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EQUALITIES BOARD

**Wednesday, 19th July, 2023 at 7.00 pm in the Conference Room,
Civic Centre, Silver Street, Enfield, EN1 3XA**

Membership:

Councillors: Nia Stevens (Chair), Margaret Greer (Vice-Chair), Mustafa Cetinkaya, Hivran Dalkaya, Hannah Dyson, Alessandro Georgiou (Leader of the Opposition and the Conservative Group), Pat Gregory, Nelly Gyosheva and Ruby Sampson

AGENDA

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 - 6)

To agree the minutes of the meeting held on 30 March 2023.

4. INTRODUCTION- PURPOSE OF THE MEETING

The Chair to introduce the purpose of the meeting.

5. TERMS OF REFERENCE (Pages 7 - 8)

To note for information the attached Terms of Reference for the Equalities Board.

6. ANNUAL EQUALITIES REPORT 2022/23 (Pages 9 - 58)

To receive an update on the development of the Annual Equalities Report

2022/23.

Board Members will hear from Officers outlining priorities including an update on the Fairer Enfield Policy 2021-25

7. PLANNING THE WORK PROGRAMME FOR 2023/24

To agree and prioritise items for the new Work Programme 2023/24

8. DATES OF FUTURE MEETINGS

To note the dates of future meetings as follows:

- Wednesday 8 November 2023
- Monday 8 January 2024
- Monday 18 March 2024

MINUTES OF THE MEETING OF THE EQUALITIES BOARD HELD ON THURSDAY, 30TH MARCH, 2023

MEMBERS: Councillors Ergin Erbil (Chair & Deputy Leader of the Council), Mustafa Cetinkaya, (Associate Cabinet Member (Enfield South East), Hannah Dyson, Alessandro Georgiou (Leader of the Opposition and the Conservative Group), Nelly Gyosheva, Paul Pratt and Ruby Sampson

ABSENT: Councillors Margaret Greer and Bektas Ozer

Officers: Simon Gardner, Regeneration Director, Claire Reilly, Head of Policy & Contract Development, Michael Sprosson, Head of Procurement, Harriet Potemkin, Head of Policy & Strategy, Lucy Nasby, Strategy & Policy Manager, Stacey Gilmour, Governance & Scrutiny Officer

Also Attending:

Jo Ikhelef, Chief Executive Officer, Enfield Voluntary Action
Tim Fellows, Enfield LGBT Network
Bevin Betton, Chair, Enfield Racial Equality Council
Mustafa Berk Ak, Enfield Young Mayor

1. WELCOME & APOLOGIES

The Chair welcomed everyone to the meeting. Apologies for absence were received from Cllr Greer (Vice-Chair), Cllr Ozer, Tinu Olowe (Director of HR & OD), Shaun Rogan (Head of Corporate Strategy), Pastor Nick Chanda (Enfield Faith Forum) and Ginnie Landon (Enfield Women's Centre).

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 17 January 2023.

4. SUSTAINABLE & ETHICAL PROCUREMENT POLICY

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

NOTED

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1. The report provides an update on the implementation on the Sustainable and Ethical Procurement Policy, including information on how Procurement Services is supporting local business suppliers.
2. This item had last been discussed at the Equalities Board meeting on 15 July 2021, at which time officers from Procurement Services shared information on the development of a new Sustainable & Ethical Procurement Policy to replace the previous policy which expired in 2019.
3. 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. 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.
5. The key features of the new Sustainable and Ethical Procurement Policy are summarised in the report and focus on four priority areas: social value, ethical practices, supporting the local economy and climate action.
6. In each of these areas the policy sets out Enfield Council's commitments as a commissioner and the expectations of suppliers. This includes a framework for minimum, enhanced and preferred standards for specific areas in sustainable and ethical procurement.
7. The framework also details what a supplier should do as a minimum when seeking to work with the Council, and includes enhanced standards, which go beyond these minimum requirements, and preferred standards which are considered best practice.
8. 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.
9. The new policy also has specific areas relating to equalities, diversity & inclusion. These are: Labour and enforcement practices, Equality and Diversity and Modern Slavery.
10. Following Cabinet approval, the new policy has been presented at the Senior Leadership Forum to provide an overview of the policy across the organisation. Training and induction sessions are also available on the Council's training platform for officers to support implementation and understanding of the policy. It has also been promoted in Staff Matters, on the Council's website and the internal Procurement Services microsite.
11. New templates and toolkits have been introduced to support contract managers, including templates for contract meetings which include monitoring of delivery of social value, sustainable and equalities and diversity and inclusion for each contract.
12. The report detailed spend over the past three years and illustrated the top ten local suppliers alongside some headline information for each of these.

The following comments and questions were raised:

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- (i) In response to a question from Cllr Georgiou as to what defines a local or non-local supplier, Claire Reilly, Head of Policy & Contract Development advised that from a point of spend, the current measure is based on the payee being registered in the borough.
- (ii) Following a further query with regards to procurement and other authorities investing locally, it was advised that this seems to be the drive, however, members were reminded that local procurement is not necessarily the cheapest or most cost effective.
- (iii) Cllr Pratt referred to Meridian Water which accounts for a large part of the expenditure across the council for the next few years, with procurement frameworks already in place with regards to the local supply change, and therefore asked what the projections were for 2024/25 and 2025/26. Officers advised that a number of issues had been addressed at Meridian Water under the broad social value approach and local supply chain but acknowledged that further analysis was needed in terms of what this meant for local business going forward.
- (iv) Simon Gardner, Regeneration Director added some further clarity regarding Meridian Water and said that in terms of permanency, even when it was 'built out' services would still need to be provided therefore meaningful social value would always be a requirement when going out to market.
- (v) Cllr Dyson sought clarification on the local procurement contract data (14%) detailed in the report and officers provided further explanation and clarification regarding this.
- (vi) With regards to labour and employment, equality and diversity and modern slavery, Cllr Georgiou felt that it would be useful if future reports stated what is above and beyond legislative ask and if preferred, what is the minimum requirement as it was important for members to be able to understand this distinction.
- (vii) The Chair, Cllr Erbil said that he was pleased to hear that Enfield Council is supporting businesses through guidance and advice but asked to what extent ethnic minority businesses in the borough are being supported. Officers advised that this was a work in progress and recognised that more could be done. Online guidance needed to be reviewed to make it easier for businesses to understand how the Council works and where the opportunities are. More engagement with organisations such as Enfield Enterprise was needed alongside targeted work in certain areas of the borough where further support and guidance was required.
- (viii) Cllr Sampson sought clarification regarding the reference in the report to under-represented groups and asked which groups were being targeted. Officers advised that this was very much dependent on what the contract and market was as in some markets, for example, construction, diversity of the workforce was quite broad. However, each contract/market is different therefore it is about identifying under-represented groups and targeting them to make the most difference.
- (ix) The Chair re-iterated his point about ethnic minority businesses and asked if they were being provided with the same advice and guidance as that mentioned on page 14, item 19 of the report, as he felt that

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some of the terminology used would be alien to ethnic minority led businesses where English might be an obstacle. Officers noted this point and again acknowledged that some further work was required to identify and reach out to these groups.

- (x) Cllr Pratt referred to the local supply chain and how Enfield Council could work with ethnic minority groups more broadly. He said that in theory the supply change needs to be pre-qualified in some way, but this can be a major issue, and asked therefore how this could be addressed. Officers responded by saying that they are looking at ways to reduce barriers for small businesses, for example the financial test, and making it proportionate to the contract and breaking it down into smaller lots and demystifying procurement by losing the jargon and keeping it in plain language as much possible.
- (xi) Bevin Betton, Chair, Enfield Racial Equality Council felt that it was important to encourage local firms to partner with larger firms to then allow them to bid for contracts. He went on to say that it was important that any contractor did not just have a policy that was gathering dust on the shelf, but there needed to be practical implementation and monitoring. Officers acknowledged this point and said that the only way to ensure this was by contract management and monitoring which would require onsite visits to review and gather evidence. However due to lack of resource the Procurement Service was currently not able to do this, but this could possibly be a bigger piece of work for the council going forward.

The Chair thanked Officers for their informative and interesting update.

5. COMMUNITY GRANTS

RECEIVED a presentation from Jo Ikhelef, Chief Executive Officer, Enfield Voluntary Action and Simon Gardner, Regeneration Director

NOTED

1. The Chair, Cllr Ergil introduced the report and said that he was grateful to officers for bringing this item forward as many of the Equalities Board members had raised this issue very early on. He went on to say that Pastor Nick Chanda who represents the Enfield Faith Forum on the Equalities Board had been eager to receive this presentation, therefore in view of his absence at tonight's meeting it was agreed that a copy of the presentation be forwarded to Pastor Chanda for information. **Action: Stacey Gilmour**
2. The 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 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.
3. Jo Ikhelef, Chief Executive Officer, Enfield Voluntary Action (EVA) introduced her presentation which provided an overview on what EVA

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is and how it supports BME groups in Enfield Council's grants programmes.

4. EVA recognises the barriers for BME groups to navigate mainstream services and as a result, provide accessible services built on and improved over 32 years, which has led to this high representation of BME groups being supported through EVA's services.
5. EVA works to empower BME groups to provide much needed support to communities that are culturally specific and dynamic in their reach.
6. Further information was provided on EVA members, raising funds, participatory grant programmes and the guidance that is offered to BME groups throughout the grant programme process.
7. In response to a question from Cllr Pratt, Officers explained how informal groups across the borough who were not registered as charities could still apply for funding with support from EVA.
8. Cllr Gyosheva asked if there was any control regarding repeat grant applications. Officers explained that each grant programme will have different rules and criteria and the monitoring of each fund has its own process.
9. In response to Cllr Cetinkaya's question regarding the number of community groups in the borough it was advised that this has remained relatively stable. There had been quite a few closures during the pandemic, however lots of new community groups had since opened, for example food banks.
10. Following a question from the Chair regarding Funding Fares, Jo advised that one had taken place this month with further events planned for May and September. Jo encouraged members of the board to sign up to the EVA newsletter for all event information.
11. Simon Gardner, Regeneration Director provided further information on the Enfield Neighbourhood Fund, which 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 provision, improvement, replacement, operation or maintenance of infrastructure or anything else that is concerned with addressing the demands that development places on an area. Further information on the Enfield Neighbourhood Fund can be found at [Community development | Enfield Council](#).
12. A presentation was also provided on the Meridian Water Community Chest grant programme. This grant, 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.
13. 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

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opportunities. Round two is expected in late 2023. Further information can be found at www.meridianwater.co.uk/community-chest

The Chair thanked Officers for their interesting and informative updates.

6. WORK PROGRAMME 2022/23

This was the last meeting of the municipal year, and the 2022/23 Work Programme was now completed.

Members were thanked for their participation on the Board during this municipal year.

At the first meeting of the Board in the new municipal year, Harriet Potemkin, Head of Policy & Strategy would present the Equalities Annual Report which would help inform the Equalities Board Work Programme for 2023/24.

Action: Harriet Potemkin

7. DATES OF FUTURE MEETINGS

This was the last meeting of the municipal year. Meeting dates for 2023/24 would be approved at Annual Council on 10 May.

The meeting ended at 8:40pm.

EQUALITIES BOARD
Appointed by: Chair and Vice Chair appointed by Council
Proportionality: Applies
Membership: 9 members with up to 9 members from local groups representing the 9 protected characteristics
Chair and Vice Chair appointed by: Council
Public/Private meetings: Public
Quorum: 3
Frequency: minimum 4 times a year
<p>Terms of reference:</p> <p>Equalities Board is the forum by which the Council can oversee its processes to eliminate discrimination on the protected characteristics. The following characterises are protected under the Equalities Act 2010:</p> <ul style="list-style-type: none"> • age; • disability; • gender reassignment; • marriage and civil partnership; • pregnancy and maternity; • race; • religion or belief; • gender; • sexual orientation <ol style="list-style-type: none"> (i) To monitor the Council's performance against current equality legislation. (ii) To act as a consultative and advisory body with regard to the development of new policies/initiatives and to actively support such initiatives. (iii) To raise awareness of the specific needs of service users in terms of service delivery. (iv) To provide a sounding board for any initiative or proposal that the Council is making and how they may affect the protected characteristics either directly or indirectly. (v) To provide a better understanding of equalities in order to gain knowledge, and to promote awareness and encourage mutual respect. (vi) To encourage the Council to recognise the benefits of a diverse workforce that reflects the make-up of the local population and work toward that vision. (vii) To encourage the Council support to staff in a manner that motivates them and makes them feel secure in their working environment. (viii) To analyse data and information gained from monitoring, impact assessments and general consultation activity to inform priorities and

- future practice.
- (ix) To consider workforce equalities and diversity matters referred to it by the Director of Law and Governance, Human Resources, Audit & Risk Management

**London Borough of Enfield
Equalities Board**

19th July 2023

Subject: Annual Equalities Report 2022/23
Cabinet Member: Cllr Ergin Erbil, Deputy Leader
Executive Director: Ian Davis, Chief Executive

Purpose of Report

1. The Board will receive a presentation summarising activities and projects that the Council has focused on over the last year to deliver its Fairer Enfield policy and how these initiatives have delivered positive outcomes for people who live, learn, earn in or visit Enfield.
2. This presentation and feedback from the Board will be used to further develop the Council's Annual Equality and Diversity Report for 2022/23, for publication in July 2023.

Proposal(s)

3. The Board are asked to review the summary of the progress, highlighted in the presentation, towards achieving the Council's eight equalities objectives and our commitments as a community leader, service provider, commissioner and employer, as outlined in the Fairer Enfield policy.

Reason for Proposal(s)

4. To update the Board on working to deliver the Council's Fairer Enfield Policy in 2022/23.

Relevance to the Council Plan

5. Fairer Enfield is one of the cross-cutting themes in the Council Plan 2023 - 26 and the Fairer Enfield policy sets out the principles which we need to follow across the workforce to ensure we deliver on this priority to tackle discrimination and promote and enhance equality, inclusion and diversity in all that we do.
6. Our Annual Equality Report is an opportunity to demonstrate our progress in delivering on the Fairer Enfield Policy during 2022/23 and helps us identify where there is more work to do.

Background

7. The Fairer Enfield Policy 2021-25 supports the Council to comply with the Public Sector Equality Duty and the Equality Act 2010. The Public Sector

Equality Duty is made up of a general equality duty which is supported by specific duties.

8. The specific duty requires the Council to:
 - Annually publish information to demonstrate how it is complying with the Public Sector Equality Duty. This information must relate to people who are affected by the Council's policies and practices, such as employees and service users.
 - Prepare and publish equality objectives at least every four years.
9. The information included in this presentation is drawn from a range of sources from across the Council. It has also involved identifying activities that demonstrate best practice on equality and working with service leads to gather information on how these initiatives have delivered positive outcomes for people who live, learn, earn in or visit Enfield.

Main Considerations for the Council

10. The Fairer Enfield Policy sets out how Enfield Council will tackle inequality, support an inclusive workplace and communities and create new opportunities for everyone in Enfield. This policy includes eight equality objectives to reduce inequality, which affect specific groups in Enfield.
11. These objectives are to:
 - Overcome racism in Enfield
 - Deliver positive interventions to reduce serious youth violence in Enfield
 - Increase the number of residents affected by special educational needs and disabilities (SEND) who are in paid employment
 - Improve the wellbeing and celebrate the contribution of Lesbian, Gay, Bi and Trans Communities
 - Provide access to support services and networks to reduce social isolation
 - Work with our partners to mitigate the impact of Covid-19 on children and young people's mental health and wellbeing
 - Keep people safe from domestic abuse
 - Promote safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents
12. The first section of the presentation summarises our commitments, as set out in our Fairer Enfield policy, as a community leader, service provider and commissioner and as an employer and how we have worked to deliver them in 2022/23.
13. The second section of the presentation sets out our eight equality objectives from our Fairer Enfield Policy, why they were selected and a summary of key activities and projects that the Council has focused on over the last year to deliver them.

14. The presentation contains good practice stories that provide an overview of how the Council has worked in partnership with our statutory, voluntary and community partners, and engaged with residents, in its capacity as a community leader, service provider and commissioner, to deliver equalities initiatives that support work on improving service outcomes for diverse communities in Enfield.
15. These good practice stories include examples of work undertaken by voluntary and community groups, which are commissioned by the Council to reduce inequality affecting specific groups in Enfield.

Conclusions

16. The presentation to the Board will highlight progress towards achieving the Council's eight equalities objectives and our commitments as a community leader, service provider, commissioner and employer. The Board will be asked for their feedback and this will be used to further develop our Annual Equality and Diversity Report for 2022/23.

Report Author: Lucy Nasby
Policy and Performance Manager

Date of report: 30th June 2023

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Annual Equalities Report

Equalities Board

Harriet Potemkin, Head of Policy and Strategy
Lucy Nasby, Policy and Performance Manager



Background

- We publish an equality and diversity report each year to review progress, celebrate successes and identify the further work needed to make Enfield a fairer place
- Publishing this report is a requirement under the Public Sector Equality Duty
- Fairer Enfield, our equality, diversity and inclusion policy published March 2021, sets the framework for our review
- Today we will share our data review and proposed case studies for our 2022/23 annual report



Aims for today

- Discussion on our findings to help us finalise our 2022/23 equality and diversity report.
- Agreement on topics to explore further in the 2023/24 Equalities Board meetings – agenda-setting.



Fairer Enfield Policy Principles

Community Leader

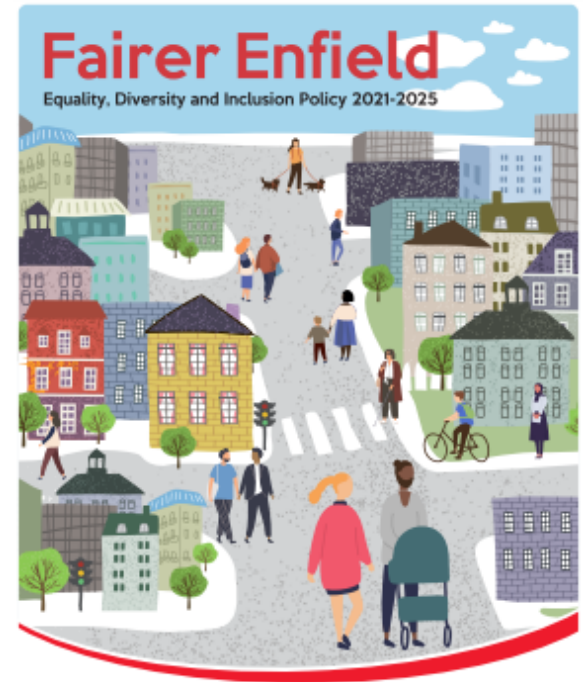
- How we will work with our partners to create a lifetime of opportunities for everyone in Enfield and promote good relations between our communities.

Service Provider and Commissioner

- How we will deliver services that are accessible to all and are tailored to the diverse needs of our communities.
- How we will use commissioning and procurement of services as a tool to reduce inequality.

Employer

- How we will employ a diverse workforce which is representative of the community we serve, where staff work together harmoniously and productively and everyone feels valued.



Case studies demonstrating our principles in practice during 2022/23

Case Study: Community Leader Holocaust Memorial Day 2023

Enfield Council commemorated Holocaust Memorial Day on 27th January 2023 through an invitation-only event at the Dugdale Arts Centre. Attendees were welcomed by Cllr Gina Needs, Cabinet Member for Community Safety and Cohesion.

The event included a performance by Wolfson Hillel Primary School Choir and speeches by Cllr Nesil Caliskan, Rabbi Emanuel Levy from the Palmers Green & Southgate Synagogue and Cllr Alessandro Georgiou. There was presentation by Ted Sale and Tania Gessi from the Roma Support Group on the Roma Genocide.

The penultimate item on the agenda was readings from pupils at Chace Community School and St Anne's Catholic High School for Girls on Europe's Rwanda: The shame of the Srebrenica Massacre, followed by a speech by Rabbi Dany Rich from Southgate Progressive Synagogue.

Case Study: Service Provider and Commissioner ***Equality Impact Assessments***

We routinely carry out EqlAs to consider the impact that any prospective changes to policy or service delivery may have on different protected groups and act to mitigate against any unequal impact and take all opportunities to increase equality between groups who share a protected characteristic and those who do not.

All key decisions made by Cabinet or decisions made by Full Council are informed by an EqlA which is published with the decision-making report. The assessments help us to assess whether our decision may have a disproportionate impact on any group who share a protected characteristic compared to those who do not and inform any mitigating action we need to take as a result in relation to the decision. They also help us ensure we take every opportunity to advance equality between groups, as part of our Public Sector Equality Duty.

Case Study: Employer *National Inclusion Week 2022*

To mark this week in September, the staff network groups, supported by the Employee Experience and Internal Communications teams, organised virtual events and resources, including the following:

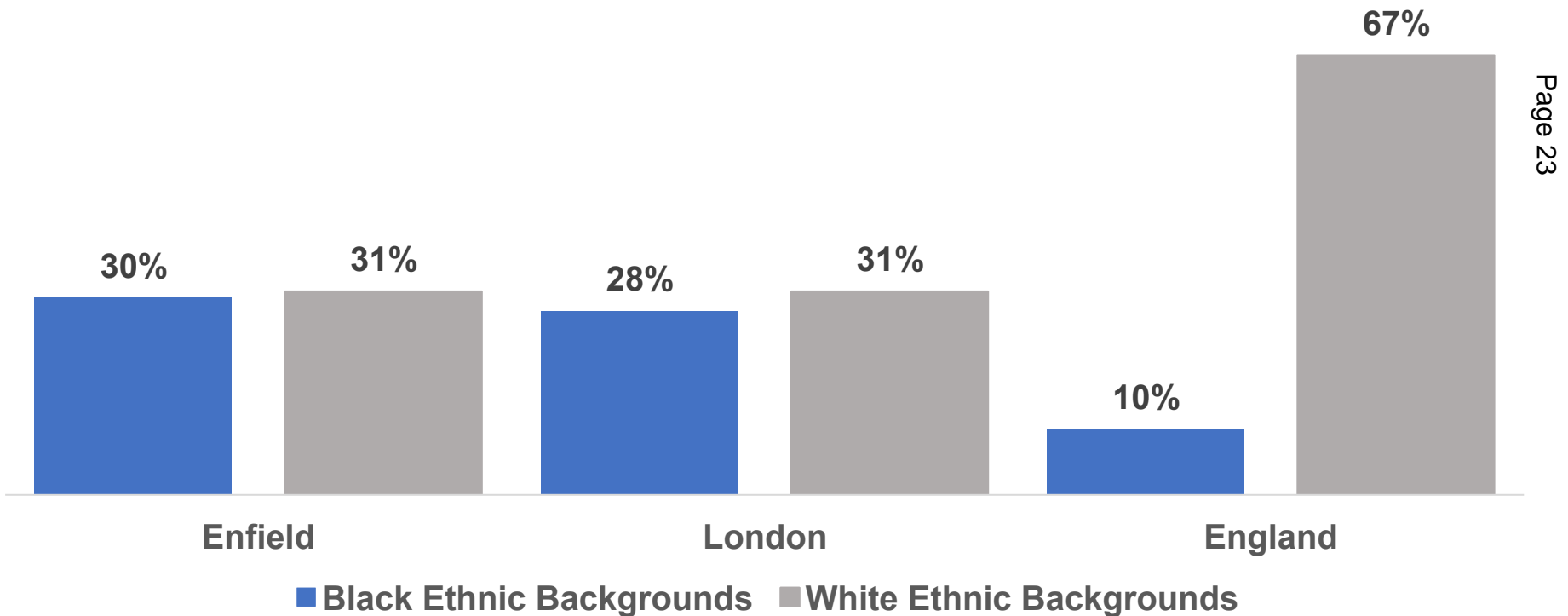
- ‘Just See Me’ was a celebration of people as unique individuals, rather than focusing on particular aspects which might make them different to what may be considered the societal norm, for example disability, sexuality or race. The online initiative involved 7 officers sharing stories about themselves and their interests, what inclusion means to them and how we can all be more inclusive.
- ‘How to be Digitally Inclusive with People of all Abilities’ was a workshop delivered by Digital Services and the Disability Working Group and explored how officers can make simple adjustments to their presentations and meetings to support colleagues of all abilities to fully engage with and understand the content, to contribute their views and ideas, and thereby make the workplace more inclusive for everyone.

Working toward our objectives in 2022/23: data review and case studies

Overcoming Racism in Enfield

Homelessness

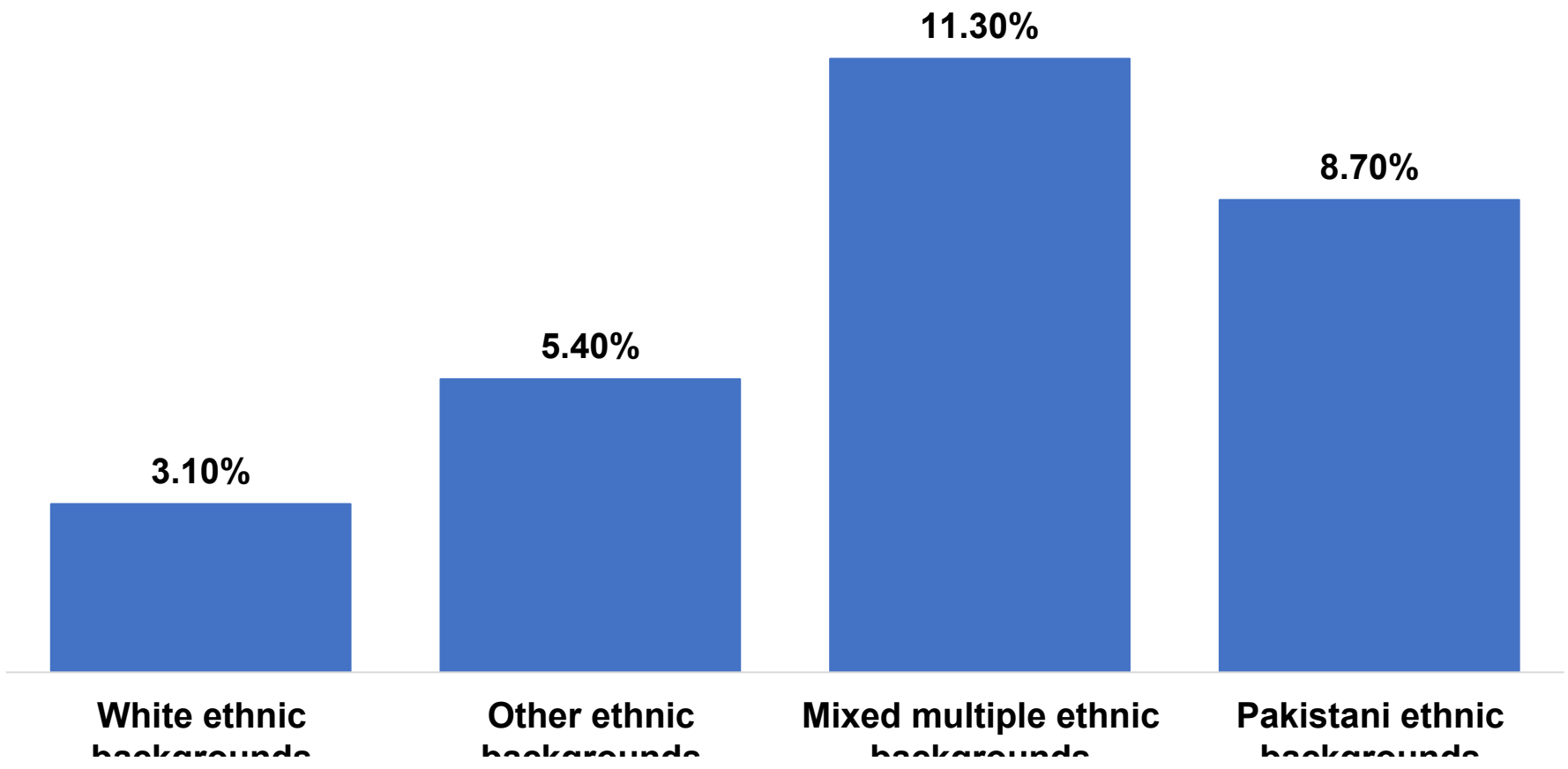
Between July and September 2022, 30% of residents we assessed as being homeless were Black or Black British, but Black people make up only 18.5% of the borough's population. This was the second highest proportion of any ethnic group.



(Department for Levelling Up, Housing and Communities, January 2022)

Employment

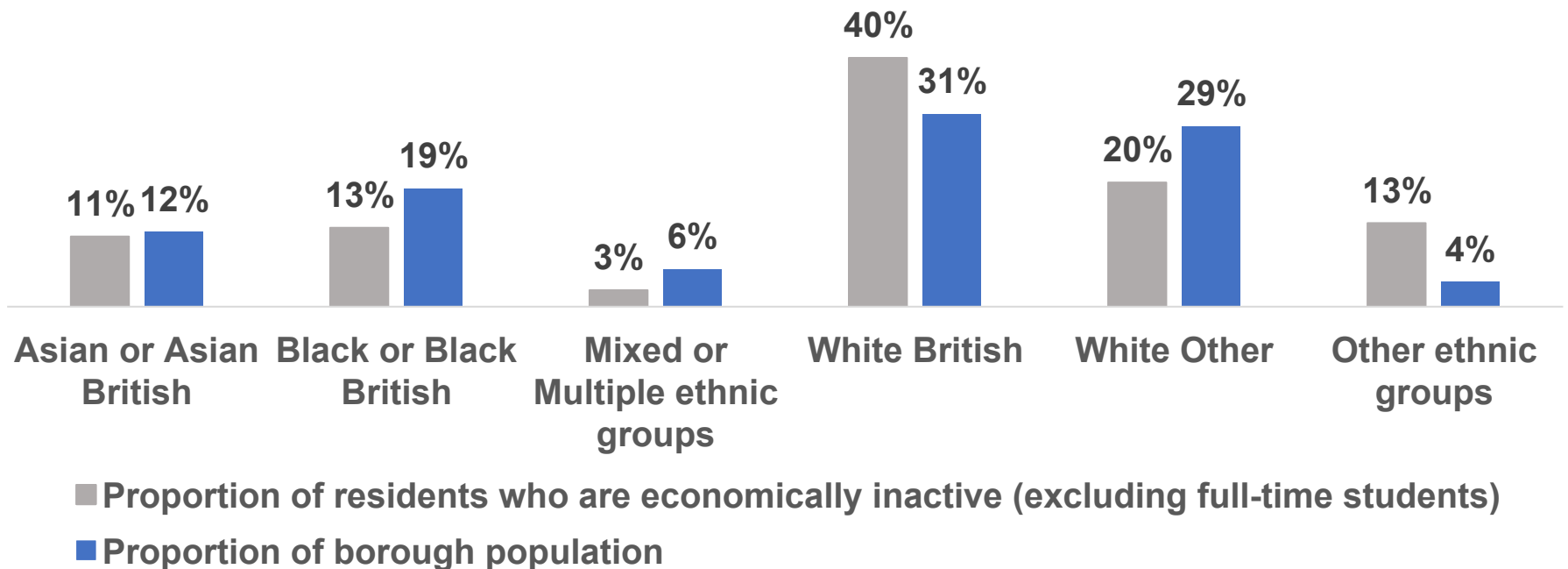
Nationally, between October and December 2022, people from White ethnic backgrounds (3.1%) and Other ethnic backgrounds (5.4%) had the lowest unemployment rates, and people from Mixed multiple ethnic backgrounds (11.3%) and a Pakistani ethnic background (8.7%) had the highest rates.



(House of Commons Library, April 2023)

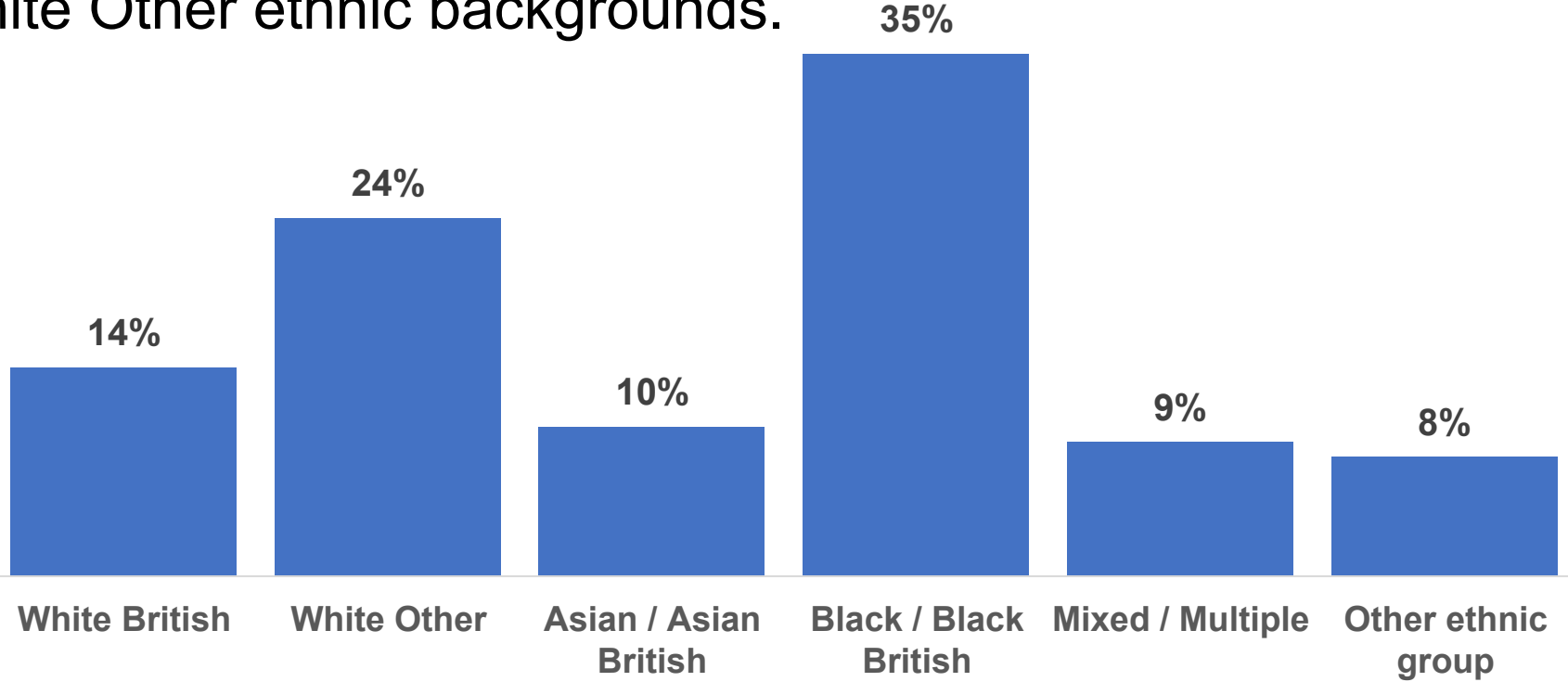
Employment

In Enfield, 40% of those who were economically inactive (excluding full-time students) were from a White British ethnic background. However, people from White British ethnic backgrounds make up 31% of the borough's population. People from Other ethnic groups were also disproportionately represented in the number of residents who were economically inactive, (13% compared to 4% of the borough population).



Case Study: Skills, Training and Employment Pillar

In 2022, we launched our Skills, Training and Employment Pillar (STEP) which is a free development programme, designed to support residents aged 19+ who are looking for volunteering, work experience, training, or to find a job. Between October 2022 – March 2023, 184 learners were enrolled onto STEPs of these 35% were from Black ethnic backgrounds and 24% were from White Other ethnic backgrounds.



(Census 2021)

Criminal Justice – Stop and Search

Enfield residents from Black or Black British backgrounds are the most frequently stopped and searched ethnic group by police. Between May 2022 and April 2023, 26.2 per 1000 Black Enfield residents are stopped and searched compared to 12.3 for every 100



(Metropolitan Police, May 2022 - April 2023)

Case Study: Black History Month 2022

Enfield's Black History Month celebrations 2022 were an opportunity to share, celebrate and understand the impact of Black heritage and culture. The 2022 theme for Black History Month was "Time for Change: Action not Words."

The community events organised by the Council for Black History Month 2022 included a music performance by African and Afro-Caribbean classical composers at Forty Hall, as well as a series of performances celebrating Enfield's Community Champions from Black Heritage, by local performers and artists, at the Millfield Theatre.

FORTY HALL ESTATE

The African
CONCERT SERIES

SEGUN MARTINS FAJEMISIN
Host

REBECA OMORDIA
Pianist

VICTORIA ORUWARI
Soprano

Sunday 16th October at 2:30pm-4:00pm
Forty Hall, Forty Hill, Enfield EN2 9HA

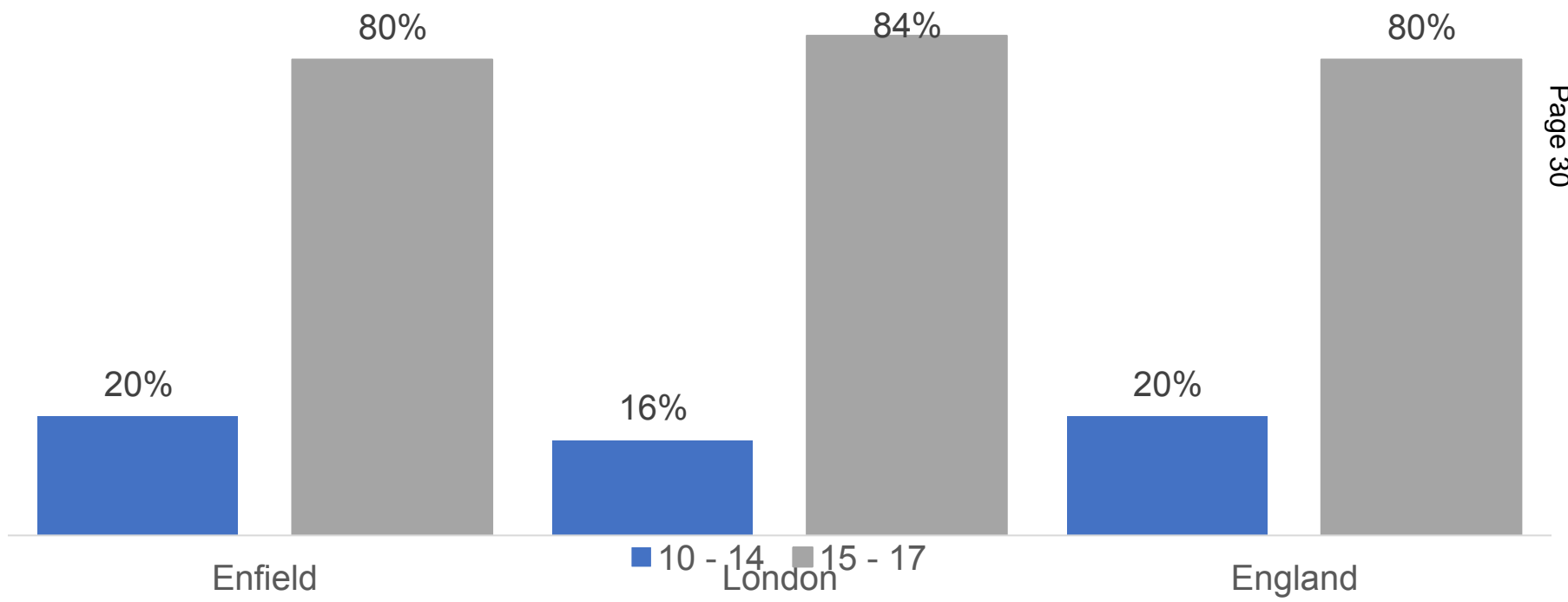
ENFIELD CELEBRATING BLACK HISTORY

TO BOOK VISIT
www.fortyhallestate.co.uk

**Deliver positive
interventions to reduce
serious youth violence in
Enfield**

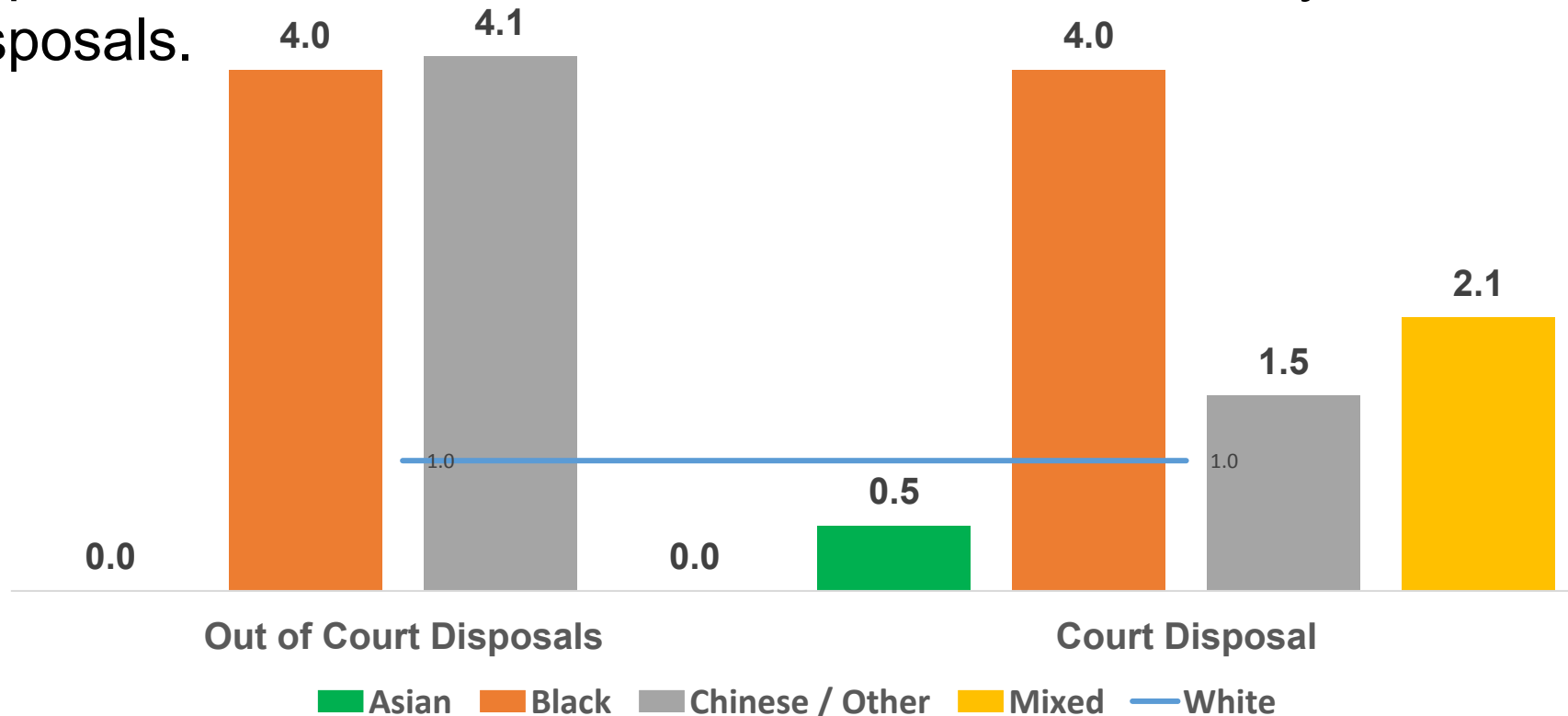
Age

In England and Wales, during 2021/22, children aged 15 to 17 made up 80% of the offending population. This is similar to figures for Enfield and London, where children aged 15 to 17 make up 80% and 84% of the offending population respectively.



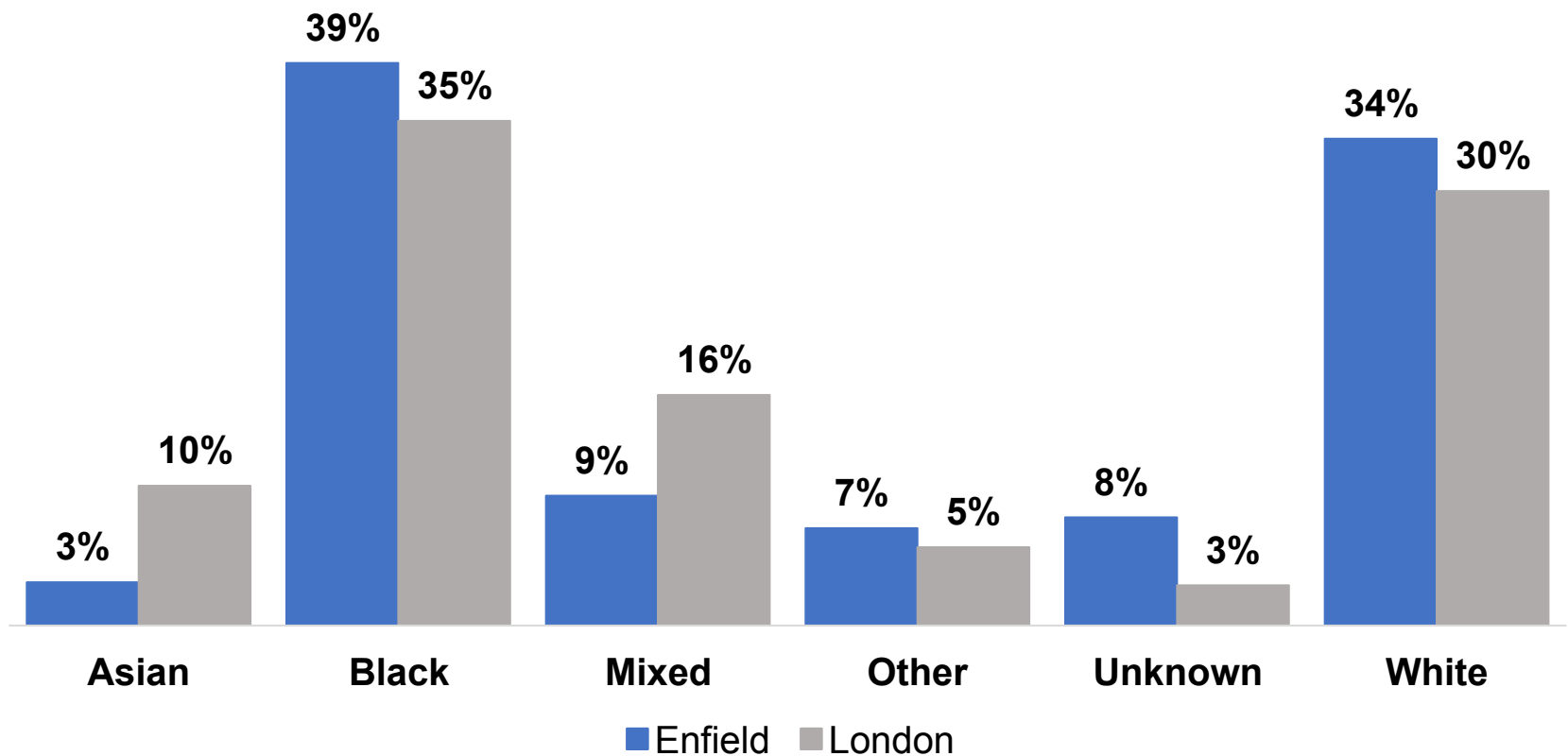
Relative Rate Index

Children from Black ethnic backgrounds are significantly over-represented (4.0 times as likely than their counterparts from White ethnic backgrounds) within Youth Justice Service across both pre-court and post-court disposals. Children from Chinese and Other ethnic backgrounds are 4.1 over-represented in Out of Court disposals, however, this reduces to 1.5 times as likely in court disposals.



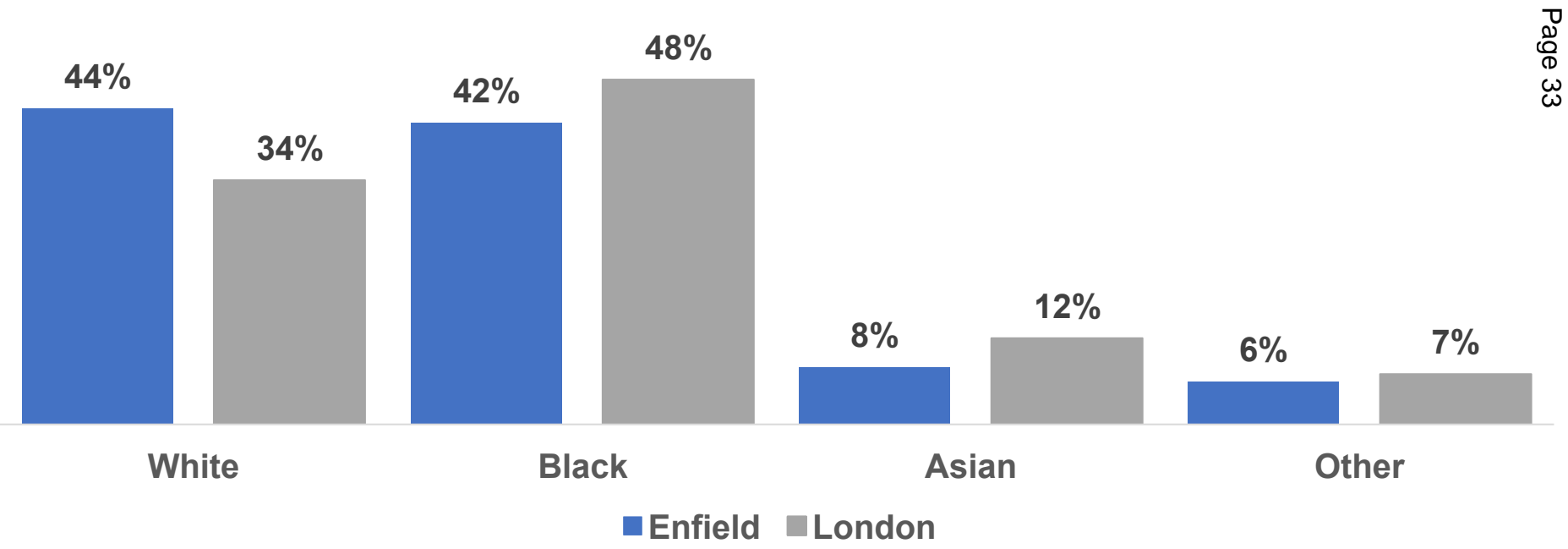
Ethnicity

Proportionately, in Enfield, more young people from Black ethnic backgrounds (39%) were cautioned or sentenced for youth offences than any other ethnic group in 2021/22. This is slightly higher than the London average (35%) and is significantly higher than the national average (12%).



Ethnicity

Between June 2022 and May 2023, children from Black ethnic backgrounds were disproportionately overrepresented in stop and search volumes in London and Enfield. In Enfield, 42% of children and young people aged under 19 who were stopped and searched were for children from Black ethnic backgrounds. For London overall, this figure was 44%.



Case Study: Operation Engage

This project is funded by the Violence Reduction Unit and co-delivered in partnership with the Metropolitan Police Service. It places youth workers in the Wood Green custody, providing support and early intervention in the 'reachable and teachable' moment when a young person is arrested and presented in custody.

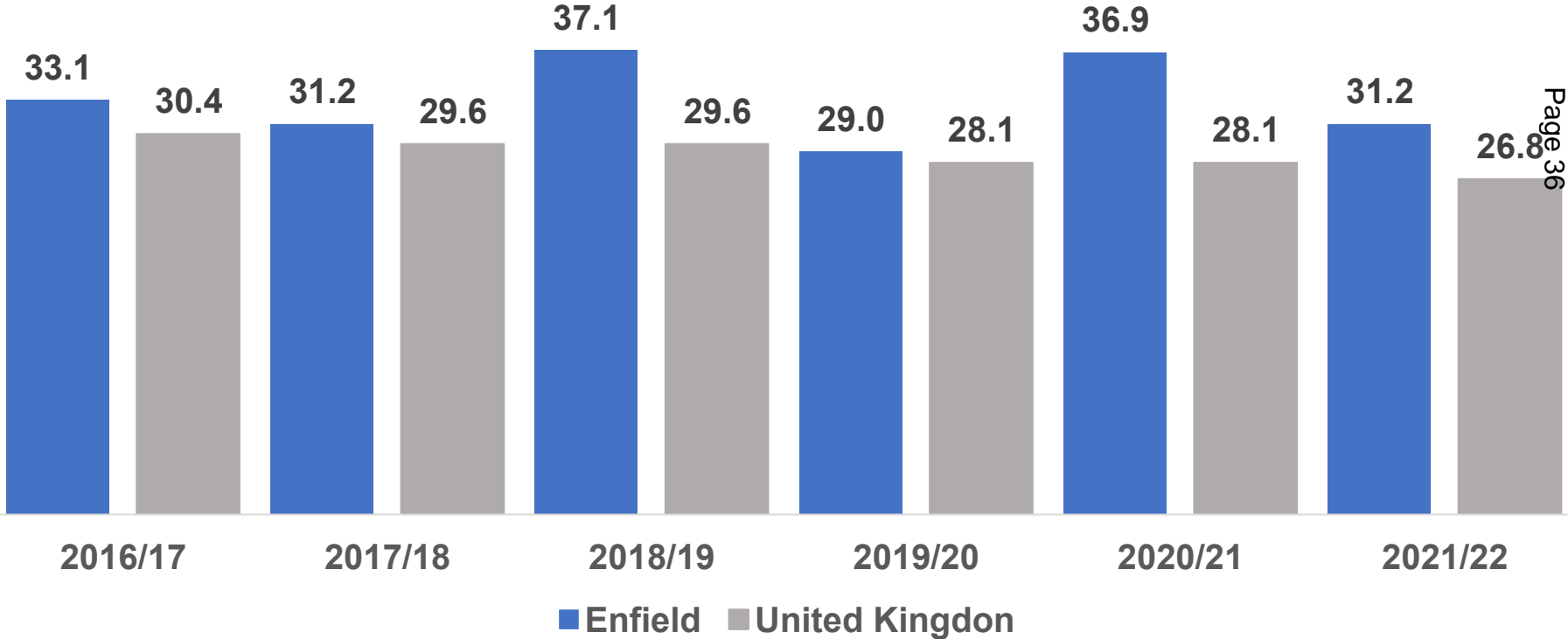
Engage provides a follow through support into the community. Key focus is on reducing further engagement in risky behaviour and offending.

Out of the 344 Enfield young people presented in custody during 2021/22, 193 have positively engaged with the project and received support, including information, advice, access to diversionary activities and mentoring.

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

Disability employment gap

In Enfield, during 2021/22, people affected by a disability had an employment rate that was 31.2 percentage points lower than that of people who are not affected by disability. This is higher than both London (22.6 percentage points) and national (25.4 percentage points) averages.



(Department of Work and Pensions, February 2023)

Proportion of working age people who receive support for their learning disability in paid employment

In 2021/22, Enfield had the second highest proportion in London of working age people (14.7%) who receive support for their learning disability in paid employment. This was the fifth highest nationally and significantly higher than the London (5.2%) and England (4.8%) averages.



Case Study: West Lea Supported Internship

Supported Internships are a study programme, run by West Lea school, for young people aged 16 to 25 years who have an Education, Health and Care Plan (EHCP), who are able to work but need extra support to do so.

Interns must be committed to working and are assigned a jobs coach who helps them to find the right jobs and support. Internships usually last from six months to one year, with Interns working four days a week in their job and one day with a tutor, learning workplace skills.

From the 2021/22 cohort, 74% of students (17 people) were offered a job at the end of the programme.

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

Census 2021

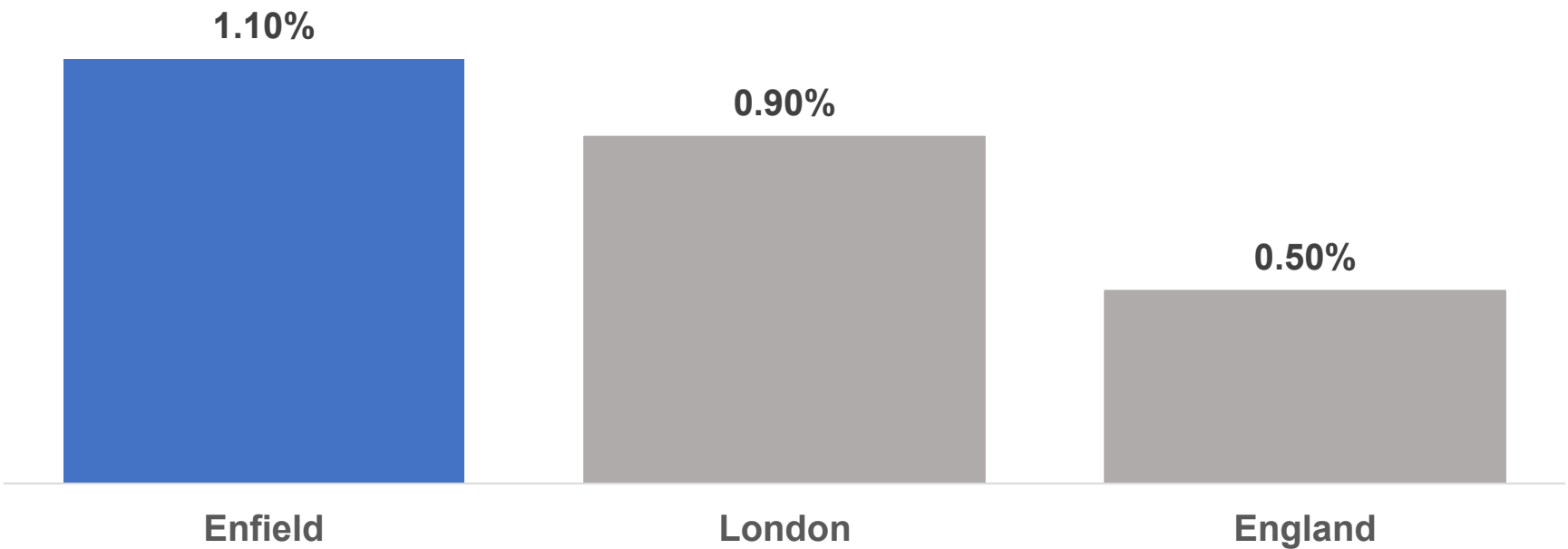
In Enfield, 2.2% of residents gave their sexual orientation as something other than straight or heterosexual. This was lower than London (4.3%) and England and Wales (3.2%) averages.



(Census 2021)

Census 2021

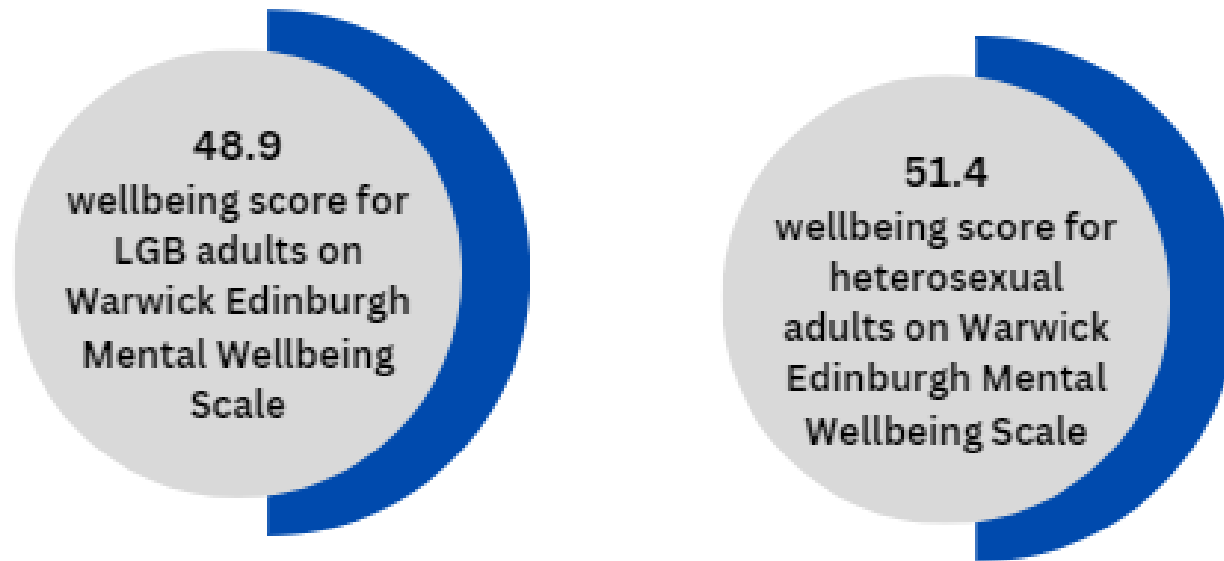
In Enfield, 1.1% of residents declared their gender identity is different from that which had been assigned at birth. This is higher than London (0.9%) and England and Wales (0.5%) averages.



(Census 2021)

Health and Wellbeing

The NHS have produced national data on health outcomes for LGBT people. In 2021, the prevalence of limiting longstanding illness was higher among LGB adults than heterosexual adults. LGB adults also had a lower average mental wellbeing score on the Warwick Edinburgh Mental Wellbeing Scale (48.9) compared with heterosexual adults (51.4), with LGB women reporting the lowest well-being scores (47.3).



Enfield Pride Festival 2022

We worked in partnership with our LGBTQ+ community to organise a Pride festival on 18th and 19th June 2022. The free, family-friendly festival took place on Library Green included performances from Sum Ting Wong, Vanity Milan and Joe McElderry, and was attended by over 8,000 visitors.

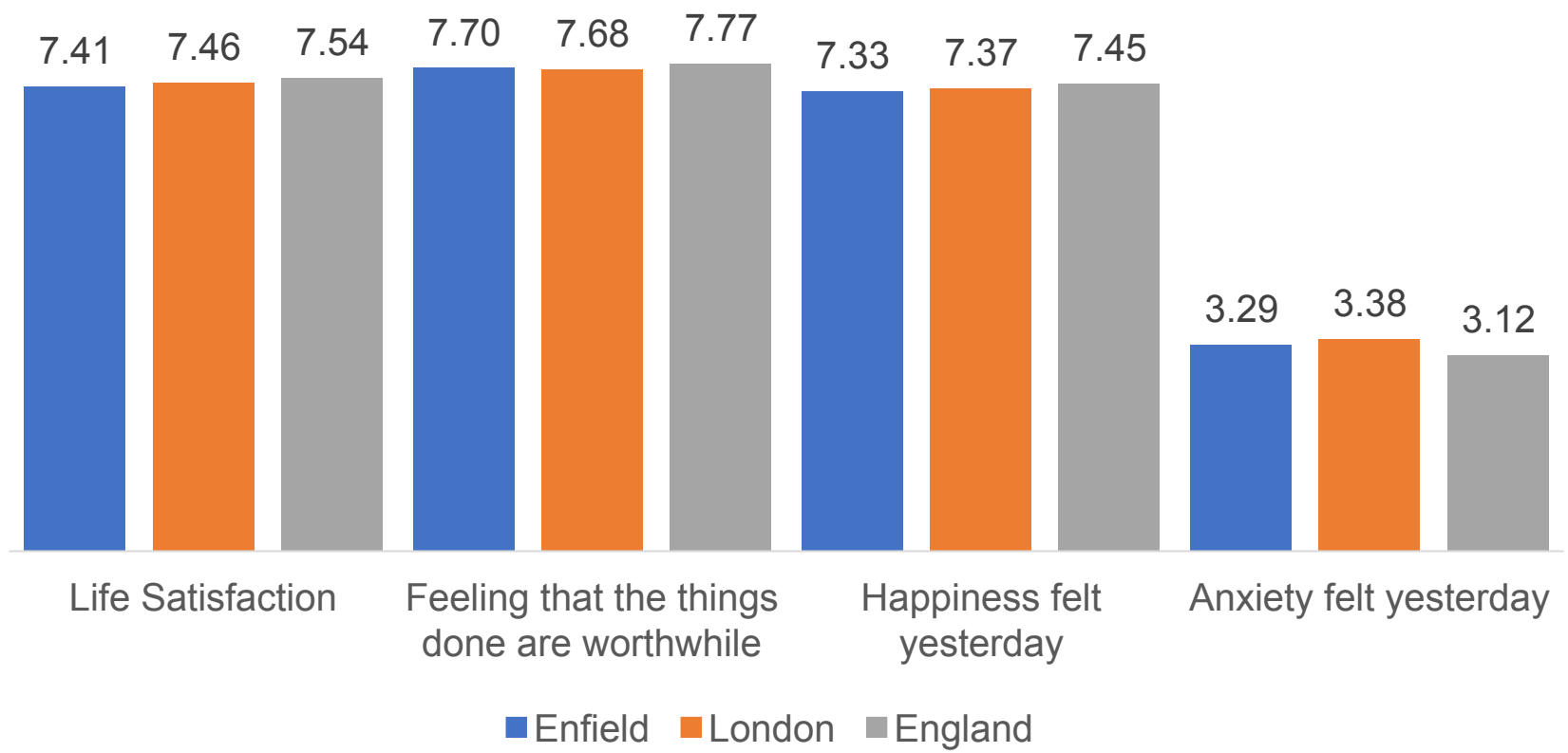
A poster was also displayed throughout the borough celebrating Enfield Pride 2022. The poster was commissioned by the Enfield Council LGBTQ+ Staff Network. Designed by local artist Vikkie Thompson it featured the Enfield 'beast' surrounded by flowers in the colours of the LGBTQ+ flag. An original of the artwork was also be displayed within the Civic Centre.



**Provide access to
support services and
networks to reduce
social isolation**

Personal well-being

A study by the ONS provides annual estimates of personal well-being for April 2021 to March 2022



(ONS, October 2022)

Case Study: SMART Living

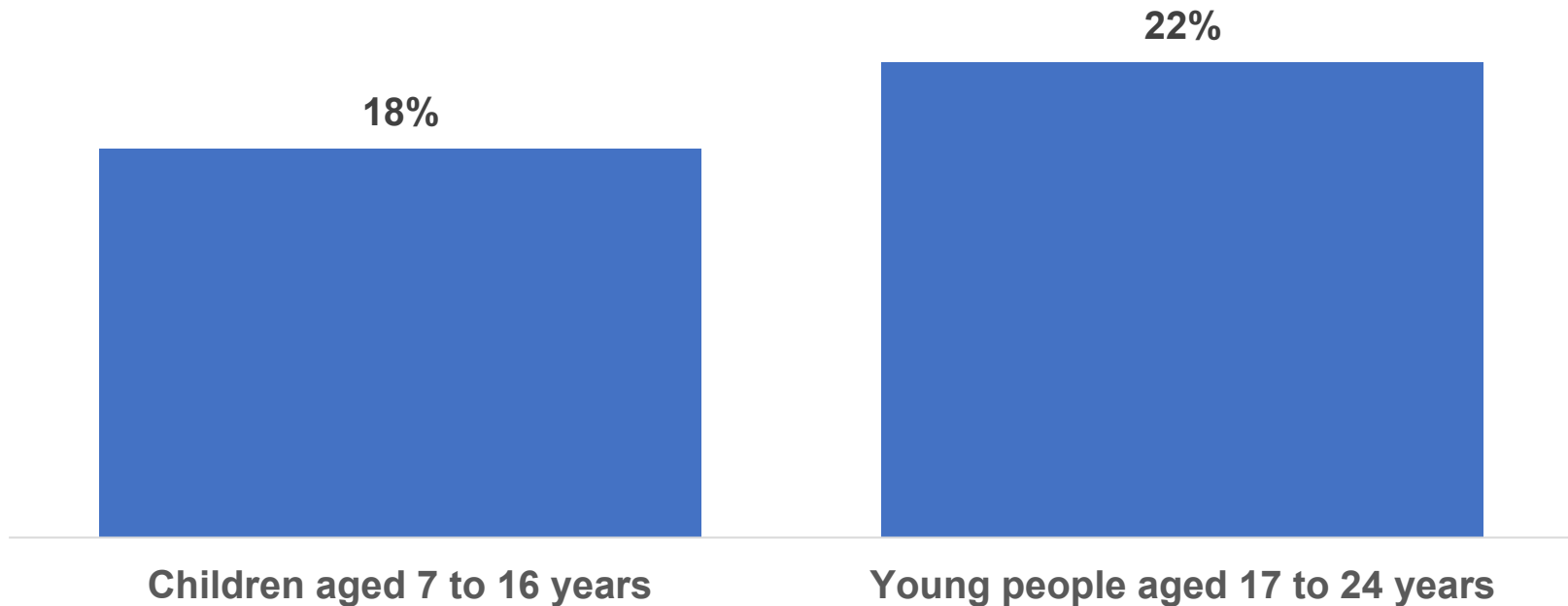
We are the first local authority to introduce artificial intelligence PainChek technology in care homes to better identify and support residents who may be experiencing pain but unable to express this verbally.

The SMART Living Project aims to reduce isolation in service users through introducing SMART technology into care homes to connect service users with friends and family. This is to ensure that service users stay happier, healthier, and independent for longer through the introduction of technology in our current social care offer.

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

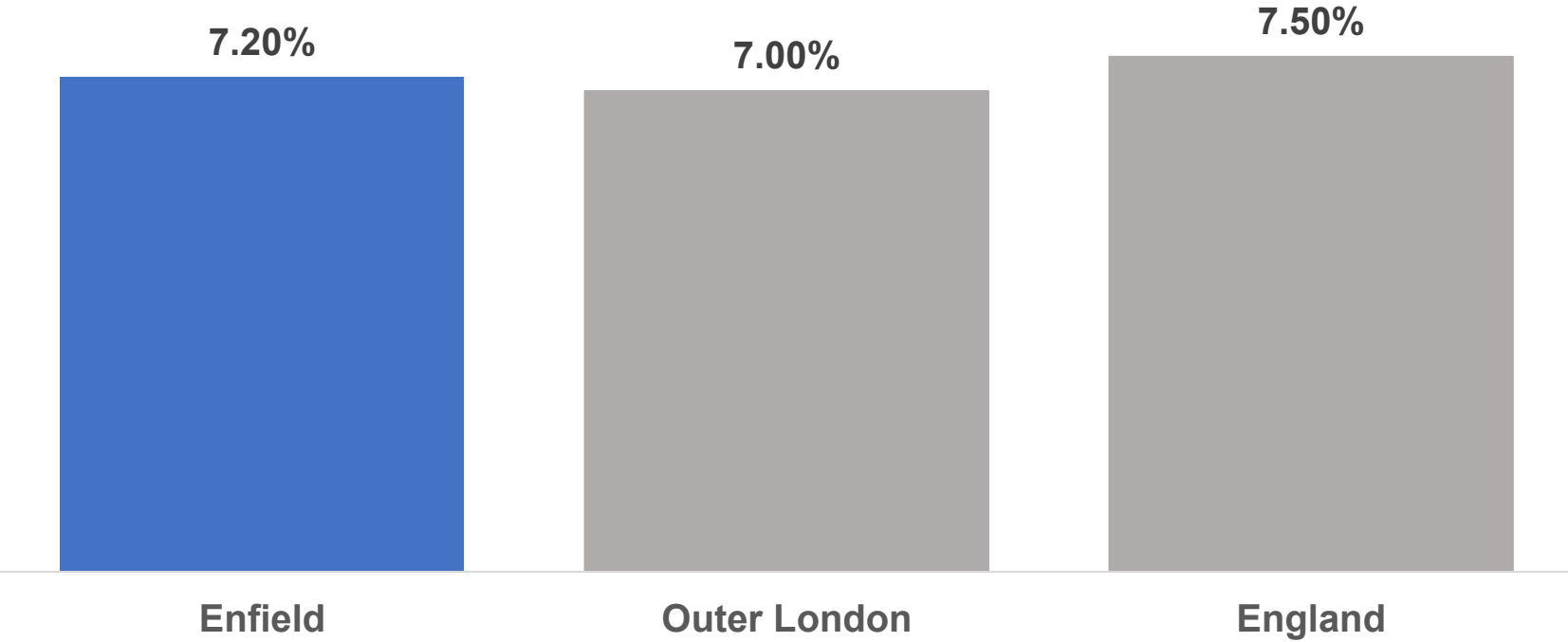
Children and young people's mental health

Nationally the mental health of children and young people have worsened since the pandemic began. Data from NHS Digital shows that in 2022, 18% of children aged 7 to 16 years and 22% of young people aged 17 to 24 years had a probable mental disorder.



Overall absence rate for autumn term 2022/23

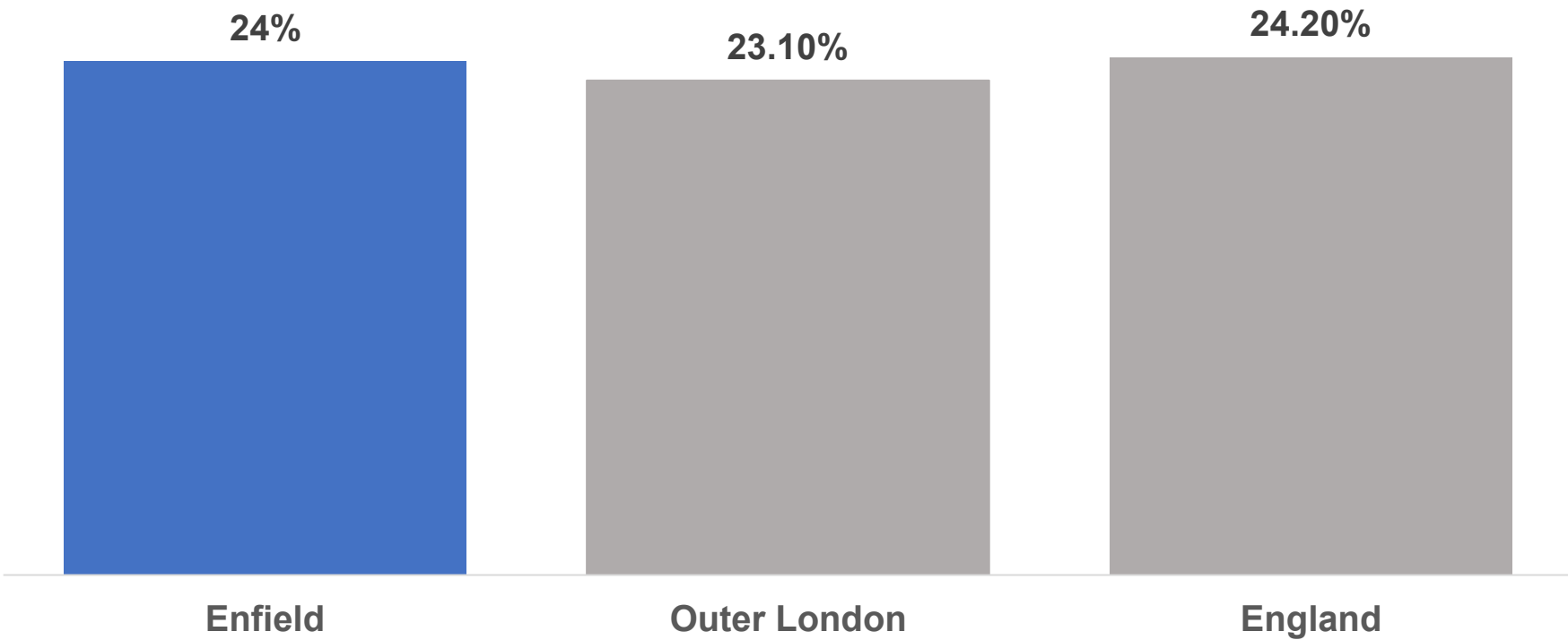
In the 2022 autumn term, nationally the overall absence rate was 7.5%, compared with 4.9% in autumn 2019. In Enfield, the overall absence rate during the 2022 autumn term was 7.2%, this is slightly higher than the average for Outer London (7%).



(Department for Education, December 2022)

Persistent absence rate for autumn term 2022/23

In Enfield, the persistence absence rate during the 2022 autumn term was 24%, this is slightly higher than the average for Outer London (23.1%).



(Department for Education, December 2022)

Case study: After-school supervised independent study

In September 2022, Enfield Council funded 18 secondary schools in the borough to provide their pupils with a place for safe independent study within the school, after the end of the school day.

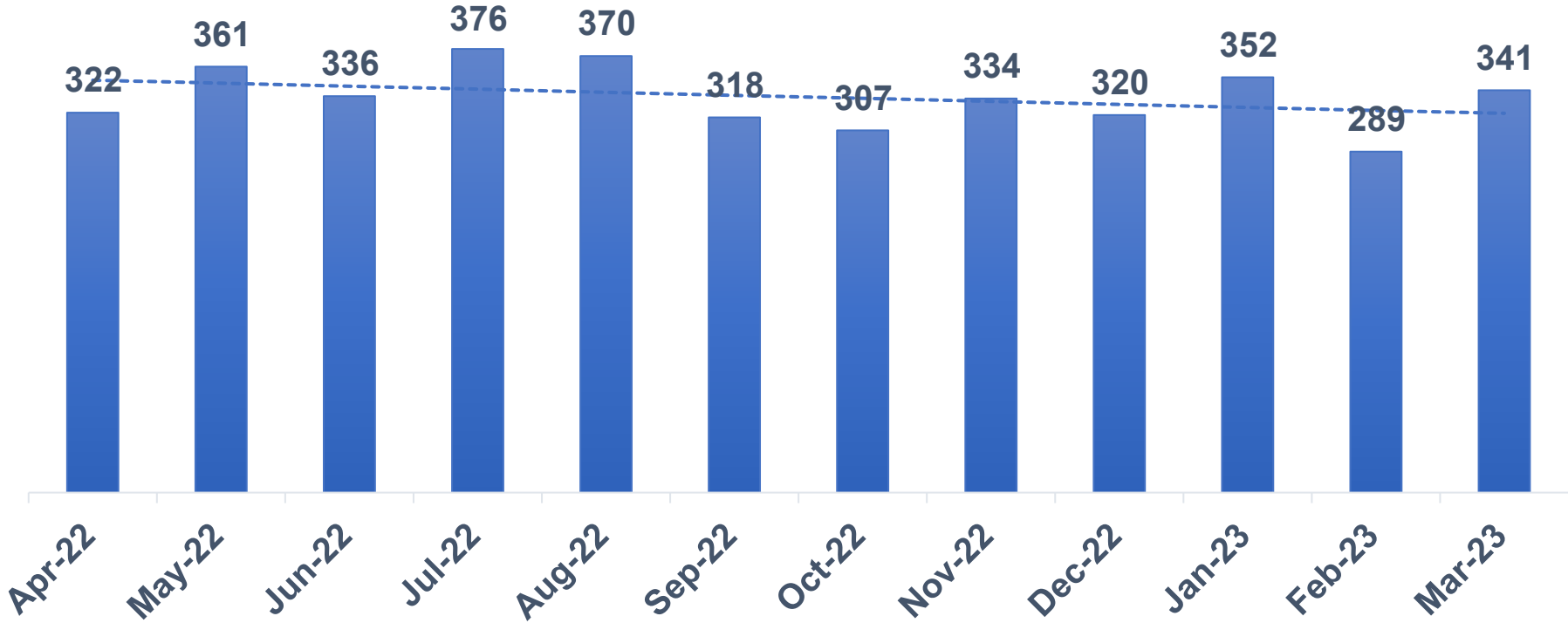
The purpose of the pilot was to improve academic performance by providing access to resources to complete homework; increasing motivation and confidence; and to foster social inclusion by encouraging pupils to work with their peers to better their understanding of lesson material.

The initiative was also intended to help alleviate pressures outside schools by decreasing the numbers of young people all travelling out of schools at the same time, with the potential of helping reduce the risk of antisocial behaviour and youth crime in hotspot areas.

**Keep people safe from
domestic abuse**

Number of domestic abuse incidents in Enfield between April 2022 to March 2023

There were 4,026 recorded cases of domestic abuse in Enfield in the 12 months to March 2023. In the previous year, 3,962 cases were recorded, highlighting a 1.6% increase in domestic violence in the borough.



(MOPAC, March 2023)

Case Study: Rise Mutual Pilot in Enfield

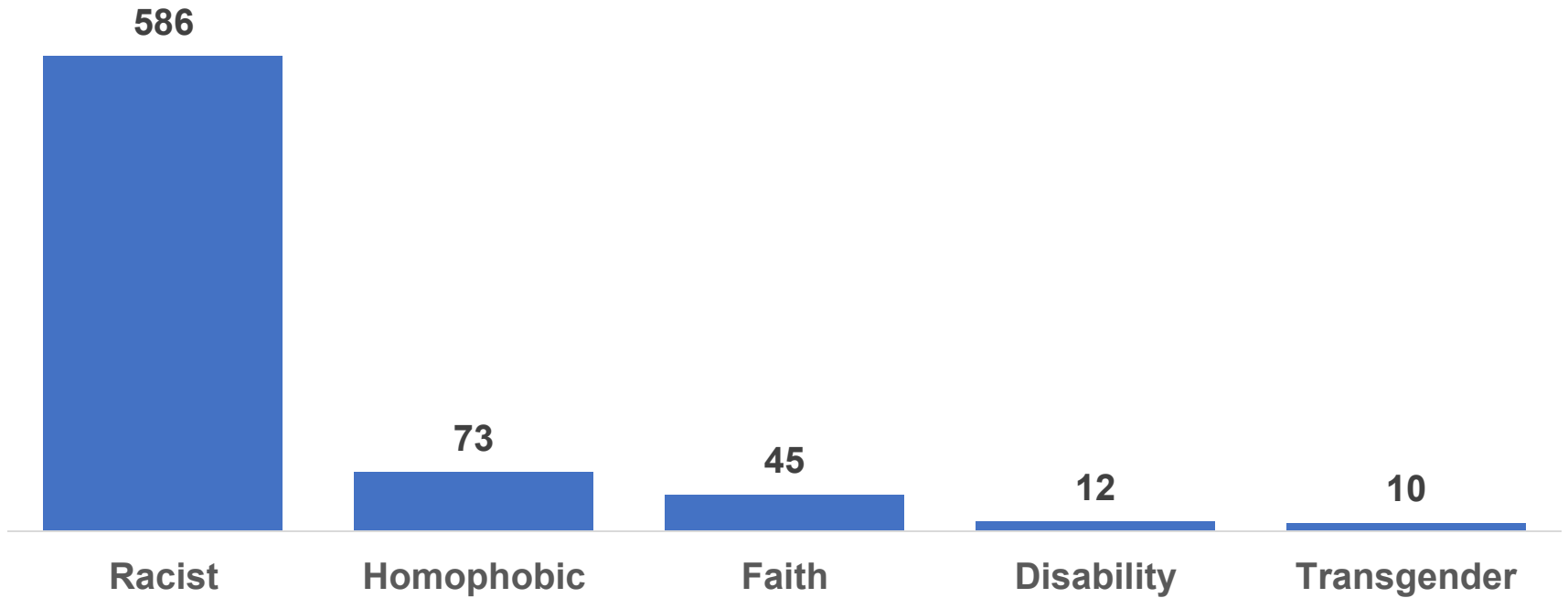
Rise delivers a range of behavioural change programmes and innovative solutions to reduce re-offending and abuse, change behaviour and transform the lives of individuals, families and communities.

In 2022, Rise launched a pilot in Enfield aimed at supporting traditionally minoritized groups to change abusive behaviour. Between April and December 2022, there had been 52 referrals to Rise for interventions and an additional 29 referrals for victim work for partners and family members

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

Number of recorded hate crime offences in Enfield

The reporting of hate crime in Enfield decreased by 7.7% in the year ending March 2023, with 686 offences recorded when compared with 743 the previous year.



Case Study: Faith Forum

We are working through our Faith Forum to prevent hate crime occurring by supporting Enfield faith groups and their faith communities to promote peace, mutual understanding and respect and to support and encourage others to do likewise.

The Enfield Faith Forum is a platform for local people from different beliefs groups to meet up and discuss issues of mutual interest. The aim of these discussions is to share information, resources and good practice, particularly in relation to identifying and meeting the needs of faith communities in Enfield.

The Forum encourages respect towards others and a focus on mutual understanding and action. Meetings are non-political and are open to all faith leaders and representatives across Enfield, supported by interested stakeholders, and officers from public bodies and local health organisation. The forum is run by the Council and Enfield Metropolitan Police Service.

Questions and discussions

