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EQUALITIES BOARD

**Wednesday, 17th April, 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 AND APOLOGIES

2. DECLARATIONS OF INTEREST

Members of the Board are asked to declare any disclosable pecuniary, other pecuniary or non-pecuniary interests relating to items on the agenda.

3. MINUTES OF THE PREVIOUS MEETING (Pages 1 - 6)

To receive and agree the minutes of the previous meeting held on Monday 29 January 2024.

4. PUBLIC AND ACTIVE TRAVEL ACCESSIBLY (Pages 7 - 18)

To receive a report on transport accessibility in Enfield.

5. LOCAL EMPLOYMENT OPPORTUNITIES FOR RESIDENTS AFFECTED BY SPECIAL EDUCATIONAL NEEDS AND DISABILITIES (Pages 19 - 24)

To receive a report on the Local Employment opportunities for residents affected by special educational needs and disabilities.

6. WORK PROGRAMME 2023/24 (Pages 25 - 28)

To note the completion of the Work Programme for 2023/24 and that the

Equalities Board Work Programme for 2024/25 will be discussed at the first meeting of the new municipal year.

7. DATE OF NEXT MEETING

To note the dates of the future meetings will be confirmed following Annual Council on Wednesday 15 May 2024.

EQUALITIES BOARD - 29.1.2024**MINUTES OF THE MEETING OF THE EQUALITIES BOARD
HELD ON MONDAY, 29TH JANUARY, 2024****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: Tinu Olowe (Director of HR & OD), (Victoria Adnan (Policy and Performance Manager), Oladipo Tobun (Community Safety Intelligence Officer), Julie Taylor (Domestic Violence Co-ordinator), Alva Bailey (Interim Head of Community Safety), Tracey Adnan, Paul Bishop, and Petra Stephenson (Governance Officer)

Also Attending: T/Superintendent Chris Byrne (Enfield Neighbourhood Policing Team), DCI Greg Coates (Public Protection Investigations Lead), Tim Fellows (LGBT+ Enfield), Mark Riley (LGBT+ Enfield) and Bevan Betton (Enfield Faith Forum)

1. WELCOME & APOLOGIES

The Chair welcomed everyone to the meeting.

Apologies for absence were received from Cllr Nia Stevens (Chair) who was substituted by Cllr Hivran Dalkaya.

Cllr Greer (Vice-Chair) was substituted by Cllr Kate Anolue and Cllr Sampson who was substituted by Cllr Elisa Morreale.

Apologies for lateness were received from Bevin Betton (Chair of Enfield Racial Equality Council) who was substituting for Chandra Bhatia.

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 minutes of the meeting held 8 November 2023.

4. CHANGE TO AGENDA ORDER

The Committee **AGREED** to alter the order in which the items on the agenda were considered at the meeting, for the convenience of the presenters. The minutes reflect the order of items as taken at the meeting.

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5. SEXUAL AND DOMESTIC VIOLENCE/ABUSE DEMOGRAPHIC DATA, IMPACTS AND OUTCOMES

Members agreed that having read the reports, they were happy not to receive in depth presentations

Received the report of Oladipo Tobun (Community Safety Intelligence Officer) which highlighted key aspects of the Sexual Violence and Domestic Abuse Demographics within the borough.

The report was **NOTED**.

1. In response to concerns regarding sexual violence at the younger end of the scale and younger suspects committing offences against other minors, DCI Gregg Coates (Public Protection Investigations Lead, North Area BCU (Enfield & Haringey) advised that there are very different guidelines to prosecuting under 18's, but Enfield has a robust prosecution rate. The police are better at identifying situations and residents are feeling more confident about reporting the offence.

2. Regarding domestic violence, Members enquired if there is evidence of a connection between overcrowding, accommodation, and unemployment. Officers elaborated that Domestic violence does not discriminate but the numbers are concerning so the underlying factors do need to be understood.

Action: Officers and police offered to do more research to provide better feedback on the impact.

3. Questions were raised on reporting domestic violence and the work done to tackle domestic violence generationally. In answer, police officers advised that reporting is predominately by the complainant. There are third party referrals, but information is only shared with the police if permission has been given to do so. Repeat victims and repeat suspects generate the most reports. It is cultural, endemic, and immensely underreported.

4. The increase in reporting is due to people having confidence in police action. The concern amongst the 18-24's is that gang related rapes and violence is rarely reported.

5. Councillor Anolue queried the data on Black and Asian victims, in particular, due to the cultural problem of a lack of reporting for both males and females experiencing abuse. They do not talk to the police for fear of being ostracised within their community.

6. Officers responded regarding support offered and commissioned; LBE try to reach out to communities to ensure they get support and to raise awareness. Solace is the main provider within Enfield. There is potential to look at the referrals coming through there and engaging culturally specific organisations that are providing support to victims and seeing if the data could

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be captured to represent the true numbers. The IDVA services that LBE commission are all independent, so they do not force victims to make a report to the police, instead they support and work with them to address safety taking their wishes into consideration.

7. Members were pleased to note the work in partnership with North Middlesex hospital.

8. Members were in agreement with Cllr Anolue's points and enquired further about children in the same situation as discussed were supported in schools.

9. Police Officers explained that schools have a set programme of educational pieces, workshops and presentations that go out to schools. Every secondary school has a designated lead officer to safeguard individuals. Too often the children normalise domestic abuse.

10. It was confirmed that there is a problem prosecuting sexual offences due to cultural sensitivities. It is a challenge encouraging young people to report or testify in court as often they just will not engage with the prosecution. However, there is confidence in the strong and robust partnerships in Enfield.

11. Bevan Betton suggested including statistics on religious backgrounds going forward which the police agreed with as religious communities should also be encouraged to report incidents and help with safeguarding.

12. In response to a question on whether the current economic difficulties have led to an increase in the figures, police officers shared that numbers had remained broadly consistent during a five-year period so no conclusions could be drawn.

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

Received the report of T/Superintendent Chris Byrne (Metropolitan Police Service, Enfield Neighbourhood Policing Team, North Area BCU) which highlighted key aspects and summarised the figures of Stop & Search outcomes and the Mets Turnaround plan within the borough.

The report was NOTED

1. Members questioned whether stop and searches were intelligence led or random. Superintendent Chris Byrne confirmed that they are intelligence led as the police want to be precise and efficient but often it is circumstances.

2. Concerns were expressed for those stopped without a positive outcome to which Superintendent Byrne advised that many different factors in tandem with experience plays a large part in a stop & search. The officer has a key role in managing the experience in a professional manner. The ideal is a 100% outcome, but the grounds must be there in the first instance.

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3. In response to questions on whether children are dealt with differently to adults, and those who wear face/head coverings for religious reasons; Superintendent Byrne informed that minors under the age of 10 are dealt with differently.

If someone under the age of 10 is stopped the officer will make a referral to the Merlin system which is a multi-agency safeguarding hub where the police, agencies and the local authority work together to provide a holistic approach. Their parents are also informed.

5. In terms of face coverings, officers can search outer garments, but an officer cannot remove a person's hat or headwear within public view. There is nothing in law to prevent a male officer searching a female and vice versa but in the interest of best practice that is not done.

6. Members questioned if body worn cameras had led to an increase in officers being reprimanded for their stop and searches. DCI Greg Coates responded that it was rare due to the use of modern technology.

7. In response to a question from Members on the relationship between the police and young people in the area Superintendent Byrne stated that there are some areas in the borough where there just is not a relationship but are keen to build one. It would be nice to reach a point where youths felt comfortable talking to police officers, but we are a long way from that.

8. Members suggested a presence within young groups and youths, working with them in their activities such as at the NYCC in Edmonton to gain their confidence in the police and develop the relationship.

The Metropolitan Police Turnaround Plan 2023

New Met for London now have 5 inspectors in the borough which is very promising and the PSO numbers will grow too. Starting to feel a tangible change which is making it easier to prioritise and target work.

There will also be a dedicated LGTB+ officer, youth engagement officers and a Race & Diversity officer which will be really useful and hopefully breakdown some of the barriers faced.

The Casey report has also resulted in an increased number of Black and Asian people applying to the force.

The Chair commented on how impressed she was with the changes which were overdue and that there are now noticeably more officers in the borough.

Member questions and comments were predominantly focused on the BCU model, race, and abuse of officers.

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1. Chris Byrne explained that the BCU model needs time to be imbedded and has its benefits such as shared resources, skills, and assets. There are some drawbacks, such as the loss of buildings but a 3rd site is currently being sourced. Ideally every ward should be within twenty minutes walking distance from a police station.

2. Concerns were raised for the police officers also for not having a base to which Superintendent Byrne acquiesced.

3. Superintendent Byrne also confirmed that although there were now more Black applicants the retention rate is poor.

4. In response to the concerns raised in regard to the disproportionate number of officers experiencing hate crimes and abuse, and the frustration when the CPI write it off; Superintendent Byrne explained that those crimes were now dealt with by CID to enable a better investigative response which the Members were pleased to hear.

5. Members enquired if there were any incentives to encourage and demonstrate community policing, to build the officers of the future. Superintendent Byrne responded that there are payments, commendations for great work and awards; it is fairly narrow as it is a public service, but it is about recognising good work and making sure that everyone is learning.

6. Members expressed appreciation for the improvements seen, it is noticeable and fantastic to see and speak to so many more police officers on the beat as it is giving the public more confidence.

Action: Superintendent Chris Byrne will update Cllr Hivran Dalkaya on the mailboxes for the safety neighbourhood date.

7. DATES OF FUTURE MEETINGS

NOTED the dates of future meetings as follows:

Monday 18 March 2024

The meeting ended at 8:25pm.

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London Borough of Enfield

Report Title	Public Transport in Enfield
Report to	Equalities Board
Date of Meeting	17 April 2024
Cabinet Member	Rick Jewell, Cabinet Member for Environment
Executive Director / Director	Brett Leah; Director of Planning and Growth Perry Scott, Executive Director of Environment & Communities
Report Author	Chris Cole chris.cole@enfield.gov.uk
Ward(s) affected	All
Classification	Part 1 Public

Purpose of Report

1. To provide an overview of public transport in Enfield and identify current issues impacting bus and rail services. In addition, the report sets out TfL's reasons for not extending Route 456 to Crews Hill Station at the present time

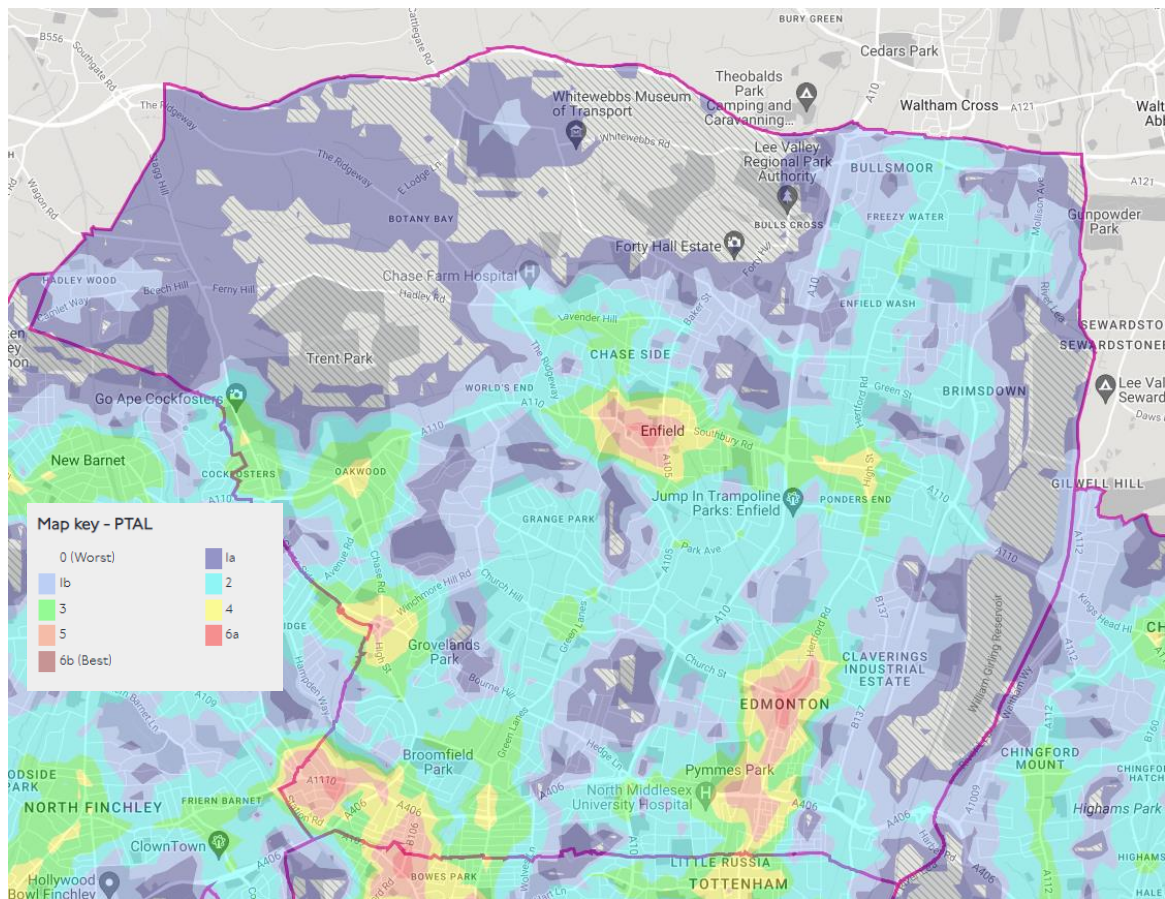
Main Considerations for the Panel

2. To note the contents of the report.

Background

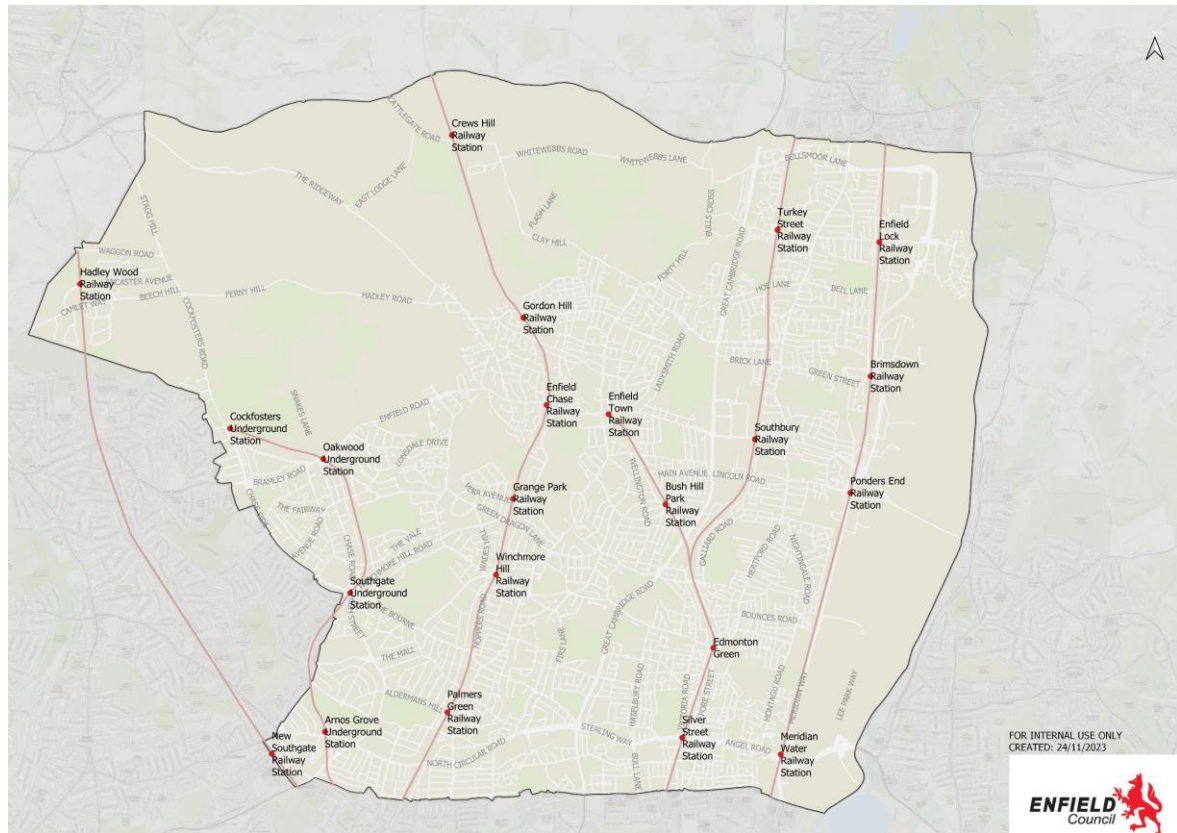
3. Public transport accounts for around 24 per cent of travel in the borough and is particularly important for the 31% of household without access to a car, as well as for both older and younger residents.
4. Public Transport Access Levels (PTAL) assesses a place's level of connectivity to the bus and rail transport network based on distance to stops/stations and service frequency.
5. Figure 1 below shows the PTAL assessment for Enfield, with high levels around town centres and stations, particularly where also well served by bus routes. However, large sections of the borough have a score of '2' or below indicating that public transport is more limited. The lowest levels of accessibility generally coincide with more rural parts of the borough, which have low residential density.

Figure 1



6. Figure 2 below shows the London Underground, Overground and National Rail network in Enfield:

Figure 2



7. Destinations accessible by Enfield’s rail services include:

Line	Typical Frequency (trains per hour)	Connections
London Underground – Piccadilly Line	24	Cockfosters- Heathrow via Central London
London Overground	4 in peak, 2 off-peak	Enfield Town/ Cheshunt - Liverpool Street
Great Northern Line	5 in peak, 2 off-peak	Hertford North/Stevenage – Moorgate
	4 in peak, 2 off-peak	Welwyn Garden City - Moorgate
Lea Valley Line*	4 in peak, 2 off-peak	Hertford East/Broxbourne - Liverpool Street Bishops Stortford - Stratford

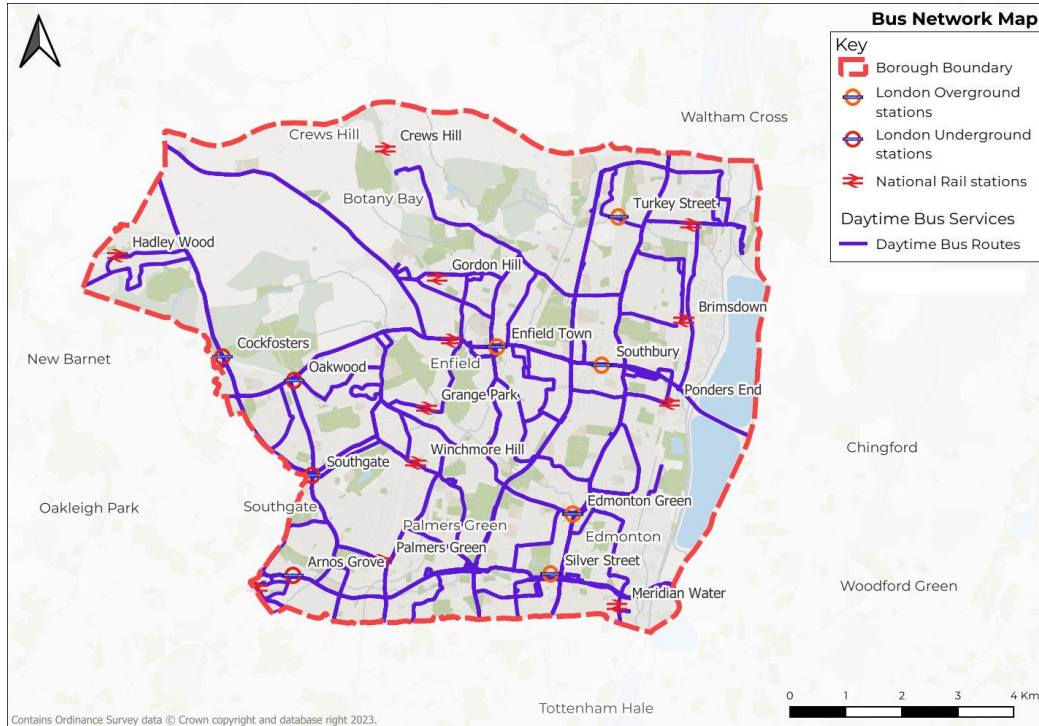
*frequency varies by station (2 tph in peak at Ponders End)

8. Most rail stations are also served by buses, providing the opportunity for interchange. The Council is also rolling out cycle parking at stations to provide another way for residents to access rail services.

Buses

9. Figure 3 below shows the coverage of daytime bus services across the borough. The pattern of services is well established, with radial connections generally stronger than orbital ones. Most residents are within 400m of a bus service, meeting one of TfL's key planning criteria.
10. Route 456 is the most recent addition to the network (March 2021), providing a connection between Crews Hill and the North Middlesex Hospital via Winchmore Hill.

Figure 3



11. Figure 4 summarises the daytime bus frequency in the borough. As expected, bus routes that provide connections to local centres receive a high number of buses per hour (24-120 buses). Edmonton Green town centre and Enfield Town benefit from the highest number of buses within the borough (over 120 per hour).
12. Figure 5 illustrates Enfield's night and 24-hour bus services. These services primarily run north-south across the borough, providing connections to each major town centre.

Figure 4

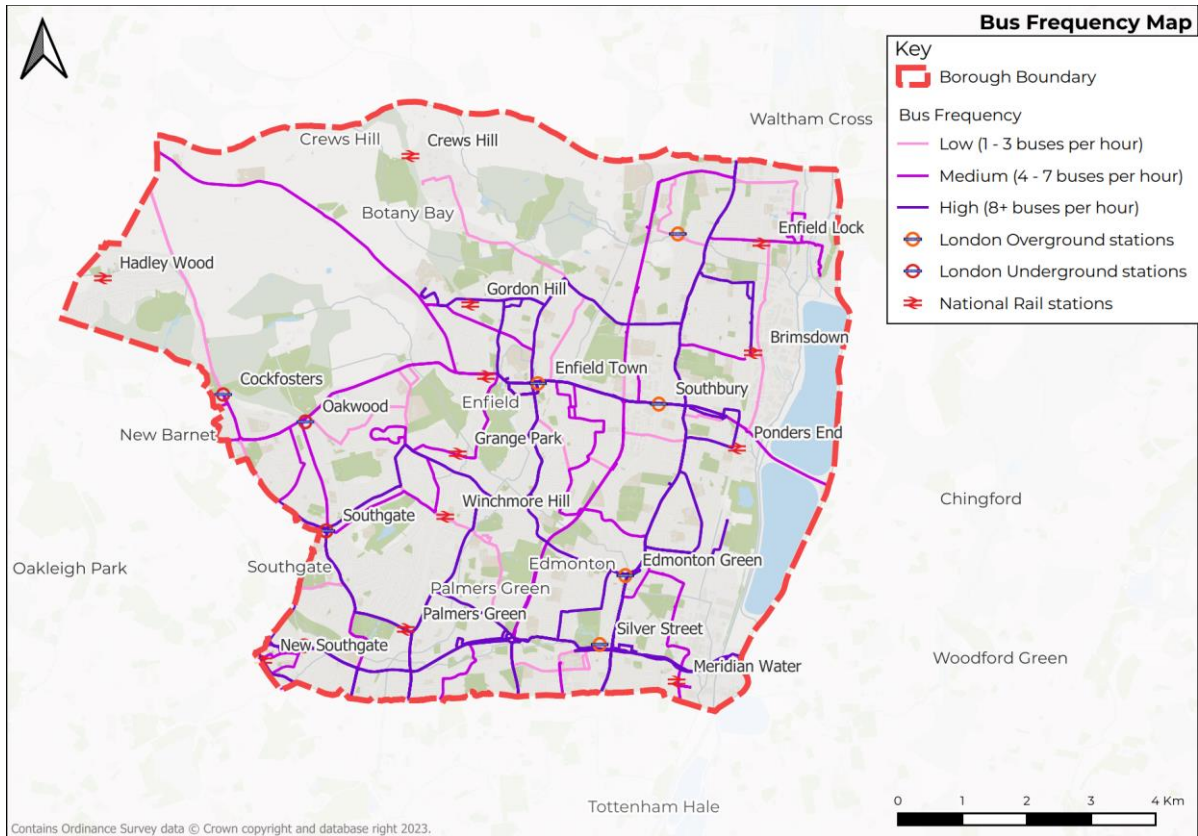
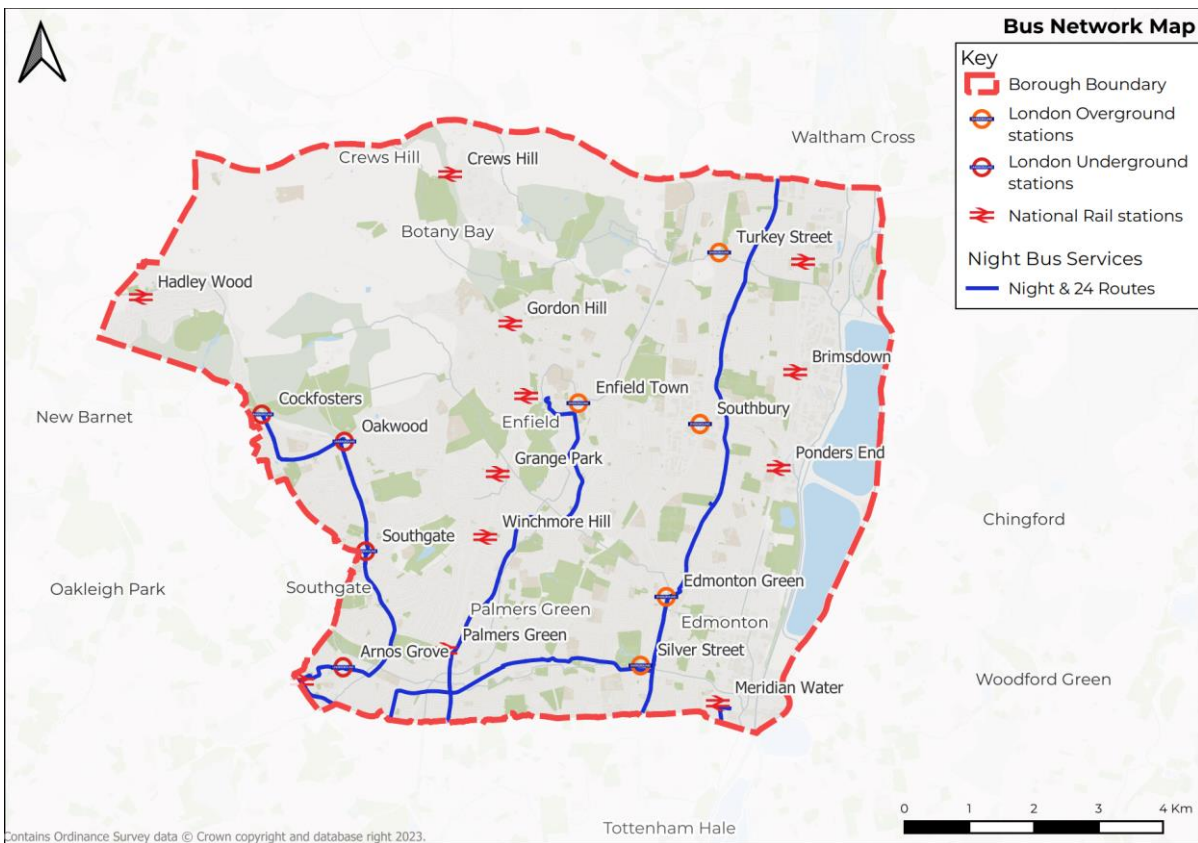


Figure 5



Transport Providers

13. The table below summarises the roles and responsibilities of key agencies involved in public transport in Enfield:

TfL	Strategic transport authority for London Underground Services London Overground Services Bus Services (including Dial-a Ride) Taxi and private hire vehicle licensing
Network Rail	Ownership, operation, and maintenance of rail infrastructure Setting timetables
DfT	Strategic and financial responsibility for railways Setting regulated fares
Govia Thameslink Railway	Train operator of Great Northern Services
Abellio East Anglia Ltd	Train operator of Lea Valley Greater Anglia services
Various bus operations	Operate buses for TfL – Arriva North London, Metroline etc.

14. LB Enfield is not a transport provider; however, it has specific roles in relation to public transport:

As highway and traffic authority:

- Provision of bus stops (with TfL)
- Provision of bus priority measures
- Supporting delivery of the Mayor's Transport Strategy

As planning authority:

- Developing planning policy to support public transport
- Assessment of impact of development on public transport networks and securing enhancements where necessary.

More generally:

- To advocate for improvements to public transport
- Funding for concessionary travel (approx. £7.8m in 2023/24)

Current Public Transport Schemes

- SL1 Superloop

15. The Superloop is a proposed network of 10 express bus routes aimed at improving connections and journey times between key outer London town centres, transport hubs and other key destinations.
16. The route relevant to Enfield is route SL1, running between North Finchley and Walthamstow and partly following the route of the existing 34 bus route. The new route is planned to start on 9 December 2023, with the

entire loop expected to be complete by spring 2024 (apart from route SL4, which will start when the Silvertown Tunnel opens in 2025).

- Hail & Ride Conversion
17. The introduction of low-floor buses fitted with ramps for wheelchair access throughout London, has led to a requirement for appropriate kerbside access at bus stops. Unless all stops along a bus route are equally accessible, passengers may be unable to board or alight a bus at their desired location and the potential benefits from low floor buses will be reduced. This hinders the public transport network being fully inclusive. The Equalities Act (2010) places a duty on both public transport operators and highway authorities to provide reasonable adjustments so that disabled passengers are not disadvantaged. Providing access between a low-floor bus (fitted with ramps) and the footway, is crucial to fulfilling these duties.
 18. Several bus routes in the borough continue to have sections of 'Hail & Ride', including routes W6, W9, 192, 377. A key disadvantage of Hail & Ride is the difficulty buses can face pulling up parallel to the kerb so that their ramps can be deployed, either because of parked cars or to low kerb heights. The Council has therefore been working with TfL to increase the number of accessible fixed stop, with works this year plan along sections of the 456 and the W6, with further works planned for 24/25.
- Bus Priority
19. Bus priority is needed because there is too much traffic on the network and too little capacity for it all to flow freely. Giving buses priority over cars recognises the bus's greater efficiency in the use of road space. Emphasis is placed on maximising the throughput of people, rather than the number of vehicles.
 20. In particular, bus priority contributes to:
 - ensuring that buses run to time;
 - reducing scheduled running times, to help make buses more competitive with cars;
 - improving reliability, e.g., consistency of journey times;
 - avoiding circuitous routing in traffic management systems; maintaining good bus access, e.g., to town centres, and
 - increasing the bus's modal share of the travel market.
 21. Bus priority measure can take several different forms and include things such as:
 - Bus lanes
 - Exemptions from banned turns
 - Bus gates
 - Selective vehicle detection at traffic signals

22. A number of bus priority measures are currently being progressed:

Bowes Road N11	New eastbound bus lane between Arnos Road and The A406
Fore Street N18	Increase in operational hours of northbound bus lane between borough boundary and A406
Green Lanes N13	Increase in operational hours of northbound bus lane between borough boundary and A406
Southbury Road/A10	Investigation into feasibility of bus lane on east/west approaches.
Lee Valley Road	Investigation into feasibility of bus lane on approaches to j/w A1055.
Mollison Avenue (between Lee Valley Road and Stockingswater Lane)	Investigation into feasibility of bus lane

Current Rail Issues

- **Great Northern Services**

23. GTR operate the Great Northern Services serving western Enfield, operating into Moorgate from Stevenage and Hertford North via Crews Hill, Gordon Hill, Enfield Chase, Grange Park, Winchmore Hill, and Palmers Green. In addition, services also run into Moorgate from Welwyn Garden City via Hadley Wood and New Southgate.
24. The key issue relating to these services is the reduction in off-peak service frequency post-Covid, which remains at just 2tph. With passenger numbers still below pre-pandemic levels, it is understood that GTR have no immediate plans to increase the off-peak service frequency.
25. On a more positive note, works to introduce lifts at Palmers Green Station are due to commence early next year, enabling step-free access between street and platform levels.

- **London Overground Services**

26. London Overground runs services into and out of Liverpool Street, splitting to the north of Edmonton Green, with one branch continuing to Enfield Town and the other to Cheshunt.
27. The service pattern in peaks is 4 tph on the Enfield Town branch and 2 tph on the Cheshunt branch. However, the Enfield Town branch drops to just 2 tph off-peak, fails to meet a turn-up and go, metro style service and the Council and other stakeholders have been lobbying for.
28. In the short-term TfL's priority is to even out the services between trains during peak periods. In the medium term, TfL are looking into the feasibility of operating a 3 tph service off-peak on both the Enfield Town

and Cheshunt branch. However, the implementation of this change is dependent on the outcome of the feasibility study and funding being available.

Underground Services

29. New trains are due to start replacing the existing rolling stock from 2025. Once the 94 new trains have replaced the 86 existing trains, TfL will be able to increase the number of trains through central London from 24 to 27 per hour. The number of passengers that can be carried on the Piccadilly Line is estimated to increase by up to 23%.
30. To support the new trains the existing depot at Cockfosters is being built to maintain the trains and provided additional stabling track and cleaning facilities.
31. Arnos Grove station is one of 10 priority underground stations being assessed to understand the best way to deliver step-free access, taking into account costs, benefits, funding opportunities and impact on customers. Subject to funding being identified and outcome of feasibility studies, this could mean the works to make the first of these stations step-free completing in 2026.

- **Greater Anglia Services**

32. Greater Anglia runs services through the Lea Valley Line, from Hertford East and Broxbourne into either Liverpool Street or Stratford. The stopping pattern varies at each station:

	Peaks (tph)	Off-Peak (tph)
Enfield Lock	4	3
Brimmsdown	4am/2pm	2
Ponders End	2	2
Meridian Water	4am/2pm	2

33. Further service improvements are dependent on additional track being provided.

Extension of 456 to Crews Hill Station

34. TfL [published](#) a post implementation review of the new 456 service. Amongst other things, this considered the feasibility of extending the 456 from its current terminus at Rosewood Drive to Crews Hill Station. An extract from the report is include as Appendix 1, but the overall conclusion was that:

“Extending route 456 to Crews Hill Station with existing resource would result in low recovery times on all days in all time periods with the exception of the morning and the peak hour on Saturdays and the morning and evening on Sundays. An additional bus in the schedule would need to

operate at all other times to maintain a reliable service. This has an estimated cost of £180,000 per annum.

The forecast 180 new trips generated as a result of an extension to Crews Hill Station would not be sufficient to justify the cost associated with an extension. As such, TfL does not have current plans to extend the service”.

Engagement with Residents and Stakeholders

As stated in section 14, the Council is not the transport provider. Where changes to services or infrastructure are the responsibility of the operator, they will consult with the Council as a key stakeholder, and directly with the public.

Where the Council is the promoter of a scheme (i.e., on the Highway), we will consult with residents and stakeholders.

In addition, the Council holds regular meetings with interested groups including Enfield Transport Users Group and the Disability reference Group.

Relevance to Council Plans and Strategies

- **Council Plan**

35. The Council Plan sets out how we are investing in Enfield to deliver positive outcomes for our communities. It explains our plans for 2023 to 2026. The priorities are:

- Clean and Green Places
- Strong, healthy, and safe communities
- Thriving children and young people
- More and better homes
- An economy that works for everyone.

36. Given that Transport is an enabler for all these priorities, there needs to be strong links to the Council plan.

- **Local Plan**

37. The Local Plan sets out the Council's vision and a planning framework for the future development for the Borough, addressing needs and opportunities in relation to housing, the economy, community facilities and infrastructure. It also acts as a basis for safeguarding the environment, adapting to climate change, and securing good design. It is a critical tool in guiding decisions about individual development proposals and for considering whether applications can be approved. It includes a section on travel and transport and several policies related to development's impacts on transport and vice versa.

- **Climate Action Plan**

38. In summer 2019, the Council signed a Climate Emergency Pledge, which commits it to:

- Making Enfield Council a carbon neutral organisation by 2030.
- Divesting the Council from investment in fossil fuel companies.
- Only using environmentally friendly products where we are able to do so.
- Making our supply chain carbon neutral through ethical procurement.
- Working with local partners and communities and positively promote changing behaviours in Enfield to limit activities scientifically linked to climate change.

39. 39% of the Boroughs emissions come from transport, making it the highest emitter of CO₂. As a result, there are a number of Transport related policies and actions within the plan.

- **Transport Plan & Local Implementation Plan**

40. These two documents set out the Transport Strategy and Policies for the borough. The Local Implementation Plan (LIP) is the statutory version based of specific TfL guidance and is required to comply with the Mayor's Transport Strategy. The Transport Plan is a non-statutory plan, which allows for a more local/nuanced set of policies, although both documents are similar in what they say.

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Appendices

There are no appendices to this report

Background Papers

No background papers have been used in preparation of this report.

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London Borough of Enfield

Report Title	Local Employment opportunities for residents affected by special educational needs and disabilities
Report to	Equalities Board
Date of Meeting	17/4/24
Cabinet Member	Cllr Cazimoglu
Executive Director / Director	Tony Theodoulou - Executive Director People Doug Wilson – Director Adult Social Care
Report Author	Shirley-Anne Wheeler Shirley-anne.wheeler@enfield.gov.uk Vicky Main Vicky.main@enfield.gov.uk
Ward(s) affected	
Classification	Part 1

Purpose of Report

1. To update the board on the Council's work to increase good quality employment opportunities for disabled people set out within the Fairer Enfield Policy.

Main Considerations for the Panel

1. To increase the number of paid job opportunities for people with Learning Disabilities, Mental Health and other pan disability impairment including Autism
2. To increase the permanent funding to enhance current staffing to deliver a pan disability employment service which would support young people with SEND leaving education into employment.
3. To increase the number of employers willing to mentor and employ people with disabilities enabling an increase in successful paid placement in next 2-5 years

Background

4. Being in good employment has a positive impact on quality of life, improving physical and mental wellbeing. Part of our work to deliver robust early help and social care services includes improving the quality of life and wellbeing of people affected by disability. Enabling more of our Adult Social Care clients, as well as those with disability who do not meet the threshold for statutory services, into employment at the council is one of the ways we can do this.

Explore options to expand all our supported employment services, including our 'Equals Employment' service, schools careers service and apprenticeship programmes.

5. Equals Employment Service; The Equals Employment Service was formed in 2010 and comprises of both health (Occupational Therapists) and local authority staff (Personal Employment Advisors) and is part of Integrated Learning Disability Service in Adult Social Care (ASC). It supports adults with learning disabilities to gain and sustain paid employment.
6. In 2021/22, Enfield had the highest proportion in London of working-age people (16.8%) who receive support for their learning disability in paid employment. This was the fourth highest proportion nationally and significantly higher than the London (6.1%) and national (5.1%) averages.
7. As of March 2023, there were 131 adults receiving support for their Learning Disability from Adult Social Care who are in paid employment, with 14 employed by the Council.
8. In the past 2 years we have received 80 referrals for disability employment support. Of those, 44 wanted to work with Equals to find value worker roles, 25 had a Learning disability and 19 pan disability and out of those 16 have been placed in paid employment – either in general workforce or in sheltered placements.
9. In 2023 we had the opportunity to broaden our employment offer to support people with other disabilities with their employment pathway (Pan Disability)
10. Beginning June 2023 using ESF – European Union funding, the pan-disability employment began in full effect. There have been multiple referrals from 'matrix', Edmonton green library, Employment advisors from STEPs program, ILDS referrals from CRT and Enfield residents.

Soft outcomes:

- 90% candidates attended job club fortnightly.
- Employer and advisor created good relationships (ongoing and promising opportunities for candidates to be employed in the future).
- Feedback from candidates end of ESF – Support with communication aids has been excellent, advisor communication, increased confidence to

engage in interviews independently, increased confidence and filtering skills in job searching on indeed, reed and other job searching platforms.

Hard outcomes:

- 3 candidates have successfully been employed (x2 private sector roles and x1 within the Council).
- 1 candidate has been offered a volunteering role within a workers cooperative
- 3 other candidates were invited to interviews (although none were successful).
- All candidates were keen to remain with Equals support into the 2024 employment project.

11. February 2024 saw the end of the ESF Funding and the start of different funding stream – UKSPF

Soft outcomes:

- Job club is still running bi-weekly and has a great attendance.
- Many referrals are coming in and awaiting enrolment.
- Engagement of candidates has been consistent
- Candidates with communication difficulties gave positive feedback to the support they were given by equals

12. The 2024 UKSPF project is running until March 2025, we look forward to more positive outcomes for Enfield residents who are looking for employment and have been facing many challenges.

Mental Health Enablement Service

13. The Mental Health Enablement Service supports Adult Social Care clients referred from secondary mental health services into two main forms of employment: short-hours, flexible work which can be paid or voluntary; and longer-term, sustained, paid employment.

14. In the case of short-hours work, the Service works with an individual for around 3-6 months, supporting and signposting them to appropriate services to offer tailored help in reintegrating them back into the community. They also offer CV writing help and confidence building.

15. To further support Adult Social Care clients seeking paid employment, the Service commissions the Working Well Trust to deliver an Individual Placement and Support (IPS) scheme. The IPS scheme uses employment specialists who match individuals to suitable jobs, and then offers support for up to 13 weeks after job commencement. In 2022 Q2, the scheme had a caseload of 102. This included 58 individuals being referred, and 10 sustaining jobs for at least 13 weeks. Currently, there are no Mental Health Enablement service users in employment at Enfield Council.

Support young people affected by SEND to work towards and achieve their preparing for adulthood objectives

16. There is a comprehensive pathway from Childrens to Adult services to ensure that young people's vocational goals are explored with pathways to College and employment. The Careers service support pupils and schools to be aspirational in their vocational pathways.
17. There is a SEND Employment Board which is currently supported by the NDTi/DfE project to increase the number of supported internships across the country. The NDTi project Launched 'Internships Work' in September 2022 and is a collaborative effort involving three organizations: National Development Team for Inclusion (NDTi), British Association of Supported Employment (BASE), DFN Project SEARCH. The project is funded by the Department for Education (DfE).
18. Its primary goal is to double the current supported internship provision in England by 2025. By that year, it aims to enable 4,500 young adults with additional needs to benefit from a supported internship annually.

Purpose and Impact:

- Internships Work seeks to empower young people by providing them with greater choice and control over their future.
- It opens up opportunities that prepare them for adult life and independent living.
- Through supported internships, participants gain valuable work experience and skills.

Provide good quality work placements for supported internships at the Council and work with other Enfield employers to do the same, with pathways into paid employment following completion of the placements.

19. Supported Internships; The People department commissions West Lea School to deliver a Supported Internship Programme, working with young people in Enfield aged 16 to 25 years who have an Education, Health, and Care Plan (EHCP). Interns must be committed to working and are assigned a job coach who matches them with appropriate placements and provides general support. Internships usually last from six months to one year, with interns working four days a week in their job and spending one day in West Lea school, learning workplace and life skills.
20. Those interns who are eligible for adult social care are able to access ongoing employment support from the Equals Service or The Mental Health Enablement Service and Working Well Trust which means they can access further support to maintain paid employment into the future.
21. From the 2020/21 cohort, 80% of students (25 people) were offered a job at the end of the programme. 12 of these were jobs at Enfield Council, including employment within the Person-Centred Approaches and Engage Team, and the Educational Psychology Service.

22. In more recent years it has been challenging to obtain suitable placements, and funding to secure follow-on job-carved roles within the Council. This is as a result of the disbanding of the Apprenticeships Team and the impact of financial constraints across the Council.

Relevance to Council Plans and Strategies

23. Draft Adult Social Care Supported Employment Policy

24. The Enfield Council Plan 2023 to 2026, 'Investing in Enfield', sets out how we will deliver positive outcomes for our communities. Priority five is for an economy that works for everyone and includes Council aims to enable local people to develop skills to access good quality work and to support local businesses and encourage inward investment in growing sectors which offer sustainable employment to local people.

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Appendices

None.

Background Papers

Fairer Enfield Policy 2021-2025
Workforce Strategy 2023-28
Enfield Council Plan 2023 to 2026

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Equalities Board Forward Plan 2023/24

Meeting	Fairer Enfield objective	Agenda items	Lead officer
<p>Wednesday 8 Nov 2023</p>	<ul style="list-style-type: none"> • Overcome racism in Enfield • Work with our partners to mitigate the impact of Covid-19 on children and young people’s mental health and wellbeing • Provide access to support services and networks to reduce social isolation 	<p>Item 1: School suspensions and diversity in local school governance</p> <ul style="list-style-type: none"> • To update the board on the current picture and school level data. • To provide information on how decisions are being made, and increasing diversity in local school governance. 	<p>Peter Nathan, Director of Education/ Lucy Nutt Head of Schools and Early Years Improvement</p>
		<p>Item 2: Education pathways and outcomes for the Gypsy, Roma and Traveller (GRT) community</p> <ul style="list-style-type: none"> • To receive a presentation on key projects and programmes. 	<p>Karen Maguire, Strategic Property Services</p>
		<p>Item 3: Inequalities in housing and homelessness</p> <ul style="list-style-type: none"> • To receive a presentation on the development of new homes and to provide an update on housing allocation, and ongoing and planned Council housing tenant engagement. 	<p>Joanne Drew, Director of Housing and Regeneration</p>

		<ul style="list-style-type: none"> • Additionally, an update is requested on the Council's approach to supporting residents rehoused in areas where accommodation is affordable, with a focus on social connection and identifying/reducing social isolation. 	
<p style="text-align: center;">Monday 8 Jan 2024</p>	<ul style="list-style-type: none"> • Deliver positive interventions to reduce serious youth violence in Enfield • Promote safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents 	<p>Item 1: Trust, confidence, and inequality in the justice system</p> <p>To receive a presentation/update on:</p> <ul style="list-style-type: none"> • Stop and search outcomes and tackling racism. • Local implementation of the Metropolitan Police Turnaround Plan 2023. 	<p>To seek advice from Ivana Price regarding inviting a representative of the Met Police</p> <p>Confirmed Supt Chris Byrne</p> <p>christopher.byrne@met.police.uk</p>
	<ul style="list-style-type: none"> • Keep people safe from domestic abuse 	<p>Item 2: Sexual and domestic violence/abuse demographic data, impacts and outcomes</p> <ul style="list-style-type: none"> • To receive a presentation on local demographic data, impacts and outcomes. 	<p>To seek advice from Ivana Price regarding inviting relevant representatives</p> <p>Confirmed: Greg.Coates@met.police.uk</p> <p>Julie Tailor julie.tailor@enfield.gov.uk and Adam Cummings from Community Safety adam.cummings@enfield.gov.uk</p>
	<ul style="list-style-type: none"> • Increase the number of 	<p>Item 1: Local employment</p>	<p>To be confirmed</p>

Monday 18 Mar 2024	residents affected by special educational needs and disabilities (SEND) who are in paid employment	opportunities <ul style="list-style-type: none"> To update the board on the Council's work to increase good quality employment opportunities for disabled people. 	Vicky Main Andy Johnson Shirley Ann- Weaver
		Item 2: Public and active travel accessibly <ul style="list-style-type: none"> To receive a presentation on transport accessibility in Enfield. This includes inclusive travel to locations of primary and secondary health care services, and places of employment. 	Richard Eason, Programme Director Journeys and Places Chris Cole, Head of Strategic Transport Planning & Policy A representative of TFL – Robert Varney and the new liaison Peter Fletcher have responded.
Written briefings to be provided to the board: <ol style="list-style-type: none"> Equality Impact Assessments (EqIAs) and the Council's approach to development and scrutiny Reducing HIV transmission rates and ending new transmission by 2030: Local action planning and sexual health service provision 			

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