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Stacey Gilmour
Governance Officer
Direct: 020 8132 1383

e-mail: stacey.gilmour@enfield.gov.uk

EQUALITIES BOARD

**Thursday, 30th March, 2023 at 7.00 pm in the Conference Room,
Civic Centre, Silver Street, Enfield, EN1 3XA**

Membership:

Councillors: Ergin Erbil (Chair), Margaret Greer (Vice-Chair), Mustafa Cetinkaya, Hannah Dyson, Alessandro Georgiou (Leader of the Opposition and the Conservative Group), Nelly Gyosheva, Bektas Ozer, Paul Pratt and Ruby Sampson

AGENDA – PART 1

1. WELCOME & APOLOGIES

2. DECLARATIONS OF INTEREST

Members of the Board 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 agree the minutes of the meeting held on 17 January 2023.

4. SUSTAINABLE & ETHICAL PROCUREMENT POLICY (Pages 9 - 18)

To receive the report of Michael Sprosson, Head of Procurement and Claire Reilly, Head of Policy & Contract Development.

5. COMMUNITY GRANTS (Pages 19 - 26)

To receive the report of Shaun Rogan, Head of Corporate Strategy.

A presentation will be provided by Simon Gardner, Regeneration Director and Jo Ikhelef, Chief Executive Officer, Enfield Voluntary Action.

6. WORK PROGRAMME 2022/23 (Pages 27 - 28)

To note the completion of the Work Programme for 2022/23 and that the Equalities Board Work Programme for 2023/24 will be discussed at the first meeting of the new municipal year.

7. DATES OF FUTURE MEETINGS

To note that the dates of future meetings will be confirmed following Annual Council on Wednesday 10 May 2023.

EQUALITIES BOARD - 17.1.2023**MINUTES OF THE MEETING OF THE EQUALITIES BOARD
HELD ON TUESDAY, 17TH JANUARY, 2023**

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

ABSENT: Councillors Hannah Dyson, Bektas Ozer and Ruby Sampson

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

Also Attending:

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

Tim Fellows, Enfield LGBT Network

Bevin Betton, Chair, Enfield Racial Equality Council

Pastor Nick Chanda, Enfield Faith Forum

Paul Bishop, Enfield Unison

Tracey Adnan, Enfield Unison

1. WELCOME & APOLOGIES

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

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

Apologies for lateness were received from Cllr Paul Pratt.

2. DECLARATIONS OF INTEREST

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

3. MINUTES OF PREVIOUS MEETING

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

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

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

NOTED

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

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

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

The following questions and comments were raised:

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

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

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

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

5. HEALTH INEQUALITY IN ENFIELD

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

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

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

Action: Dudu Sher-Arami/Ruth Donaldson

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

Action: Dudu Sher-Arami

6. WORK PROGRAMME 2022/23

NOTED the Equalities Board Work Programme 2022/23,

7. DATES OF FUTURE MEETINGS

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

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The meeting ended at 9.10 pm.

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London Borough of Enfield**Equalities Board – 17th March 2023**

Subject: Update on the Sustainable and Ethical Procurement Policy**Cabinet Member: Councillor Lever****Executive Director: Fay Hammond**

Purpose of Report

1. To provide an update on the implementation on the Sustainable and Ethical procurement policy. The report also provides information on how Procurement Services is supporting local business suppliers.

Relevance to the Council Plan

2. The sustainable and ethical procurement policy is aligned with the Council Plan, the Climate Action plan and Fairer Enfield Policy and supports delivery of these through the design and delivery of procurement projects.

Background

3. At the Equalities Board meeting dated 15th July 2021, officers from Procurement Services shared information on the development of a new Sustainable & Ethical Procurement Policy to replace the previous Sustainable Procurement Policy which expired in 2019. Development of a new policy was timely to update it to align with and drive refreshed organisational priorities, as set out in the Council Plan, Climate Action Plan and Fairer Enfield.
4. At the meeting officers summarised the work carried out to date which included:
 - Research and benchmarking
 - Engagement with internal services
 - Engagement with external stakeholders and suppliers
 - Development of action Plans, staff training and practical documentation
5. Officers also set out the next steps which included:
 - Second phase of external engagement
 - Analysis of engagement results
 - Finalising the policy based on feedback
 - Presentation at departmental procurement boards to share the toolkit and policy implementation
 - Presentation at the Voluntary Sector Strategy Group

- Presentation at the Finance and Performance Scrutiny Panel
 - Cabinet sign-off
 - Implementation of the policy
6. From the extensive consultation and engagement carried out with stakeholders there was broad support for the new policy and Cabinet approved the policy in February 2022.
7. The key features of the new Sustainable and Ethical Procurement policy are summarised as follows:

A focus on four priority areas: social value, ethical practices, supporting the local economy and climate action.

- In each of these areas the policy sets out our commitments as a commissioner and our expectations of suppliers.
- This includes a framework for minimum, enhanced and preferred standards for specific areas in sustainable and ethical procurement.
- This framework details what a supplier should do as a minimum when seeking to work with the Council.
- The framework also includes enhanced standards, which go beyond these minimum requirements, and preferred standards which are considered best practice.
- How the framework is used will be dependent on each individual procurement and will always be proportionate to the contract.
- Where suppliers or those bidding for contracts do not yet meet minimum standards, the Council will support these organisations by signposting them to relevant information and guidance to ensure that they can meet them in the future.
- The policy also includes a Social Value Framework which sets out Enfield's Council Plan priorities and provides examples of activities the Council would like to see from suppliers when developing their social value proposals.

The new Sustainable and Ethical Procurement Policy has specific areas relating to equalities, diversity & inclusion (see appendix 1). These are:

- Labour and employment practices
- Equality and Diversity
- Modern Slavery

8. Following Cabinet approval, the following actions have been carried out:
- Presentation of the policy at the Senior Leadership Forum to present an overview of the policy across the organisation
 - Training and induction sessions are available on the Council's training platform for officers to support implementation and understanding of the policy
 - Promotion of the policy within Staff Matters

- Publication of the policy on the Council's website and internal Procurement Services microsite
 - Introduction of new templates and toolkits for contract managers to support them, including templates for contract meetings which include monitoring of delivery of social value, sustainability and equalities, diversity & inclusion for that contract.
9. To further support the Sustainable and Ethical Procurement Policy and wider social value, the Council developed a set of 'Enfield TOMS' (Themes, Outcomes and Measures) from the National Toms. These allow the Council to show potential suppliers the areas of social value that it wants to focus on by 'weighting' these with more points. These Enfield TOMS were developed through cross council workshops and alignment to the Councils Plan. Included in these are specific TOM's relating to employment of local residents, people with a disability, long term unemployed, ex-offenders to try and promote more work opportunities and easier access to work for those groups.
10. Procurement Services was restructured between May 2021 and went live with a new structure in March 2022 along with the recruitment of new staff to vacant posts. During implementation of the new structure, new assurance processes and procedures have been introduced to ensure a consistent approach to procurement across the service and assure decision makers of the highest procurement standards for projects. Business case reports are required at procurement strategy and contract award stages and reports must demonstrate how key policies, including the new Sustainable & Ethical Procurement Policy have been applied proportionately to each project.

Main Considerations for the Panel

11. Procurement leads work with Service Departments to embed the Sustainable and Ethical Procurement policy, and how will it be applied within the commissioned contract, selecting which elements of the policy are to be used, or the relevant TOMs are selected which align to the department's objectives and their relevance to the Council Plan. The requirements of the Service Department drive the questions in the tender packs for the procurement evaluation.
12. A Social Value Portal is being implemented to support reporting on social value, and TOMs. Where appropriate procurement projects will contain equality, diversity, and inclusion specific questions in the tender documentation, to give more weighting to suppliers that are supporting ED&I positive initiatives, and standard processes.
13. Procurement Services continue to support the Modern Slavery Board, and any actions arising from this forum. There are modern slavery clauses within Enfield's contract Terms & Conditions, to allow termination of contracts where modern slavery is found within the supplier's supply chain.

14. It is recognised that the successful delivery of the Sustainable and Ethical Procurement Policy, is reliant on robust contract and performance management. Whilst contract management is the responsibility of the service / commissioning departments, the Procurement Services restructure created two dedicated posts to support effective contract management across the Council. Part of these postholder's duties includes the development of a Contract Management Framework to underpin and develop a culture of efficient contract management. As part of the implementation of the contract management framework and training of contract managers, a central monitoring methodology will be developed to create the conditions for effective contract management and ensuring this includes all elements of the sustainable and ethical procurement policy as included in the tendered contract.

15. As part of the wider social value elements of the policy, Procurement Services continues to maintain the Council's commitment to promote the use of local suppliers. Currently the Council spends around £40m with local suppliers which equates to around 14% of the Council contracted spend. Local spend is increasing year on year.

16. 22/23 Local Procurement (contract) Spend

Local - £40,552,749 - 14%

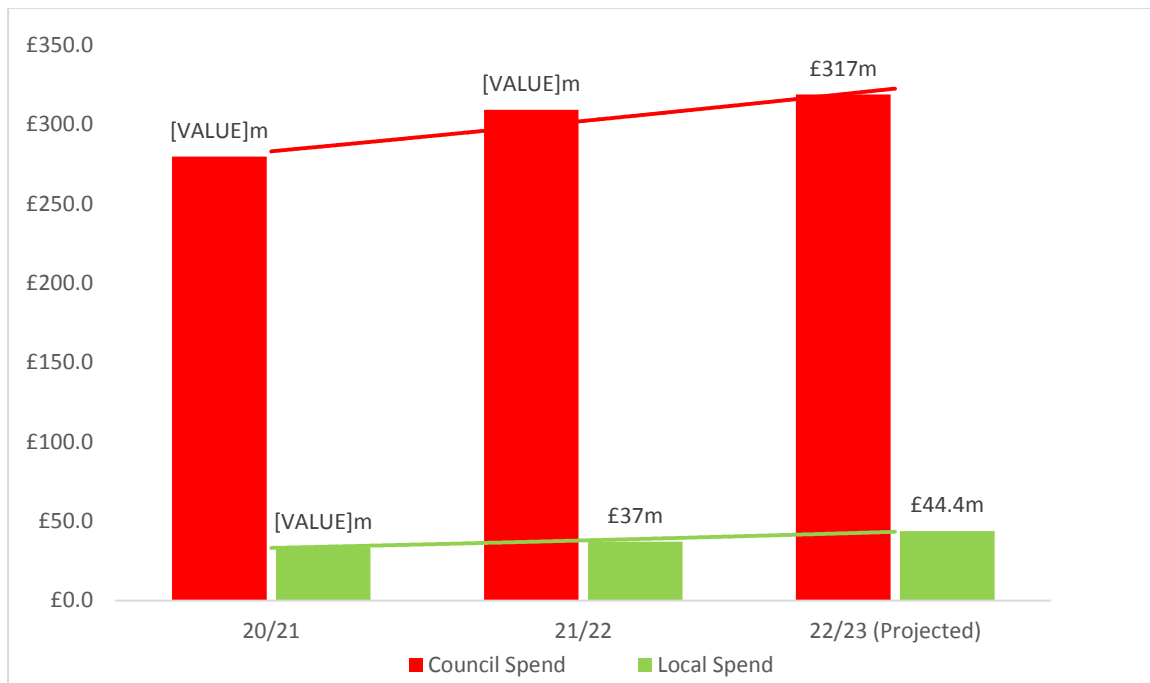
Non-Local - £250,307,811 – 86%

2022/23 Spend



■ Local ■ Non Local

Local Spend 3 three trends



17. Our top ten local Procurement (contract) suppliers by spend. These mostly fall into social care, temporary accommodation or construction.

Supplier Name	Net Value	Comment
NORTH MIDDLESEX UNIVERSITY HOSPITAL	£5.1m	0 - 19 service
S.W.BRUCE & CO LTD	£4m	Construction
WATES LIVING SPACE (MAINT) LTD-LINB	£2.9m	FM contract - build the change
LOUISIANA PROPERTIES LTD	£1.3m	Temporary accommodation
WATES PROPERTY SERVICE LTD	£1m	FM Contract
RIGHT CHOICE SERVICES LTD	£0.9m	Emergency Housing
URBAN LAND MANAGEMENT LTD	£0.8m	Emergency Housing
THE RIVERSIDE GROUP LTD	£0.7m	Emergency Housing
AUTUMN GARDENS	£0.7m	Social Care setting
ENFIELD CARERS CENTRE	£0.7m	Carer support provision

18. Rule 14 of the Contract Procure Rules states that local quotes must be sort, by services when carrying out procurement.

Up to £25,000	1 local quote where possible
£25,000 – Up to Public Contracts Regulations (PCR) threshold	2 local quotes where possible

PCR threshold and above	Consider how to support / develop the local market within the procurement and consider Social Value
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19. In addition, officers from Procurement Services have been working closely with the Economic Development Team supporting organisations such as Enterprise Enfield, Business in The Community, Federation of Small Businesses and the North London Chamber of Commerce & Enterprise to engage with local business and provide information on how to do business with the Council, advice on guidance on bidding for public sector contracts and where to find opportunities.
20. Procurement Services has produced an Equalities and Diversity supplier guide, to support suppliers to meet the council's objectives and requirements in these areas.
21. New legislation for public sector procurement is currently making its way through the legislative process. The Procurement Bill and National Procurement Policy Statement increases emphasis on social value, and the inclusion of local suppliers and SME's. The Sustainable and Ethical Procurement Policy will need to be reviewed against the new legislation along with the Council's Contract Procedure Rules and other key policies to ensure that they are in line with new legislation and how Enfield can increasingly support and drive sustainable and ethical procurement

Conclusions

22. That the Sustainable and Ethical Procurement policy is supporting the Councils Fairer Enfield Policy.

Report Author: Michael Sprosson
 Head of Procurement
Michael.sprosson@enfield.gov.uk

Claire Reilly
 Head of Policy & Contract Development
Claire.reilly@enfield.gov.uk
 0208132 2027

Date of report 15th March 2023

Appendices

Appendix 1 – Excerpt from Sustainable and Ethical Procurement policy on labour and employment policy.

Appendix 2 - Excerpt from Sustainable and Ethical Procurement policy on Equality and Diversity

Appendix 3 - Excerpt from Sustainable and Ethical Procurement policy on modern slavery

Appendix 4 – link to equalities supplier guide

Background Papers

The following documents have been relied on in the preparation of this report:
EQIA for Sustainable and Ethical Procurement Policy



Draft EQIA
Sustainable and Ethical

Appendix 1 – Labour and employment Practices

Minimum	Enhanced	Preferred
<p>Supplier adheres to the Ethical Trading Initiative (ETI) Base Code:</p> <ol style="list-style-type: none"> 1. Employment is freely chosen. 2. Freedom of association and right to collective bargaining are respected. 3. Working conditions are safe and hygienic. 4. Child labour shall not be used. 5. Living wages are paid. 6. Working hours are not excessive. 7. No discrimination is practised. 8. Regular employment is provided. 9. No harsh or inhumane treatment is allowed. 	<p>Supplier avoids the excessive use of unfair and zero-hour contracts. Supplier only uses zero-hour contracts when clearly beneficial to both employer and employee.</p> <p>Supplier provides access to training and professional development opportunities for employees.</p>	<p>Supplier demonstrates commitment to working practices which promote staff wellbeing. Examples include providing mental health and wellbeing training to staff, having a flexible working policy, providing opportunities for physical activity at work, providing access to comprehensive and multidimensional wellbeing programmes etc.</p> <p>Supplier holds employer accreditations, such as Disability Friendly, Stonewall, Investors in People, etc.</p>

Appendix 2 – Equality and Diversity

Minimum	Enhanced	Preferred
<p>Supplier complies with any applicable obligations under the Equality Act 2010.</p> <p>Supplier has an Equality and Diversity policy. Policies should be clear, up to date and cover all aspects of operations, including implementation and monitoring of the</p>	<p>Supplier provides equality and diversity training to all employees.</p> <p>Supplier examines existing policies and practices to identify barriers to equal opportunities and creates an action plan which clearly states how progress will be monitored.</p>	<p>Supplier provides equality and diversity training to all employees and supply chain staff.</p> <p>Supplier provides employment and training opportunities for priority target groups, i.e., people affected by disability, Ex Service Personnel, care leavers, long term unemployed, long term unemployed over 50,</p>

<p>policy.</p> <p>Supplier collects and analyses workforce monitoring data. Please see the Mayor of London's Workforce Data Equality Guide for guidance.</p> <p>Supplier reviews recruitment, selection, promotion, training and termination procedures to ensure no discrimination is being practised.</p> <p>Works Contracts Supplier complies with provisions of the Unite Construction Charter (Appendix C), including its supply chain.</p> <p>Service Contracts Supplier delivers services which are accessible and appropriate to meet the diverse needs of citizens and communities.</p>	<p>Supplier collects and monitors equalities data from its employees; uses this data to assess how effective their policies are at recruiting and promoting staff from underrepresented groups; and takes action to actively recruit staff from these groups.</p> <p>Service Contracts Supplier collects and monitors equalities data from service users; uses this data to assess how effective the service is at reaching and improving outcomes for diverse communities; and takes action to further improve accessibility and reach of its service as a result.</p>	<p>young offenders, ex-offenders, NEETS (aged 18 – 24).</p> <p>Supplier is taking steps to improve supplier diversity, in particular increasing the number of ethnic minority owned businesses, Micro, Small and Medium Enterprises (MSMEs) and Voluntary and Community and Social Enterprises (VCSEs) in their supply chains.</p> <p>Service Contracts Supplier engages with residents to design, manage and deliver the service through consultation and community engagement.</p> <p>Financial Wellbeing The supplier supports staff with access to safe methods of borrowing such as Credit Union.</p>
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Appendix 3 – Modern Slavery

Minimum	Enhanced	Preferred
<p>Supplier complies with the Modern Slavery Act 2015, wherever it applies.</p> <p>Relevant suppliers must state and demonstrate their compliance with the reporting requirements set out in Section 54 relating to transparency in supply chains.</p>	<p>Supplier incorporates modern slavery requirements into their contracts.</p>	<p>Supplier undertakes a supply chain mapping exercise which identifies potential modern slavery risks and develops an action plan to mitigate any risks.</p>

<p>Supplier has their own whistleblowing policy which enables staff to raise suspicions of unlawful and unethical employment practices, including modern slavery.</p>		
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Appendix 4 – Equality and Supplier Guide

[Equalities and Diversity in Procurement Supplier Guide \(enfield.gov.uk\)](http://enfield.gov.uk)

**London Borough of Enfield
Equalities Board**

30 March 2023

Subject: Funding and support to the Voluntary and Community Sector provided by Enfield Council

Cabinet Member: All

Executive Directors: Tony Theodoulou/Fay Hammond/Ian Davis

Key Decision: N/A

Purpose of Report

1. This report provides an overview on grant making by the local authority to Enfield's voluntary and community sector with reference to 'live' grant streams that offer widest accessibility to all community partners and the support offered to community groups to access internal and external funding opportunities. These currently are the Enfield Neighbourhood Fund and the Edmonton Community Chest Fund.

Proposal(s)

2. The Equalities Board to note the contents of the report and to discuss ways in which the availability of opportunities could be best communicated and to feed in thoughts on any future direction community grants funding could move towards given the current ongoing financial constraints affecting local government.

Reason for Proposal(s)

3. To ensure the Equalities Board is aware of the approach of the local authority and is alive to current/future funding opportunities.

Relevance to the Council Plan

4. The prescribing of community grants and the funding directed to support the development and sustainability of our voluntary and community sector cuts across all themes in our Council Plan and helps us attain targets set out in our 'Fairer Enfield' policy.

Background

5. The local authority has a longstanding and positive working relationship with the voluntary community sector who it sees as a vital partner in helping our residents thrive and as a mainstay of community cohesion in the borough.
6. The Council commissions work with the VCS in several ways all of which seek to meet evidenced need. Some of these are highly prescriptive and relate to the delivery of key services to residents in areas such as adult social care and children's services whilst others help us work together to deliver broader benefits to local people.
7. The council also sponsors wider work to develop and sustain the VCS in our borough. This is primarily delivered through our council for voluntary services,

Enfield Voluntary Action who work with over 650 voluntary, community and faith organisations, providing guidance, advice, infrastructure support and acquire external funding streams for local VCS groups to access as well as support the local authority on signature new funding schemes such as the Enfield Neighbourhood Fund.

8. The council is committed to transparency and fairness when it comes to how it commissions and prescribes grant funding to the VCS. Each year the annual 'A to Z' of funding is published on the council website setting out how we have funded the sector in the previous operational year. Supplementing this many delegated authority reports will be agreed to facilitate funding activities following commissioning rounds and these too will be published.
9. The local authority often seeks the advice of the sector when considering how best to frame funding opportunities and will also seek to collaborate with our council for voluntary services to ensure that we can help as many groups as possible take the opportunities presented to bid for funding to support local people.
10. The attached high-level briefing report at Appendix A in combination with the presentation materials submitted by officer colleagues and Enfield Voluntary Action in the wider briefing pack for this meeting are designed to give a comprehensive picture of how we support the VCS and enable them to access ringfenced local authority funding opportunities and wider external funding, including those secured by our council for voluntary services.

Main Considerations for the Council

11. The Council continues to reflect on the current overarching approach set out in this paper and any implications arising, including feedback from the Equalities Board at their meeting held on 30 March 2023.

Conclusions

12. The attached report sets out an overview of how we work with the VCS to deliver vital outcomes for residents and seek to underpin and support a vibrant, dynamic, and inclusive VCS.

Report Author: Shaun Rogan
Head of Corporate Strategy
Shaun.rogan@enfield.gov.uk

Date of report: 14/03/2023

Appendices

The report for this item attached at Appendix A.

Background Papers

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

Appendix A: Enfield Equalities Board: 30 March 2023

Briefing on funding and support to Enfield's Voluntary and Community Sector (VCS) provided by Enfield Council

This report to the Enfield Equalities Board seeks to set out how the council aims to deliver fair and inclusive support to residents in partnership with our VCS.

1 An Overview

Our People Department is the major sponsoring department for services delivered by the VCS in the borough

- Commissioning with the VCS - open and competitive grants processes

For many years now the council has sought to offer funding opportunities on a ringfenced but open and competitive basis to our VCS partners. This has proved to be successful in terms of supporting sustainability in our VCS, generating, and encouraging the development of new community groups, and encouraging the development of consortia to deliver multiple positive outcomes for residents.

Whilst our commissioning capacity has been severely affected by austerity the council is still committed to making funding opportunities available whenever it is able to do so. It recognises that often our VCS is the best vehicle to deliver support to residents both in terms of its connectivity to local people and its ability to deliver high levels of value for money.

Despite the financial constraints the council is managing it still managed to deliver services in partnership with the VCS in 2021-22 amounting to £3.9m.

- Enabling support

The local authority knows that it does not have the resources to support all the activities and services that residents need in the borough. It also knows that there are external funding streams that councils are excluded from applying for but that are in the range of our VCS.

We continue to sponsor our local council for voluntary services, Enfield Voluntary Action to bring in funding for our VCS groups to apply for and to provide the vital infrastructure support to enable a thriving and sustainable VCS.

2 Current council grant funding programmes for wider VCS engagement

Whilst the local authority, like all councils, has been severely impacted by austerity measures taken by the Government it still seeks to make wider grant funding opportunities available to our VCS.

Our two main Council grant funding programmes that provide for a wide range of applications to be received are currently the Enfield Neighbourhood Fund and the Meridian Water Community Chest Fund.

- **Enfield Neighbourhood Fund**

The Enfield Neighbourhood Fund is a funding programme made available by the London Borough of Enfield. The funding comes from the Community Infrastructure Levy and LBE have allocated a pot of funding to a grants programme to support the development of an area through the provision, improvement, replacement, operation or maintenance of infrastructure or anything else that is concerned with addressing the demands that development places on an area. This funding is aligned to the recommendations in the 2020 Poverty and Inequality Report 'All Things Being Equal'.

There has already been one successful round of bidding that has made £350,000 of new funding available to local groups to support our residents in a variety of ways. A second round recently closed, and announcements are expected imminently with a third round of the fund is likely to launch before the end of 2023.

Weblink: [Community development | Enfield Council](#)

- **Meridian Water Community Chest grant programme**

The Meridian Water Community Chest grant programme, which accompanies the development which is being designed to ensure local people are the primary beneficiaries of the development, was launched in November 2021 until January 2022, with a funding pot of £950k available to the Voluntary and Community Sector (VCS) in small and large grants. The areas targeted were Upper Edmonton, Edmonton Green and Lower Edmonton.

This grant programme has already awarded more than £317k in funding to 19 projects delivering to the communities in Edmonton, which address social cohesion; local issues around deprivation and poverty; and activities which build a bridge to enable access to new opportunities. These themes are also based on the 2020 Poverty and Inequality Report 'All Things Being Equal'.

Round two is expected in late 2023.

Weblink: <https://www.meridianwater.co.uk/community-chest/>

3 Additional supports sponsored by the council to access external funding and provision of infrastructural support to the VCS

As well as providing direct funding opportunities and supporting our council for voluntary services to bring funding into the borough we also have a number of supporting resources available to our VCS to help them develop their organisations, connect with peer groups and access wider external funding opportunities.

- **Open4Community - Online funding search facility**

Open4Community is a public-facing funding portal supported by the council that offers a funding service to local voluntary organisations and community groups.

It is a free to use service that provides our local community with ready access to local and national funding opportunities. It is monitored for impact, and it generates

significant added value by connecting local community groups to funding opportunities.

Weblink: <https://www.idoxopen4community.co.uk/enfield>

- **Council for Voluntary Services: Enfield Voluntary Action/Volunteer Centre Enfield**

We commission Enfield Voluntary Action based at Community House in Edmonton, to provide support and capacity building to the voluntary sector in Enfield, coordinate volunteering opportunities for Enfield residents and supply strategic support to Enfield Council.

You can find out more about Enfield Voluntary Action here:

<http://www.enfieldva.org.uk/>

4 Wider General information of interest to Equalities Board members and our VCS partners

The following resources are available to our VCS partners to help them target their activities, access further help and gain wider knowledge and information that will support them to develop more robust networks.

In addition to those resources linked to funding there are also resources that can help groups create networks and map how what they do relates to other similar activities in the borough.

- **Find My Nearest – (Boroughwide mapping of voluntary and community sector groups)**

‘Find My Nearest’ provides a comprehensive online mapping of our VCS database of over 650 voluntary organisations and community groups. The ‘Find My Nearest’ map assistance link can be found on the Council’s website.

To find details of local voluntary organisations and community groups, select ‘voluntary organisations’ from the list and this will take you to the Community Development Team page, in the map choose the relevant category for the type of service required.

You can click on the ‘pins’ on the map to show the organisation, website and contact details, a description of their services and activities and where the service operates (by ward).

The resource is currently being updated but provides the best overarching high-level resource for officers and local people alike. If officers would like to discuss the ‘Find My Nearest’ resource, then please email: Debbie.gates@enfield.gov.uk

Weblink: <https://new.enfield.gov.uk/find-my-nearest/>

- **MyLife - Enfield's Health & Social Care website**

Officers in our Adult and Social Care Teams have collaborated with community partners to collate a wide range of community resources and information to create 'MyLife Enfield.' This is a dedicated website/resource with a primary focus on health and social care support services for adults and families. This includes a comprehensive resource directory, information and advice, and information for professionals and providers.

Weblink: <https://mylife.enfield.gov.uk/homepage>

- **The Children's Portal**

The Children's Portal is a highly valuable, web-based single point of access for children and family services, including an inventory of information, advice, and guidance services. Safeguarding concerns can be raised with the MASH team through the Portal, as well as Early Help requests with the Early Help Team.

It is maintained by lead officers in our People Directorate (Children and Young People).

Weblink: <https://cp.childrensportal.enfield.gov.uk/web/portal/pages/enfieldinfo>

- **Simply Connect Enfield – A Social Prescribing service managed by Enfield Voluntary Action**

A new web resource that is currently being developed and enabled by our council for voluntary services, Enfield Voluntary Action following a successful external funding bid. Simply Connect Enfield provides a searchable online directory connecting residents to local community services. It has strong read across to our Public Health agenda.

Residents who are seeking a new leisure or social activity, need advice or information, or want to meet other people with similar interests, Simply Connect Enfield will help to make connections with local groups who can offer opportunities for participation.

Weblink: <https://enfield.simplyconnect.uk/>

5 Information on where we spend our money with our VCS partners

- **A-Z of Council funding – Transparent register of VCS organisations & community groups funded or commissioned by the Council**

Members, officers, and VCS partners can view an annual breakdown on where we spend funding with our VCS to provide services or activities to Enfield residents. They show the amount we have contributed and the purpose of the expenditure. The last five years' reports are available, the most recent being 2021/22. This year's expenditure (2022/2023) will be gathered and published later in 2023.

Weblink: <https://www.enfield.gov.uk/services/your-council/community-development#organisations-and-groups-funded-or-commissioned-by-us>

6 An illustrative summary analysis of support to BAME led VCS organisations

We are seeking to improve our ability to breakdown data to enable us to give more confident analysis and feedback on how the equalities agenda is being supported by our commissioning activities. This will evolve over time as we gain further traction in implementing our 'Fairer Enfield' policy but set out below is a broad summary of commissioning data relating to funding specific to BAME groups in the borough.

The Council's A-Z funding shows that in the financial period April 2019 to March 2022 the total amount of funding to BAME voluntary organisations and community groups was over £612k.

Most of these voluntary organisations and community groups are BAME led with a CEO/Manager from a BAME background.

This data includes the Council's current corporate grant commission (to November 2024) to Enfield Racial Equality Council (EREC), a dedicated race and ethnicity-based equalities service in Enfield providing support to individuals and guidance to organisations in the borough. We provide a small grant to enable the organisation to continue to advocate for many of our diverse ethnic groups.

The Council also currently commissions Enfield Voluntary Action (EVA) (to November 2024) to provide support to the voluntary sector in Enfield, coordinate volunteering opportunities for Enfield residents and supply strategic support to Enfield Council. In 2019-20, 51 BAME type organisations received grant funding using the EVA Funding Advice Service. The value of these grants was approx. £1 million with a mix of small, medium, and large grants. EVA also directly raised a further £1 million during this year for EVA projects and partners.

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Forward Plan – Equalities Board 2022/23

Proposed forward plan at October 2022.

Date	Agenda Item	Purpose of the Presentation	Lead Officer
19th Oct 2022	Review of school police officers, safeguarding protocols and training	To update the Board on school police officers, safeguarding protocols and training	Detective Superintendent Seb Adjei-Addoh Superintendent Rhona Hunt Peter Nathan, Director of Education
	Promote safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents.	To update the Board on progress on achieving our equalities objective.	Ivana Price, Head of Early Help, Youth and Community Safety Service/ Andrea Clemons, Head of Community Safety
17th Jan 2023	Equality of opportunity – work with schools to reduce attainment gaps	To update the Board on our work with schools to reduce inequality in attainment.	Peter Nathan, Director of Education
	Health inequality in Enfield	To receive a presentation from North Central London Integrated Care Board	Dudu Sher-Arami, Director of Public Health Ruth Donaldson, Director of Communities, NCL ICB
30th Mar 2023	Sustainable and Ethical Procurement Policy	To update the Board on the implementation of our Sustainable and Ethical Procurement Policy.	Michael Sprosson, Head of Procurement
	Community Grants	To update the Board on community grants; and the support and capacity building available to Enfield voluntary and community sector	Doug Wilson, Head of Strategy and Service Development Simon Gardener, Regeneration Director – Meridian Water Shaun Rogan, Head of Corporate Strategy

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