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EQUALITIES BOARD

**Monday, 29th January, 2024 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, Patricia Gregory, Nelly Gyosheva 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 - 6)

To agree the minutes of the meeting held on 8 November 2023.

4. TRUST, CONFIDENCE, AND INEQUALITY IN THE JUSTICE SYSTEM

To receive a presentation/update on: Report to Follow

- Stop and search outcomes and tackling racism.
- Local implementation of the Metropolitan Police Turnaround Plan 2023.

5. SEXUAL AND DOMESTIC VIOLENCE/ABUSE DEMOGRAPHIC DATA, IMPACTS AND OUTCOMES (Pages 7 - 12)

To receive a presentation on local demographic data, impacts and outcomes.

6. DATES OF FUTURE MEETINGS

To note the dates of future meetings as follows:

- Monday 18 March 2024

MINUTES OF THE MEETING OF THE EQUALITIES BOARD HELD ON WEDNESDAY, 8TH NOVEMBER, 2023

MEMBERS: Councillors Nia Stevens (Chair), Margaret Greer (Vice Chair), Mustafa Cetinkaya, Hivran Dalkaya, Hannah Dyson, Alessandro Georgiou, Patricia Gregory, Nelly Gyosheva and Ruby Sampson

Officers: Peter Nathan (Director of Education), Richard Sorenson (Head of The Housing Advisory Service), Nnenna Urum-Eke (Head of Development), Sujal Zaveri (Governor Services Manager), Ian Hewison (Head of Admissions, Attendance & School Place Planning), Mervin Cato (Head of Secondary Support Service), Karen Maguire (Strategic Property Services), Victoria Adnan (Policy and Performance Manager) and Petra Stephenson (Governance Officer)

1. WELCOME & APOLOGIES

The Chair welcomed everyone to the meeting.

Apologies for absence were received from Joanne Drew (Strategic Director of Housing and Regeneration) and Harriet Potemkin (Head of Policy and Strategy).

Apologies for lateness were received from Cllr Pat Gregory.

2. DECLARATIONS OF INTEREST

There were no declarations of interest.

3. SCHOOL SUSPENSIONS AND DIVERSITY IN LOCAL SCHOOL GOVERNANCE

RECEIVED the reports of Peter Nathan, Director of Education and Sujal Zaveri, Governor Services Manager.

An update on suspensions/exclusions and diversity on governing boards, and children and young people from schools in the borough were provided in tandem as they impact each other.

A summary of actions currently undertaken to improve diversity and awareness were Noted.

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1. Peter Nathan (Director of Education) and Sujal Zaveri (Governor Services Manager) confirmed that the data showed diversity is improving.
2. Schools have a responsibility to recruit governors themselves
3. Significant effort to effect change and raise awareness has been made. Enfield was the first authority to provide various training sessions to improve diversity on boards and panels which garnered a lot of interest and attendance. Next year there will be four sessions on diversity and race equality.
4. In response to questions on diversity and representation of the community on the Governing board, officers explained that even if a school's demographic was all white it could have a diverse board to reflect the country's population as children need to understand global ethnicity. Background is also important but it is far better for the governing body to reflect the community as much as possible. Skilled governors are needed. Campaigns around the borough to encourage more people to become governors, targeting specific communities where there is under representation would be ideal but there are financial restraints.
5. Officers confirmed the same applies to religious dynamics, governors are chosen to reflect the differences as well as skill sets.
6. In answer to questions on opportunities for shadowing and mentoring officers highlighted the success of "Walk this Way". This group did a zoom meeting, in response to complaints received on the lack of diversity, which brought together a panel of black governors from other boroughs who spoke about what is needed to become a governor. Since then, school governors undertook training and Enfield has increased representation in schools. There is always an opportunity to shadow, new governors shadow one committee meeting and one governing board and an experienced governor works with them in their first year.
7. In response to further questions officers confirmed efforts are made to ensure recruitment takes place in religious places and encourage black governors to network in their organisations to encourage others, build a bigger community and spread the word. Leaflets are distributed in libraries and social media utilised.
8. In response to Member suggestions, marketing materials will also be sent to community centres in future.
9. In respect to disadvantaged communities officers currently do work together to make sure their representation is increased, especially in areas where they have the biggest population.

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School exclusions

9. Peter Nathan (Director of Education), Mervin Cato (Head of Secondary Support Service) and Ian Hewison (Head of Admissions, Attendance & School Place Planning) said the level of school exclusions is low. The aim is to have no permanent exclusions. Last year, 15 schools in the borough did not exclude at all. Since the pandemic, behaviour reviews of the whole school culture has taken place.

10. Officers stated that the data is, again, problematic as it is always out of date. LBE aims to purchase a live attendance register – software that gives instant notification of attendance marks so officers receive immediate notice of a suspension meaning resources can be linked immediately to the child and support provided.

11. In response to Member questions on how to tackle the race element around exclusions officers stated figures are in fact really good. Previously excluded students would be predominantly black and from faith schools. It is a work in progress, but officers are working with communities and different faiths to lower the rate.

12. Members wanted to know how teachers with stress are being looked after. Officers confirmed that there is an issue around stress, a lot of teachers are moving out of education, as a result there is a push on recruitment including sourcing from abroad. It is now common to have an on-call system in schools which does alleviate some of the stress on teachers. A strong culture and support system is very important.

13. In response to further questions on support in difficult situations. Officers emphasised the importance of Inclusion rooms. They have proven key to preventing the grooming of other students to gangs seen in schools previously. If every effort by the school fails the child with issues will be “managed moved” of which the success rate is 70% Officers stated that nurture groups and providing space for pupils is clearly working, it is about balancing the budget but there is a lot of enthusiasm for expanding the nurture groups and supporting schools.

14. Officers agreed with members comments that there are good relationships but it is still challenging. Since George Floyd there has been a rise in advocates, companies that are supporting parents on the point of permanent exclusion.

15. In response to additional questions on violence in schools and whether the statistics show there has been an improvement, officers confirmed that stats from Ofsted indicate schools are getting better and data from the police in terms of youth violence show Enfield is no longer but is now ranked middle of the tables. Nexus 325 has had a positive impact by providing activities to school children between 3-5pm, serious youth violence has declined in that period.

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16. The Chair, Cllr Stevens and Cllr Greer congratulated the officers in terms of exclusions and suspensions as the numbers have dripped substantially since presenting to the board in 2021

4. EDUCATION PATHWAYS AND OUTCOMES FOR THE GYPSY, ROMA AND TRAVELLER (GRT) COMMUNITY

Karen Maguire, GRTBS Lead presented this item highlighting key points from the updated report.

It was confirmed that the team are active in the Roma community weekly with the Steps Programme, which assists adults from the age of 18 years upwards into employment. Seventy are currently enrolled in the conversation club and ESOL classes. Those who want to upskill have been referred to the construction academy at Meridian Water. Families want their children educated and at school.

In response to Member questions on working in Enfield with GRTBS officers explained that they work with advocacies and key stakeholders who provide support and have strong relationships in those communities which continue to evolve and grow in Enfield.

Action: HR to provide the number of Roma Gypsies who work for the council

Members expressed how impressed they were with the programmes, particularly the family liaison and steps programme.

Regarding the Roadside Education Support, Members were keen to understand numbers, what the programme aimed to achieve each month and what is considered good. In response, officers explained that families who had partaken in the family engagement work, showed a strong interest in going to schools locally. Families also receive support from the fully accredited Odette which is specifically for GRTBS students. Under the Fairer Access code schools must take the pupils and are offered support.

In regard to educational attainment, full data for this year is unavailable as validated data does not come out until later in the year.

Actions: To provide comparable data on educational attainment, and local school data around GRT performance.

The Chair, expressed thanks to the team for bringing attention to the fantastic work being done and improving the employment and life prospects in so many ways for the GRTBS community.

5. INEQUALITIES IN HOUSING AND HOMELESSNESS

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Received a presentation on the development of new homes, an update on housing allocations and ongoing and planned Council Housing tenant engagement.

Equalities perspectives were presented for each as follows: a. An overview of housing supply b. An overview on the housing needs register and allocations (including out of borough) c. Feedback from tenant engagement programme.

Noted

Richard Sorensen (Head of The Housing Advisory Services) and Nnenna Urum-Eke (Head of Development) responded to questions and comments as follows:

1. In response to questions on ethnicity on the housing register, Members were guided to p.16 of the report which provided more robust data as there has been a gap in the monitoring. The graph clearly shows that it is overwhelmingly ethnic families impacted.
2. The Chair inquired how families are supported, in terms of preventing them from being moved out of the borough, helping them settle, and mixing with /accessing their cultures. Officers reassured Members that all aspects are considered and taken into account, but homelessness is a symptom of poverty and inequality. The current crisis is driven by the gap between the amount of benefits a household can claim and the rent which is rising at an astronomical rate.
3. The fundamental issue is the statutory duty to provide accommodation, particularly when children are involved. The council cannot accommodate them or afford to do so locally. Landlords are moving out of the market or letting to higher income groups. It is a national problem.
4. When placing out of borough the settlement must be a success. If the tenant becomes homeless again within two years, Enfield is still responsible for their welfare. Therefore, a key factor is making sure the community they are being placed into is receptive and offers support. The policy provides for a suitability assessment which can be challenged in the courts.
5. In response to a question on how many homeless are on benefits, officers confirmed that a large proportion are on benefits with around 40% in some sort of employment.
6. Current efforts are focused on moving people out of temporary accommodation.

Action: Richard Sorensen is to provide figures on the number of homeless claiming/on benefits.

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The Chair thanked Officers for their informative and interesting update.

6. WORK PROGRAMME 2023/24

The updated work programme was **Agreed**

7. DATES OF FUTURE MEETINGS

Date of next meeting – Post Meeting Note: Due to Christmas holidays, the next Equalities Board meeting has been re-scheduled from 8 January 2024 to 29 January 2024.

The meeting ended at 9:15pm

The meeting ended at 9.15 pm.

Equalities Board

Sexual Violence and Domestic Abuse Demographics

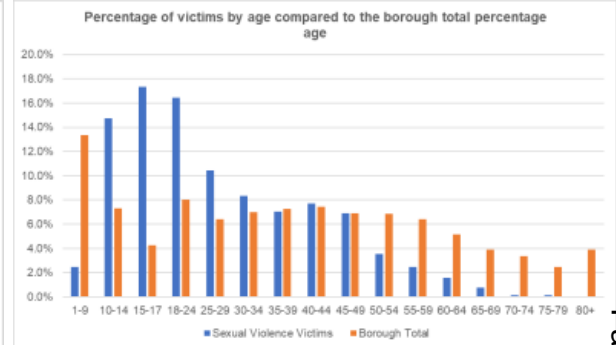
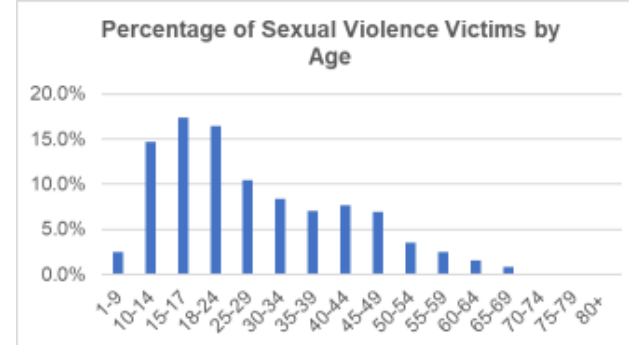
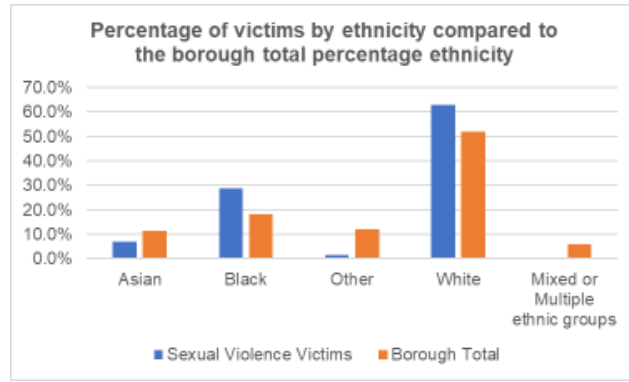
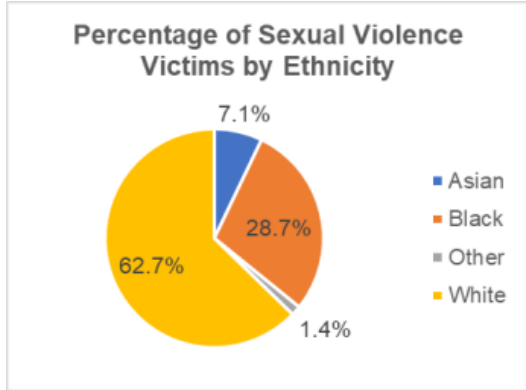
Note: The data in this presentation covers the period December 2022 to November 2023

Sexual Violence Demographics - Victims



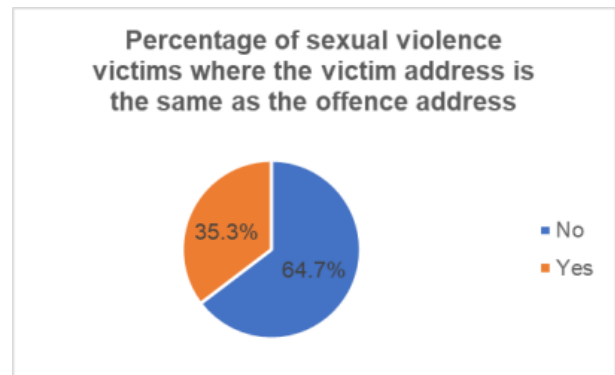
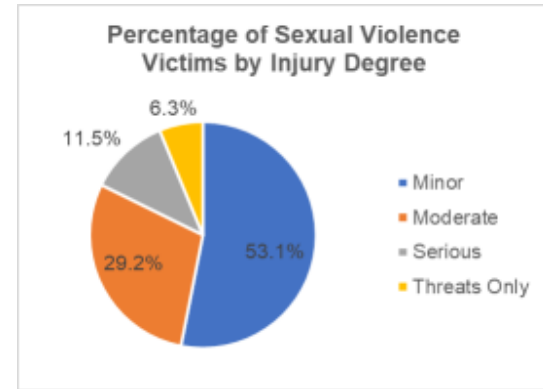
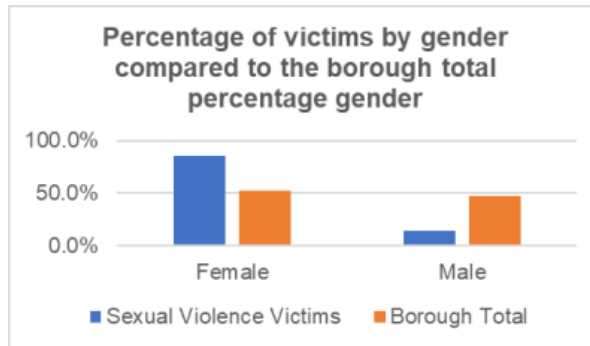
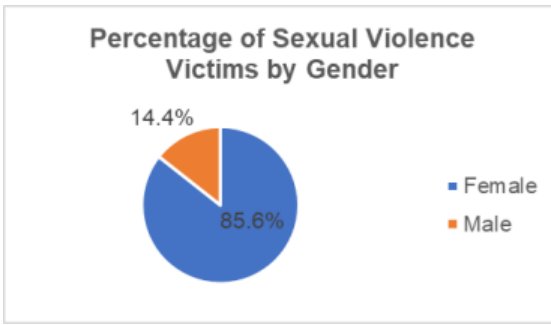
62.7% of victims of sexual violence in Enfield were white ethnicity. This is higher than the percentage of white ethnicity in Enfield (52.1%)

The majority of victims of sexual violence are in younger age groups. This is at a much higher level than the percentage of younger age groups within the borough.



Most victims of sexual violence in Enfield were female (85.6%). This is proportionately higher than the percentage of females in Enfield (52.3%)

Of those that disclosed, just over half (53.1%) of victims of sexual violence disclosed a minor injury. Most offences occurred outside of the victim's address.



Note: the data shown is based on the number of cases where the information was disclosed so the volume of offences will vary

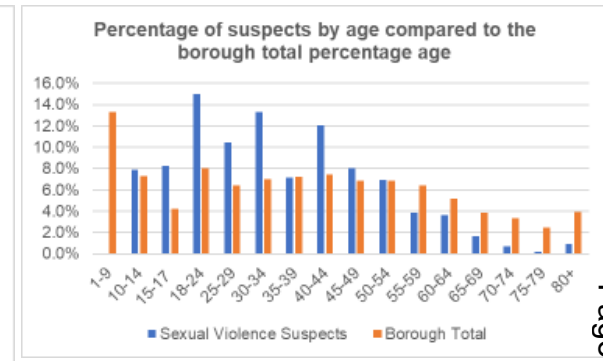
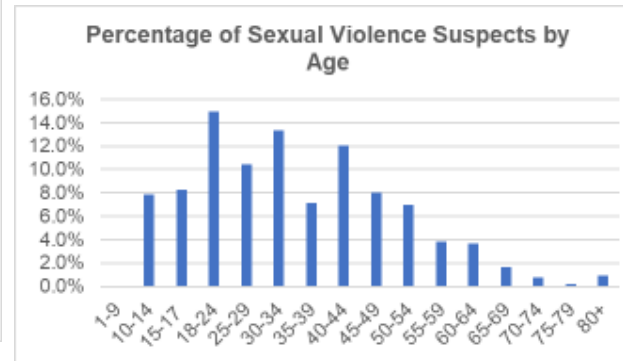
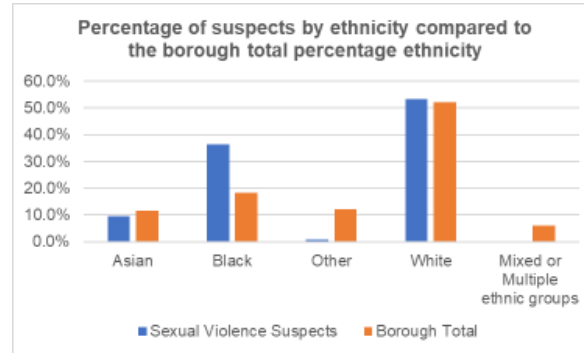
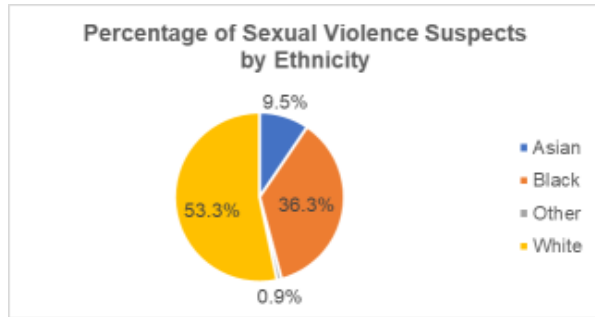
Source: MET BOX data

Sexual Violence Demographics - Suspects



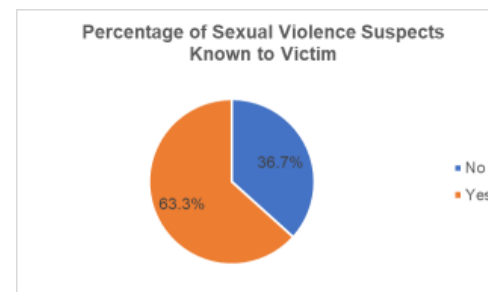
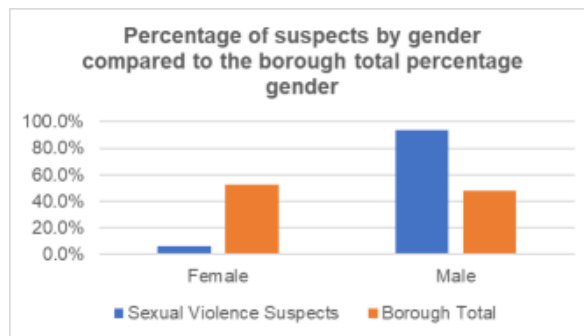
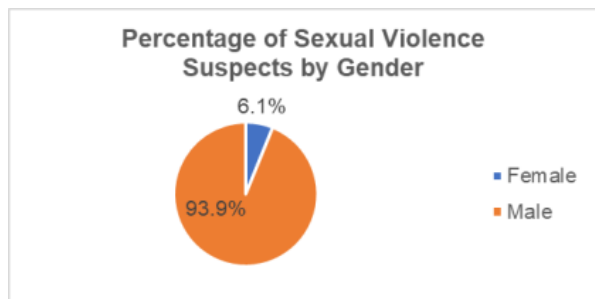
Just over half of sexual violence suspects are of white ethnicity (53.3%). This is overrepresented slightly when compared to the white ethnicity of the borough (52.1%).

15.0% of sexual violence suspects are aged between 18 and 24 years. This is a significantly higher representation when compared to the population of 18-24 year olds in the borough (8.0%).



93.9% of suspects of sexual violence offences are male. This is significantly higher than the proportion of males in the borough (47.7%).

Most suspects of sexual violence offences are known to the victim (63.3%). Of those suspects that were known to the victim, the table below demonstrates the top 10 relationships they had to the victim. 20.9% of suspects were defined as an acquaintance of the victim.



Relationship to victim	Count	Percentage
Acquaintance of victim	86	20.9%
Ex Boyfriend of victim	59	14.4%
Friend of victim	38	9.2%
Suspect/Accused known by victim in another way	32	7.8%
Boyfriend of victim	22	5.4%
Neighbour of victim	20	4.9%
Attends The Same School As The Victim	19	4.6%
Husband of victim	18	4.4%
Step Father of victim	13	3.2%
Ex Husband of victim	11	2.7%

Note: the data shown is based on the number of cases where the information was disclosed so the volume of offences will vary

Source: MET BOX data

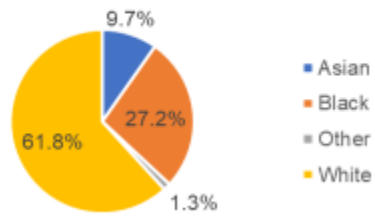
Domestic Violence Demographics - Victims



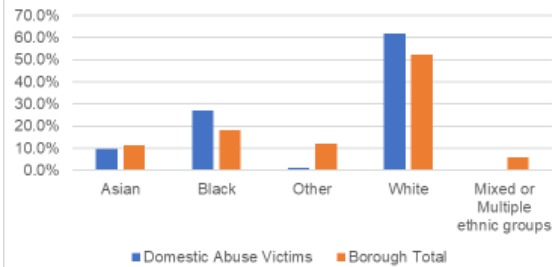
Most victims with a flagged domestic abuse offence were of white ethnicity (61.8%). This is higher than the white ethnicity in Enfield (52.1%)

16.4% of victims with a flagged domestic abuse offences were aged 18 to 24 years. This is much higher than the percentage of 18-24 year olds in the borough (8.0%). There are less domestic abuse victims identified in the older age brackets.

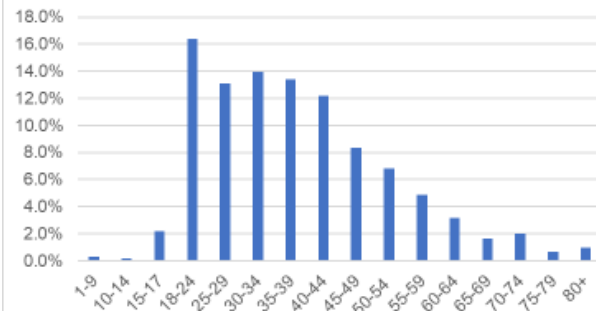
Percentage of Domestic Abuse Victims by Ethnicity



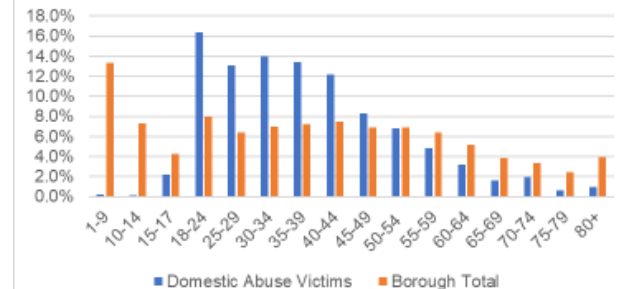
Percentage of victims by ethnicity compared to the borough total percentage ethnicity



Percentage of Domestic Abuse Victims by Age



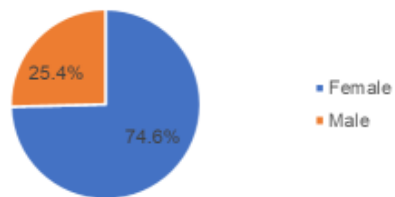
Percentage of victims by age compared to the borough total percentage age



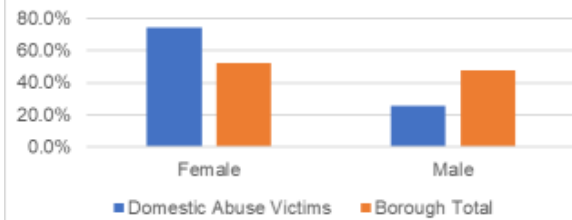
Most victims with a flagged domestic abuse offence were female (74.6%). This is an over representation when compared to the percentage of females in the borough (52.3%).

Most domestic abuse victims who disclosed an injury type reported a minor injury (65.4%). The majority of domestic abuse victims lived at the same address where the offence took place (73.8%).

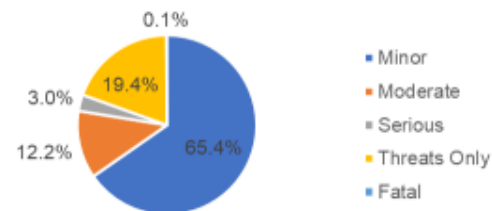
Percentage of Domestic Abuse Victims by Gender



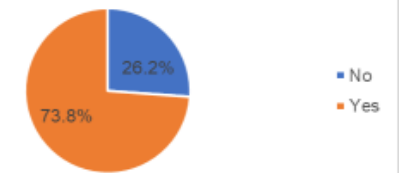
Percentage of victims by gender compared to the borough total percentage gender



Percentage of Domestic Abuse Victims by Injury Degree



Percentage of domestic abuse victims where the victim address is the same as the offence address



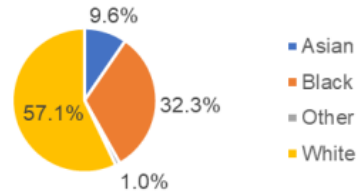
Note: the data shown is based on the number of cases where the information was disclosed so the volume of offences will vary. This data is also based on offences with a domestic abuse flag, so the volume is much higher than domestic abuse incidents

Domestic Violence Demographics - Suspects

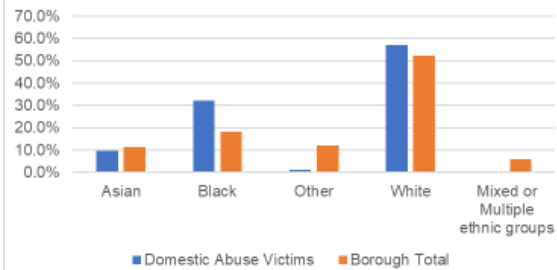


Over half of sexual violence suspects are of white ethnicity (57.1%). This percentage is slightly higher when compared to the white ethnicity of the borough (52.1%).

Percentage of Domestic Abuse Suspects by Ethnicity

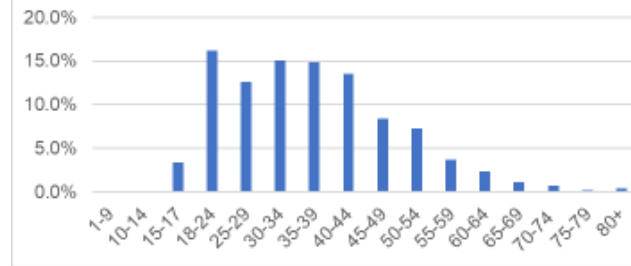


Percentage of suspects by ethnicity compared to the borough total percentage ethnicity

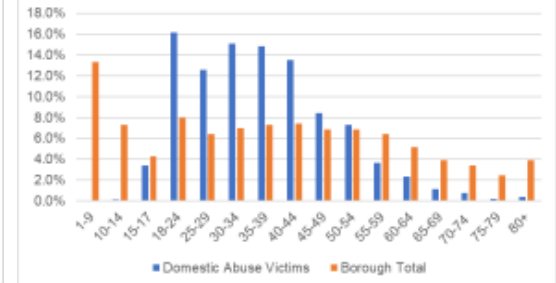


16.2% of domestic abuse suspects were aged 18 to 24 years old. The percentage of suspects in the younger age bandings are much higher than the borough population in these age bandings. Conversely there is a much higher percentage of older aged individuals in the borough compared to those identified as a domestic abuse suspect.

Percentage of Domestic Abuse Suspects by Age

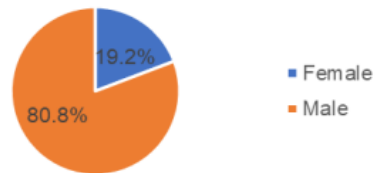


Percentage of suspects by age compared to the borough total percentage age

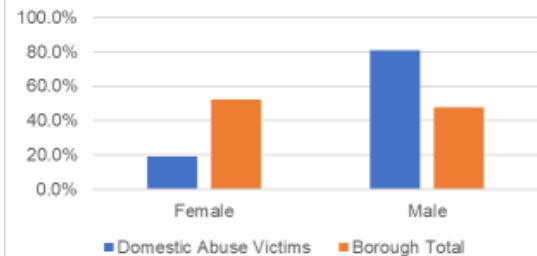


Most suspects of domestic abuse flagged offences are male (80.8%). This is a much higher representation when compared to the percentage of males within the borough (47.7%).

Percentage of Domestic Abuse Suspects by Gender



Percentage of suspects by gender compared to the borough total percentage gender



The majority of suspects are known to the victim (96.7%). The table identifies the top 10 relationships that the suspect had to the victim with 25.4% of suspects were the ex-boyfriend of the victim.

Percentage of Domestic Abuse Suspects Known to Victim

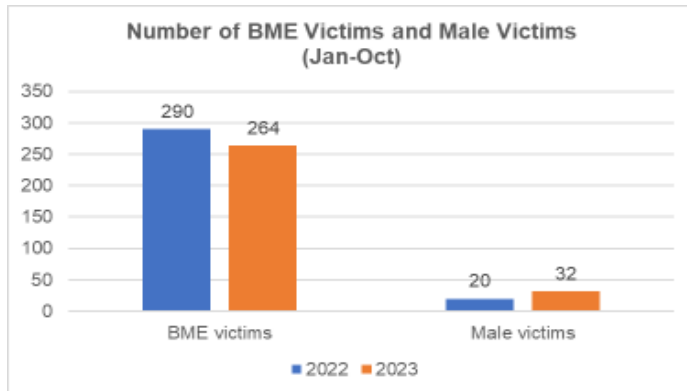


Relationship to victim	Count	Percentage
Ex Boyfriend of victim	981	25.4%
Husband of victim	485	12.6%
Boyfriend of victim	459	11.9%
Son of victim	398	10.3%
Ex Husband of victim	243	6.3%
Brother of victim	194	5.0%
Ex Girlfriend of victim	173	4.5%
Girlfriend of victim	124	3.2%
Father of victim	112	2.9%
Sister of victim	100	2.6%

Note: the data shown is based on the number of cases where the information was disclosed so the volume of offences will vary. This data is also based on offences with a domestic abuse flag, so the volume is much higher than domestic abuse incidents

Enfield MARAC Performance

- Between January and October 2023, there have been 264 cases discussed at MARAC where a victim was from a black and minority ethnic community (9.0% decrease on the same period the previous year). There have also been 32 cases discussed where the victim was male (60% increase on the same period the previous year).



Note: The BME data may not be a true representation as this information is collected by what is disclosed in the referral forms.

Independent Domestic Violence Advocate Referrals

- In the most recent year up to October 2023, Solace has received 735 referrals. This is a 5.6% decrease on the number of referrals reported in the same period the previous year (779 cases January – October 2022).
- In the most recent year up to October 2023, Victim Support has received 498 referrals. This is a 26.7% decrease on the number of referrals reported in the same period the previous year (679 cases January – October 2022).

