving children and young people. Delivery of this priority is expected to have a positive impact on children and young people with special educational needs and disabilities, in particular through the following actions:

- Help all children to have the best start in life
- Safeguard children and increase support in-borough for looked after children with complex needs
- Improve educational outcomes for all children and young people
- Increase local education, play and leisure opportunities for children and young people with special educational needs and disabilities
- Engage children and young people in positive activities (this includes developing inclusive universal youth services)
- Involve young people in decisions that affect their lives (associated policy under development to deliver on this includes how to involve children and young people with SEND)

Priority Four: More and better homes

Housing tenure

Disabled people are more likely to live in the social rented sector. According to the English Housing Survey 2020/21, over half (55%) of households in the social rented sector had one or more household members with a long-term illness or disability.⁴¹

Housing conditions

Research published by homelessness charity Shelter in 2021 found that households with household members who were affected by disability (45%) were significantly more likely to be living in homes with poor conditions than households with no disabled household members (23%). This includes damp, thermal inefficiency, hazards in the home or issues with structural integrity.⁴²

³⁸ Department for Education, [Early years foundation stage profile results](#), 2018/19

³⁹ Department for Education, [Key stage 4 performance](#), 2019

⁴⁰ Enfield Council Knowledge and Insight Hub, Schools exclusions 2019/20 analysis

⁴¹ Department for Levelling Up, Housing and Communities, [English Housing Survey](#), 2020/21

⁴² Shelter, [Denied the right to a safe home: Exposing the housing emergency](#), 2021

Our response

Our priority around more and better homes is expected to have a positive impact on disabled people, in particular through the following actions:

- Build and facilitate more good quality homes that local people can afford
- Deliver low carbon new build homes and facilitate retrofitting of existing homes, increasing energy efficiency and reducing fuel poverty
- Create well-connected, digitally enabled and well-managed neighbourhoods
- Invest in and improve our council homes
- Drive up standards in the private rented sector
- Provide a range of specialist housing for those who need it, including homes for people with learning disabilities, mental health needs and physical disabilities.

Priority Five: An economy that works for everyone

Employment

Disabled people in Enfield face lower levels of employment. In 2020/21, it was estimated that 38.2% of disabled people in Enfield were in employment, lower than London (55.1%) and national (55%) averages. People affected by disability have an employment rate that is 32.6 percentage points lower than that of people who are not affected by disability.⁴³ In the UK, disabled people with severe or specific learning difficulties (26.2%) and autism (29.0%) had the lowest employment rates.⁴⁴

In 2020/21, disabled people in the UK were more likely (11.3%) than non-disabled people (8.7%) to be employed in elementary occupations and were less likely to work in the three highest-skilled occupations. Disabled people were also more likely to work part-time (32.5%) than non-disabled people (21.8%).⁴⁵

We are, however, seeing comparatively good employment outcomes for service users of Adult Social Care. The Equals Employment Service is part of Adult Social Care and provides support to adults with learning disabilities to gain and sustain paid employment. 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.⁴⁶

Pay

⁴³ Department for Work and Pensions, [The employment of disabled people](#), 2021. N.B. At a local authority level the confidence intervals for this data are quite broad due to the relatively small sample sizes.

⁴⁴ ONS, [Outcomes for disabled people in the UK](#), 2021

⁴⁵ ONS, [Outcomes for disabled people in the UK](#), 2021

⁴⁶ NHS, [Measures from the Adult Social Care Outcomes Framework](#), 2020-21

In 2021, the disability pay gap in the UK was 13.8% with disabled employees earning a median of £12.10 per hour compared with £14.03 an hour for non-disabled employees. In 2021, disabled employees with autism had the largest pay gap to non-disabled people with no long-lasting health conditions, with their median pay being 33.5% less. Those with severe or specific learning difficulties (29.7% less), epilepsy (25.4% less), or mental illness or other nervous disorders (22.1%), also had a large pay gap to non-disabled employees with no long-lasting health conditions.⁴⁷

Education

In the UK disabled people aged 21 to 64 years were almost three times as likely to have no qualifications (13.3%) than non-disabled people (4.6%). Disabled people aged 21 to 64 years were also more likely to have GCSE grades C and higher as their highest form of qualification (23.3%), in comparison with non-disabled people (17.4%).⁴⁸

Poverty

Disabled people are more likely to be living in poverty than non-disabled people.

According to data published by think tank the Joseph Rowntree Foundation, the poverty rate for disabled people is 32%, 12 percentage points above those who are not disabled. The difference is even more significant for working-age adults: those who are disabled are more than twice as likely to live in poverty than those who are not (38% and 17% respectively).⁴⁹

Research published by disability equality charity Scope in 2019 reported on the extra costs faced by disabled adults and families with disabled children.⁵⁰ They found that disabled adults face, on average, extra costs of £583 per month and families with disabled children face extra costs of £581 per month. These extra costs are driven by factors such as specialist equipment and home adaptations; higher energy use; and inaccessibility of public transport resulting in greater use of taxis.

Scope have also highlighted the significant impact of the cost of living crisis on disabled people, in particular rising energy costs.⁵¹ National research highlights that disabled people are more likely to report feeling worried about the cost of living crisis. According to ONS survey data collected between April and May 2022 over four in five (82%) of disabled people reported feeling worried about the rising costs of living compared with 75% of non-disabled people. Disabled people were also more likely to be very worried (35%) about the rising costs of living than non-disabled people (22%).⁵²

⁴⁷ ONS, [Disability pay gaps in the UK](#), 2021

⁴⁸ ONS, [Outcomes for disabled people in the UK](#), 2021

⁴⁹ Joseph Rowntree Foundation, [UK Poverty 2022: The essential guide to understanding poverty in the UK](#), 2022

⁵⁰ Scope, [The Disability Price Tag 2019](#)

⁵¹ Scope, [Disabled people hit hardest in the biggest cost-of-living crisis in a generation](#), February 2022

⁵² ONS, [Worries about the rising costs of living, Great Britain: April to May 2022](#)

Research published by think tank the Resolution Foundation in January 2023 found that the gap in median household income between adults with a disability (£21,405) and without (£27,766) was 30% in 2020/21.⁵³ When income from disability benefits is excluded, the gap rises to 44%.

According to the research 48% of disabled people have cut back on energy use (compared to 32% of the non-disabled population) and 31% of disabled people have reduced their expenditure on food (compared to 18% of non-disabled people) due to rising prices.

Our response

Our Council Plan sets out our vision for an economy that works for everyone, in relation to support to tackle debt and access relevant benefits and grants; skills support; and inclusivity of our town centres. Delivery of this priority is expected to have a positive impact on disabled people, in particular through the following actions:

- Enable local people to develop skills to access good quality work
- Provide support and advice for residents on low incomes
- Develop town centres that are vibrant, healthy and inclusive

Mitigating actions to be taken

The Council Plan 2023-26 is expected to positively impact Enfield residents who are affected by disability.

Gender Reassignment

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.

For the first time in 2021, the Census asked a voluntary question on gender identity to respondents aged 16 years or over. People were asked “Is the gender you identify with the same as your sex registered at birth?” and had of the option of selecting “Yes”, or selecting “No” and writing in their gender identity.⁵⁴

⁵³ Resolution Foundation, [Costly differences: Living standards for working-age people with disabilities](#), January 2023

⁵⁴ ONS, [Gender identity, England and Wales: Census 2021](#)

In Enfield 91.42% of residents aged 16 years and over responded to the question.

Gender identity	Enfield population aged 16 years and over	Percentage of residents aged 16 years and over
Gender identity the same as their sex registered at birth	232,329	90.34%
Gender identity different from their sex registered at birth but no specific identity given	1,652	0.64%
Trans woman	518	0.2%
Trans man	486	0.19%
Non-binary	74	0.03%
Another gender identity	58	0.02%
Did not answer	22,065	8.58%

Cross-cutting theme: Fairer Enfield

The Council Plan includes a principle of Fairer Enfield that will inform our work to deliver transformation in the borough and help us make the right decisions. This section details how, through the delivery of our Fairer Enfield Equality, Diversity and Inclusion Policy and eight equalities objectives, we will create an equal and inclusive borough where all residents, service users and Council staff are supported to fulfil their potential, are treated equally and with respect and are actively involved in shaping the decisions that affect their workplace and wider community. One of our eight equalities objectives is to **improve the wellbeing and celebrate of our LGBT communities**. This objective is expected to support trans people living in Enfield to feel included, valued and safe.

Priority Two: Strong, healthy and safe communities

Crime

National data suggests that transgender people are at greater risk than the general population of being victims of a crime. Data from the Crime Survey for England and Wales (CSEW), found that transgender people (30.7%) were more likely than cisgender people (20.7%) to have been victims for all CSEW crime and personal crime in the year ending March 2020.⁵⁵

Hate crime

⁵⁵ ONS, [Crime in England and Wales: Annual Trend and Demographic Tables](#), year ending March 2020. N.B. The Crime Survey for England and Wales is a face-to-face victimisation survey in which people resident in England and Wales are asked about their experiences of a range of crimes in the 12 months prior to the interview.

A report published by Galop in 2020 presents the findings of a survey of 227 transgender people on transphobic hate crimes and prejudice.⁵⁶ In the 12 months prior to completing the survey, 93% of respondents stated they had experienced transphobia and 81% of respondents had experienced a form of transphobic hate crime. Only 14% of respondents reported their experience to the police, suggesting that transphobic hate crime remains significantly underreported.

In the year ending October 2022 there were 11 transphobic hate crime offences in Enfield, a slight increase from the previous year where there were 8 transphobic hate crime offences.⁵⁷

Domestic abuse

According to Stonewall research from 2018 more than a quarter (28%) of trans respondents in a relationship had faced domestic abuse from a partner in the last 12 months.⁵⁸

Health and wellbeing

According to Stonewall research from 2018 LGBT people are at a higher risk of experiencing common mental health problems than the general population. Two-thirds of trans people (67%) had experienced depression in the last year. Almost half of trans people (46%) had thought about taking their own life in the last year.⁵⁹

According to the National LGBT Survey from 2017 21% of trans respondents said their specific needs were ignored or not taken into account when they accessed, or tried to access, healthcare services in the 12 months preceding the survey. 18% said they were subject to inappropriate curiosity and 18% also said they avoided treatment for fear of discrimination or intolerant reactions.⁶⁰

Our response

Our Council Plan sets out our vision for strong, healthy and safe communities. Delivery of this priority is expected to have a positive impact on transgender people, in particular through the following actions:

- Improve feelings of safety and tackle crime and antisocial behaviour
- Work with our partners to provide high quality and accessible health services

Our Fairer Enfield objective around **promoting safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents** is also expected to have a positive impact on transgender people who are more likely to

⁵⁶ Galop, [Transphobic Hate Crime Report](#), 2020

⁵⁷ Metropolitan Police, [Crime Dashboard](#)

⁵⁸ Stonewall, [LGBT in Britain: Trans report](#), 2018

⁵⁹ Stonewall, [LGBT in Britain: Health report](#), 2018

⁶⁰ Government Equalities Office, [National LGBT Survey Summary Report](#), July 2018

experience hate crime as a result of their gender identity.

Priority Four: More and better homes

Trans people are at a disproportionate risk of homelessness. Stonewall research from 2018 found that one in four trans people had experienced homelessness at some point in their lives.⁶¹

Our Council Plan sets out our vision to deliver more and better homes. Delivery of this priority is expected to have a positive impact on transgender people, supporting them to access good quality housing that meets their needs across a range of tenures.

Mitigating actions to be taken

The Council Plan 2023-26 is expected to positively impact transgender residents.

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 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.

All residents are expected to be positively impacted by the Council Plan regardless of their marital status.

Mitigating actions to be taken

The Council Plan 2023-26 is expected to positively impact Enfield residents regardless of their marital status.

⁶¹ Stonewall, [LGBT in Britain: Trans report](#), 2018

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.

In 2020, there were 4,086 live births in Enfield.⁶²

Socio-economic deprivation

Research conducted by the National Maternity and Perinatal Audit found that socio-economic deprivation is a risk factor for adverse pregnancy outcomes. The analysis found that 24% of stillbirths, 19% of preterm births and 31% of cases of foetal growth restriction⁶³ were attributed to socio-economic inequality. Possible reasons for these disparities include women from deprived neighbourhoods being at a disadvantage due to pollution, poor housing, social isolation, limited access to maternity and health care, insecure employment and stressful life events.⁶⁴

The Council Plan aims to tackle poverty in Enfield through delivery of our five priorities which is expected to have a positive impact on residents who are pregnant or in the maternity period and experiencing socio-economic disadvantage.

Priority One: Clean and green places

There is a growing body of evidence that links maternal exposure to air pollution and adverse pregnancy outcomes such as miscarriage, low birth weight and pre-term birth.⁶⁵

The Council Plan sets out our vision for clean and green places. Delivery of this priority is expected to have a positive impact on residents who are pregnant or in the maternity period, in particular through the following actions which will help to reduce air pollution and contribute to the creation of a carbon neutral borough by 2040:

- Enhance biodiversity and protect our parks, open spaces, woodlands, watercourses, wetlands, trees and shrubs

⁶² ONS, [Births in England and Wales](#), 2020

⁶³ Foetal growth restriction is a condition in which babies are smaller than expected for their gestational age.

⁶⁴ National Maternity & Perinatal Audit, [Adverse pregnancy outcomes attributable to socioeconomic and ethnic inequalities in England: a national cohort study](#), 2021

⁶⁵ Royal College of Obstetricians and Gynaecologists, [Outdoor air pollution and pregnancy in the UK](#), June 2021

- Enable active and low carbon travel
- Facilitate reuse of materials, reduce waste and increase recycling rates
- Reduce carbon emissions from our buildings, street lighting, fleet and the goods and services we procure

Priority Two: Strong, healthy and safe communities

Health

In Q2 2021/22, 98% of babies received a new baby review within 14 days, against an annual target of 95%.⁶⁶

In 2020 the under 18s teenage conception rate in Enfield was 14.7 per 1,000 women aged 15-17, higher than the London (9.8) and England (13.0) average.⁶⁷

Between 2018 and 2020 the infant mortality rate in Enfield was 3.5 per 1,000 live births, higher than the London average (3.4) but lower than the England average (3.9).⁶⁸

In 2020/21, 5.3% of mothers in Enfield were smoking at the time of delivery, higher than the London average (4.6%) but lower than the England average (9.6%).⁶⁹

Crime

Pregnancy can be a trigger for domestic abuse, and existing abuse may get worse during pregnancy or after giving birth. Research from Safe Lives, a charity dedicated to ending domestic abuse, highlights that around 30% of domestic abuse begins during pregnancy, while 40-60% of women experiencing domestic abuse are abused during pregnancy.⁷⁰ According to data from Women's Aid, in 2020/21 5.9% of women accessing domestic abuse community-based services and 7.3% of women in refuge services were pregnant.⁷¹

Food

During pregnancy, poor diets lacking in key nutrients can cause anaemia, pre-eclampsia⁷², haemorrhage and death in mothers. They can also lead to stillbirth, low birthweight and developmental delays for children.⁷³

⁶⁶ Enfield Council

⁶⁷ ONS, [Conceptions in England and Wales](#), 2020

⁶⁸ Office for Health Improvement & Disparities, [Local Authority Health Profile: Infant mortality rate](#), 2018-2020

⁶⁹ Office for Health Improvement & Disparities, [Public Health Outcomes Framework](#)

⁷⁰ Safe Lives, [A Cry for Health: Why we must invest in domestic abuse services in hospitals](#), 2016

⁷¹ Women's Aid, [The Domestic Abuse Report 2022: The Annual Audit](#), 2022

⁷² Pre-eclampsia is a blood pressure condition that affects some pregnant woman and can be serious if not treated.

⁷³ UNICEF, [Maternal nutrition](#)

Our Council Plan sets out our vision for strong, healthy and safe communities. Delivery of this priority is expected to have a positive impact on residents who are pregnant or in the maternity period, in particular the following actions:

- Improve feelings of safety and tackle crime and antisocial behaviour
- Work with partners to provide high quality and accessible health services
- Support communities to access healthy and sustainable food

Priority Three: Thriving children and young people

Our Council Plan sets out our vision for thriving children and young people. Delivery of this priority is expected to have a positive impact on residents who are pregnant or in the maternity period, in particular the following actions:

- Help all children to have the best start in life

Priority Four: More and better homes

Research produced by charities Birthrights and Birth Companions highlighted the negative impact unsuitable or temporary housing can have on women who are pregnant or in the maternity period, causing and/or exacerbating mental health problems and jeopardising access to care.⁷⁴

The Council Plan sets out our vision to deliver more and better homes. Delivery of this priority is expected to have a positive impact on residents who are pregnant or in the maternity period, supporting them to access good quality housing that meets their needs across a range of tenures.

Priority Five: An economy that works for everyone

The Council Plan sets out our vision for an economy that works for everyone. Delivery of this priority will have a positive impact on residents who are pregnant or in the maternity period, particularly those who are experiencing socio-economic disadvantage:

- Enable local people to develop skills to access good quality work
- Provide support and advice for residents on low incomes

Principles: Early help

Under our principles, we commit to providing support as early as possible to prevent problems escalating. We will work with our communities and partners to help everyone in Enfield to be resilient, overcome challenges and lead happy and fulfilling lives. This includes actions around providing clear information, advice and support to residents who are pregnant or in the maternity period.

Mitigating actions to be taken

The Council Plan 2023-26 is expected to positively impact Enfield residents who are

⁷⁴ Birthrights and Birth Companions, [Holding it all together: Understanding how far the human rights of women facing disadvantage are respected during pregnancy](#), birth and postnatal care, 2020

pregnant or in the maternity period.

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.

We are increasingly one of the most diverse areas of London with all the benefits this brings our communities, culture, heritage and local economy. However, ethnic minority groups continue to experience inequality in housing, education, employment, health and criminal justice.⁷⁵

According to the 2021 Census, 40% of Enfield residents were born outside of the UK.⁷⁶

Census 2021 ethnicity data⁷⁷

Ethnicity	Estimated population size	Percentage of total population
Asian or Asian British	37,973	11.5%
Bangladeshi	8,123	2.5%
Chinese	2,611	0.8%
Indian	11,870	3.6%
Pakistani	3,674	1.1%
Any other Asian background	11,615	3.5%
Black, Black British, Caribbean or African	60,512	18.3%
African	36,463	11%
Caribbean	16,990	5.1%
Any other Black, Black British or Caribbean background	7,059	2.1%
Mixed or multiple ethnic groups	19,558	5.9%

⁷⁵ The term 'ethnic minority' or 'ethnic minority group' refers to all ethnic groups except the white British group. This includes white minorities, such as Gypsy, Roma and Irish Traveller groups.

⁷⁶ ONS, [International migration, England and Wales: Census 2021](#)

⁷⁷ ONS, [Ethnic group: England and Wales, Census 2021](#)

White and Black Caribbean	5,165	1.6%
White and Black African	2,994	0.9%
White and Asian	3,818	1.2%
Any other Mixed or multiple ethnic background	7,581	2.3%
White	171,884	52.1%
English, Welsh, Scottish, Northern Irish or British	103,140	31.3%
Irish	5,969	1.8%
Gypsy or Irish Traveller	374	0.1%
Roma	1,121	0.3%
Any other White background	61,280	18.6%
Other Ethnic Group	40,058	12.1%
Arab	2,535	0.8%
Any other ethnic group	37,523	11.4%

Priority One: Clean and green places

Transport

Data from the National Travel Survey shows that Black people are most likely out of all ethnic groups to live in a household with no access to a car or van. In the 5 years from 2015 to 2019 40% of Black people lived in a household with no access to a car or van, compared to 17% of White people and a 19% average across all ethnic groups.⁷⁸

Access to green space

National research highlights inequality in access to green space. A survey carried out by walking charity Ramblers and YouGov in 2020 found that people who identify as being from a Black, Asian or minority ethnic background (39%) are less likely to live within a 5-minute walk of a green space than people from White ethnic backgrounds (58%).⁷⁹ People from Black, Asian or minority ethnic backgrounds (46%) also reported being less likely to have a variety of different green spaces within walking distance of where they live than people from White ethnic backgrounds (58%).

Air pollution

⁷⁸ Department for Transport, [Ethnicity facts and figures: Car or van ownership](#), December 2020

⁷⁹ Ramblers, [The grass isn't greener for everyone: Why access to green space matters](#), 2020

According to analysis by the Greater London Authority (GLA), areas in London where people from a non-white⁸⁰ background are more likely to live are more likely to have higher levels of air pollution. In 2019, annual average concentrations of nitrogen dioxide were on average between 16 and 27 per cent higher in areas where non-white people were most likely to live compared with areas where white people were most likely to live.⁸¹

Our response

The Council Plan sets out our vision for clean and green places. Delivery of this priority is expected to have a positive impact on residents from all ethnic groups, and in particular ethnic minority groups who may be more likely to experience lack of access to green space, live in areas where air pollution is higher, and not have a car. This includes the following actions:

- Enhance biodiversity and protect our parks, woodlands, watercourses, wetlands, trees, shrubs and open spaces
- Enable active and low carbon travel
- Reduce carbon emissions from our buildings, street lighting, fleet, and the goods and services we procure

Priority Two: Strong, healthy and safe communities

Health inequalities

National and local data and research highlights health inequalities between ethnic minority and white groups, and between ethnic minority groups.⁸² As highlighted by the King's Fund, the causes of these health inequalities are multiple and include higher levels of socio-economic deprivation experienced by ethnic minorities.⁸³

The Covid-19 pandemic has had a disproportionate impact on ethnic minority communities, who have experienced higher infection and mortality rates than the white population.

Obesity

Childhood obesity rates are higher among Black and Asian children.⁸⁴

⁸⁰ Several terms are routinely used by government departments, public bodies and the media to refer to the collective ethnic minority population. This report reflects the language and terminology originally used in the studies to which we refer. However, we fully recognise the importance of the heterogeneity within these terms.

⁸¹ Greater London Authority, [Air Pollution and Inequalities in London: 2019 update](#), 2021

⁸² The King's Fund, [The health of people from ethnic minority groups in England](#), 2021

⁸³ The King's Fund, [Ethnic health inequalities and the NHS: Driving progress in a changing system](#), 2021

⁸⁴ NHS Digital, [National Child Measurement Programme](#), England, 2019/20

Prevalence of childhood obesity by ethnic group, England, 2019/20

Ethnic group	Proportion of children aged 4-5 years who are obese	Proportion of children aged 10-11 years who are obese
White	9.6	19.4
British	9.7	19.0
Irish	10.9	20.4
Any other White background	9.1	22.5
Mixed	10.3	23.4
White and Black Caribbean	13.0	26.4
White and Black African	13.3	28.2
White and Asian	6.7	17.9
Any other mixed background	9.6	22.5
Asian	9.6	25.3
Indian	7.2	21.6
Pakistani	10.8	26.2
Bangladeshi	12.6	30.1
Any other Asian background	9.4	24.7
Black	15.0	29.7
Caribbean	13.1	30.3
African	15.9	30.5
Any other Black background	13.9	27.4
Chinese	4.5	19.6
Any other ethnic group	10.7	25.4

Long term conditions

South Asian ethnic groups have a higher incidence of and mortality from heart disease and stroke than White groups and develop heart disease at a younger age. Black ethnic groups have a lower risk of heart disease compared to the general population, but have a higher incidence of, and mortality from, hypertension and stroke.⁸⁵

The prevalence of diabetes is higher among South Asian and Black ethnic groups than in the White population and people in these groups develop the condition at a younger age. The risk of developing diabetes is up to six times higher in South Asian ethnic groups than in White ethnic groups and South Asian ethnic groups have a higher mortality from diabetes. Diabetes prevalence in Black ethnic groups is up to three times higher than in the White population and people in these groups have a higher mortality from diabetes.⁸⁶

Pregnancy and maternity

⁸⁵ The King's Fund, [Ethnic health inequalities and the NHS: Driving progress in a changing system](#), 2021

⁸⁶ The King's Fund, [The health of people from ethnic minority groups in England](#), 2021

Research conducted by the National Maternity and Perinatal Audit found that racial inequalities are a risk factor for adverse pregnancy outcomes. The analysis found that 12% of stillbirths, 1% of preterm births and 17% of cases of foetal growth restriction were attributed to racial inequality.⁸⁷

Compared with the white group, the rate of women dying in the UK between 2017 and 2019 during or up to one year after pregnancy was more than four times higher in the Black ethnic group, and almost double in the Asian and Mixed ethnic groups (although the number of such deaths is relatively low).⁸⁸

Mental health

In the year to March 2020, Black people were more than 4 times as likely as White people to be detained under the Mental Health Act.⁸⁹ This disparity is reflected at a local level. Between January – October 2021, 159 men were detained in hospital in Enfield for mental health, 28% of which were from Black ethnic backgrounds.⁹⁰ However, Black men make up only 17% of the borough's population.

Covid-19 vaccine uptake

As of March 2022, vaccination rates in Enfield were highest among the Asian-Indian and White British ethnic groups, with 88% and 84% having received their first dose respectively. People from the Gypsy Roma Traveller (GRT) community had the lowest vaccination rate with 34% having received their first dose. People from the Black

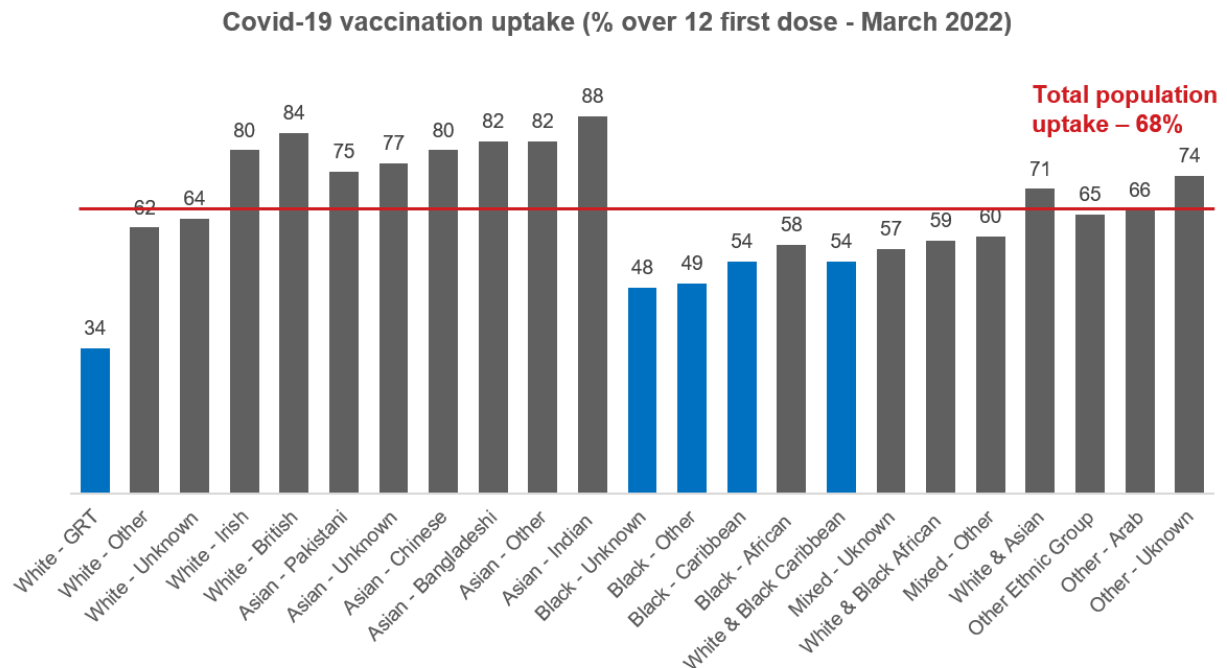
⁸⁷ National Maternity & Perinatal Audit, [Adverse pregnancy outcomes attributable to socioeconomic and ethnic inequalities in England: a national cohort study](#), 2021

⁸⁸ MBRRACE-UK, [Saving Lives, Improving Mothers' Care: Lessons learned to inform maternity care from the UK and Ireland Confidential Enquiries into Maternal Deaths and Morbidity](#), 2017-19, November 2021

⁸⁹ ONS, [Detentions under the Mental Health Act](#), March 2021

⁹⁰ Enfield Council, Public Health Intelligence Team, 2021

Unknown, Black Other, Black Caribbean and White & Black Caribbean groups were also less likely to have received their first dose.⁹¹



Stop and search

In England and Wales people from a Black ethnic group were significantly more likely to be stopped and searched than people from a White ethnic group. Between April 2020 and March 2021 there were 7.5 stop and searches for every 1,000 White people, compared with 52.6 for every 1,000 Black people.⁹² Enfield residents from Black or Black British backgrounds are the most frequently stopped and searched ethnic group by police.⁹³ Between July 2021 and June 2022, 29.7 per 1,000 Black residents were stopped and searched compared to 15.2 for every 1,000 White residents.

Our response

The Council Plan sets out our vision for strong, healthy and safe communities. Delivery of this priority and accompanying actions is expected to have a positive impact on all ethnic groups, with a particularly positive impact on minority ethnic groups experiencing inequalities in health and criminal justice:

- Improve feelings of safety and tackle crime and antisocial behaviour
- Improve our leisure and sports facilities to enable more active lifestyles
- Work with partners to provide high quality and accessible health services
- Support communities to access healthy and sustainable food

Priority Three: Thriving children and young people

⁹¹ Enfield Council, Public Health Intelligence Team, March 2022

⁹² Home Office, [Ethnicity facts and figures: Stop and search](#), May 2022

⁹³ Metropolitan Police, [Stop and Search Dashboard](#), July 2021 to end June 2022

Education and attainment

The Spring 2021 School Census records 189 languages or dialects being spoken by pupils who live in Enfield.⁹⁴ 2021/22 school data from the Department for Education reveals that just over half of pupils (51.7%) in Enfield's schools have English as a first language – a lower percentage than in London (55.4%), and significantly lower than the average for England (80.1%).⁹⁵

The 5 largest ethnic groups in Enfield's schools are White British (19%), Black African (12%), White Turkish (11%), White Eastern European (9%) and Black Caribbean (4%).

When examining the educational attainment of children from these ethnic groups, in 2019, the number of children reaching the expected standard of reading, writing, maths at Key Stage 2 is highest for pupils from a White British background, (71.4%), and is lowest for pupils from an Eastern European background, (53.5%). When looking at average attainment 8 score, the lowest score in 2019 was students from White Eastern European ethnic groups (36.6), and the highest score on average were students from the White British ethnic groups (50.3), a gap of 13.7 points.⁹⁶

Free school meals

As of January 2022, 27% of pupils in Enfield were eligible for free school meals. Rates of free school meals eligibility in Enfield in 2022 were highest among pupils in the Traveller of Irish heritage (76%), White and Black Caribbean (41%) and Any other Black background ethnic groups. Rates were lowest among pupils of Chinese (6%) and Indian (9%) ethnic groups.⁹⁷

Children in need

Children in need are supported by children's social care due to safeguarding and welfare needs, including: children on child in need plans; children on child protection plans; looked after children; and disabled children.

As of June 2022, there were 714 children in Enfield with a Child in Need Plan. Of the children whose ethnicity has been recorded (697), the majority (79%) were from ethnic minority backgrounds. The highest proportion of children with Child in Need Plans were from White British (21%), Any other Black background (16%), Any other White background (15%) and Black African (15%) ethnic backgrounds.⁹⁸

⁹⁴ Enfield Council, [Borough Profile](#), 2021

⁹⁵ Department for Education, [Schools, pupils and their characteristics](#), 2021/22. N.B. data does not include independent schools

⁹⁶ Enfield Council Education Department

⁹⁷ Department for Education, [Schools, pupils and characteristics](#), 2021/22

⁹⁸ Enfield Council, Children and Family Services, June 2022. N.B. Children whose ethnicity has not been recorded have not been included.

As of June 2022, there were 284 children in Enfield subject to a Child Protection Plan. The majority of children subject to a Child Protection Plan (70%) were from ethnic minority backgrounds. The highest proportion of children with Child Protection Plans were from White British (30%), Any other White background (19%), Any other Black background (15%), and Black African (13%) ethnic backgrounds.⁹⁹

As of June 2022, there were 397 looked after children in Enfield. The majority of looked after children (71%) were from ethnic minority backgrounds. The highest proportion of looked after children were from White British (29%), Any other White background (21%), Any other Black background (16%), and Black African (10%) ethnic backgrounds.¹⁰⁰

Convictions and cautions

In 2020/21, there were 161 cautions or sentences for young people aged 10-17 in Enfield. Proportionately, in Enfield, more young people from Black ethnic backgrounds (38%) were convicted of youth offences than other ethnic groups in 2020/21.

Our response

The Council Plan sets out our vision for thriving children and young people. Delivery of this priority is expected to have a positive impact on children and young people from all ethnic groups, across all the actions.

Priority Four: More and better homes

Housing conditions

In the 3 years to March 2019, an average of 3% of households in England were overcrowded, that is, they had fewer bedrooms than they needed to avoid undesirable sharing. White British households (2%) were significantly less likely to be overcrowded than households from all other ethnic groups. The households with the highest rates of overcrowding were in the Bangladeshi (24%), Pakistani (18%), Black African (16%), Arab (18%) and Mixed White and Black African (14%) ethnic groups.¹⁰¹

Research published by homelessness charity Shelter in 2021 found that Black (56%) and Asian (49%) households were significantly more likely to be living in homes with poor conditions than White households (33%), such as damp, thermal inefficiency, hazards in the home or issues with structural integrity.¹⁰²

Homelessness

⁹⁹ Enfield Council, Children and Family Services, June 2022. N.B. Children whose ethnicity has not been recorded have not been included.

¹⁰⁰ Enfield Council, Children and Family Services, June 2022. N.B. Children whose ethnicity has not been recorded have not been included.

¹⁰¹ Ministry of Housing, Communities and Local Government, [Overcrowded households](#), 2020

¹⁰² Shelter, [Denied the right to a safe home: Exposing the housing emergency](#), 2021

Residents from a Black ethnic background are disproportionately affected by homelessness. In 2020/21, 35% of households in Enfield owed a homelessness prevention or relief duty were from a Black or Black British ethnic background.¹⁰³ Residents from Black ethnic groups make up 15% of the population in Enfield.¹⁰⁴

Our response

The Council Plan sets out our vision to deliver more and better homes. Delivery of this priority and accompanying actions is expected to have a positive impact on residents from all ethnic groups with a particular positive impact on residents from Black and Asian households who are more likely to be homeless or experience poor housing conditions:

- Build and facilitate more good quality homes that local people can afford
- Deliver low carbon new build homes and facilitate retrofitting of existing homes
- Create well-connected, digitally enabled and well-managed neighbourhoods
- Invest in and improve our council homes
- Drive up standards in the private rented sector

Priority Five: An economy that works for everyone

Poverty

Poverty rates between ethnic groups vary significantly, with some groups at a much higher risk of poverty than others. Nationally, according to research from the Joseph Rowntree Foundation, poverty rates for the Bangladeshi and Pakistani ethnic groups are higher than other ethnic groups. The poverty rate for the Bangladeshi ethnic group is 53% and 48% for the Pakistani ethnic group, compared to the white group where it is 19%.¹⁰⁵

Employment

The unemployment rate for people from a White ethnic background was 3.1% between January and March 2022 compared to 7.1% for people from minority ethnic backgrounds. People from Bangladeshi (9.3%) and Black/African/Caribbean/Black British (9%) backgrounds had the highest unemployment rates.¹⁰⁶

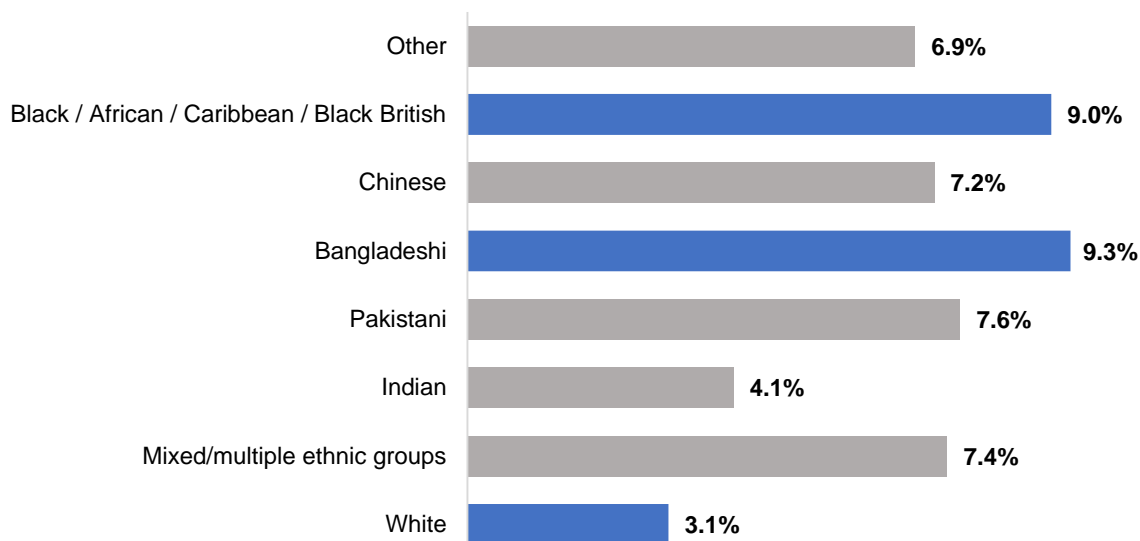
¹⁰³ Department for Levelling Up, Housing & Communities, [Statutory homelessness in England](#), 2020/21

¹⁰⁴ Enfield Council, [Borough Profile](#), 2021

¹⁰⁵ Joseph Rowntree Foundation, [UK Poverty 2022: The essential guide to understanding poverty in the UK](#), 2022

¹⁰⁶ ONS, [Labour market status by ethnic group](#), May 2022

UK unemployment rates by ethnicity (Jan-March 2022)



Impact of Covid-19

Black and minority ethnic workers were disproportionately impacted by the pandemic and are now experiencing a slower recovery than white workers.

Workers from Black, Asian and Minority Ethnic (BAME) workers were more likely to work in sectors that shut down as a result of the Covid-19 pandemic, such as retail, passenger transport, accommodation and food, and arts and leisure. Of workers in the shutdown sectors, 15% are from BAME backgrounds, compared to a workforce average of 12%. Some shutdown sectors had a particularly high proportion of BAME workers. BAME workers made up 28% of the vulnerable jobs in the transport sector and 16% of the vulnerable jobs in the accommodation and food service sector.¹⁰⁷

For both white and BME¹⁰⁸ workers, the unemployment rate during the pandemic peaked in Q4 2020. The unemployment rate for white workers rose to 4.5%. The unemployment rate among BME workers rose faster and higher, reaching 9.8% in the same quarter.¹⁰⁹

As of Q4 2020/21 the unemployment rate for BME workers is 1.9 percentage points higher than it was pre-pandemic, for white workers it is 0.1 percentage points higher.

Insecure work

¹⁰⁷ House of Commons Women and Equalities Committee, [Unequal Impact? Coronavirus and BAME people: Third Report of Session 2019-21](#), December 2020

¹⁰⁸ The term BME is used here to reflect terminology originally used in the study to which we refer.

¹⁰⁹ Trades Union Congress, [Jobs monitor – the impact of the pandemic on BME employment](#), June 2022

A 2022 report by think tank, Work Foundation, found that people from ethnic minorities are more likely to be in severely insecure work than white workers (24% versus 19%).¹¹⁰ The gap is especially stark for men - almost 1 in 4 (23%) men from an ethnic minority were experiencing insecure work in 2021 compared to just over 1 in 8 (13%) of white men.¹¹¹

Pay

Nationally, coverage of the minimum wage varies among workers from different ethnic backgrounds. In 2019/20 coverage was highest for workers from Bangladeshi backgrounds (almost 14.5%), compared with 8.4% among White workers.¹¹² Coverage was also higher for workers from Pakistani backgrounds (13.4%) and from Black African, Caribbean and Black British backgrounds.

In 2020, the gap in median hourly pay between White employees and Black, Asian and minority ethnic group employees in London was 28.2%, significantly higher than that across the rest of England and Wales (5.5%).¹¹³ The highest pay gaps in London were among Pakistani employees (37%), Black African (36.8%) and Bangladeshi (34.4%) employees.¹¹⁴

Ethnic minority led businesses

42% of company directors in Enfield are non-UK nationals.¹¹⁵ Ethnic minority-led businesses are over-represented in sectors such as hospitality, retail and transport and as a result have been disproportionately impacted by the Covid-19 crisis.¹¹⁶

Our response

Our Council Plan sets out our vision for an economy that works for everyone. Delivery of this priority is expected to have a positive impact on residents from all ethnic groups, in particular those from minority ethnic groups who are more likely to be experiencing poverty and unemployment; and those who may be running their own small or medium sized business:

- Enable local people to develop skills to access good quality work
- Support local businesses and encourage inward investment in growing sectors which offer sustainable employment to local people

¹¹⁰ Severe insecurity is defined as workers experiencing involuntary part-time or involuntary temporary forms of work, or a combination of two or more of these factors: low-pay, part-time work and underemployment.

¹¹¹ Work Foundation, [The UK Insecure Work Index](#), May 2022

¹¹² Low Pay Commission, [Low pay and ethnicity](#), May 2021

¹¹³ Greater London Authority, [London Datastore: Ethnicity Pay Gap](#). N.B. Ethnicity pay gap compares median pay for all Black Asian and minority ethnic groups with median pay for all White groups

¹¹⁴ N.B. Compared with White British

¹¹⁵ Enfield Council, [An Economy that Works for Everyone: Economic Development Strategy](#), 2021

¹¹⁶ Centre for Research in Ethnic Minority Entrepreneurship, [Time to Change: A Blueprint for Advancing the UK's Ethnic Minority Businesses](#), May 2022

- Provide support and advice for residents on low incomes

Mitigating actions to be taken

The Council Plan 2023-26 is expected to positively impact on Enfield residents from all ethnic groups.

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.

Religious profile of Enfield (2021 Census)¹¹⁷

Religion	Proportion of Enfield population
Christian	46.4%
Buddhist	0.5%
Hindu	3.1%
Jewish	1.1%
Muslim	18.6%
Sikh	0.4%
Other religion	3.1%
No religion	19.8%
Religion not stated	7.0%

Principle: Fairer Enfield

The Council Plan includes a principle of Fairer Enfield that will inform our work to deliver transformation in the borough and help us make the right decisions. This section details how, through the delivery of our Fairer Enfield Equality, Diversity and Inclusion Policy and eight equalities objectives, we will create an equal and inclusive borough where all residents, service users and Council staff are supported to fulfil their potential, are treated equally and with respect and are actively involved in shaping the decisions that affect their workplace and wider community. Delivery of our Fairer Enfield Policy is expected to have a positive impact on residents of all religions and beliefs.

Priority Two: Strong, healthy and safe communities

¹¹⁷ ONS, [Religion, England and Wales: Census 2021](#)

Hate crime

Religious hate crime includes crimes motivated by prejudice based on religion or faith. In the year ending October 2022 there were 658 racist and religious hate crime offences in Enfield.¹¹⁸

Our response

Our Council Plan sets out our vision to sustain strong, healthy and safe communities. Delivery of this priority is expected to have a positive impact on people from all religions and beliefs, in particular the following action:

- Improve feelings of safety and tackle crime and antisocial behaviour (including hate crime)
- Connect people through culture helping to promote cohesion, mutual understanding and respect and celebrate the diversity and culture of our communities.

Priority Three: Thriving children and young people

The Council Plan sets out our vision for thriving children and young people. Delivery of this priority is expected to have a positive impact on children and young people of all religions and beliefs, in particular through the following action:

- Involve young people in decisions that affect their lives to allow them to shape their borough and ensure the decisions we make are inclusive.

Priority Five: An economy that works for everyone

The Council Plan sets out our vision for an economy that works for everyone. Delivery of this priority is expected to have a positive impact on children and young people of all religions and beliefs, in particular through the following action:

- Develop town centres that are vibrant, healthy and **inclusive**. This means that our town centres will represent and celebrate our diverse communities.

Mitigating actions to be taken

The Council Plan 2023-26 is expected to positively impact on Enfield residents of all religions and beliefs.

¹¹⁸ Metropolitan Police, [Crime Dashboard](#)

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.

According to Census 2021 data, 52% of Enfield's population is estimated to be female and 48% male.¹¹⁹

Priority Two: Strong, healthy and safe communities

Health

Although life expectancy is higher for women in Enfield than men (reflecting national figures), women in Enfield spend on average a greater proportion of their lives in ill health. Women in Enfield spend on average 62.1 years of their life in good health, compared to 64.3 years for men.¹²⁰

Menopause

In Enfield, 20% of females are aged between 45-59 years old (menopause usually starts during the ages of 45 and 55).¹²¹ Menopause usually happens between the ages of 45 and 55 and can cause symptoms like anxiety, mood swings, brain fog, hot flushes and irregular periods.¹²² This can have a considerable impact on a women's life, including relationships and work.

Mental health and wellbeing

According to national data, women (20%) are more likely to experience common mental health conditions, such as anxiety or depression, than men (12.5%). While rates have remained relatively stable in men, this research found that prevalence was increasing in women. Young women in particular have been identified as a high-risk group, with over a quarter (26%) experiencing a common mental disorder compared to 9.1% of young men.¹²³

¹¹⁹ ONS, [Population and household estimates, England and Wales: Census 2021](#)

¹²⁰ Office for Health Improvement & Disparities, [Public Health Outcomes Framework](#)

¹²¹ ONS, [Population and household estimates, England and Wales: Census 2021](#)

¹²² NHS, [Menopause](#)

¹²³ NHS Digital, [Adult Psychiatric Morbidity Survey: Survey of Mental Health and Wellbeing, England, 2014](#)

Suicide rates in the UK are significantly higher among men than women. In 2020, three-quarters of registered suicide deaths were for men.¹²⁴

Caring

Women are more likely to take on caring roles than men. According to national data from 2020/21, women are more likely to be informal carers, with 2.5 million women versus 1.7 million men.¹²⁵ Female carers are also more likely to work part-time, with 22% of women in comparison to 8% of men.

Domestic abuse

In the year ending January 2022 there were 6,276 domestic abuse incidents in Enfield.¹²⁶ Anyone can experience domestic abuse but women are more likely to be victims of domestic abuse than men.¹²⁷

Between May 2020 – December 2021, the Council's Domestic Abuse Hub received 242 contacts via phone calls and emails. Where gender was recorded, 141 contacts related to female victims and 12 related to male victims of domestic abuse. In relation to perpetrator gender, 119 calls were in relation to male perpetrators and 10 calls in relation to female perpetrators.

Safety

According to data from March 2022, more women (27%) than men (16%) reported they had experienced at least one form of harassment in the previous 12 months.¹²⁸ Women aged 16 to 34 years felt the most unsafe of any age and sex group using public transport alone after dark (58%).

Youth justice

In the year ending March 2021, 87% of children cautioned or sentenced were boys.¹²⁹

Our response

The Council Plan sets out our vision for strong, healthy and safe communities. Delivery of this priority is expected to have a positive impact on male and female residents:

- Improve feelings of safety and tackle crime and antisocial behaviour (including

¹²⁴ ONS, [Suicides in England and Wales: 2020 registrations](#)

¹²⁵ Department for Work and Pensions, [Family Resources Survey](#), 2020/21

¹²⁶ Enfield Council, Community Safety Unit, 2022

¹²⁷ ONS, [Domestic abuse victim characteristics, England and Wales](#), year ending March 2021

¹²⁸ ONS, [Perceptions of personal safety and experiences of harassment, Great Britain](#): 16 February to 13 March 2022

¹²⁹ Youth Justice Board for England and Wales, [Youth justice statistics](#), 2020/21

domestic abuse)

- Work with our partners to provide high quality and accessible health services, including services that address health issues specific to men and women outlined above and mental health services

Priority 3: Thriving children and young people

In cases of Children in Need (CiN), child protection, care leavers and looked after children, a greater proportion are boys.

Our response

The Council Plan sets out our vision for thriving children and young people. Delivery of this priority is expected to have a positive impact on children and young people in Enfield regardless of their gender with a particular positive impact on boys who are more likely to have a safeguarding risk, in particular the following action:

- Safeguard vulnerable children and increase support in-borough for looked after children with complex needs

Priority Four: More and better homes

According to national data, lone parent households with dependent children make up a higher proportion of households in the social rented sector than other tenures (18% compared to 3% of owner occupied households and 11% of private rented households).¹³⁰ According to ONS data, lone parents are significantly more likely to be women. In 2021, an estimated 86% of lone parents were women.¹³¹

Rough sleeping

During 2021/22, people seen rough sleeping in the borough were significantly more likely to be men than women, with 151 men and 30 women.¹³²

Our response

The Council Plan sets out our vision for more and better homes. Delivery of this priority is expected to have a positive impact on both men and women.

Priority 5: An economy that works for everyone

Poverty

¹³⁰ Department for Levelling Up, Housing and Communities, [English Housing Survey: Social rented sector](#), 2020-21

¹³¹ ONS, [Families and households](#), 2021

¹³² Greater London Authority, [CHAIN Annual Report: Outer Boroughs](#), 2021/22

According to data from the Joseph Rowntree Foundation, working age lone parent families have the highest poverty rates of any family type (49%).¹³³ Currently, 49 percent of children in single parent families are in poverty, compared with 25 percent of children in couple families. In 2022, 31 percent of working-age lone parents and thirty-five percent of their children are in “persistent poverty”, which was considerably higher than for any other group.¹³⁴ Persistent poverty is defined as an individual experiencing poverty (a net household income below 60% of the median in that year) for at least 3 of the past 4 years.

Employment

Between January 2021 and December 2021, men aged 16 to 64 in Enfield (72.1%) were more likely to be in employment than women (68.1%), this is also reflected regionally and nationally.¹³⁵ Women are significantly more likely to work part time, with 38% of women in employment working part-time at the end of 2021, compared to 13% of men.¹³⁶

Pay disparity

The gross weekly pay of men in Enfield is significantly higher than for women. In 2021, male full-time workers in Enfield on average received £745.90 gross weekly pay, compared to £595.10 for women, a difference of £150.80 a week. This is significantly higher than the pay disparity in London (£94.90) and the UK (£97.40).¹³⁷

For both men and women, the proportion of residents’ jobs that pay below the London living wage is one of the largest in London with men at 27.3% and women at 30.9%.¹³⁸

Our response

The Council Plan sets out our vision for an economy that works for everyone. Delivery of this priority is expected to have a positive impact on male and female residents, in particular the following actions are expected to have a positive impact on tackling issues disproportionately experienced by women:

- Enable local people to develop skills to access good quality work
- Provide support and advice for residents on low incomes

Mitigating actions to be taken

The Council Plan 2023-26 is expected to have a positive impact on all residents, regardless of their sex.

¹³³ Joseph Rowntree Foundation, [UK Poverty 2022: The essential guide to understanding poverty in the UK](#), 2022

¹³⁴ Gingerbread, [The invisible family: The impact of the Covid-19 pandemic on single parents living in London](#), June 2022

¹³⁵ Nomis, [Labour Market Profile: Enfield](#)

¹³⁶ [House of Commons Library, Women and the UK economy, March 2022](#)

¹³⁷ Nomis, [Labour Market Profile: Enfield](#)

¹³⁸ Trust for London <https://www.trustforlondon.org.uk/data/low-pay-in-London-boroughs/>

Sexual Orientation

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 **differential impact [positive or negative]** on people with a particular sexual orientation?

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

For the first time in 2021, the Census included a voluntary question on sexual orientation for all respondents aged 16 and over.¹³⁹ The different sexual orientations that people could choose from included:

- Straight or heterosexual
- Gay or lesbian
- Bisexual
- Other sexual orientation (respondents were then asked to write in the sexual orientation with which they identified)

In Enfield, 90.3% of residents aged 16 and over responded to this question.

Sexual orientation	Enfield population aged 16 years and over	Percentage of Enfield residents aged 16 years and over
Straight or heterosexual	226,705	88.15%
Gay or lesbian	2,342	0.91%
Bisexual	2,073	0.81%
Pansexual	944	0.37%
Asexual	74	0.03%
Queer	35	0.01%
All other sexual orientations	151	0.06%
Not answered	24,858	9.67%

Principle: Fairer Enfield

The Council Plan includes a principle of Fairer Enfield that will inform our work to deliver transformation in the borough and help us make the right decisions. This section details how, through the delivery of our Fairer Enfield Equality, Diversity and Inclusion Policy

¹³⁹ ONS, [Sexual orientation, England and Wales: Census 2021](#)

and eight equalities objectives, we will create an equal and inclusive borough where all residents, service users and Council staff are supported to fulfil their potential, are treated equally and with respect and are actively involved in shaping the decisions that affect their workplace and wider community. One of our eight equalities objectives is to **improve the wellbeing and celebrate of our LGBT communities**. This objective is expected to support Lesbian, Gay and Bisexual (LGB) people to feel included, value and safe.

Priority Two: Strong, healthy and safe communities

Crime

National data suggests that LGB people are at greater risk than the general population of being victims of a crime. Data from the Crime Survey for England and Wales (CSEW), found that gay/lesbian people (21.2%) and bisexual people (21.5%) were more likely than heterosexual people (13.8%) to have been victims of all CSEW crime and personal crime in the year ending March 2020.¹⁴⁰

Hate crime

Anti-abuse charting Galop published a report on experiences of hate crime in Lesbian, Gay, Bisexual and Transgender+ (LGBT+) communities which involved a survey of 1166 LGBT+ people and 15 interviews. The research found that a large proportion of LGBT+ people (64% of respondents) have experienced hate crime, including verbal abuse, online abuse, harassment, sexual and physical violence. The research also reported that very few LGBT+ people reported their experiences of LGBT+ hate crime to the police or other relevant agencies, suggesting that LGBT+ hate crime remains significantly underreported.¹⁴¹

In the year ending October 2022 there were 92 homophobic hate crime offences in Enfield, an increase from the previous year where there were 64 homophobic hate crime offences.¹⁴²

Domestic abuse

Research conducted by Stonewall in 2018 found that more than one in ten LGBT people (11%) had faced domestic abuse from a partner in the last year.¹⁴³

Health and wellbeing

¹⁴⁰ ONS, [Crime in England and Wales: Annual Trend and Demographic Tables](#), year ending March 2020. N.B. The Crime Survey for England and Wales is a face-to-face victimisation survey in which people resident in England and Wales are asked about their experiences of a range of crimes in the 12 months prior to the interview.

¹⁴¹ Galop, [Hate Crime Report 2021: Supporting LGBT+ victims of hate crime](#), 2021

¹⁴² Metropolitan Police, [Crime Dashboard](#)

¹⁴³ Stonewall, [LGBT in Britain: Home and communities](#), 2018

According to Stonewall research from 2018 one in eight LGBT people (13%) have experienced some form of unequal treatment from healthcare staff because they're LGBT.¹⁴⁴

The NHS has produced national data on health outcomes for LGB people.¹⁴⁵ In 2021, the prevalence of limiting longstanding illness was higher among LGB adults (26%) than heterosexual adults (22%).

Health-related behaviours

LGB adults (32%) were more likely to drink at levels which put them at increased or higher risk of alcohol-related harm (14 units in the last week), than heterosexual adults (24%).

LGB adults (27%) were also more likely than heterosexual adults (18%) to be current smokers.

Mental health and wellbeing

LGB adults had lower average mental wellbeing scores on the Warwick-Edinburgh Mental Wellbeing Scale¹⁴⁶ (48.9) compared with heterosexual adults (51.4), with LGB women reporting the lowest well-being scores (47.3).

The Covid-19 pandemic has also had a negative impact on the mental health and wellbeing of LGBT people. In London, almost 4 in 5 (79%) of LGBT people said that their mental health had been negatively impacted by the Covid-19 lockdown.¹⁴⁷

Our response

Our Council Plan sets out our vision for strong, healthy and safe communities. Delivery of this priority is expected to have a positive impact on LGB adults, in particular the following actions:

- Improve feelings of safety and tackle crime and antisocial behaviour (including hate crime and domestic abuse)
- Work with partners to provide high quality and accessible health services

Priority Four: More and better homes

Housing

According to Stonewall research from 2018, one in six LGB people have experienced homelessness at some point in their lives.

¹⁴⁴ Stonewall, [LGBT in Britain: Health Report](#), 2018

¹⁴⁵ NHS Digital, [Health and health-related behaviours of Lesbian, Gay and Bisexual adults](#), July 2021

¹⁴⁶ The Warwick-Edinburgh Mental Wellbeing Scale is a set of 14 questions scored from 1 to 5 designed to monitor mental wellbeing at a population level. The total score ranges from 14 to 70.

¹⁴⁷ LGBT Hero, [The LGBTQ+ Lockdown Wellbeing Report](#), 2020

Our response

Our Council Plan sets out our vision to deliver more and better homes. Delivery of this priority is expected to have a positive impact on LGB people who experience a disproportionate risk of homelessness.

Mitigating actions to be taken

The Council Plan 2023-26 is expected to positively impact Enfield residents regardless of their sexual orientation.

Socio-economic deprivation

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.

As of 2019, Enfield was the 74th most deprived local authority in England overall and the 9th most deprived London borough.¹⁴⁸

Priority One: Clean and green places

Transport

According to research undertaken by Transport for London in 2019, the most commonly used form of transport for Londoners with lower household incomes (below £20,000) is walking.¹⁴⁹ The bus is the next most commonly used form of transport with 69% of people with lower household incomes taking the bus at least once a week compared to 59% of all Londoners.

Air pollution

According to an analysis commissioned by the Greater London Authority (GLA), communities which have higher levels of deprivation are more likely to be exposed to

¹⁴⁸ Enfield Council, [Borough Profile](#), 2021

¹⁴⁹ Transport for London, [Travel in London: Understanding our diverse communities](#), 2019

higher levels of air pollution. In 2019, the mean annual average NO₂ concentration for the most deprived areas was 3.8 µg/m³, 13% higher than for the least deprived areas.¹⁵⁰

Our response

The Council Plan sets out our vision for clean and green places. Under this priority we commit to enabling more active and low carbon travel through delivery of School Streets, more pedestrian crossings, cycle lanes, etc. Delivery of this action is expected to have a positive impact on all residents with a particularly positive on residents facing socio-economic disadvantage who are more likely to walk and use public transport to get around. Furthermore, road transport is the greatest contributor to air pollution in London. Increasing low carbon and active travel is therefore expected to have a positive impact on residents experiencing socio-economic disadvantage by reducing road traffic and associated air pollution.

Priority Two: Strong, healthy and safe communities

Food poverty

In 2021/22 12,805 food parcels were distributed to Enfield residents from food banks in the Trussell Trust's network, a 28% increase from 2019/20 where 10,003 parcels were distributed (levels were significantly higher in 2020/21 as a result of the pandemic). 5,287 of these parcels were distributed to children.¹⁵¹ This was the 7th highest level among the London boroughs. North Enfield foodbank doubled its support between 2019-2020 and 2021-22, with 1500 households accessing food aid in Enfield on a weekly basis. Low income and benefit changes/delays are the two main reasons for accessing food support.

Adverse health outcomes linked to poor diet include dental caries, being overweight or obese, type 2 diabetes, cardiovascular disease and some cancers.¹⁵²

Low-income households are less able to afford some food groups, such as fruit and vegetables. Healthy foods, such as fruit and vegetables, are typically more expensive and their price has increased more significantly recently than unhealthy foods. The poorest 20% need to spend 47% of their disposable income on food to meet dietary recommendations, compared to 11% for the richest 20%.

The Council Plan sets out our vision for strong, healthy and safe communities. Delivery of this priority is expected to have a positive impact on residents facing socio-economic disadvantage, in particular the following actions:

- Support communities to access healthy and sustainable food

¹⁵⁰ Logika Noise Air Quality Consultants, [Air Pollution and Inequalities in London: 2019 update](#), 2021

¹⁵¹ Trussell Trust, [End of year statistics](#), 2021/22

¹⁵² UK Parliament POSTnote, [Diet related health inequalities](#), December 2022

Priority Three: Thriving children and young people

Free school meals

As of January 2022, 27% of pupils in Enfield were eligible for free school meals.¹⁵³ The proportion of pupils eligible for free school meals in Enfield is slightly higher than the London average of 25% and England average of 23%.¹⁵⁴

Attainment of pupils receiving free school meals is consistently below overall attainment of all pupils. The latest available data from 2019 shows that 60.7% of pupils receiving free school meals achieved a good level of development at Early Years Foundation Stage, compared to 69.7% of all pupils.¹⁵⁵

KS1 (2019)

Pupil characteristics	% of pupils achieving expected standard in reading	% of pupils achieving expected standard in writing	% of pupils achieving expected standard in maths
All pupils	71%	66.2%	73.6%
Pupils eligible for free school meals	62.2%	56.2%	63.6%

KS4 (2019)

Pupil characteristics	% of pupils achieving 5+ in English and maths
All pupils	49.6%
Pupils eligible for free school meals	28.5%

The Council Plan sets out our vision for thriving children and young people. Delivery of this priority is expected to have a positive impact on children and young people facing socio-economic disadvantage, in particular the following actions:

- Help all children to have the best start in life
- Safeguard children and increase support in-borough for looked after children with complex needs
- Improve educational outcomes for all children and young people
- Engage children and young people in positive activities

Priority Four: More and Better Homes

¹⁵³ Data provided by Knowledge and Insight Hub

¹⁵⁴ Department for Education, [Schools pupils and their characteristics](#), 2021/22

¹⁵⁵ Enfield Council, Education Borough Profile 2020

Homelessness and rough sleeping

In 2021/22, 183 people were seen sleeping rough in Enfield, this includes 120 new rough sleepers.¹⁵⁶

In 2021/22, we received 4,013 homelessness applications.¹⁵⁷ The cost of living crisis is starting to contribute to an increase in homelessness applications with 1,041 applications in Q1 2022/23, a 32% increase from Q1 2021/22 where there were 783 applications.

Temporary accommodation

As of October 2022, there were 3,094 households in Enfield living in temporary accommodation.¹⁵⁸

Housing needs register

As of March 2022, there were 5,978 households on the housing needs register.

Social housing tenants

According to the Census 2021, 10% of households in Enfield live in local authority owned properties and 7% live in registered provider homes.¹⁵⁹

Fuel poverty and energy efficiency

The Department for Business, Energy and Industrial Strategy estimated that in 2020 (latest data available) the number of fuel-poor households in Enfield was 16,030, representing 12.4% of households in Enfield.¹⁶⁰ This is higher than both the Outer London average of 11.5% and the London average of 11.4%.

According to national data, households living in the private rented sector are more likely to live in dwellings with lower energy efficiency rating (EER).¹⁶¹ 39% of private renters lived in homes with an energy efficiency rating of C, compared with 63% of social renters. 10% of social renters lived in dwellings with an EER band E and 4% lived in dwellings with the poorest energy efficiency (EER bands F or G).

¹⁵⁶ Greater London Authority, [CHAIN Annual Report: Outer Boroughs](#), 2021/22

¹⁵⁷ Enfield Council, 2022

¹⁵⁸ Enfield Council, 2022

¹⁵⁹ ONS, [Housing, England and Wales: Census 2021](#)

¹⁶⁰ Department for Business, Energy & Industrial Strategy, [Fuel poverty sub-regional statistics](#), 2020

¹⁶¹ Department for Levelling Up, Housing and Communities, [English Housing Survey: Private rented sector](#), 2020-21. The Energy Efficiency Rating uses an A to G banding system where band A represents high energy efficiency and band G represents low energy efficiency.

Homes that are cold due to fuel poverty exacerbate health inequalities. Cold homes can cause and worsen respiratory conditions, cardiovascular diseases, poor mental health, dementia, hypothermia and problems with childhood development.¹⁶²

The Council Plan sets out our vision for more and better homes. Delivery of this priority is expected to have a positive impact on residents experiencing socio-economic disadvantage, in particular the following actions:

- Build and facilitate more good quality homes that local people can afford to reduce numbers of people living in temporary accommodation
- Deliver low carbon new build homes and facilitate retrofitting of existing homes to improve energy efficiency and reduce fuel poverty
- Create well-connected, digitally-enabled and well-managed neighbourhoods
- Invest in and improve our council homes
- Drive up standards in the private rented sector to create more secure tenancies and better-quality homes

Priority Five: An economy that works for everyone

Enfield has historically had lower employment and economic activity rates than London and UK.

Unemployment

As of October 2022, 5.7% of Enfield's working-age population were officially unemployed, higher than London (4.7%) and UK (3.6%) averages.¹⁶³ Enfield's unemployment rate was the seventh highest of the 32 London boroughs.

Unemployment is estimated to be highest in the five wards of Edmonton Green (9.9%), Lower Edmonton (9.6%), Upper Edmonton (7.6%), Jubilee (7.6%) and Ponders End (7.4%). Unemployment rates are estimated to be lowest in Grange Park (1.9%), Cockfosters (2.1%), Bush Hill Park (2.6%), Oakwood (3.2%) and Town (3.3%).

Pay

Low-paid workers were significantly impacted by the pandemic. They were far more likely to be furloughed, particularly in the sectors most exposed to lockdown measures such as hospitality and leisure.¹⁶⁴ Low paid workers also reported to the Low Pay Commission concerns over health and safety, mental wellbeing and surviving on low levels of sick pay during the pandemic.

¹⁶² Institute of Health Equity, [Fuel poverty, cold homes and health inequalities in the UK](#), August 2022

¹⁶³ Enfield Council, November 2022

¹⁶⁴ Low Pay Commission, [National Minimum Wage: Low Pay Commission Report](#), 2021

Brent and Enfield were the boroughs in 2021 that saw the highest proportions of residents' jobs being paid less than the London Living Wage with 29.5% and 29% respectively. The largest increases in London residents suffering from low pay in the last decade were in Enfield, Havering, and Haringey.¹⁶⁵

Qualifications

Approximately 10,000 people in Enfield do not have a qualification (4.5%) which is lower than London (5.5%) and national (6.6%) averages. 192,700 people have a level 1 qualification (87.5%) achieving similar levels to the London and national averages. 67.9% of people in Enfield have a level 3 qualification, lower than the London average (71.4%), but higher than the national average (61.5%). 49.2% have achieved a level 4 qualification, which is again, lower than the London average of 58.9%, but higher than the national average (43.5%).¹⁶⁶

Household income

As of 2022, Enfield's median household income was £41,100, the 10th lowest of the London boroughs. 11.4% of households in Enfield have an annual gross income under £15,000, higher than the London average (10.1%). 35% of Enfield households earn less than £30,000 per annum, the 10th highest proportion in London.¹⁶⁷

Household receiving help with housing costs¹⁶⁸

As of August 2022, 44,539 households in Enfield were receiving state support with their rental costs via Housing Benefit or Universal Credit:

- 37% are tenants in social rented sector
- 62% are tenants in PRS
- 1% are households whose rental sector is unknown or homeowners who have successfully claimed UC to assist with mortgage interest payments

Council Tax Support

As of Q2 2022/23 35,478 households in Enfield were receiving Council Tax support, representing one third of households. Enfield has the highest Council Tax support caseload in London.¹⁶⁹

Cost of living crisis

¹⁶⁵ Trust for London, [Low pay in London boroughs](#), 2021

¹⁶⁶ Nomis, [Labour Market Profile – Enfield](#), 2021

¹⁶⁷ Enfield Council, [Borough Profile](#), 2022

¹⁶⁸ Enfield Council, 2022

¹⁶⁹ Enfield Council, 2022

According to national data, social renters are less likely to have savings than private renters and owner occupiers which leaves them more vulnerable to experiencing financial difficulties as a result of the cost of living crisis. In 2020/21, 69% of social renters had no savings, compared to 19% of owner occupiers and 45% of private renters.¹⁷⁰

Research by economic research organisation Institute for Fiscal Studies highlighted that inflation for poorest households could increase faster for the poorest households as they spend a they spend a much larger share of their total household spending on gas and electricity.¹⁷¹

Research by the Joseph Rowntree Foundation from October/November 2022 found that of those in the bottom 40% of incomes, 7.3 million households (62%) are currently going without essentials such as food, warm home, toiletries or showers.¹⁷²

The Council Plan sets out our vision for an economy that works for everyone. This priority aims to support local businesses, develop our town centres, encourage investment in the borough and the development of skills. Delivery of this priority is expected to have a positive impact on residents experiencing socio-economic disadvantage, in particular the following actions:

- Enable local people to develop skills to access good quality work
- Support local businesses and encourage inward investment in growing sectors which offer sustainable employment to local people
- Provide support and advice for residents on low incomes

Health inequalities

There is a significant body of research that links socio-economic disadvantage with poor physical and mental health outcomes.¹⁷³ The conditions in which people grow, live, work and age can make it harder for them to live healthier lives.

Health inequalities exist between the east and west of the borough. As of 2021, a man living in Upper Edmonton can expect to live 7.3 years less than a man living in Grange ward. A woman living in Upper Edmonton can expect to live 8.5 years less than a woman living in Highlands ward.¹⁷⁴

As of 2021, a man living in Edmonton Green can expect to live 12.4 years less in good

¹⁷⁰ Department for Levelling Up, Housing and Communities, [English Housing Survey: Social rented sector](#), 2020-21

¹⁷¹ Institute for Fiscal Studies, [Inflation for poorest households likely to increase even faster than for the richest, and could hit 14% in October](#), May 2022

¹⁷² Joseph Rowntree Foundation, [Going under and without: JRF's cost of living tracker](#), winter 2022/23

¹⁷³ Institute for Fiscal Studies, [Health inequalities](#), November 2022

¹⁷⁴ ONS, [Life expectancy by census ward](#). N.B. data is not yet available for the new wards

general health than a man living in Grange ward. A woman living in Edmonton Green can expect to live 13.9 years less in good general health than a woman living in Grange ward.

Our response

Across all our five priorities, we are seeking to address the wider determinants of physical and mental health – housing, education, welfare, work and poverty – and contribute to reduce health inequalities.

Mitigating actions to be taken

The Council Plan 2023-26 is expected to positively impact residents experiencing socio-economic disadvantage.

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?

We will create new corporate performance scorecards for 2023/24 onwards in line with the priorities set out in the Council Plan, to track our performance and progress in delivering our five new priorities. These will be reported to Directorate Management Teams, Executive Management Team and Cabinet quarterly. This performance management framework will enable senior leadership and Cabinet to monitor the progress being made towards delivering the Plan; consider the current and future strategic risks associated with the information provided and use this to inform decision-making; and challenge progress with responsible officers as necessary.

Alongside quarterly review of Key Performance Indicators in the new scorecards, all Council departments will produce annual service plans that detail the work they are undertaking to deliver on the Council Plan priorities. Services will review progress against their service plans and report on this to their Departmental Management Team mid-year and at the end of each year.

The Council Plan will be reviewed each year based on our performance and on the economic, social, legal and regulatory environment and will be refreshed and updated as needed during the three-year period of the Plan.

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
N/A – No mitigating actions identified					

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London Borough of Enfield**Overview and Scrutiny Committee****Meeting Date: 31 January 2023**

Subject: Planning Service Response Times
Cabinet Member: Cllr Susan Erbil
Executive Director: Sarah Cary, Executive Director Place
Key Decision: N/A

1. The report is for noting purposes only and shares the plan to fix the structural shortfall in the capacity of the planning applications service in the short-term, to remove a backlog of planning applications and establish a sustainable and responsive approach to working practices that will greatly reduce the risk of current issues recurring and improve the customer service for applicants, residents, businesses, communities, and councillors.

Proposal(s)

2. To note the next steps are to hire 6 additional temporary planners for 6 months and create a Decision-Manager-level role to drive and embed process that will increase productivity to remove the backlog and adopt a more effective and efficient form of working that meets customers' needs.

Reason for Proposal(s)

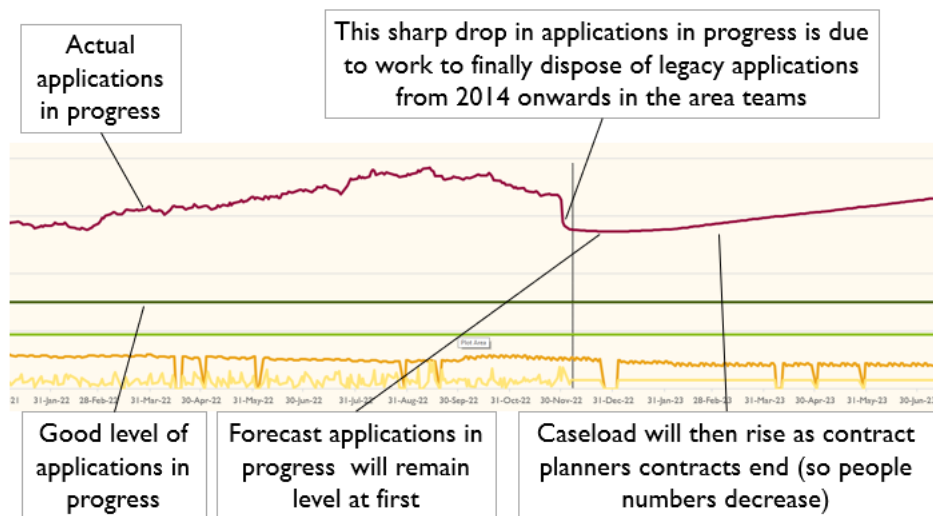
3. The Planning Service has assessed the match between the usual and forecast workload for the team, the team's productivity, and the numbers of people in the team. From this, it is considered there is about the right number of people in the structure overall for the long term.
4. However, there is a temporary need for more capacity to deal high levels of work in progress (caseload). This has built up over time and is beyond the capacity of the permanent team to address.
5. The team are regularly working over their contracted hours to assess and sign off applications and complaints have been received regarding the timeliness of the response times. Management are currently assessing and signing off applications rather than leading, co-ordinating and managing the Planning Service. As a result, the workload is being distributed unevenly, which affects the wellbeing and productivity of the planners officers and the team as a whole, this is consistently low.

Relevance to the Council Plan

- The proposal/work of the temporary staff will enable the Planning Service to focus its efforts to create thriving, affordable neighbourhoods and increase the supply of affordable housing in line with the Council Plan.

Background

- The planning team are progressing planning applications more slowly than its customers, residents and businesses expect and deserve. That has led to:
 - Applications being processed outside the statutory period for determination
 - A slow service for many of our customers
 - Complaints have been received across the Council, including Members, senior leaders, the head of service, decision managers and the rest of the team
 - Responding/Dealing with complaints further impacts on the service provided. This exacerbates the situation resulting in low levels of professional satisfaction and wellbeing for the team
 - The impact on the Team members and others to work regularly beyond normal working hours and become increasingly pressured
 - Very high caseloads for the team, causing significant pressure for them and for the decision managers, which affects productivity
 - Affects the recruitment and retention to the Planning Service
- The organisation and allocation of the work compounds situation which in turn affects/impacts on all of the above. problem is partly caused by the way the work is done, allocated, numbers of people in each role and the productivity.
- The purple line on the graph below shows the trajectory of the current caseload if the staffing levels and productivity continued.

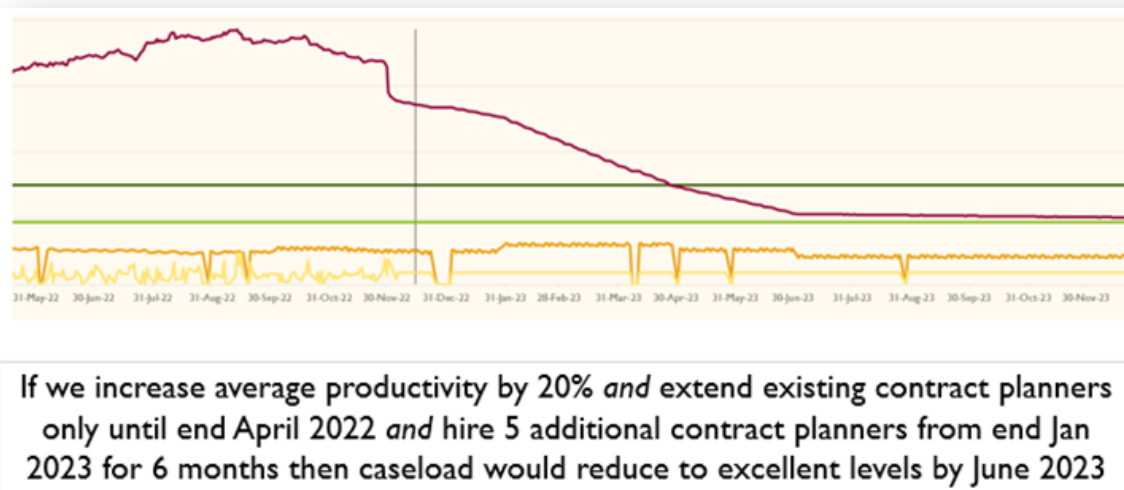


Main Considerations for the Council

10. The team are currently working to improve the service by seeking solutions and new ways of working? This includes laying important foundations on which to build the improvements identified. Who is we? The Planning Service has a plan (**Option 1**) for this work which includes;

Agree roles and responsibilities within Development Management
Monitor and manage performance within the team
Introduce a 'fast track' for small, simple applications and set up a dedicated fast track team of Officers

11. Make short-term process changes to increase productivity such as:
- a. Pre-app advice will be required for amendment requests
 - b. Write shorter reports, in consultation with Members, Monitoring Officer and Legal Services
 - c. Charge agents for work undertaken by the Planning Service to amend/improve very poor-quality applications that don't meet the minimum legal requirements for validation
 - d. Not giving Extensions of Time unless for pre-application advice
12. Creating an additional Decision-Manager-level role to drive and embed the work to increase productivity. It is proposed that the currently seconded Principal Planning Officer providing cover for an area team's Decision Manager role be redeployed to this position as that secondment ends.
13. It is expected that the proposals will increase productively, improve processes and help the team develop their skills and knowledge. However, the current shortfall in people numbers makes it more difficult for this to be achieved.
14. If an additional 6 temporary planners were hired for a period of 6 months, to bring caseload down to 'good' levels quickly it will increase the capacity of the service to drive these improvements through. There will be a cost of £126,000.
15. Responsibility for determining 'fast-track' type applications would be given to the current staff in the Planning Tech team, whose roles would be backfilled with 3 permanent Planning Technician Officers.



16. The improvements to the service will be communicated to the Council's customers and stakeholders, including the Planning Inspectorate [PINS]. The reasons for the changes, once implemented, must be consistent. The Council must create a recorded, shared understanding of why the changes were being made across the Council, including the way in which the planning applications are processed, the impact for our customers and stakeholders and any associated timescales and risks.

Safeguarding Implications

Not applicable. Report is for noting.

Public Health Implications

Not applicable. Report is for noting.

Equalities Impact of the Proposal

Not applicable. Report is for noting.

Environmental and Climate Change Considerations

Not applicable. Report is for noting.

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

17. It is expected that the current work in progress would increase from around 1345 cases now to around 1650 cases at the end of May 2023. There will be no additional costs associated with this option however it but will impact on the Council's ability to generate income and prevent the service failing.

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

18. The Planning Service will maintain a risk log which will be updated regularly. Progress reports will be provided to the Overview and Scrutiny Committee?

The first and main risks are:

- If the Council cannot increase productivity by implementing process changes quickly then it may not be able to deliver the reduction in caseload as quickly as the plan shows
- If additional staff cannot be recruited quickly, then the Council may not be able to deliver the performance improvements as quickly as the plan shows

19. If we do not maintain a clear plan and clear expectations for the work that the extra staff carry out, then the Council will not deliver the expected outcomes – The Planning Service will monitor and manage the work and people using a daily short interval management approach for the length of time of the project.

Financial Implications

Not applicable. Report is for noting.

Legal Implications

Not applicable. Report is for noting.

Workforce Implications

Not applicable. Report is for noting.

Property Implications

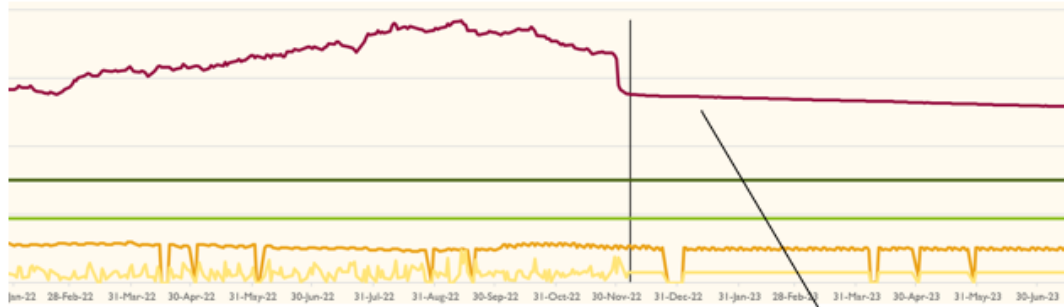
Not applicable. Report is for noting.

Other Implications

Not applicable. Report is for noting.

Options Considered

20. **Option 2** - improve capacity by extending or replacing the contract planners currently employed



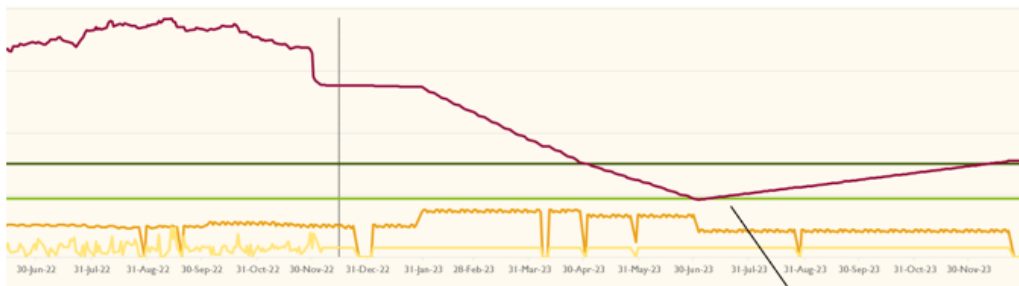
If we remain at current productivity and extend contract planners indefinitely or replace them with no interruption

Caseload would reduce slowly but would not reach 'good' level of applications in progress in 2023

21. **Option 3** - provide more people in the DM team for the short-term

This option is based on the following principles:

- The current contract planners will finish their contracts as planned, and
- Additional 12 temporary planning officers would be employed/hired for a period of 6 months from the end of January 2023 until the end of June 2023



If we remain at current productivity and extend current contract planners, plus hire another 12 contract planners from end Jan 2023 to end June 2023

Caseload would reach 'excellent' levels by the end of April 2023

22. With this option it is expected that work in progress would fall from around 1345 now to around 470 at the end of June 2023 but then begin to rise again as the contract planners' contracts ended.

Costs:

- The one-off cost of this option is approximately £306,000

23. Risks associated with this option:

- Recruitment of 12 contract planners is likely to be challenging
- The work to increase productivity is less likely to be driven, embedded, and sustained in establishment planning officers because the weight of the work to reduce caseload would be borne largely by the temporary planning officers.

Conclusions

24. This is an issue that requires an urgent response for the reasons set out earlier in this business case. The recommendation provides a solution that delivers what our customers, residents and businesses deserve in a time that responds to the urgency described and will deliver:

-
- Better, faster service for our customers
 - Fewer complaints
 - Less time lost to non-value adding work and less frustration for everyone involved
 - Lower work in progress – expected to be around 700 by the end of April 2023
 - Reduced stress for the team
 - Capacity to devote to increasing income from premium services like PPAs and pre-application advice
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Report Author: **Brett Leahy**
Director, Planning & Growth
brett.leahy@enfield.gov.uk

Date of report: **18 January 2023**

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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 Confirmed business meeting	Draft Council Plan 2023-26	Sarah Gilroy	Leader of the Council – Cllr Nesil Caliskan	Chief Executive – Ian Davis	Consultation prior to consideration by Cabinet and Council	Cabinet on 8 February 2023 and Council 23 February 2023
	Planning Service Response Times	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	tbc	Cllr Anyanwu	Sarah Cary	This was requested by the Committee	
	Fly Tipping with an Overview and Update on Statistics and Improvements	Doug Wilkinson	Cllr Jewell	Sarah Cary	This is a priority area presented by the Cabinet member.	
9 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		

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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