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## **EQUALITIES BOARD**

**Tuesday, 23rd July, 2024 at 7.00 pm in the Conference Room, Civic Centre, Silver Street, Enfield, EN1 3XA**

### **Membership:**

Councillors: Suna Hurman, Rick Jewell, Mustafa Cetinkaya, Hannah Dyson, Ergin Erbil, Patricia Gregory, Nelly Gyosheva, Stephanos Ioannou 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 17 April 2024.

**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 2023/2024 (Pages 9 - 104)**

To receive an update on the development of the Annual Equalities Report 2023/24.

Board Members will receive an update on projects and activities delivered in 2024/25 in support of the Fairer Enfield objectives.

**7. WORK PROGRAMME FOR 2024/25** (Pages 105 - 112)

To agree and prioritise the items for the work programme for 2024/25.

**8. DATES OF FUTURE MEETINGS**

To note the dates of future meetings as follows:

- Monday 7 October 2024
- Monday 2 December 2024
- Wednesday 19 March 2024

**EQUALITIES BOARD - 17.4.2024****MINUTES OF THE MEETING OF THE EQUALITIES BOARD  
HELD ON WEDNESDAY, 17TH APRIL, 2024**

**MEMBERS:** Councillors Nia Stevens, Mustafa Cetinkaya, Hivran Dalkaya, Hannah Dyson, Patricia Gregory, Nelly Gyosheva and Ruby Sampson

**Officers:** Tinu Olowe (Director of HR & OD), Sarah Gilroy (Policy and Performance Manager), Chris Cole (Head of Strategic Transport Planning & Policy), Richard Eason (Programme Director, Journeys & Places), Shirley-Anne Wheeler (Equals Employment & Therapies Service Manager), Andy Johnson (Head of Post 16 Provision), and Jane Creer (Governance Officer)

**Also Attending:** Councillor George Savva (Cabinet Member)  
Pastor Nick Chanda (Enfield Faith Forum), Tim Fellows (Enfield LGBT Network), Mark Riley (Enfield LGBT Network)  
Local Press representative

**1. WELCOME AND APOLOGIES**

Cllr Nia Stevens as Chair welcomed everyone to the meeting.

Apologies for absence were received from Cllr Margaret Greer (Vice Chair) and Cllr Alessandro Georgiou. In Cllr Greer's absence, Cllr Hivran Dalkaya acted as Vice Chair.

Bevin Betton (Enfield Racial Equality Council) and Ginnie Landon (Enfield Women's Centre) sent apologies for absence.

**2. DECLARATIONS OF INTEREST**

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

**3. MINUTES OF THE PREVIOUS MEETING**

**AGREED** the minutes of the meeting held on Monday 29 January 2024.

**4. PUBLIC AND ACTIVE TRAVEL ACCESSIBILITY**

**RECEIVED** the slide deck 'Mobility Impaired Access to Transport' tabled at the meeting in addition to the report providing an overview of public transport in Enfield.

The presentation was led by Chris Cole, Head of Strategic Transport Planning and Policy, and Richard Eason, Programme Director, Journeys & Places, LB Enfield.

## EQUALITIES BOARD - 17.4.2024

Details were given in respect of access to the railway system across the borough, including accessible stations, noting that train operators must apply for funding to DfT for upgrades and that costs were very high for most stations, and sometimes prohibitive.

All of TfL's buses were compliant with all relevant DDA legislation, and Enfield's bus stop accessibility was high at 95%. Some stops in rural or difficult locations were still to be completed. Remaining sections of Hail and Ride were due to be converted in the next few years. Officers were aware of research on behalf of RNIB looking at bus boarder/floating bus stops, and that guidance would be taken into account when available.

For walking and wheeling, all new footways and new crossings had to comply with DDA guidelines. All transport and highways schemes must consider the impacts on mobility impaired people in their design. It was recognised there were issues with older footways and maintenance of footways.

The All Ability Cycling Hub was highlighted as welcoming people of all ages and abilities to ride on the many types of cycles available, with experienced cycle instructors on hand. The hub took place every Monday year round in Bush Hill Park and was a very popular service. Age UK and One-to-One Enfield also used the adapted cycles for sessions.

Eligibility for Blue Badge parking was set at a national level. In Enfield, blue badge holders could park for an unlimited time in car parks (disabled bay and pay to park bay) and on-street (pay to park bay and resident permit only bay). Where possible, formalised blue badge parking was incorporated in all traffic infrastructure schemes.

There was a Journeys and Places Disability Reference Group made up of deaf and disabled people who live, work or study in Enfield, and would meet three or four times each year with the purpose to ensure that the views of deaf and disabled people are heard throughout the design phases to inform our projects.

Questions were invited from Members.

Cllr Dyson asked about lack of accessibility at Gordon Hill Station, particularly given its location close to Chase Farm Hospital. Officers advised that an application had been made in respect of Gordon Hill and Enfield Chase to the Access For All Fund: when information was available the ward councillors would be informed.

Cllr Gregory raised the poor state of broken paths in Oakwood Park, which affected bicycle users. Officers clarified that Journeys & Places related to Highways rather than Parks, but they knew Parks Service was aware and following liaison with Parks colleagues a fuller response would be provided.

## EQUALITIES BOARD - 17.4.2024

Tim Fellows related difficulties in pushing a relative using a wheelchair on local pavements and roads. It was advised that new standards required a flush kerb, but many pavements were not up to the modern standard.

Trees overhanging pavements could also cause difficulties for people with visual impairment, especially if there was a need to go into the road to avoid the obstacle. It was advised that issues may be reported directly via the Council's website at [Tree planting, removal and problems | Enfield Council](#)

A further issue was misuse of Blue Badges. Fraudulent use could be reported anonymously via the Council's website at [Disabled person's parking permit \(Blue Badge\) | Enfield Council](#). Chris Cole agreed to find out further information regarding misuse of designated disabled parking bays.

In response to further queries regarding pavements, it was advised that the Council had an agreed level of maintenance, but resources were finite and inspections had to be used to prioritise areas to be addressed. However, it was always worth reporting an issue or raising an MEQ. The footway renewal programme used asphalt rather than paving slabs (except in town centres or heritage areas). The highest proportion of maintenance costs resulted from motor vehicles going onto footways where they should not, and in new schemes bollards etc were used to prevent this.

Cllr Dyson raised residents' concerns about the 456 bus being inaccessible to elderly and disabled people. Officers acknowledged that Enfield Transport User Group had also asked about this bus, which was a midi size and could be difficult to board. It had been discussed with TfL who consider it the appropriate vehicle for its patronage. If there was more residential development around Crews Hill, improvements to this service may be made, alongside improved railway station accessibility.

Officers advised that they wanted to investigate bus routes further, particularly in parts of the borough that were less well served, to further the evidence base to make stronger arguments to TfL. Chris Cole confirmed he had a liaison link with TfL.

In response to Cllr Cetinkaya's query, it was confirmed that mobility scooters may be driven in cycle lanes.

The Chair thanked the officers for the slide deck and attendance at the meeting.

### **5. LOCAL EMPLOYMENT OPPORTUNITIES FOR RESIDENTS AFFECTED BY SPECIAL EDUCATIONAL NEEDS AND DISABILITIES**

RECEIVED the report of the Executive Director – People, 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.

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The report was introduced by Shirley-Anne Wheeler, Integrated Learning Disability Service Therapies and Employment Service Manager, LB Enfield. It was aimed to get adults with learning disabilities into jobs and maintain them in their jobs. The report contained details of what had been done and the successes in Enfield. The Equals Employment Service and ESF funding was highlighted.

There was also support for young people affected by SEND to be aspirational in their vocational pathways. A goal was to double the number of internships. Andy Johnson, Head of Post 16 Provision, provided detail on the supported internship programme.

Additionally, the Mental Health Enablement Service supported Adult Social Care clients into employment.

Officers worked hard for the Council to be a beacon employer, working with HR to make adapted roles, and be a model for other employers.

Questions were invited from Members.

In response to Members' queries, it was confirmed that this was a very person centred service, with each individual and their skills identified, and appropriate employment for them. Language and cultural needs were also considered, for example with interpretation, BSL, Makaton, etc.

Nick Chanda asked about the biggest employers of 16 to 24 year old clients. It was advised that SMEs tended to be more reluctant than large employers, so the majority traditionally went into organisations like B&Q, Homebase, and hospitals. Individuals were asked about their own aspirations and areas of interest, and now there was a local brewery, retailers, and hospitality businesses providing a broader employer base. Challenges were in getting employers or particular departments/managers to take a chance on a young person, and in encouraging parents that it was right to prepare for adulthood through employment. The employment ranged from high level jobs at top accountancy firms to stacking jobs with retail companies.

Cllr Cetinkaya asked about support to the employers and tax incentives. It was advised that they had access to work funding from the Department for Work and Pensions for support needed for the workers, such as for personal care needs.

The response from employers, once they had taken a chance on a person, they were frequently recognised as an asset to the company and it was likely they would go on to employ a further person the following year.

In response to queries on numbers, it was advised that this year, 58 young people were going through the Supported Internship Programme and it was anticipated 54 would complete the programme, which would be similar to the usual success rate of around 70%. Numbers in respect of the individuals

## **EQUALITIES BOARD - 17.4.2024**

referred via the Mental Health Enablement Service could be forwarded after the meeting.

The supported internships involved dedicated classroom staff and job coaches to support a young person in the workplace as necessary. For those not ready to apply, there was a supported preparatory internship to get to the required level. It was also important that those going through internships had an employer at the end of the programme, and it was difficult to scale up further. There was also an aspiration for more sheltered employment places, such as at Café 311 at Community House.

The Chair thanked the officers for attending and providing the update to the Board, which was noted.

### **6. WORK PROGRAMME 2023/24**

NOTED the completion of the 2023/24 work programme.

Members wished the items listed as proposed written briefings to the Board to be recommended for consideration in the 2024/25 work programme. Members also asked that representatives from TfL be invited to attend a Board meeting next year.

### **7. DATE OF NEXT MEETING**

NOTED that future meeting dates would be confirmed following Annual Council on Wednesday 15 May 2024.

The meeting ended at 8.29 pm.

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<b>EQUALITIES BOARD</b>
<b>Appointed by:</b> Chair and Vice Chair appointed by Council
<b>Proportionality:</b> Applies
<b>Membership:</b> 9 members with up to 9 members from local groups representing the 9 protected characteristics
<b>Public/Private meetings:</b> Public
<b>Quorum:</b> 3
<b>Frequency:</b> minimum 4 times a year
<p><b>Terms of reference:</b>          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"> <li>• age;</li> <li>• disability;</li> <li>• gender reassignment;</li> <li>• marriage and civil partnership;</li> <li>• pregnancy and maternity;</li> <li>• race;</li> <li>• religion or belief;</li> <li>• sex;</li> <li>• sexual orientation</li> </ul> <p>(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 realise the benefits of a diverse workforce that reflects the make-up of the local population.            (vii) To encourage the Council support to staff in a manner that encourages 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 &amp; Risk Management</p>

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## London Borough of Enfield

<b>Report Title</b>	Annual Equalities Report 2023/24
<b>Report to</b>	Equalities Board
<b>Date of Meeting</b>	23 July 2024
<b>Cabinet Member</b>	Cllr Ergin Erbil, Deputy Leader
<b>Executive Director / Director</b>	Tinu Olowe, Director of HR & OD Ian Davis, Chief Executive
<b>Report Author</b>	Sarah Gilroy, Policy & Performance Manager (Chief Executive/Resources) sarah.gilroy@enfield.gov.uk
<b>Ward(s) affected</b>	N/A
<b>Classification</b>	Part 1 Public
<b>Reason for exemption</b>	N/A

### Purpose of Report

1. To update the Equalities Board on progress made in 2023/24 towards achieving the Council's eight equalities objectives and our commitments as a community leader, service provider, commissioner and service provider and employer, as outlined in the Fairer Enfield Policy 2021-2025.

### Main Considerations for the Panel

2. The annual equalities report 2023/24 (appendix 1) summarises the work we have done in 2023/24 to deliver on the principles and objectives we have committed to in Fairer Enfield, our equality, diversity and inclusion policy. The information included in the annual equalities report and accompanying summary presentation has been drawn from a range of sources from across the Council and national datasets.

3. The first section of the report presents data and information about our population and the barriers and challenges they face. The second section of the report summarises our commitments, as set out in our Fairer Enfield Policy, as a community leader, service provider and commissioner and employer and how we have worked to deliver them in 2023/24. This section also includes our review of workforce equalities data. The third section of the report sets out a summary of key activities and projects the Council has focused on over the last year to deliver on the eight equalities objectives set out in Fairer Enfield.
4. The report 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.

### **Background and Options**

5. The Fairer Enfield Policy was agreed by Council in 2021. 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.
6. The Public Sector Equality Duty requires us to publish one or more specific and measurable objectives every four years that demonstrates areas where we are tackling inequality. In Fairer Enfield 2021-2025, we identified eight objectives which help us describe the things we'll do to support Enfield's vision to be a progressive and equitable borough.
7. The eight objectives are:
  - 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 of 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
8. The Public Sector Equality Duty also requires public bodies to reflect annually upon progress made in relation to delivering on their equalities objectives.

## **Relevance to Council Plans and Strategies**

9. Fairer Enfield is one of the principles in the Council Plan 2023-26. Our annual equalities report is an opportunity to demonstrate our progress in delivering the Fairer Enfield Policy in 2023/24 and helps us to identify where there is more work to do.

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## **Appendices**

Appendix 1: Annual Equalities Report 2023/24

Appendix 2: Equalities Board presentation – Annual Equalities Report 2023/24

## **Background Papers**

Fairer Enfield Equality, Diversity and Inclusion Policy 2021-2025

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## Foreword

Enfield Council is committed to advancing equality, diversity and inclusion in everything we do.

Our [Council Plan 2023-26](#) and [Fairer Enfield 2021-25](#) sets out our vision for connected and inclusive communities across the borough. We want Enfield to be a place where everyone has equal access to opportunities and where inequality is actively tackled. This can only be achieved by working with our partners and communities to advance equality of opportunity, promote good community relations and tackle discrimination.

We believe that strength comes with difference and the positive contribution that diversity brings to our community. As a Council, we are working with our partners to provide accessible and responsive services that tackle inequality and enable all those who live, learn, work in or visit Enfield to participate in our social, cultural and economic wealth.

Tackling inequality in Enfield has never been more important, as residents across the borough experience increasing levels of poverty and disadvantage. Too many people in Enfield do not have fair and equal opportunities. Residents living in our most deprived neighbourhood areas are likely to live seven years fewer than their wealthier neighbours; and over 15 years fewer in good health. Across the borough, more than 16% of children aged 0-19 years old live in low income households. We have an acute shortage of social and affordable homes, with over 7,000 households on the Housing Register and over 3,000 households living in temporary accommodation. Air pollution from road traffic poses a serious risk to the health of our residents, particularly more vulnerable groups such as children, older people and those with heart and respiratory conditions.

In this report, we summarise the work we have done during 2023/24 to deliver on the principles and objectives we have committed to in Fairer Enfield, our equality and diversity policy. We also share good practice case studies that provide an overview of how the Council has worked in partnership with our statutory, voluntary and community partners and engaged with our residents to deliver equality initiatives that support work to improve outcomes for diverse communities in the borough.



**Cllr Ergin Erbil**

Deputy Leader

## Meeting our statutory requirements

It is against the law to discriminate against someone because of a protected characteristic. The nine protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The Equality Act 2010 places a duty on public bodies to play an active role in reducing inequality (known as the Public Sector Equality Duty) through three key aims. It requires public bodies to have due regard to the need to:

- **Eliminate unlawful discrimination, harassment, victimisation** and any other conduct prohibited by the Act.
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it by minimising disadvantage suffered by people due to their protected characteristics.
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

The Council is committed to promoting equality of opportunity, eliminating unlawful discrimination and promoting community cohesion throughout the borough. We will seek to protect the right of everyone not to be discriminated against and work to ensure equality of opportunity for all, so that each person is supported to realise their potential.

Enfield Council is going beyond our statutory duties under the 2010 Equality Act by seeking to also consider the impact of our decisions on people experiencing socio-economic disadvantage or with care experience. We commit to treating everyone equally regardless of socio-economic or care status and will work to eliminate discrimination and disadvantage caused by a person's socio-economic or care status.

## Our population

The population of Enfield in 2022 was estimated to be 327,224.<sup>1</sup> This makes us the 8<sup>th</sup> most populous borough in London.

### Children and young people

- People aged 20 and under made up 28% of Enfield's population in 2022, higher than both London and England averages.<sup>2</sup>
- In 2022/23, 10,754 (15%) children under 16 in Enfield were living in relative low-income families, lower than the London average of 15.8%.<sup>3</sup>
- The percentage of pupils eligible for Free School Meals in 2022/23 was 29.1%, an increase from 26.9% in 2021/22.<sup>4</sup>
- 23% of children in Reception and 43% of Year 6 children in 2022/23 were overweight or obese.<sup>5</sup>
- Children aged five to 18 are recommended to do at least 60 minutes of moderate intensity activity each day. In the 2022/23 academic year, 43.2% of children and young people in Enfield were physically active, lower than London (45.7%) and England (47%) averages.<sup>6</sup>
- 65.2% of pupils in Enfield achieved a good level of development at the end of Early Years Foundation Stage in 2022/23. This is lower than Outer London (69.1%) and England (67.2%) averages.<sup>7</sup>
- In 2022/23 the average Attainment 8 score at Key Stage 4 in Enfield was 47.0, above the England average (46.4) but below the London average (50.6).<sup>8</sup>
- Enfield schools perform in the top quartile nationally for student progress between Key Stage 2 and Key Stage 4 (ranked 27<sup>th</sup>).
- In 2023/24, 10,496 young people were engaged in the local youth offer provided by our Youth Services.

### Care experience

- As of May 2024, there were 405 looked after children and 282 care leavers aged 18+ in Enfield.
- As of March 2024, just under 70% of care leavers aged 19 to 21 were in employment, education and training.

### Older people

- People aged 65 and over made up 14% of Enfield's population in 2022.<sup>9</sup>

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<sup>1</sup> ONS (2022), [Mid-year population estimates](#)

<sup>2</sup> ONS (2022), [Mid-year population estimates](#)

<sup>3</sup> Department for Work and Pensions

<sup>4</sup> Department for Education

<sup>5</sup> NHS, National Child Measurement Programme

<sup>6</sup> Sport England, Active Lives Children and Young People Survey

<sup>7</sup> Department for Education

<sup>8</sup> Department for Education

<sup>9</sup> ONS (2022), [Mid-year population estimates](#)

- The disability-free life expectancy of a man aged 65 in Enfield is 11.7 years, higher than the national average. For women it is 8.8 years, this is 1.1 years below the national average.<sup>10</sup>
- In 2021, 36% of people aged 65 and over in Enfield lived alone.<sup>11</sup>
- The most common cause of injury resulting in hospital admission for people aged 65 and over is falls.
- In 2023/24, 442 per 100,000 aged over 65 were permanently admitted into residential and nursing care homes in Enfield.

### **Ethnicity and language**

- According to the 2021 Census, 40% of Enfield residents were born outside of the UK.
- 31.3% of residents are from the White British group; 20.8% of residents are from Other White ethnic groups; 18.3% are from Black, Black British, Caribbean or African ethnic groups; 12.1% are from Other ethnic groups; 11.5% are from Asian or Asian British groups; and 5.9% are from Mixed or multiple ethnic groups.
- Enfield is home to the largest numbers nationally of people belonging to these ethnic groups: Greek and Greek Cypriot, Turkish and Turkish Cypriot, Kurdish, Albanian and Bulgarian.
- According to the 2021 Census, over 90 languages are spoken as a main or only language by Enfield residents aged three years and over.
- 76% of people aged three years and over in Enfield speak English as their main or only language. The next most widely spoken main languages are Turkish (5.9%), Romanian (1.8%) and Bulgarian (1.8%).
- 28% of residents who do not speak English as their main language cannot speak English well or at all.
- The Autumn 2023 School Census recorded 92 languages or dialects spoken by at least 10 pupils at Enfield schools. Just over half of pupils in Enfield's state schools have English as a first language.

### **Sex**

- Female residents are estimated to make up 52% of Enfield's population.<sup>12</sup>
- The life expectancy at birth for males for the period 2020 to 2022 is 79.32 years. Enfield's life expectancy at birth for males in the period 2020 to 2022 was higher than the London (79.13 years) and England average (78.8 years).<sup>13</sup>
- The life expectancy at birth for females for the period 2020 to 2022 is 84.09 years. Enfield's life expectancy at birth for females in the period 2020 to 2022

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<sup>10</sup> ONS

<sup>11</sup> Census 2021

<sup>12</sup> ONS (2022), [Mid-year population estimates](#)

<sup>13</sup> ONS

was higher than the London (83.64 years) and England average (82.8 years).<sup>14</sup>

### **Transgender**

- For the first time in 2021, the Census asked a voluntary question on gender identity to respondents aged 16 years or over. In Enfield 91.42% of residents aged 16 years and over responded to the question. 1.1% of respondents declared a gender identity different from that which had been assigned at birth, higher than London (0.9%) and England (0.5%) averages.
- In the year ending January 2024, there were 13 reported transgender hate crimes in Enfield.

### **Sexual orientation**

- For the first time in 2021, the Census included a voluntary question on sexual orientation for all respondents aged 16 and over. In Enfield, 90.3% of residents aged 16 and over responded to this question. Just over 2% of residents aged 16 and over gave their sexual orientation as something other than Straight / Heterosexual.
- The percentages of people who declared themselves as gay, lesbian or bisexual were lower than the averages for London and England & Wales.
- In the year ending January 2024, there were 74 reported homophobic hate crimes in Enfield.

### **Disability**

- At the 2021 Census, 44,876 Enfield residents (13.6% of the total) reported a long-term health problem or disability.
- As of March 2024, 4,711 or 7.9% of Enfield pupils (aged 0 to 25) had an Enfield maintained Education, Health and Care Plan.
- According to the 2021 Census, 24,611 Enfield residents aged 5 years and over (8%) provide unpaid care for someone else.
- An estimated 52.2% of adults with a disability in Enfield were in employment in 2022/23, lower than the national average of 54.9%. The 2022/23 disability employment gap (the difference between how many disabled people are in work compared to how many non-disabled people are in work) was 23.8 percentage points.<sup>15</sup>
- In the year ending January 2024, there were 21 reported disability hate crimes in Enfield.

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<sup>14</sup> ONS

<sup>15</sup> Department for Work and Pensions

## Religion and belief

- Christianity (all denominations) was the most common religion in the borough (46.4%) at the time of the 2021 Census, followed by 'no religion' (19.8%) and Muslim (18.6%).<sup>16</sup>
- Enfield has the largest percentage of Alevis of any local authority area.

## Pregnancy and maternity

- In 2022, the number of live births where Enfield was the usual residence of the mother was 3,921.<sup>17</sup>
- The infant mortality rate in Enfield for 2022 was 3.3 per 1,000 live births, in line with the London average and lower than the England average.

## Socio-economic deprivation

- Enfield is the 74th most deprived local authority in England overall (out of 317) and the 9<sup>th</sup> most deprived London borough.<sup>18</sup>
- The difference in life expectancy between the most and least deprived areas in Enfield is 7.4 years for women and 7.2 years for men.<sup>19</sup>
- 13% of households in Enfield are living in overcrowded homes, compared to 11% of households in London and 4.3% of households nationally.<sup>20</sup>
- Between January to March 2024, the eviction rate in Enfield was 421 possession orders per 100,000 private rented properties. This is the third highest rate in London.<sup>21</sup>
- 6.1% of Enfield's working age population were officially unemployed in March 2024, higher than London (5.2%) and Great Britain (3.9%) averages.<sup>22</sup>
- As of 2022, around 12% of Enfield's households are estimated to be in fuel poverty.<sup>23</sup> This is lower than the national (England) average of 13.1%, but higher than the average for the London region (10.4%).
- The median household income in Enfield is £44,000. This is the 8<sup>th</sup> lowest of the London boroughs.<sup>24</sup>

Further information on our population can be found in our [borough and ward profiles](#).

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<sup>16</sup> Census 2021

<sup>17</sup> ONS

<sup>18</sup> Indices of Multiple Deprivation

<sup>19</sup> ONS

<sup>20</sup> Census 2021

<sup>21</sup> Ministry of Justice

<sup>22</sup> ONS

<sup>23</sup> Department for Energy Security and Net Zero

<sup>24</sup> CACI Ltd

## **Our equality and diversity principles**

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

Equality, diversity and inclusion are central to the decisions we make on how to deliver the best possible outcomes for our communities at a time of considerable financial challenge both for local people and for the local authority. We will continue to use our limited resources smartly to support all those who live, learn, work in or visit Enfield in the most effective and efficient way possible, tackling inequality and discrimination and promoting equality, diversity and inclusion in all that we do.

In the section below, we summarise our commitments to our residents, staff and stakeholders and set out how we have worked to deliver these commitments in 2023/24.

### **As a community leader**

As a community leader, we have an important role to play in promoting good relations between communities; promoting knowledge, mutual understanding and respect of the beliefs and practices of different religious groups; and celebrating diversity and inclusion.

We aim to lead by example and use our influence to encourage other employers and service providers in the borough to comply with our standards for equality, diversity and inclusion.

Below are examples of community-based activities the Council led on during the year 2023/24.

#### ***International Women's Day***

To mark International Women's Day on 8<sup>th</sup> March 2024 Enfield Council highlighted women's stories which had historically been untold, misrepresented, and labelled "taboo" with a screening of the Oscar nominated film Hidden Figures, and an open and informative discussion about the menopause with expert Marva Williams.

#### ***Holocaust Memorial Day***

Enfield Council commemorated Holocaust Memorial Day on 25<sup>th</sup> January 2024 through an invitation-only event at the Dugdale Arts Centre. Attendees were welcomed by Enfield Council's Deputy Leader, Cllr Ergin Erbil.

A film presentation by pupils from Wolfson Hillel Primary School was shown and was followed by readings from pupils at Chace Community School and St Anne's Catholic School.

The event also included speeches from Rabbi Emanuel Levy from the Palmers Green and Southgate Synagogue, Rabbi Rich from Southgate Progressive Synagogue and Marija Hamza from the Roma Support Group charity.

Residents were also invited to view the Holocaust Memorial Day exhibition which included various artefacts on loan from the Jewish Museum London. The display contained items such as letters, school reports and photographs relating to the life of Grete Rudkin (nee Glauber) who came to Britain on a Kindertransport in 1939 later to become an Enfield resident and teacher.

### *Windrush 75 Celebration*

The Sweet Nights Programme at the Dugdale Art Centre hosted a series of events from 25<sup>th</sup> June until 2<sup>nd</sup> July 2023 commemorating the 75<sup>th</sup> anniversary of the MV Empire Windrush arriving in the UK and the important contribution the Windrush generation has made.

### *Untold Edmonton Programme*

Enfield Council has received £250,000 in grant funding from the National Lottery Heritage Fund to deliver the “Untold Edmonton” Programme.

The programme running from September 2022 until November 2024 will fund 2 festivals, a volunteering programme and up to 20 community heritage projects exploring Edmonton’s rich and diverse history.

Projects funded so far include a joint intergenerational oral history project with All Saints Church and Latymer Primary School in Edmonton exploring the meaning of what the historic church meant to settlers in Edmonton, with a particular focus on the Windrush Generation. Additionally, the programme has funded a series of painting workshops highlighting underrepresented faces and places by YSDNDY and the Black Art Social and collaborations with Gallipoli Music Memorial 2015 and Enfield Music Education Hub to create a learning resource for Key Stage 2 pupils focused on Turkish music traditions. Edmonton Green Shopping Centre and Edmonton Green Library have also been the focal points of activity in March 2024 celebrating the Congolese culture and the history of African languages.



## **As a service provider and commissioner**

We are committed to using our limited resources smartly and maintaining high standards in service delivery to support all those who live, learn, work in or visit Enfield in the most effective and efficient way possible, tackling inequality and discrimination and promoting equality, diversity and inclusion in all that we do.

### *Equalities monitoring*

To help us understand the impact of our services on different communities and to help inform adjustments and improvements we can make, we collect and monitor relevant equalities data from our service users and people taking part in consultation and engagement activities. Analysing this data helps us understand how our services are reaching our diverse communities; how they are improving outcomes for different groups; and how we can design policies and services to best meet the needs of different people. We are developing our approach to how we collect this information and how we use it effectively.

### *Equality Impact Assessments (EqIAs)*

In order to ensure we tackle inequality and discrimination and advance equality of opportunity in all services we provide and commission, we routinely carry out an Equality Impact Assessment (EqIA) to consider the impact that any prospective changes to policy or service delivery may have on different protected groups and take action to mitigate against any unequal impact. Undertaking EqIAs ensures that we are taking every opportunity to advance equality for all services we provide and commission.

In November 2023 Enfield Council agreed that children and young people who have spent 13 weeks or more in local authority care will be protected from discrimination. “Care experience” is not currently on the list of protected characteristics in the Equality Act but will be embodied in all of our future decisions and policies through Equality Impact Assessments.

All key decisions made by Cabinet, decisions made by Full Council, and portfolio decisions made by Cabinet Members are informed by an EqIA which is published with the decision-making report.

You can find copies of our EqIAs with the decision they informed in our Cabinet and Council report packs published on our [Council website](#).

### *Commissioning and procurement*

Our role in advancing equality, diversity and inclusion and tackling inequality and discrimination extends to the services we commission and procure, as well as those we directly provide. As a Council, we currently spend approximately £350 million per year procuring works and services. This presents a significant opportunity to use our procurement and commissioning of services as a tool to reduce inequality across the

borough by ensuring that commissioned services are compliant with Enfield's equalities standards.

### *The Shaw Trust Web Accessibility Accreditation*

Enfield Council's website has been awarded the Shaw Trust Web Accessibility Accreditation, in recognition of our commitment to creating a digital environment that is inclusive, user-friendly and accessible to residents and individuals with a wide range of disabilities.

The Shaw Trust Web Accessibility Accreditation is a testament to the extensive effort to ensure [enfield.gov.uk](http://enfield.gov.uk) meets the requirements for digital accessibility.

### *Tackling health inequalities*

Health inequalities are avoidable differences in health between individuals, communities, or populations. Health inequalities in Enfield are contributing to shorter lives with more years spent in ill health. Residents living in our most deprived wards are likely to live seven years fewer than their wealthier neighbours; and over 15 years fewer in good health. We are committed to reducing health inequalities and providing tailored support for the most vulnerable groups in society.

In 2023/24, we ran and attended a number of tailored sessions to support our residents who may be experiencing health inequalities:

- Revival Christian Church of Enfield breakfast townhall events: These events provided an opportunity for Black African and Caribbean communities living in or near Enfield to discuss health and wellbeing matters in a safe space with local healthcare professionals who were representative of the community.
- Dalmar (Somali community group) events focused on immunisations, with Covid-19 and flu vaccinations available on the day.
- Doctors of The World health outreach programme to improve the health and wellbeing of Enfield's Gypsy, Roma and Traveller communities.
- Over 50s Forum events focused on eating well and vaccinations.

## As an employer

We aim to provide a safe and accessible working environment for all existing and potential employees, one that is free from harassment and discrimination, where individual values, beliefs and identities and cultures are respected.

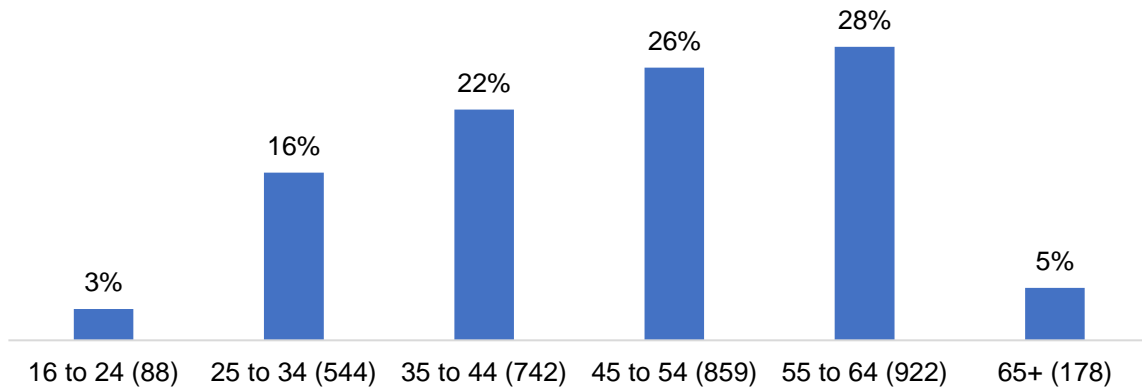
In Fairer Enfield 2021-25, we outline how we will employ a diverse workforce which is representative of the community we serve, where staff work together harmoniously and productively, and everyone feels valued.

### Our workforce profile

We routinely review the composition of our workforce to understand the extent to which it represents the diverse communities which we serve, and we monitor our progress in improving the way in which we tackle inequality and promote equality, inclusion and diversity as an employer.

#### Age

As of March 2024, the highest percentage of our workforce headcount is aged 55-64, (28%) and the lowest percentage is aged 16-24 (3%). We are taking action to attract young talent to the organisation, including through our successful apprenticeship programme.



Percentage and number of Council officers by age group

(Enfield Council, March 2024)

#### Sex

In 2022/23, women at Enfield Council earned £0.53 more than men when comparing the median (average) hourly pay – women’s median pay is therefore 3% higher than men’s median pay.<sup>25</sup>

<sup>25</sup> Enfield Council, 2023 Pay Gap Report



Percentage and number of Council Officers by sex  
(Enfield Council, March 2024)

Over the past five years the Council has successfully appointed women to vacant posts within the top tiers of our management structure. This has enabled us to increase female representation in the upper quartile as well as reducing our gender pay gap at this level.

**Disability**

The Council is an accredited [Disability Confident employer](#). This means that we offer a guaranteed interview to all applicants with a disability if they meet all the essential criteria for the job. As of March 2024, 6% of staff had declared a disability.

When comparing mean hourly rates, staff with a disability receive an hourly rate of £0.11 less on average. When we look at median hourly rates, there is no difference in pay between disabled and non-disabled staff.

**Ethnic diversity**

We are increasing the representation of Black and ethnic minority staff in leadership positions across the Council’s workforce, aiming for our workforce to be proportionately representative of Enfield’s ethnic minority population by 2030.

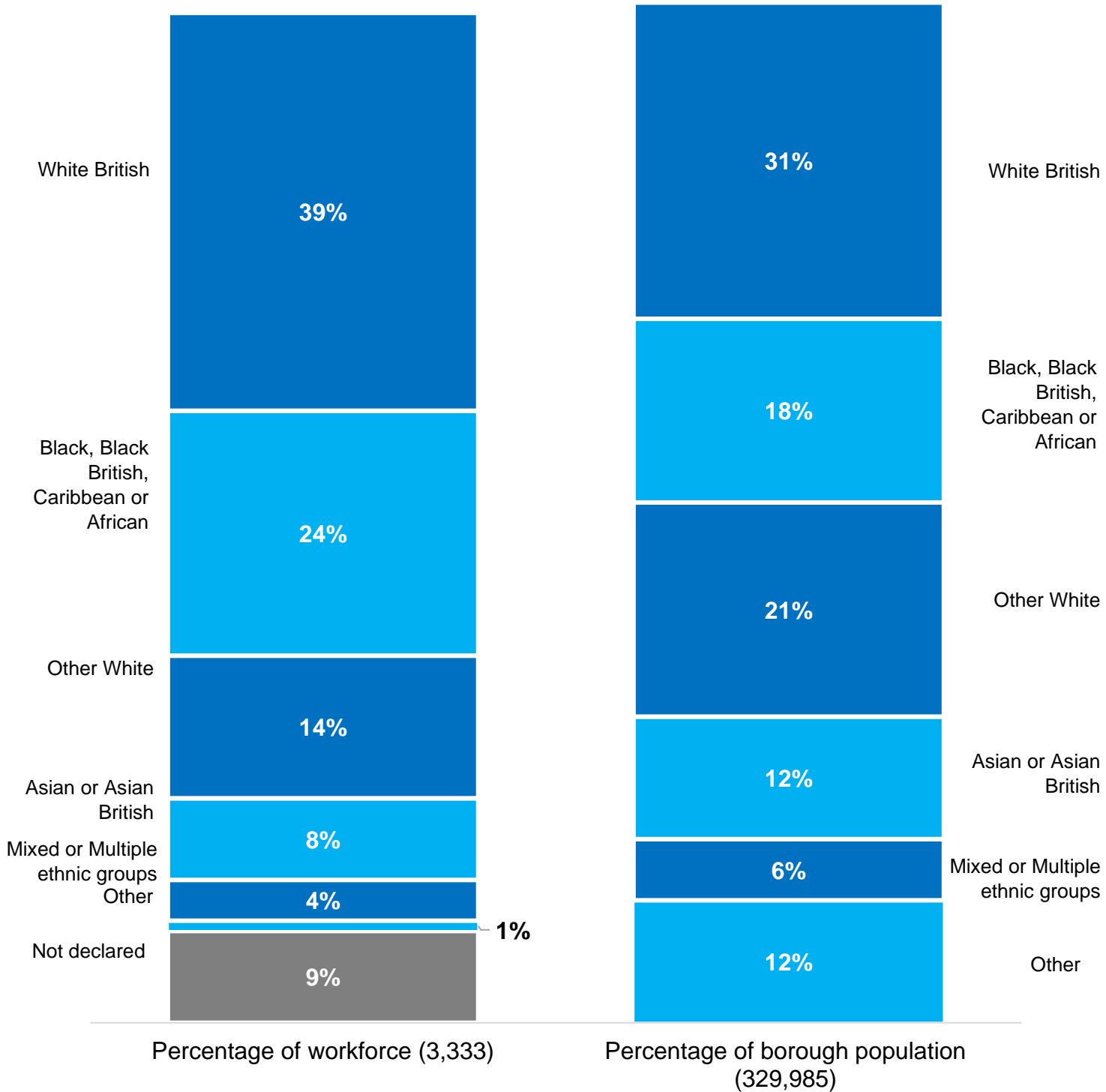
As of March 2024, 51% of Enfield Council staff were from ethnic minority groups<sup>26</sup>, compared to 69% of our borough population.

Average hourly rates for Black/Black British/Caribbean/African staff were £3.65 lower than those earned by Asian/Asian British staff (highest mean hourly rate) and £2.14 less than White staff. There is no pay gap when we compare median hourly rates of staff from an ethnic minority group with those of staff from a White ethnic group.

The chart below sets out the ethnicity of our workforce and includes the borough population for comparison.

<sup>26</sup> The term ‘ethnic minority’ or ‘ethnic minority group’ refers to all ethnic groups except the white British group. This includes white minorities, such as Gypsy, Roma and Irish Traveller groups.

### Council staff profile compared to borough population (March 2024)



## **Workforce initiatives delivered during 2023/24**

### *Investing in Our People: Workforce Strategy 2023 –26*

By 2030, we want our workforce to reflect Enfield's communities at all levels so we can support and deliver the best outcomes for residents. To achieve this, we will continue to improve the diversity of our senior leadership team and our overall workforce, making sure that equality and inclusion is embedded across the organisation.

Our [Workforce Strategy](#) sets out how we are developing as a high performing organisation that is collaborative, innovative and inclusive, where we let talent flourish and develop the skills we need to succeed. It outlines how we will equip our workforce to meet the needs of our communities now and in the future, so as the Council and our services evolve, we have the right people, with the right skills, connected to our communities and working for Enfield.

### *Hearts and Minds*

In 2023 face to face focus groups were introduced for middle managers hosted by the Chief Executive and Director of Human Resources and Organisational Design. These events provide an opportunity for staff to share information, experiences and to hear from services about the Council's strategic priorities.

### *Mentoring*

We collaborated with a number of London boroughs to create Mentor Connect, an innovative cross-council mentoring programme designed to connect professionals with experienced mentors and mentees in order to support career goals. The structured 12-month rolling programme, launched in 2024, aims to enhance leadership skills, advance career opportunities, promote equality, diversity, and inclusion and provides a unique opportunity to embrace the wisdom and expertise of seasoned professionals from across participating London boroughs.

### *Team discussion topics*

The Council introduced Hot Topic Discussion Sheets in 2023. These sheets are shared across the organisation every quarter and contain six different discussion points for team meetings. One of the key areas of discussion focuses on raising awareness of equality and belonging within the Council. By providing a structured platform for open dialogue, these discussion sheets aim to foster inclusive conversations among team members. They create opportunities for individuals to share with their team their perspectives, experiences and insights into internal and external current affairs on inclusivity, ultimately fostering a culture that embraces diversity, understanding and empathy. Through these discussions, we can collectively work towards creating a more equitable and welcoming workplace environment.

### *National Apprenticeship Week 2024*

In February 2024 Enfield Council celebrated National Apprenticeship Week, highlighting several success stories from the landmark Meridian Water regeneration

project. Seven young local apprentices working with Enfield Council's project partner Taylor Woodrow have been gaining site experience whilst completing their training, preparing them for a variety of roles within the construction industry. Five of these young people have already begun to pursue degree apprenticeships to further develop their learning and careers.

## Staff Networks

Enfield Council has several staff-led equalities working groups that represent various sections of the workforce. These groups play an important part in unlocking the potential of our diverse workforce, helping to support staff to overcome challenges and providing a space for staff to network with colleagues.

In 2024 we launched the Equalities Forum to enable staff networks to share feedback, ideas and raise any issues or concerns with senior leaders at Enfield Council. The Forum also oversees the delivery of each network's annual work programme and priority actions which aim to improve equality and diversity at the council.

### *Women into Leadership*

Women into Leadership aim to champion the role of women leaders in the Council and to challenge the barriers that women who aspire to leadership roles might face.



### *Disability Working Group*

The Disability Working Group works to raise awareness about the challenges facing staff affected by disability and ensure that disabled staff members' perspectives are reflected in Enfield's policies.



### *Ethnic Minority Network*

The Ethnic Minority Network aims to remove barriers that prevent staff from Black and ethnic minority backgrounds reaching leadership roles, promotes inclusion and celebrates the rich cultural heritage of Enfield's workforce.



### *LGBTQ+ Staff Group*

The LGBTQ+ staff network supports and celebrates LGBTQ+ staff within the Council.



### *Staff Mental Health and Wellbeing Group*

The Mental Health and Wellbeing Staff Group aims to promote wellbeing for all employees; promote positive behaviours and empower staff to manage their mental health; and support the organisation to address work related mental health problems.



### *Young Professionals' Network*

The Young Professionals' Network is a professional and social community for young people in the Council to socialise, be represented, form relationships and build on their professional development skills.



## **Fairer Enfield objectives**

The Public Sector Equality Duty requires us to publish one or more specific and measurable equalities objectives every four years that demonstrate areas where we are tackling inequality.

In Fairer Enfield 2021-25, we identified eight objectives which help us describe the things we'll do to support Enfield's vision to be a progressive and equitable borough:

- Overcome racism in Enfield
- Deliver positive interventions to reduce serious youth violence in Enfield
- Increase the number of Enfield residents with special educational needs and disabilities (SEND) who are in paid employment
- Improve the wellbeing and celebrate the contribution of our Lesbian, Gay, Bi and Trans Community
- Provide access to support services and networks to reduce social isolation
- Work with 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

The Public Sector Equality Duty also requires the Council to reflect upon progress made over the course of the four-year period. In the section below, we analyse data on our progress during 2023-2024 towards delivering our eight equalities objectives and provide a summary of projects that the Council has delivered over the last year.

A new set of equalities objectives will be developed over the coming financial year with a refreshed publication of the Fairer Enfield Policy in 2025.



## Overcome racism in Enfield

Enfield Council is committed to challenging inequality, racism, and injustice in the borough, and to making our community, our services and workplace fairer for everyone.

### Data and analysis

#### *Housing and homelessness*

Research from the Centre for Homelessness Impact shows that people from ethnic minority groups are more likely to experience housing disadvantage, defined as being overcrowded, having no central heating or sharing a kitchen or bathroom with another household.<sup>27</sup>

Between July and September 2023, 11.1% of households owed a homelessness duty in England had a lead applicant from a Black, Black British, Caribbean or African ethnic group.<sup>28</sup> However, Black, Black British, Caribbean or African individuals account for 4% of the population in England.<sup>29</sup> In Enfield, Black, Caribbean, African or Black British residents were also overrepresented in assessments for homelessness, in comparison to the proportion of residents who are from Black ethnic backgrounds. Between July and September 2023, 36% of residents we assessed as being homeless were Black, African, Caribbean or Black British,<sup>30</sup> but people from Black ethnic groups make up 18% of the borough's population.<sup>31</sup>

Homelessness demand is currently at a crisis point fuelled by rising demand and the collapse in the availability of private rented sector properties, especially at the affordable end of the market. The Council is having to think differently about how we can respond to rising homelessness in the current economic climate with rising costs of temporary accommodation. This includes increasing the portfolio of homes owned by our housing company Housing Gateway to help us discharge our homelessness duty into the private rented sector.

#### *Employment*

Nationally, between January and March 2024, people from Indian (77.9%) and White ethnic groups (75.9%) had the highest employment rates, and people from Chinese (55.6%) and Pakistani (61%) ethnic backgrounds had the lowest rates.<sup>32</sup>

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<sup>27</sup> Centre for Homelessness Impact (2023), [Over-representation of ethnic minorities experiencing homelessness across the UK](#)

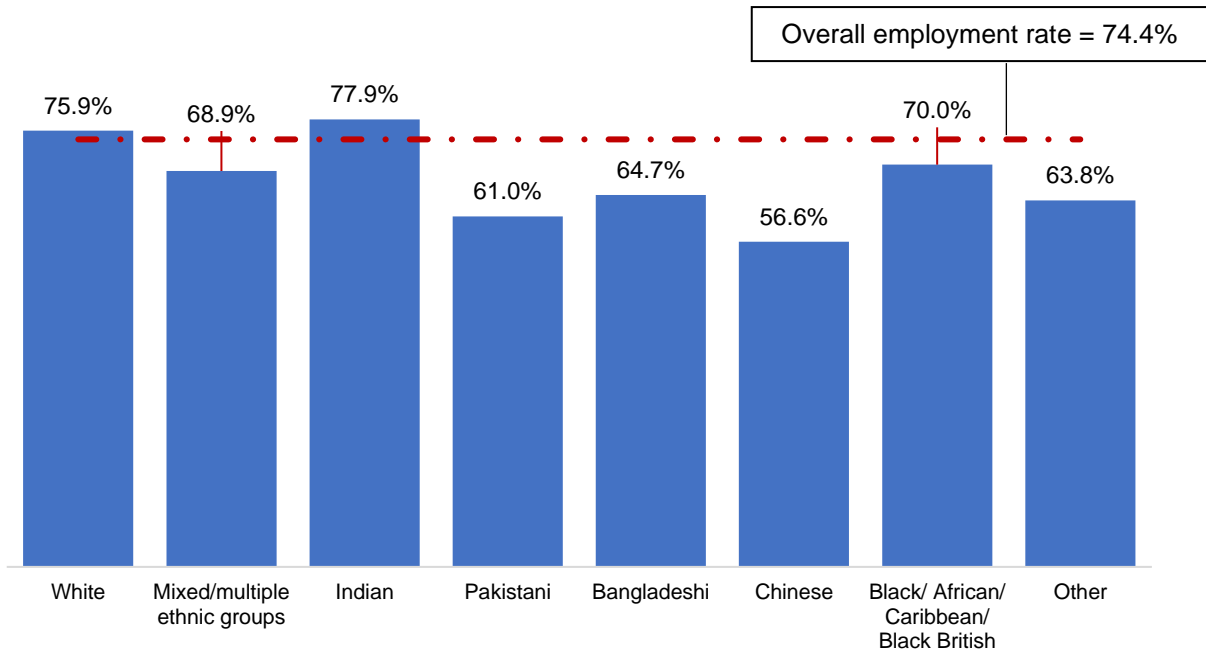
<sup>28</sup> Department for Levelling Up, Housing and Communities, [Statutory homelessness in England: July to September 2023](#)

<sup>29</sup> 2021 Census

<sup>30</sup> Department for Levelling Up, Housing and Communities, [Statutory homelessness in England: July to September 2023](#)

<sup>31</sup> 2021 Census

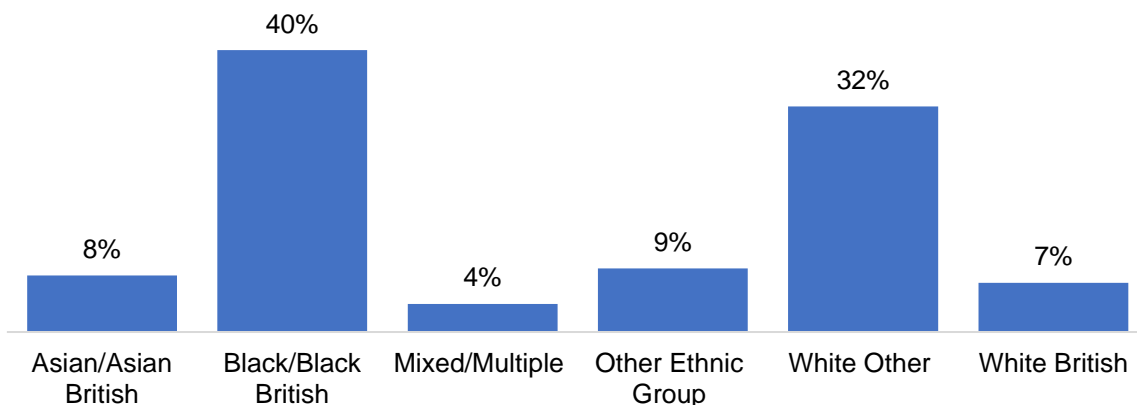
<sup>32</sup> ONS (May 2024), [Labour market status by ethnic group](#)



National employment rate (working age population, 16-64) by ethnic background between January and March 2024  
(ONS Labour Market Status, May 2024)

As a Council, we must act to reduce economic inequality and prevent the prolonged unemployment of vulnerable communities by working with our partners to enable residents to be more resilient and unlock their potential through skills and employment support. 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 to December 2023, the STEP's service engaged with 529 Enfield residents. Of the 471 participants who agreed to provide their ethnicity 40% were from Black ethnic backgrounds and 32% were from White Other ethnic backgrounds.



Ethnicity breakdown of residents who have engaged with the STEP's service  
(Enfield Council)

As of December 2023, 101 residents had been supported to move into education or training, and 42 residents have moved into employment.

As part of the STEPs programme a weekly drop in service at our libraries has been provided for the Gypsy, Roma and Traveller (GRT) community to support them into training and employment. To date 85 individuals have enrolled in training courses.

### *Education*

The latest school's data from the Department for Education from 2022/23 shows that just over half of pupils in Enfield state schools have English as a first language, this is lower than in the London region and significantly lower than the average for England.<sup>33</sup> In 2023, the percentage of children reaching the expected standard of reading, writing, maths at Key Stage 2 is highest for pupils from a Chinese ethnic background, (82.6%), and lowest for pupils from a Gypsy, Roma and Traveller (GRT) ethnic background, (25%). Both of these cohorts are very small with only 23 Chinese children and 16 children who declared that they were of GRT heritage. For all pupils in Enfield this score was 62.5%.

When looking at average attainment 8 scores, the lowest score in 2023 was for students from Gypsy, Roma and Traveller ethnic background (21.3), and the highest score on average were students from a Chinese ethnic background (68.3). The GRT group was only 6 pupils and the Chinese group was 18 pupils in year 11 in 22/23. Black Caribbean pupils (199) in the cohort had an attainment 8 score of 45.2. For all pupils in Enfield the attainment 8 score was 47.

To support high standards in primary and secondary schools in Enfield, the Local Authority School Standards service provides support and advice through the core conversation with the Lead Adviser from the School and Early Years Improvement Service (SEYIS). This ensures early intelligence is used to target additional support where needed. Our SEYIS also provide detailed data to schools to support them to identify priorities and vulnerable groups.

### *Youth Justice Service*

Our Youth Justice Service uses of the Relative Rate of Index (RRI) when reporting on disproportionality to the Enfield Youth Justice Management Board.

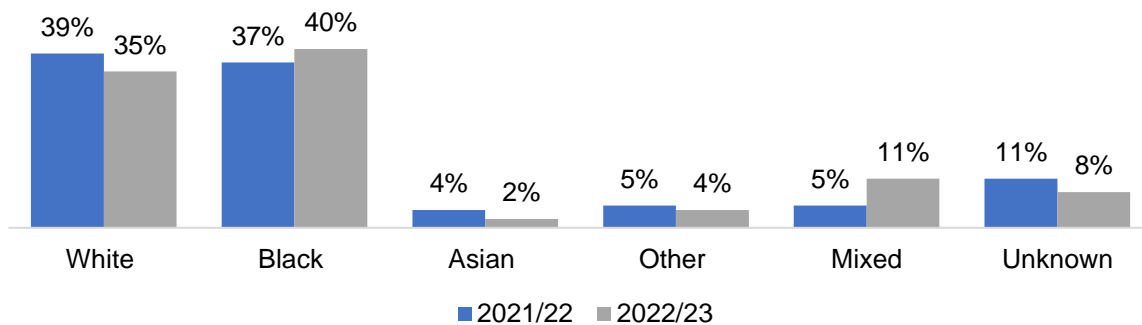
The RRI represents the proportion of each ethnic minority group, relative to the proportion of the White ethnic group. Each group is divided in its own ethnic population to calculate the rate. This figure is then divided by the rate for the White ethnic group to provide an RRI score. An RRI of 2.0 indicates that this group have twice the likelihood of an outcome than children from a White ethnic background. An RRI of 1.0 means they have the same likelihood as offending as children from a White ethnic background, and an RRI of 0.50 means half the likelihood compared to children from a White ethnic background.

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<sup>33</sup> Department for Education, [Schools, pupils and their characteristics](#), Academic year 2022/23

Overall, we continue to see children from Black ethnic groups are over-represented within Youth Justice Service across both pre and court disposals. Children from Black ethnic groups are 1.8 times as likely to become a first-time entrant than White children and 2.4 times as likely to receive a court disposal.

Proportionately, in Enfield, more young people from Black ethnic backgrounds (40%) were recorded as First Time Entrants (FTEs) than any other ethnic group in 2022/23. This is 3% higher from the previous year and is significantly higher than the national average (16%).<sup>34</sup>



Percentage of FTEs by ethnic group in Enfield in 2021/22 and 2022/23  
(Enfield Council Youth Offending Profile 2022/23)

### *Criminal justice - Stop and search*

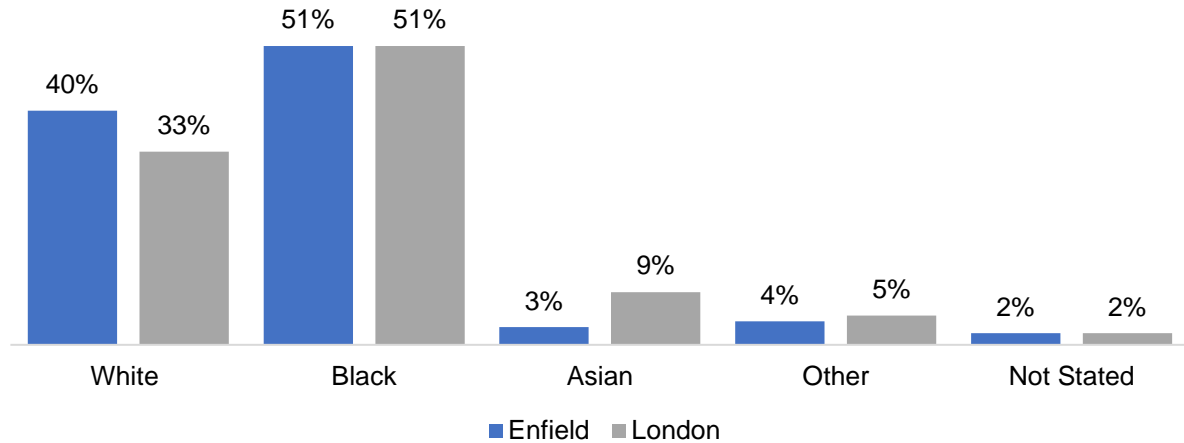
Enfield residents from Black ethnic groups are the most frequently stopped and searched ethnic group by police. Between April 2023 and March 2024, 15.4 per 1000 Black Enfield residents were stopped and searched compared to 9.5 per 1000 White Enfield residents.<sup>35</sup>

Between April 2023 and March 2024, children from Black ethnic backgrounds were disproportionately overrepresented in stop and search volumes in London and Enfield. In Enfield, 51% of children and young people aged 10-17 who were stopped and searched were from Black ethnic backgrounds. 26% of children and young people aged 10-17 in Enfield are from Black, Black British, Caribbean or African ethnic groups. For London overall, this figure remained consistent at 51%.<sup>36</sup>

<sup>34</sup> Youth Justice Board (2024), [Youth Justice Statistics: 2022 to 2023](#)

<sup>35</sup> <https://www.met.police.uk/sd/stats-and-data/met/stop-and-search-dashboard/>

<sup>36</sup> <https://www.met.police.uk/sd/stats-and-data/met/stop-and-search-dashboard/>



Ethnicity of young people who were stopped and searched in Enfield and London between April 2023 and March 2024

(MOPAC Dashboard, May 2024)

As a community leader, we are taking action to improve mutual trust and co-operation between our communities and public services, including the police, so that interventions such as stop and search are seen to be used proportionally, fairly and respectfully. Our Safeguarding Ambassadors have produced a Stop and Search video of children's lived experience that was shared with the Youth Justice Service Management Board and Scotland Yard. This has resulted in the development of local Stop and Search Group with Police.

### **Actions we have taken in 2023/24**

#### *UNISON Anti-Racism Charter*

In April 2024 Enfield Council signed [UNISON's Anti-Racism Charter](#). By signing the charter, the Council has joined several other local authorities in London who are dedicated to actively removing barriers to eradicate racism within the workplace.

The commitments include tackling racism in the public sector, having a clear and visible race equality policy and a programme of anti-racism initiatives such as training for all staff. The charter also includes actions around promoting a diverse workforce, addressing the impact of racism on staff wellbeing and regularly reviewing strategies to improve racial equality, diversity and inclusion so the Council can reflect the community it serves.

#### *Black History Month*

"Celebrating Our Sisters" was the encompassing theme for Black History Month in October 2023. A wide-ranging programme of theatre, spoken word and music was organised across Enfield celebrating the invaluable contributions of Black people to British society.

Alongside a packed agenda at Dugdale Arts Centre and Forty Hall, Enfield Council delivered a series of educational projects aimed at younger people including workshops, inspirational assembly talks and a free African Concert Series in local schools.

To complete the months celebrations, Enfield Council also funded numerous cultural projects from performances by Femetamorphosis Theatre, Friday film screenings marking notable stories of identity and culture, documentaries and workshops to an exhibition and musical celebration with Platinum Performing Arts.

### *Youth Justice Disproportionality Pledge*

The Youth Justice Strategic Management Board (YJSMB) has adopted a Disproportionality Pledge to tackle disadvantages faced by children from Black and ethnic minority backgrounds who are overrepresented within youth justice. At a service level, a trauma informed practice has been adopted, bespoke support to children has been developed based on their identity and personal needs (including a Black Male Identity programme delivered by Youth Justice Service practitioners who are from Black ethnic groups) and we have enhanced education, training and employment support. At a partnership level, the Safeguarding Enfield Partnership has commissioned training on adultification.<sup>37</sup>

Enfield Youth Justice Service was inspected by Her Majesty's Inspectorate Probation (HMIP) November 2023 and HMIP reported in their final publication:

“Reducing disproportionality and responding to diverse needs are a priority for the board, managers and staff. The YJS has published a pledge to reduce disproportionality and has underpinned this with a range of measures to reduce disadvantage and eliminate discrimination. The development of the pledge and subsequent action plan are excellent examples of how aspirations are translating into meaningful actions for children. The service is aspirational for children and proactively provides opportunities for Black, Asian and minority ethnic children to achieve their potential. The pledge does not sit in isolation and is underpinned by work across Enfield Council to support those who face structural disadvantage and reduce inequalities caused by discrimination and poverty”.

### *Good Practice Network*

The Good Practice Network was set up for all professionals in Enfield in education settings to find new ways of working and to ensure GRTBS children and families are supported and encouraged to attain educational achievements. This board also seeks to raise awareness of GRTBS heritage and culture so this can be embedded in school culture.

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<sup>37</sup> This is a form of bias where children from Black, Asian and minoritised ethnic communities are perceived as being more adult-like, less innocent and less vulnerable than other children. This can negatively impact on how children are safeguarded and protected.

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

Enfield continues to suffer high levels of serious youth violence and there is local evidence that Black young people are disproportionately impacted by youth violence.

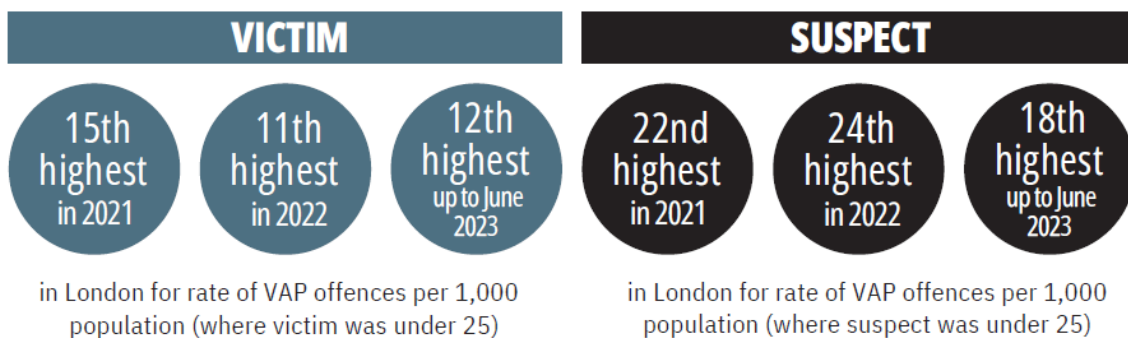
### **Data and analysis**

In line with the requirements of the [Serious Violence Duty](#), Enfield's Community Safety Partnership (Safer and Stronger Communities Board) has led on the development of a serious violence strategic needs assessment (SNA) which includes a focus on violence and exploitation affecting young people under the age of 25. This strategic needs assessment identifies and allows us to better understand the current and long-term issues relating to serious violence and those most vulnerable, as victims/survivors and/or perpetrators. A copy of the key findings from the assessment are included on the next page.

## Key findings: Violence and exploitation affecting young people under age of 25

### Violence against the person (VAP) offences

In relation to the rate of violence against the person offences (both where the victim was under 25 and the suspect was under 25), Enfield's ranking in comparison to other London boroughs has increased since 2021.



### Location and temporal profile

- Across all offence types (where victim or suspect was under 25), peaks are examined at lunchtime and in the afterschool period (3pm-5pm).
- The wards with the highest number of offences (where victim was under 25 and where suspect was under 25) were: Edmonton Green, Haselbury and Ponders End.

### Violence against the person (VAP) offences

- Violence against the person offences (where victim was under 25) increased by 13% in 2022 on previous year (a total of 1,857 offences). Up to June 2023, there has been a 1.6% decrease on the same period in 2022.
- Violence against the person offences (where suspect was under 25) decreased by less than 1% between 2022 and 2021. Up to June 2023, there has been an 8.8% increase on the same period in 2022.

### Demographics of victims and suspects

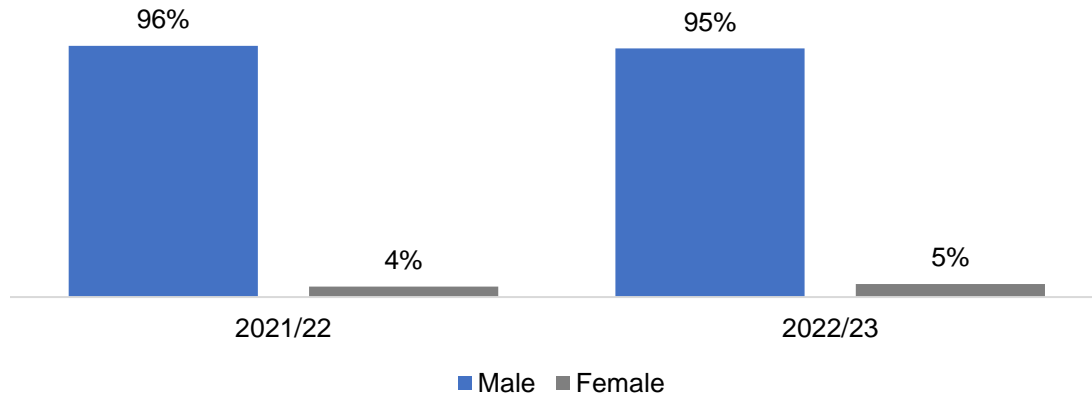
- Across all offence types, victims and suspects were more likely to be male.
- Between January 2021 – June 2023, 61% of victims of violence against the person offences aged under 25 were male. 66% of suspects of violence against the person offences aged under 25 were male.



The next section of the report analyses stop and search and youth justice data by sex and age.

### Sex

In line with the national picture, boys were significantly more likely to be first time entrants than girls.



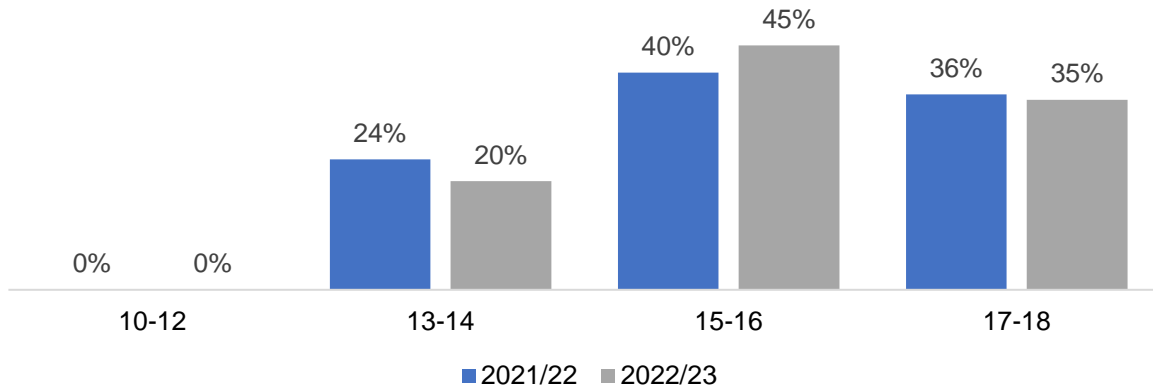
Percentage of FTEs by sex in Enfield in 2021/22 and 2022/23  
(Enfield Council Youth Offending Profile 2022/23)

In London and Enfield, male children and young adults were overrepresented in stop and search volumes between April 2023 – March 2024. In Enfield, approximately 93% of children aged 14-17 and young adults aged 18-24 who were stopped and searched were male.<sup>38</sup>

### Age

The most prevalent (45%) age group within the FTE cohort in Enfield were aged 15-16 increasing 5% from 2021/22. Those aged 10-14 (20%) showed a decrease of 4% from the previous year. The data shows that the majority of children becoming FTEs are older children from 15 years old onwards.

<sup>38</sup> Met Police, [Stop and Search Dashboard](#)



Percentage of First Time Entrants (FTEs) by age in Enfield in 2021/22 and 2022/23  
(Enfield Council Youth Offending Profile 2022/23)

**Actions we have taken in 2023/24**

*Youth Justice Service SEND Kitemark*

In October 2023, our Youth Justice Service was awarded SEND Quality Lead Status with a Child First Commendation which recognises consistently high levels of practice with children who have special educational needs and disabilities (SEND).

Enfield’s Youth Justice Service works with children aged between 10 and 18 years who have come into contact with the criminal justice system and supports them to help make changes in their lives, so they do not re-offend or cause further harm to the community. These children often have additional needs and vulnerabilities, and as such are supported by a dedicated multi-agency team that includes: social workers, youth justice officers, police officers, probation officers, forensic psychologists, speech and language therapists, educational psychologists, youth workers and restorative justice workers.

Enfield Youth Justice Service was further awarded a Child First Commendation, which is testimony to the partnership’s child focused approach.

*Operation Engage*

Operation Engage is a Violence Reduction Unit funded response to reducing serious youth violence and offending behaviours. Op Engage is staffed by a team of highly skilled youth and family outreach workers. Their overall aim is to support young people whilst they are in custody to engage in diversionary activities that reduce ongoing harmful and risky behaviours as well as deter further offending. This initiative is managed in partnership with the Metropolitan Police, Enfield and Haringey Councils. Out of the 287 Enfield young people presented in custody during 2023/24, 177 have positively engaged with the project and received support, including information, advice and access to diversionary activities and mentoring.

*Youth and Family Hubs*

Our new Youth and Family Hubs at Ponders End and Craig Park bring together a range of different services for children, young people and families, making it easier for them to get the help they need at the right time. The hubs offer help and support to families, from pregnancy up until their children are 18, or 25 for young people with special educational needs and disabilities. The help, support and activities available at the Youth and Family Hub includes pre- and post-natal support, breast feeding clinic, parenting programmes, drop-in sessions for family support for parents/carers, welfare benefits advice and support, domestic abuse advice, junior youth club (7 to 11 year olds), family boxing, and an after-school youth club with activities including music, braiding/hair and beauty, motor mechanics, cooking and football.

### *Youth offer*

Our youth offer is another critical component of our approach to the prevention of serious youth violence. There continues to be a strong youth offer in the borough, delivered by the Council, schools and third sector partners. This includes sports and leisure activities, youth centres, holiday activities provision, detached and outreach youth work, participation and engagement projects and mentoring.

Our Summer University programme offers a diverse range of learning courses and fun activities during the summer holidays. This is a unique offer that positively engages young people and diverts them from boredom and risky behaviour in the most deprived and crime-impacted wards of the borough. Young people are actively engaged in the co-production of the programme itself, from commissioning through to delivery and evaluation.

In 2023, 1,173 young people registered for the Summer Uni / Holiday Activities and Food (HAF) Programme, which represents a 43% increase from the 2022 programme.

### *Mobile Youth Bus*

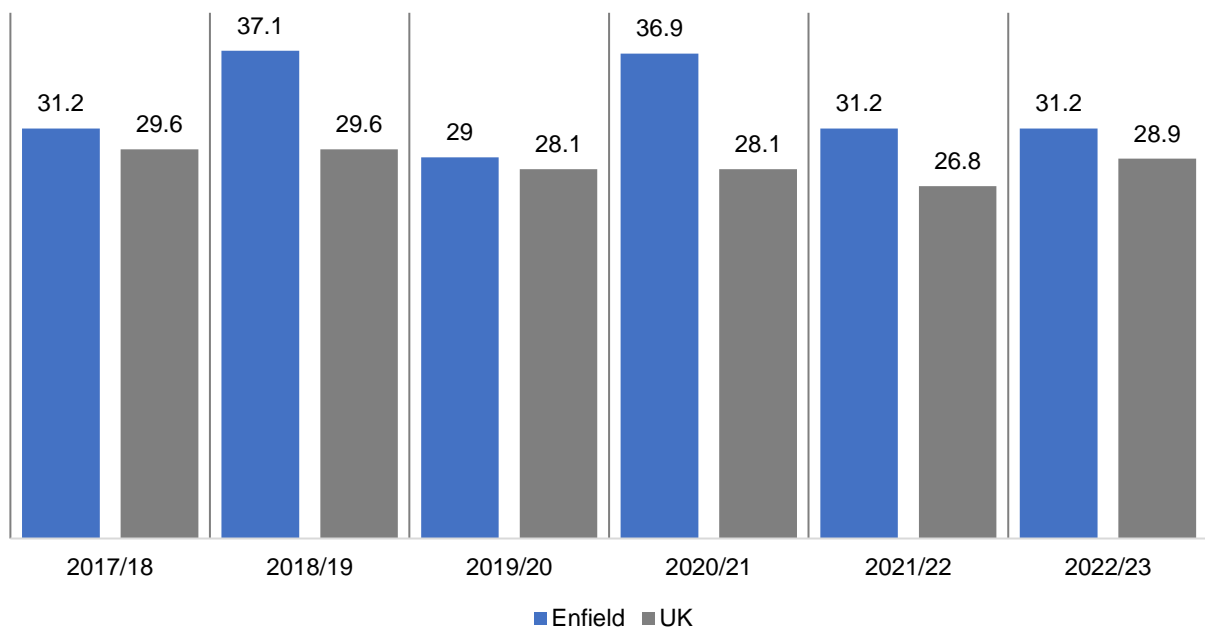
The Youth Bus was launched in November 2022, and since then the Outreach Team have been delivering detached youth work on estates and parks in Enfield providing a range of positive activities after school and evenings to the young residents. The youth bus is currently deployed in the most deprived parts of the borough, experiencing higher levels of crime and anti-social behaviour.

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

Residents affected by special educational needs and disabilities are disproportionately impacted by unemployment at a national and local level, and in Enfield the employment rates for people affected by disabilities are lower than the national average.

### Data and analysis

In 2022/23, it was estimated that 52.2% of people affected by a disability in Enfield were in employment, lower than London (55.4%) and national (54.9%) averages.<sup>39</sup> Disabled people in Enfield had an employment rate that was 28.8 percentage points lower than that of non-disabled people.



Disability employment gap, Enfield and UK 2017/18 to 2022/23  
(Department for Work and Pensions)

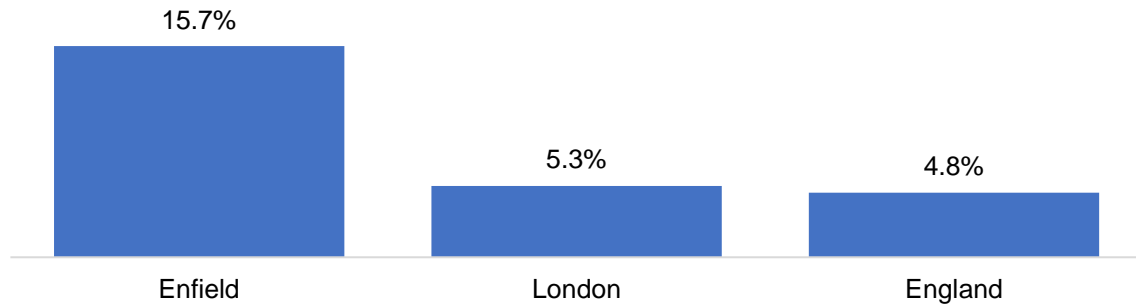
Nationally, disabled people of all ethnicities are less likely to be in employment compared to their non-disabled counterparts. People of Indian ethnicity have the highest disability employment rate (61.7%) whilst people of Black/African/Caribbean/Black British ethnicity have one of the lowest (43.2%). As a result, disabled people of Black/African/Caribbean/Black British ethnicity have the largest disability employment gap (30.4 percentage points) for any ethnic minority group.

Nationally, the median hourly pay for non-disabled employees is £1.90 per hour (14.6%) higher than it is for disabled employees.<sup>40</sup>

<sup>39</sup> Department for Work and Pensions, [The employment of disabled people 2023](#)

<sup>40</sup> TUC (November 2023), [Jobs and pay monitor – disabled workers](#)

We are seeing good employment outcomes for service users of Adult Social Care. In 2022/23, Enfield had the third highest proportion of working age adults with a learning disability in paid employment nationally and the joint highest rate in London (15.7%). This was significantly higher than the London (5.3%) and England (4.8%) averages.



Proportion of working age people who receive support for their learning disability who are in paid employment, 2022/23  
(NHS, December 2023)

### **Actions we have taken in 2023/24**

#### *West Lea Supported Internship*

Supported Internships are a full time 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 should be motivated to work and to transition into employment. They complete a vocational profile which supports the job matching process and are assigned a job coach who provides in work support once their work placement begins. Internships usually last from six months to one year, with Interns working up to four days a week in their job and spend a day a week in class learning workplace skills.

From the 2022/2023 cohort, 80% of students (29 people) were offered a job at the end of the programme.

#### *Equals Employment Service*

The Equals Employment Service is part of Adult Social Care and provides support to adults with learning disabilities to gain and sustain paid employment.

In the past two years, 80 referrals for disability employment support were made with 44 requesting to work with Equals to find valued worker roles. 25 had a learning disability and 19 pan-disabilities and, out of those, 16 have been placed in paid employment, either in the general workforce or in sheltered placements.

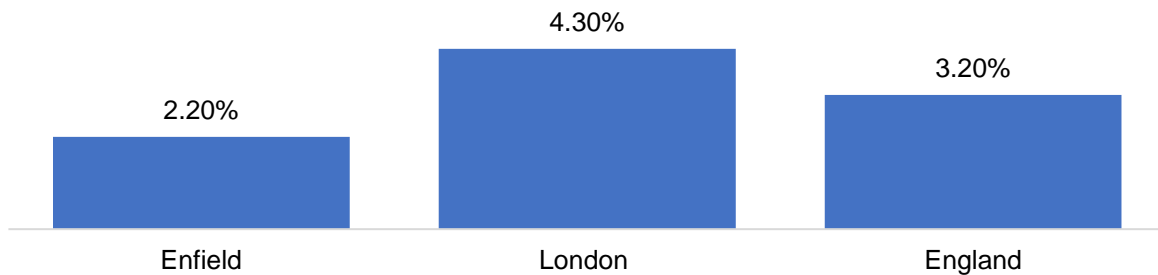
**Improve the wellbeing and celebrate the contribution of our Lesbian, Gay, Bi and Trans communities**

**Data and analysis**

*Population estimates*

Voluntary questions on sexual orientation and gender identity were included for the first time in the 2021 Census for respondents aged over 16 years old.

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.



Proportion of population aged over 16 years old who gave their sexual orientation as something other than straight or heterosexual  
(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.



Proportion of population aged over 16 years old who declared their gender identity is different from that which had been assigned at birth  
(Census 2021)

*Covid-19 Pandemic Impact on LGBTQ+ People*

The LGBT Foundation has published findings from research into the impact of the Covid-19 pandemic on LGBT communities in the UK.<sup>41</sup> This research has uncovered some of the wide-ranging and profound effects the pandemic has had on the lives of LGBT people in areas such as mental health; isolation; substance

<sup>41</sup> LGBT Foundation, [Hidden Figures: The Impact of the Covid-19 Pandemic on LGBT Communities in the UK](#)

misuse; eating disorders; living in unsafe environments; financial impact; homelessness; access to healthcare; and access to support:

- They are more likely to experience poor mental health and are more likely to use drugs, and drink everyday - often substance use is used to cope with the impact of lifelong discrimination, marginalisation and isolation.
- Many LGBT victims of domestic abuse are unable to access support as there is a lack of support provided for trans women and men who have been affected by domestic abuse.
- Many LGBT people rely on LGBT communities and spaces for vital support, understanding and friendship. Therefore a lack of access to LGBT specific spaces and a reduction in people's ability to socialise with other LGBT people heightened isolation in these communities and made people feel that their LGBT identity is becoming invisible.
- LGBT people are more likely to report barriers to accessing healthcare and feel that services do not meet their needs.

### **Actions we have taken in 2023/24**

#### *Enfield Pride UK 2023*

Following the success of Enfield Pride 2022, the Dugdale Arts Centre and the LGBTQ+ Staff Network organised the second annual celebration which welcomed over 300 visitors to the event. Held across two days in June 2023, the festivities started with the Enfield Pride Pre-Party, featuring music and important conversations chaired by Sharan Dhaliwal, Director of Middlesex Pride. The Enfield Pride takeover on the next day was filled with entertainment, including performances by RuPaul Drag Race UK Stars, tribute acts, foods and craft stalls.

#### *Enfield LGBT Network*

As a community leader, we provide a small but vital grant to the Enfield LGBT network to help them facilitate a wide range of services and support groups to the LGBT population of Enfield. The Network also participates in consultancy and advisory groups across the borough and beyond to represent the LGBT community. These Boards cover a wide range of themes including: policing; community safety, health; sexual health; faith; social care; voluntary sector and equalities.

Groups facilitated by the Enfield LGBT Network include:

- Transgender Peoples Support Group
- Lesbian and Bisexual Women's Group
- Youth Group Proud North London
- HIV Support Group
- Tuesday Night Group

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

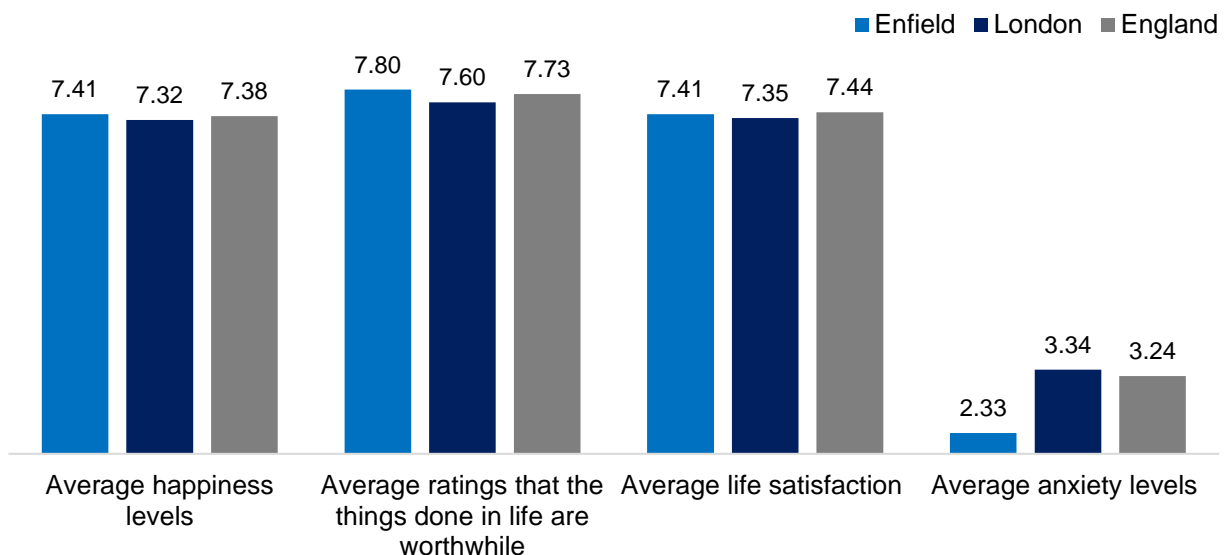
Social isolation can be defined as separation from social or familial contact, community involvement, or access to services,<sup>42</sup> while ‘loneliness’ can be understood as an individual’s personal, subjective sense of lacking these things.<sup>43</sup>

Social isolation can be detrimental to an individual’s mental and physical health. For example, social isolation is associated with an increased risk of coronary heart disease, in part, because social isolation and feelings of loneliness can be a physical and psychosocial stressor resulting in behaviour that is damaging to health, such as smoking.<sup>44</sup>

### Data and analysis

#### Personal well-being

A study by the ONS provides annual estimates of personal well-being for April 2022 to March 2023.<sup>45</sup> The chart below compares the results for Enfield to London and England averages. Across the 4 measures, Enfield residents recorded higher levels of personal wellbeing.



Estimates of personal wellbeing: April 2022 to March 2023  
(ONS, November 2023)

<sup>42</sup> Campaign to End Loneliness (2015), [Promising approaches to reducing loneliness and isolation in later life](#)

<sup>43</sup> UK Health Security Agency (2015), [Loneliness and isolation: Social relationships are key to good health](#)

<sup>44</sup> <http://www.ncbi.nlm.nih.gov/pubmed/22473079>

<sup>45</sup> ONS, [Personal wellbeing in the UK: April 2022 to March 2023](#)



### *The relationship between loneliness and poor health*

National research published by the NHS in May 2023 found that adults in England who reported bad or very bad health are more than three times as likely to report feeling lonely than those with good or very good health.<sup>46</sup>

Three in five adults (62%) reporting bad or very bad health said they felt lonely at least some of the time compared to one in five (18%) with good or very good health.

More than one in five people in England (22%) reported feeling lonely at least some of the time. 27% of adults reported that they never felt lonely whereas 6% reported that they often or always felt lonely (chronic loneliness).

We are continuing to provide opportunities for people to socially connect through volunteering, mentoring, and befriending initiatives, building on the good practice of local organisations, volunteer networks.

### **Actions we have taken in 2023/24**

#### *Assistive Technology*

Assistive technology is increasingly becoming a part of everyday life. It can be as simple as accessing an application on a mobile phone, or for more advanced users, it can involve connecting a phone to other devices in the home to adjust or control heating, lights, television, and other electrical appliances. In the realm of health and adult social care, assistive technology can enhance independence and autonomy, facilitate memory recall, manage risks, and potentially delay the need for admission to care homes or hospitals. It also reduces the burden on carers and enhances the privacy and dignity of individuals.

Over the last five years or more, Enfield Council has launched many assistive technology initiatives in our adult social care services, such as the SMART living project and a programme of awareness raising for staff on the benefits of assistive technology.

In April 2022, an assistive technology pilot was introduced. This six-month pilot project focused on referrals from Adult Social Care front door teams, including Enablement, Discharge to Assess, and Single Point of Access (SPA). Two Assistive Technology Officers are responsible for conducting assessments, selecting appropriate assistive technology solutions, and installing the devices. The outcome of the pilot will inform the next steps on how to enhance the assistive technology offerings at Enfield Council, in health and adult social care, and also how to collaborate further with our community organisations.

We were the first local authority to introduce artificial intelligence PainChek technology in care homes. PainChek is an AI and facial recognition application that is clinically proven to reliably detect pain in those who are unable to verbalise how they are feeling. This technology can be used with people living with dementia or any

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<sup>46</sup> NHS, [Health Survey for England, 2021 part 2](#), May 2023

other cognitive impairment that leaves the person unable to verbalise whether or not they are in pain. PainChek has currently been adopted in 11 care homes in Enfield, including some of our larger nursing homes. PainChek are currently in the process of collating and analysing the impact data from these homes and working with the staff to identify positive outcomes for the residents.

### *Simply Connect*

Simply Connect is a searchable online directory provided by community groups in Enfield. The directory is administered by Enfield Voluntary Action and supports residents to improve their health and wellbeing by focusing on what matters to them, connecting them to local community services and activities, and helping residents to achieve their goals and ambitions. There are over 300 activities advertised for all age groups across a range of interests.

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

The Covid-19 pandemic has had a profound impact on children and young people's mental health and wellbeing. There have been additional challenges for young people who were already struggling with their mental health and for others the pandemic has created new mental health issues, as a result of the loss of routine, loss of education, social isolation, traumatic experiences and a breakdown of formal and informal support networks.<sup>47</sup>

### Data and analysis

In August 2023, the Education Policy Institute published research examining post-pandemic absences in England.<sup>48</sup> The report states that the subgroups who have fared the worst in the wake of the pandemic are those from vulnerable and marginalised groups such as disadvantaged pupils, children with special educational needs and Gypsy, Roma and Traveller pupils. These patterns appear to be widening underlying inequalities for vulnerable groups whose education has suffered the most in the wake of the pandemic.

Analysis confirms that children with (diagnosed) social, emotional and mental health needs have been some of the most affected by higher absences following the pandemic, and, as a result, their absence levels were over twice as high as their peers by autumn 2022. Other factors linked to increased absence rates include previous absence history and socioeconomic disadvantage.

In the 2022/23 academic year nationally the overall absence rate was 7.4%, a reduction from 7.6% in 2021/22, but higher than pre-pandemic (4.7% in 2018/19). In Enfield, the overall absence rate during 2022/23 was 7.2%, this is slightly higher than the average for Outer London (6.9%).<sup>49</sup>



Overall absence rate for 2022/23  
(Department for Education, March 2024)

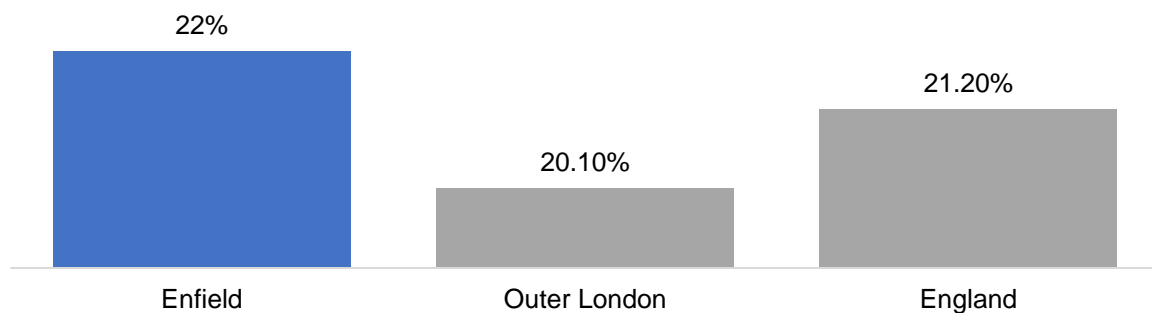
<sup>47</sup> The Health Foundation, Institute of Health Equity, Build Back Fairer: The Covid-19 Marmot Review 2021

<sup>48</sup> Education Policy Institute (2023), [Examining post-pandemic absences in England](#)

<sup>49</sup> Department for Education, [Pupil absence in schools in England: 2022 to 2023](#)

In 2022/23, Enfield's persistent absence rate<sup>50</sup> in state-funded primary school was 18.2%, this is higher than in England (16.2%) and Outer London (17.0%). In the same academic year, the persistent absence rate in state-funded secondary schools in Enfield was 25.7%, this is lower than England (26.5 %) but higher than the outer London average of 23.1%.

When considering the most recently available data, in Enfield, the total persistent absence rate for state funded primary, secondary and special schools during the 2022/23 was 22%, this is slightly higher than the average for Outer London (20.1%).<sup>51</sup>



Persistent absence rate for 2022/23  
(Department for Education, March 2024)

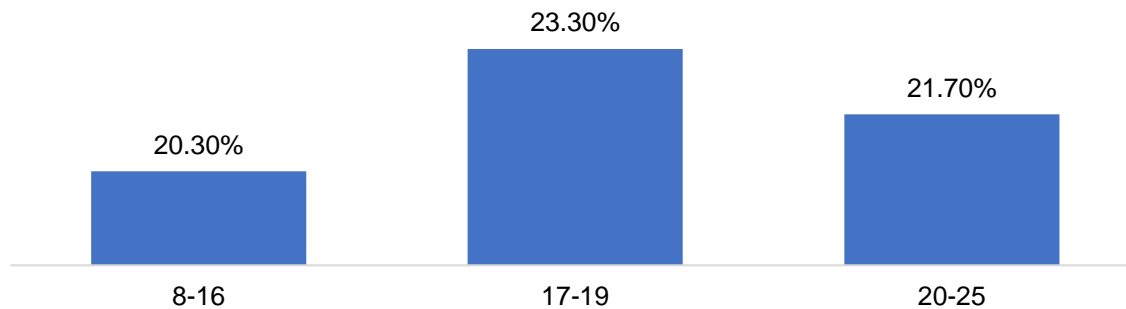
### *Mental health*

Nationally, after a rise in prevalence between 2017 and 2020, rates of probable mental disorder remained stable in all age groups between 2022 and 2023.<sup>52</sup> Data from NHS Digital shows that in 2023, 20.3% of children aged 8 to 16 years, 23.3% of young people aged 17 to 19 years and 21.7% of those aged 20 to 25 years had a probable mental disorder. Children aged 11 to 16 years with a probable mental disorder were 5 times more likely to have been bullied in person (36.9% compared with 7.6%). They were also more likely to have been bullied online (10.8% compared with 2.6%).

<sup>50</sup> Persistent absence is defined as when a pupil misses at least 10% of possible sessions. This translates to around 7 days of absence across a term.

<sup>51</sup> Department for Education, [Pupil absence in schools in England: 2022 to 2023](#)

<sup>52</sup> NHS Digital (2023), [Mental Health of Children and Young People in England, 2023 - wave 4 follow up to the 2017](#)



Percentage of children and young people nationally by age who had a probable mental disorder in 2023

(NHS, November 2023)

The research also shows the impact of the cost-of-living crisis on children and young people's mental health and wellbeing. 17 to 25 years olds in England with a probable mental disorder were 3 times more likely to not be able to afford to take part in activities such as sports, days out, or socialising with friends, compared with those unlikely to have a mental disorder (26.1% compared with 8.3%). Similarly, more than 1 in 4 children aged 8 to 16 years (26.8%) with a probable mental disorder had a parent who could not afford for their child to take part in activities outside school or college.<sup>53</sup>

### **Actions we have taken in 2023/24**

#### *Youth Participation Policy*

Our Youth Participation Policy was approved by our Executive Management Team in February 2023. This Policy sets out how the Council will meaningfully include children and young people in consultation, engagement and co-production opportunities across all departments.

It explains how we will uphold the rights of every child and young person in Enfield and empower them to share their views to shape the borough, as set out in [Empowering Young Enfield](#) our Children and Young People's Plan and our [Council Plan](#).

It includes the guiding principles to follow for different participation approaches and practical considerations to support Council Officers to develop and deliver meaningful and effective participation activities with children and young people.

As part of the process we are also capturing feedback from children and young people to help us to better understand their experiences of taking part in our youth participation activities. This feedback is captured through a Youth Feedback Form, which is also available in an easy read format.

<sup>53</sup> NHS Digital (2023), [Mental Health of Children and Young People in England, 2023 - wave 4 follow up to the 2017](#)

Since the implementation of the Policy the Service Monitoring and Youth Feedback forms have captured feedback from activities.

An overview of the age profile of respondents shows that 77% of young people that completed the forms were aged 14-18. The quotes below were shared by young people who took part in the activities:

**“Really nice to have a place for non-judgmental conversation”**

**“Very engaging - gave us the chance to voice our opinions”**

**“I find it fun to talk about different factors of safety and what I think could be improved on”**

Feedback gathered through the form has shown that 98% of respondents know why they were being asked for their views during the activity, and 95% felt like their views were taken seriously. 73% of the young respondents also felt that they had been given the chance to make Enfield a better place.

The Youth Feedback Form is supporting the Council to better understand the experience of young people taking part in our consultation, engagement and co-production activities. This feedback will help us to continually improve our approach.

### ***Enfield Trauma Informed Practice***

In 2021, we launched Enfield Trauma Informed Practice in Schools and Settings (E-TIPSS) to support mental wellbeing and prevent the traumatising of children, young people and their families in service settings that are meant to support them. This approach fosters a culture of trusting and supportive relationships across the school. It is based on an understanding of behaviour as communicating need.

The E-TIPSS implementation programme continues to develop as a key local area partnership approach to promoting the emotional wellbeing and mental health of all children and young people in Enfield. E-TIPSS is grounded by the application of sound psychological theory and the ARC framework to make sense of children’s behaviour, distress and challenges. This is now widely shared across services and makes a difference at a whole school, group and individual level. For example, using this approach has enabled there to be no permanent exclusions in primary schools for the past 5 years. The approach is used to support children with emotional school non-attendance and is threaded through the interventions now used by school staff to support emotional wellbeing and mental health.

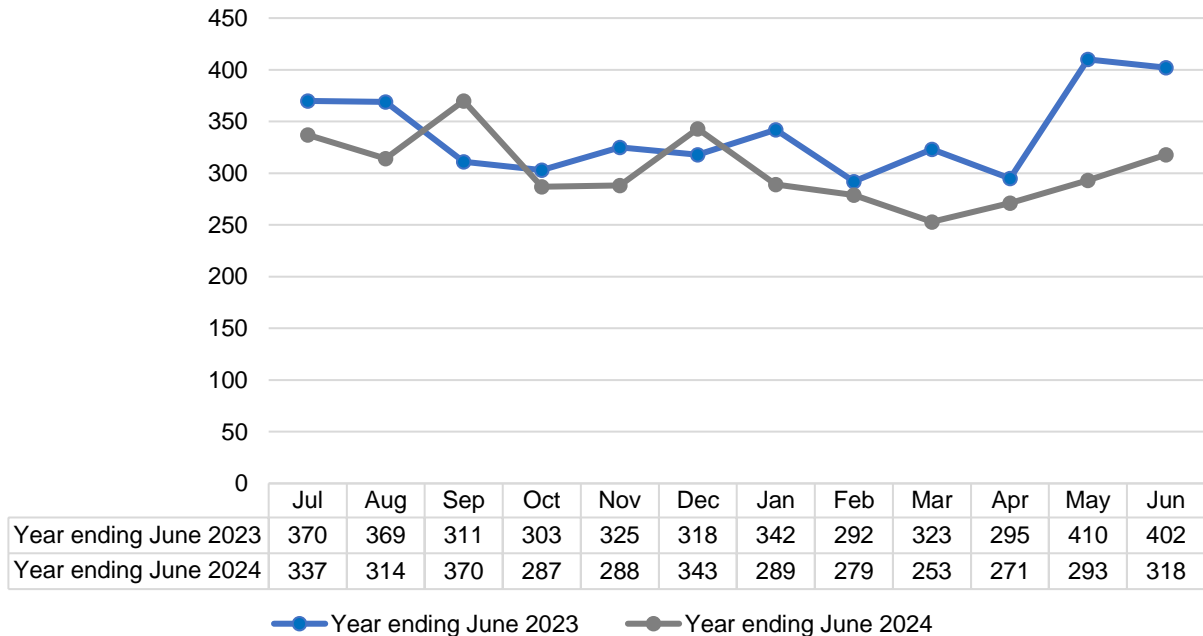
The programme has grown and is now offered to the Early Years sector and professionals working with looked after children and those known to social care. The programme is a multi-stranded approach with training, reflective practice opportunities and an implementation offer.

The E-TIPSS programme has now been accessed by school staff across 70 Enfield schools and 111 partners across 16 teams. There are now 14 implementation schools with 815 of their staff having attended the training. This has a reach and potential impact for almost 4,000 children who attend these implementation schools. There are 20 E-TIPSS champions who have been trained across 9 services and have the role to lead the roll out of the approach at a variety of levels, including at a strategic level, within their service and through their practice with school staff, families and children and young people.

## Keep people safe from domestic abuse

### Data and analysis

There were 3,642 recorded cases of domestic abuse in Enfield in the 12 months to June 2024<sup>54</sup>. In the previous year ending June 2023, 4,060 cases were recorded, highlighting a 10.3% decrease in domestic violence in the borough.



Domestic abuse incidents in Enfield, July 2022 to June 2024  
(Metropolitan Police, June 2024)

Domestic abuse is not limited to physical violence and can include a range of abusive behaviours. It can also be experienced as repeated patterns of abusive behaviour to maintain power and control in a relationship.<sup>55</sup> Nationally, on average it takes 50 separate incidents of domestic abuse for a victim to contact support services.<sup>56</sup> Domestic abuse is an increasing reason for homelessness. Between July and October 2023, 17% of people owed a homelessness relief duty were victims of domestic abuse.<sup>57</sup>

Data from the Crime Survey for England and Wales estimated that 2.1 million people aged 16 years and over experienced domestic abuse in the year ending March

<sup>54</sup> [Monthly Crime Data New Cats | Tableau Public](#)

<sup>55</sup> <https://www.legislation.gov.uk/ukpga/2021/17/part/1/enacted>

<sup>56</sup> <https://safelives.org.uk/policy-evidence/about-domestic-abuse/how-long-do-people-live-domestic-abuse-and-when-do-they-get>

<sup>57</sup> Department for Levelling Up, Housing and Communities, [Statutory homelessness in England: July to September 2023](#)



2023.<sup>58</sup> Among them, 1.4 million were women, and 751,000 were men. This indicates a prevalence rate of approximately 5.7% of women and 3.2% of men.

A significantly higher proportion of adults aged 16 to 19 years were victims of domestic abuse (8.0%) compared with those aged 45 to 54 years (4.2%), and those aged 60 to 74 years (3.2%).<sup>59</sup>

### **Child to adolescent parent violence and abuse (CAPVA)**

There is a growing body of research examining child/adolescent to parent violence and abuse (CAPVA). Analysis published by the London Violence Reduction Unit found that immense shame and fear of criminalisation or the child being removed from the home has led to parents significantly underreporting attacks, abuse or coercive control perpetrated by their children.<sup>60</sup> The report also revealed that there is a lack of awareness amongst parents, carers, young people and even professionals about CAPVA, leading to an inconsistent and patchwork provision of support available for families and a lack of understanding about how to access it.

### **Actions we have taken in 2023/24**

#### *Domestic Abuse Policy in place to protect the rights of Enfield residents*

A new Enfield Council Housing Service Domestic Abuse Policy to protect the rights of residents to live in a safe home away from abuse has been agreed by Cabinet. This means taking a zero tolerance approach to domestic abuse and taking action against perpetrators.

The Council has committed to providing early, tailored, and coordinated support to survivors – both adults and children – of domestic abuse from within the Housing Service, regardless of whether they are a council or private tenant. New procedures have been also put in place for Council staff, contractors, and their agents to respond to a disclosure of domestic abuse to ensure an efficient and proactive approach.

The Council is also working towards gaining accreditation from the Domestic Abuse Housing Alliance (DAHA) framework, a government-recognised accreditation service for the housing sector.

#### *Shared funding secured tackling violence against women and girls*

Working with the Mayor of London's Office for Policing and Crime, Enfield has secured a portion of £1.46m in funding to be shared across 10 local authorities, tackling violence against women and girls. The funding will expand a successful two year pilot scheme in Enfield across 9 other London boroughs enabling them to learn from Enfield Council's past experiences and roll out their own programmes.

<sup>58</sup> ONS, [Domestic abuse victim characteristics, England and Wales: year ending March 2023](#)

<sup>59</sup> Ibid

<sup>60</sup> London Violence Reduction Unit (2022), [Comprehensive needs assessment of Child/Adolescent to Parent Violence and Abuse in London](#)

The 'Culturally Integrated Family Approach' (CIFA) programme, funded by the Home Office and the Mayor's Office of Policing and Crime and delivered by Rise Mutual CIC, aims to encourage abusers to change their behaviour and reduce reoffending.

*Independent Domestic Abuse and Sexual Violence Advocates*

We commission Independent Domestic Abuse and Sexual Violence Advocates to provide specialist and trauma-informed support to victims/survivors of domestic abuse and sexual violence, tailored to their needs and particular circumstances. They can also provide impartial information to the victim/survivor about their options, such as reporting to the police, accessing Sexual Assault Referral Centre (SARC) services and other services they may require such as health, housing or benefits.

*Child to Adolescent Parent Violence and Abuse (CAPVA) programme*

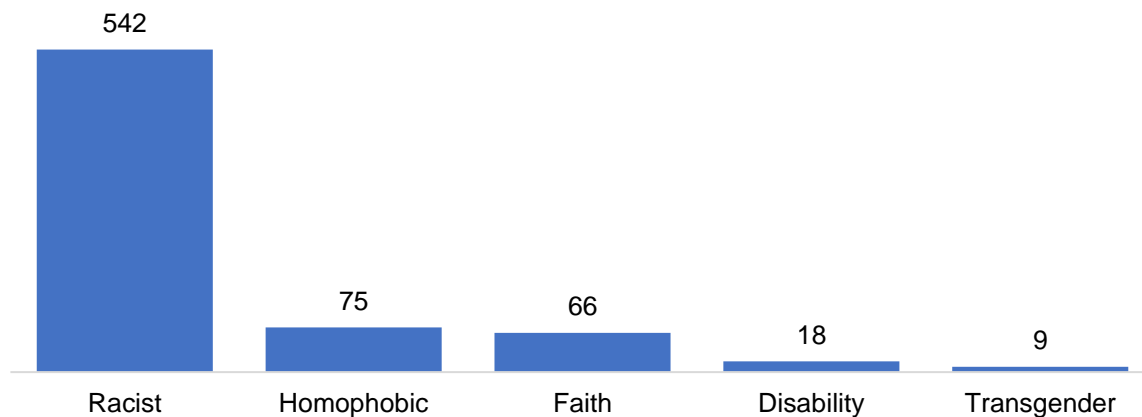
In partnership with Haringey Council, we were awarded funding from the Mayor's Office for Policing and Crime (MOPAC) to commission a service to help young people aged 11 to 25 years old who are displaying violence and abuse towards their parents.

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

Hate crime is defined as ‘any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice towards someone based on a personal characteristic.’<sup>61</sup> The characteristics include disability, race, religion or belief, sexual orientation and trans identity.

### Data and analysis

The reporting of hate crime in Enfield increased by 3.2% in the year ending June 2024, with 651 offences recorded when compared with 631 the previous year.<sup>62</sup> Racist and religious hate crime offences make up the highest proportion of the hate crime strands - 576 of the 651 offences recorded over the year. The reporting of Anti-Semitic hate crime offences has increased by 480% in the year ending June 2024 (from 5 to 29 offences). Islamophobic hate crime offences increased from 19 to 22 offences.



Number of recorded hate crime offences in Enfield (note that an offence can have multiple flags)  
(MOPAC, June 2024)

### *Gypsy, Traveller and Roma communities*

In Enfield, according to the 2021 Census, 0.1% of our population are from Gypsy or Irish Traveller ethnic backgrounds and 0.3% are from Roma or Romany Gypsy ethnic backgrounds.<sup>63</sup>

Gypsies, Travellers and Roma people continue to face widespread prejudice and discrimination. A research study conducted in 2021 by the YouGov on behalf of charity Friends, Families and Travellers found that 45% of people in the UK would be

<sup>61</sup> Enfield Council, [Safer and Stronger Communities Board Community Safety Plan 2022-2025](#)

<sup>62</sup> [Monthly Crime Data New Cats | Tableau Public](#)

<sup>63</sup> Census 2021

uncomfortable with a Gypsy or Traveller moving next door to them.<sup>64</sup> 22% of respondents said they would be uncomfortable employing a Gypsy or traveller.

We will continue to work to reduce harassment and discrimination towards Gypsy, Roma and Traveller communities, by promoting good relations between settled communities and the Gypsy, Roma and Traveller communities.

### **Actions we have taken in 2023/24**

#### *Enfield Hate Crime Forum*

We continue to act with our partners to reduce the risk of crime against vulnerable people with illness, disability, and frailty. The Enfield Hate Crime Forum (EHCF) is a multi-agency group that brings together various organisations in the borough to effectively tackle various strands of hate crime such as racial harassment, homophobia, disability discrimination and faith discrimination.

It brings together the work of the London Borough of Enfield, Metropolitan Police, the Racial Incident Action Group, Enfield LGBT Network, Enfield Faith Forum, Enfield Racial Equality Council, Enfield Disability Action, Victim Support Enfield and various voluntary and community organisations to bring good working practices to all member agencies.

#### *Delivery of our Hate Crime Strategy*

We have delivered a number of actions committed to in our Hate Crime Strategy, including:

- Awareness raising initiatives during National Hate Crime Awareness Week.
- Training programmes for community sector organisation to support them in receiving hate crime reports from people who do not wish to approach the police.
- Education programmes in school to over 2,000 pupils to raise awareness about hate crime.

#### *Faith Forum and supporting faith communities*

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 belief 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. The forum is run by the Council and Enfield Metropolitan Police Service.

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<sup>64</sup> [https://www.gypsy-traveller.org/news/yougov-research-highlights-prejudice-against-gypsies-and-travellers-in-the-Friends, Families and Travellers Prejudice Survey \(2023\)](https://www.gypsy-traveller.org/news/yougov-research-highlights-prejudice-against-gypsies-and-travellers-in-the-Friends, Families and Travellers Prejudice Survey (2023))

### *All Cultures Event*

As part of the Inter Faith Week celebrated in November 2023 Enfield hosted an “All Cultures Event” at the Civic Centre bringing staff together from the religious education curriculum and small groups of pupils to recognise the dynamic and diverse communities that we have in the borough, raise awareness and encourage positive educational outcomes. Schools were also provided with the Inter Faith web resource to stimulate classroom discussions and school assembly content during the week.

### *Gypsy, Roma and Traveller History Month*

On 1<sup>st</sup> June 2023 the Roma flag was raised at the Civic Centre to kick start the celebrations for Gypsy, Roma and Traveller History Month (GRTHM). Enfield hosted a variety of events in libraries embracing the theme of “Weaving Journeys” looking at the historic patterns and traditional stopping places of Romany Gypsy, Irish Traveller, Roma, New Traveller, Liveaboard Boater and Showmen communities. Schools were also involved in marking the occasion with 15 local students visiting City Hall on 13<sup>th</sup> June 2023. All libraries were stocked with GRTBS literature and books and ran events such as mother and toddler rhyming groups. There were 4,500 participants in this year’s events.

### *Gypsy Roma and Traveller Event at Enfield Town Library*

In April 2024 a 2-week programme of events was held at the Enfield Town Library encouraging members of the public to explore the history of nomadic lifestyle. The programme included storytelling, arts and crafts and music events and display of a Vardo (wagon).

## Looking forward

We will continue to track our progress on delivering against our eight objectives. We will report to the Council's Assurance Board in January 2025, and we will continue to produce and publish our Annual Equality and Diversity Report each year.

As well as aiming to reduce inequality for specific groups in Enfield we are taking action to overcome structural causes of inequality as set out in the [Council Plan 2023 to 2026](#). The plan sets out how we are investing in Enfield to deliver positive outcomes for our communities. As part of this work, the eight objectives of Fairer Enfield will continue to shape the service plans of each Council department. Our service plans are reviewed and updated every year and set out the services and support offered.

A new set of equalities objectives will be developed over the coming financial year with a refreshed publication of the Fairer Enfield Policy in 2025.

# Annual Equalities Report 2023/24

Equalities Board, 23 July 2024



# Equalities Board July 2024

- Presentation and discussion on the findings of the annual equalities report 2023/24.
- Discussion on topics to explore further in the 2024/25 Equalities Board meetings.



# Background

- We publish an equalities report each year to review progress, celebrate successes and identify where further work is 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 in March 2021) sets the framework for this review.



# **Our principles in practice 2023/24**

# Fairer Enfield Policy Principles

## Community Leader

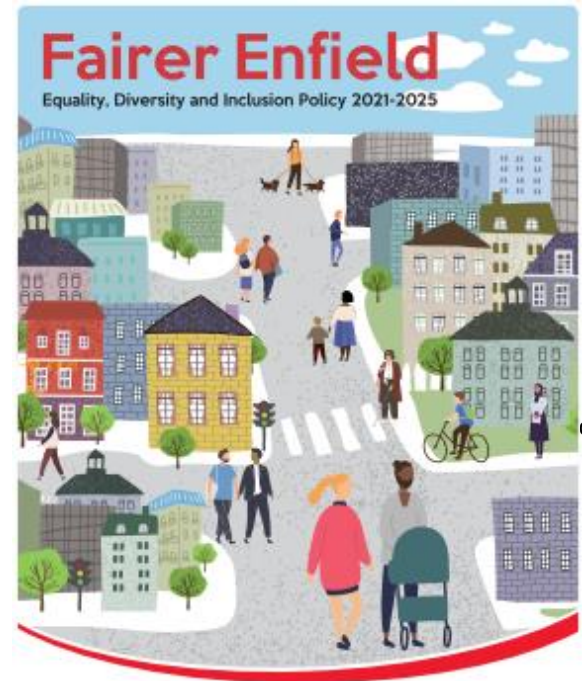
- How we will work with our partners to create a lifetime of opportunities for everyone in Enfield and promote good relations between our communities.

## 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

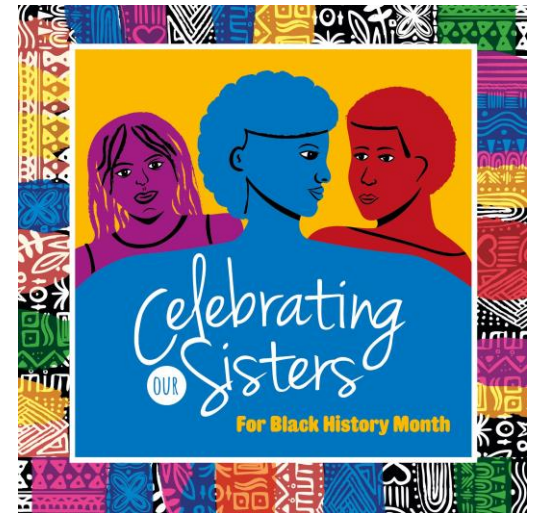
- How we will employ a diverse workforce which is representative of the community we serve, where staff work together harmoniously and productively, and everyone feels valued.



# Community leader

The Council has hosted and facilitated a number of community events in 2023/24 to promote good relations between communities, celebrate diversity and inclusion and promote mutual understanding and respect.

**UNTOLD  
EDMONTON**



# Service provider and commissioner

## Equality Impact Assessments

- 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 or negative impact.

## Website

- Council's website has been awarded the Shaw Trust Web Accessibility Accreditation, in recognition of our commitment to creating a digital environment that is inclusive, user-friendly and accessible to residents and individuals with a wide range of disabilities.

## Tackling health inequalities

- Ran and took part in a number of sessions to support our residents who may be experiencing health inequalities, encouraging vaccine uptake and eating well.

# Employer

## Equalities Forum

- Provides opportunity for our six staff networks to share feedback, ideas and raise issues or concerns with Chief Executive and Director of HR & OD.

## Mentoring

- Collaborated with other London boroughs to create an innovative cross-council mentoring programme designed to connect professionals with experienced mentors and mentees.
- Aim of programme is to advance career opportunities and promote equality, diversity and inclusion.

## Team discussion topics

- Council introduced Hot Topic Discussion Sheets in 2023.
- Shared across the organisation every quarter and contain six different discussion points for team meetings.
- One of the key areas is focused on raising awareness of raising equality, diversity and inclusion.

# **Working toward our objectives in 2023/24: data review and case studies**

# Fairer Enfield objectives

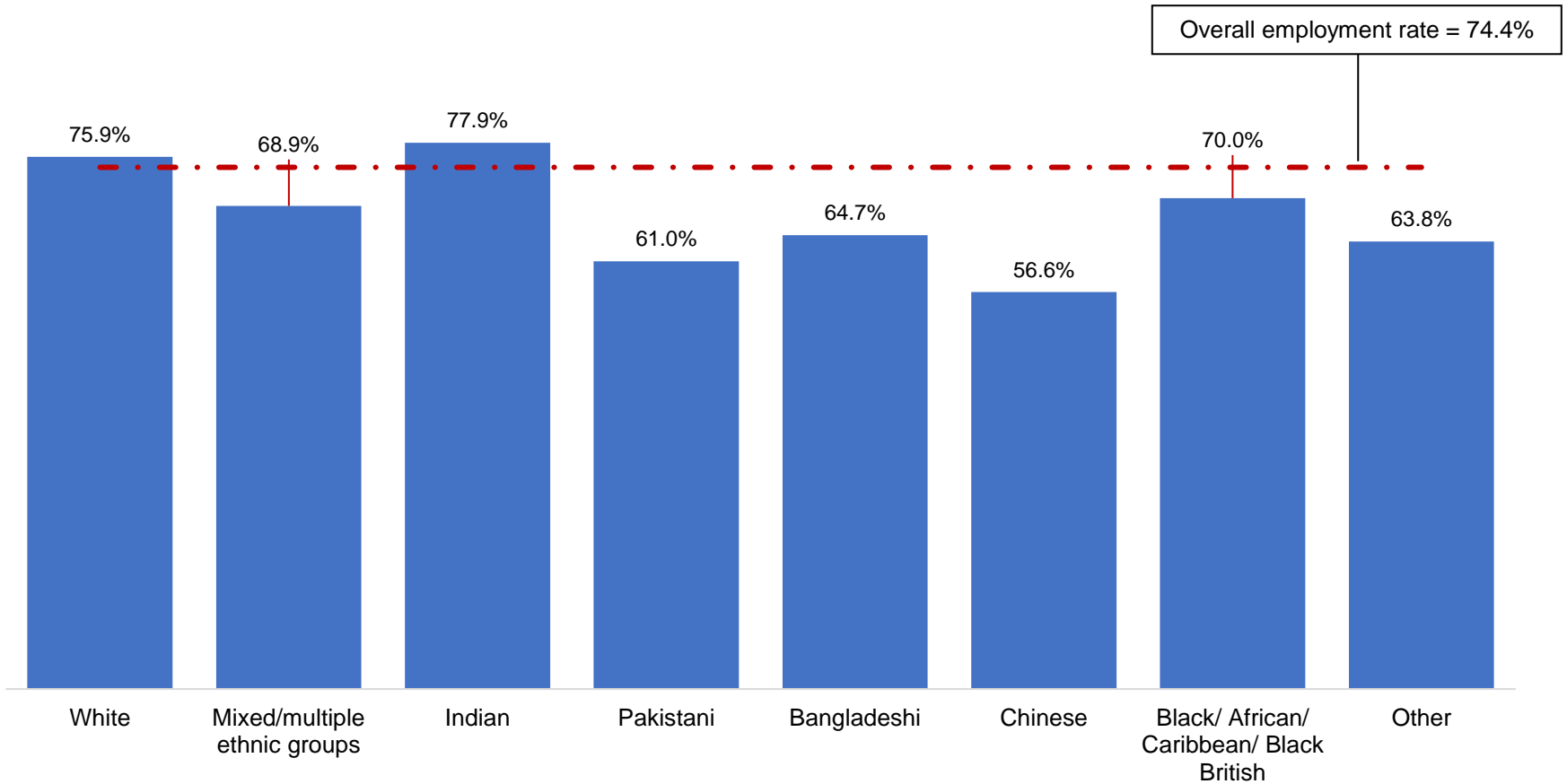
- Overcome racism in Enfield
- Deliver positive interventions to reduce serious youth violence in Enfield
- Increase the number of Enfield residents with special educational needs and disabilities who are in paid employment
- Improve the wellbeing and celebrate the contribution of our Lesbian, Gay, Bi and Trans community
- Provide access to support services and networks to reduce social isolation
- Work with 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



# Overcome racism in Enfield

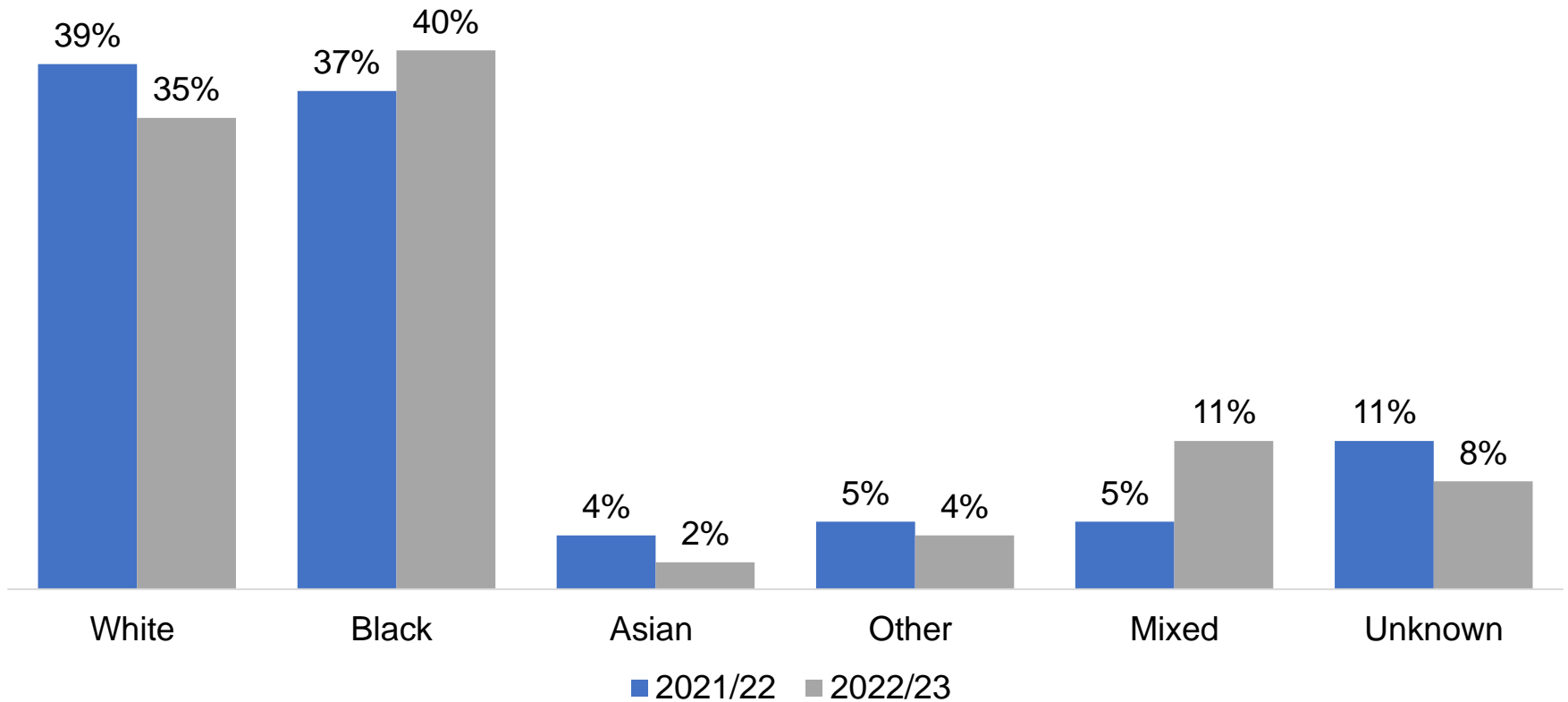
# Employment

Nationally, between January and March 2024, people from Indian (77.9%) and White ethnic groups (75.9%) had the highest employment rates, and people from Chinese (55.6%) and Pakistani (61%) ethnic backgrounds had the lowest rates.



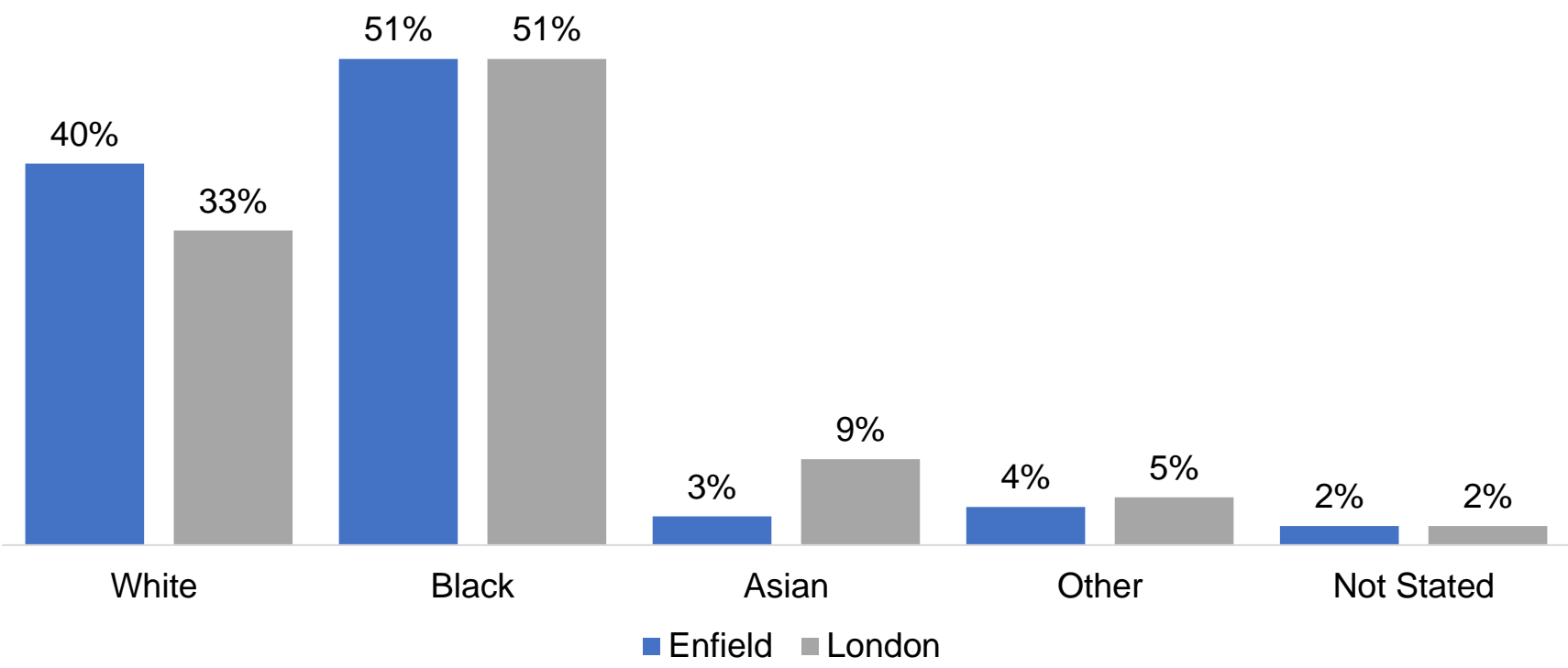
# Youth Justice Service: First Time Entrants

Proportionately, in Enfield, more young people from Black ethnic backgrounds (40%) were recorded as First Time Entrants (FTEs) than any other ethnic group in 2022/23. This is 3% higher from the previous year and is significantly higher than the national average (16%).



# Stop and search

Between April 2023 and March 2024, children from Black ethnic backgrounds were disproportionately overrepresented in stop and search volumes in London and Enfield. In Enfield, 51% of children and young people aged 10-17 who were stopped and searched were from Black ethnic backgrounds. 26% of children and young people aged 10-17 in Enfield are from Black, Black British, Caribbean or African ethnic groups.



# Actions we have taken in 2023/24

## UNISON Anti-Racism Charter

- Signed the charter in April 2024.
- Commitments include promoting a diverse workforce and regularly reviewing strategies to improve racial equality, diversity and inclusion so the Council can reflect the community it serves.

## Black History Month

- We celebrated Black History Month with a programme of events centred around the theme 'Celebrating our Sisters'.
- Diverse programme of events including theatre, spoken word, music and educational projects for young people.

## Youth Justice Disproportionality Pledge

- Youth Justice Service recognises the disadvantages faced by children from Black and ethnic minority backgrounds who are overrepresented within youth justice.
- Developed bespoke support and programmes.
- Commitment to reducing disproportionality recognised by HMIP in their inspection of Enfield Youth Justice Service.

## Stop and search

- Safeguarding Ambassadors have produced a video focusing on lived experience of children and young people who have been stopped and search which has been shared with Youth Justice Service and Police.
- A new local Stop and Search group has been set up with the Police.

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

# Serious Violence Duty analysis

## Violence against the person (VAP) offences

In relation to the rate of violence against the person offences (both where the victim was under 25 and the suspect was under 25), Enfield's ranking in comparison to other London boroughs has increased since 2021.

### VICTIM

**15th  
highest**  
in 2021

**11th  
highest**  
in 2022

**12th  
highest**  
up to June  
2023

in London for rate of VAP offences per 1,000 population (where victim was under 25)

### SUSPECT

**22nd  
highest**  
in 2021

**24th  
highest**  
in 2022

**18th  
highest**  
up to June  
2023

in London for rate of VAP offences per 1,000 population (where suspect was under 25)

# Serious Violence Duty analysis

## Location and temporal profile

- Across all offence types (where victim or suspect was under 25), peaks are examined at lunchtime and in the afterschool period (3pm-5pm).
- The wards with the highest number of offences (where victim was under 25 and where suspect was under 25) were: Edmonton Green, Haselbury and Ponders End.

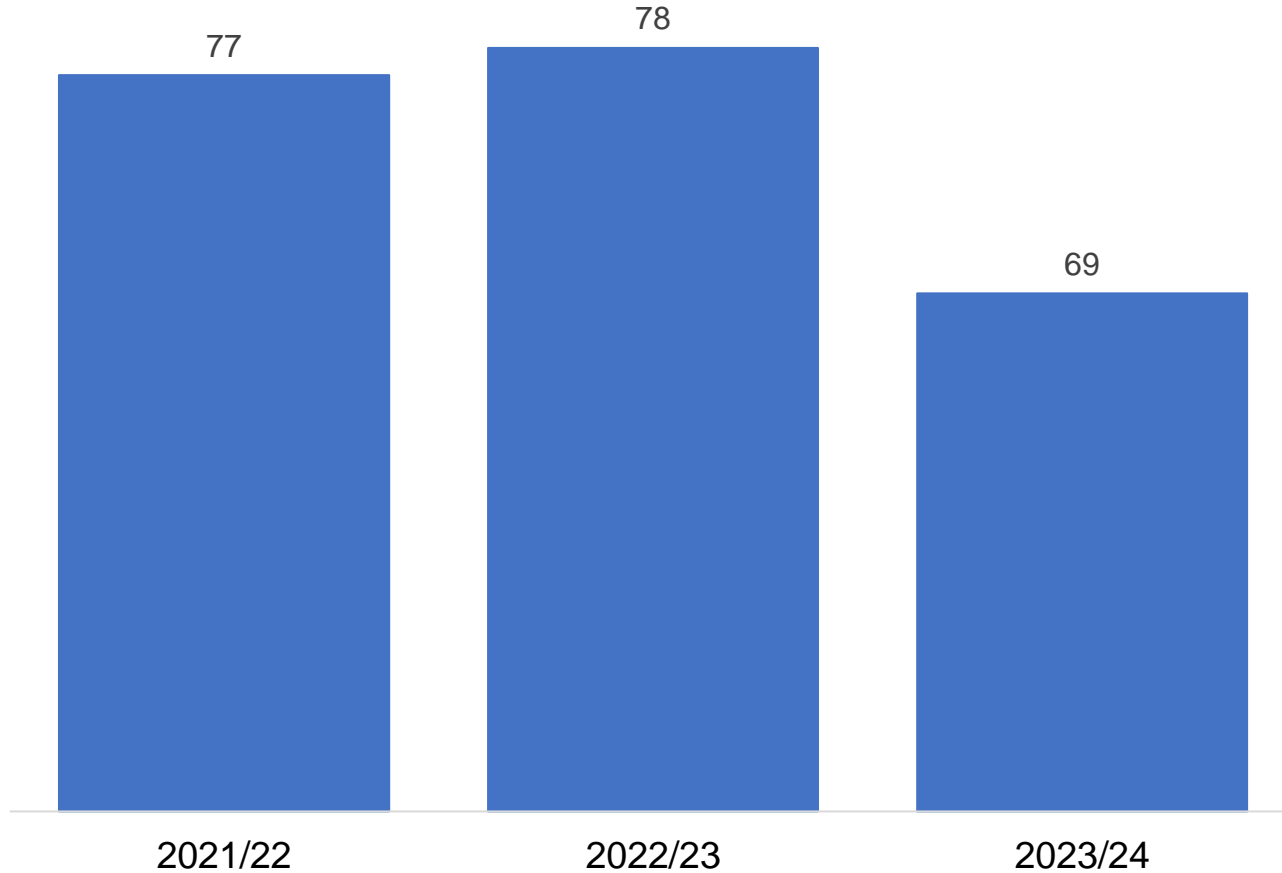
## Demographics of victims and suspects

- Across all offence types, victims and suspects were more likely to be male.
- Between January 2021 – June 2023, 61% of victims of violence against the person offences aged under 25 were male. 66% of suspects of violence against the person offences aged under 25 were male.



# First time entrants to Youth Justice System

There were 69 children recorded as first time-entrants in 2023-24. This represents an 11.5% reduction from 78 children in the previous year.



# Actions we have taken in 2023/24

## Youth and Family Hubs

- Our new Youth and Family Hubs at Ponders End and Craig Park bring together a range of different services for children, young people and families, making it easier for them to get the help they need at the right time.

## Operation Engage

- Project aims to support young people whilst they are in custody to engage in diversionary activities that reduce ongoing harmful and risky behaviours as well as deter further offending.
- Out of the 287 Enfield young people presented in custody during 2023/24, 177 have positively engaged with the project and received support.

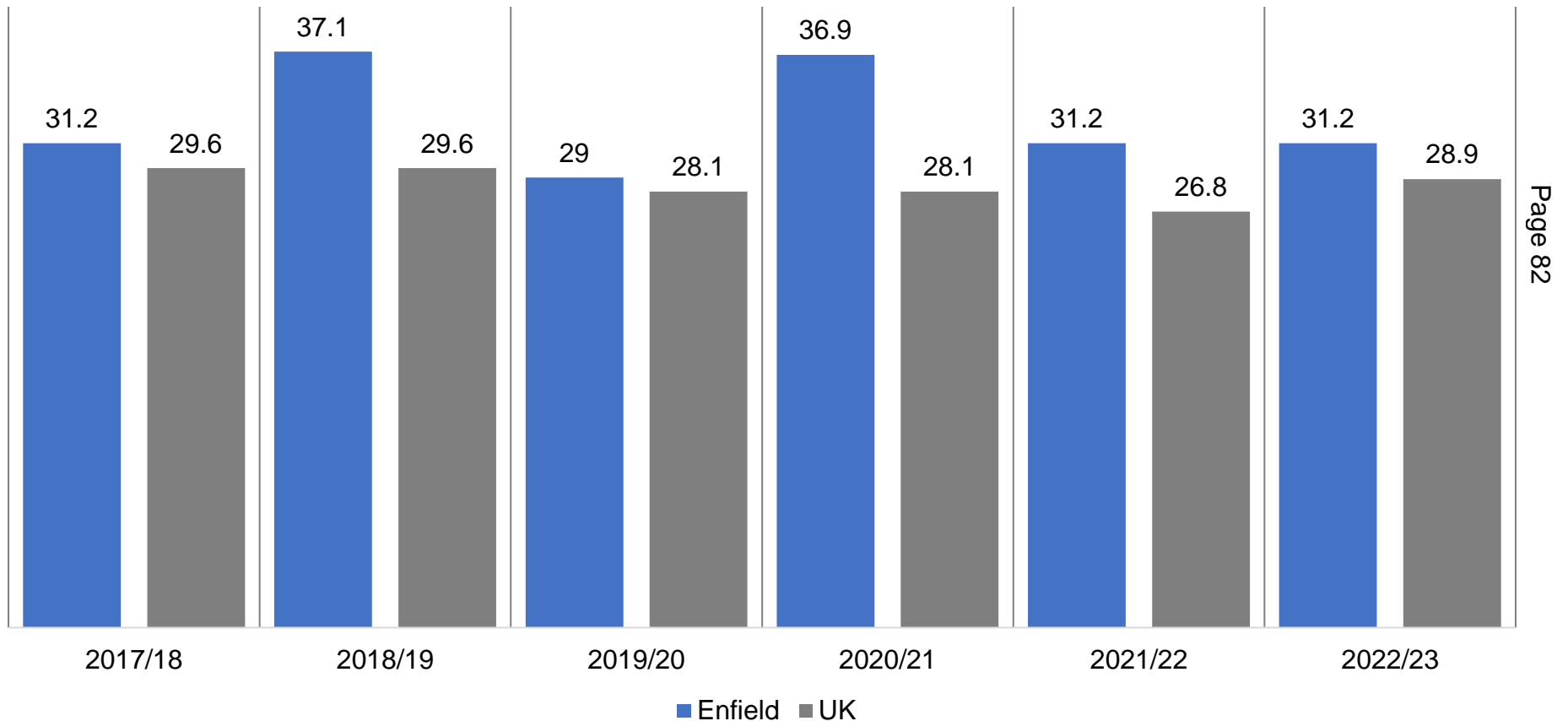
## Youth Justice Service SEND Kitemark

- Youth Justice Service was awarded SEND Quality Lead Status with a Child First Commendation which recognises consistently high levels of practice with children who have special educational needs and disabilities (SEND).

**Increase the number of  
residents with SEND in  
paid employment**

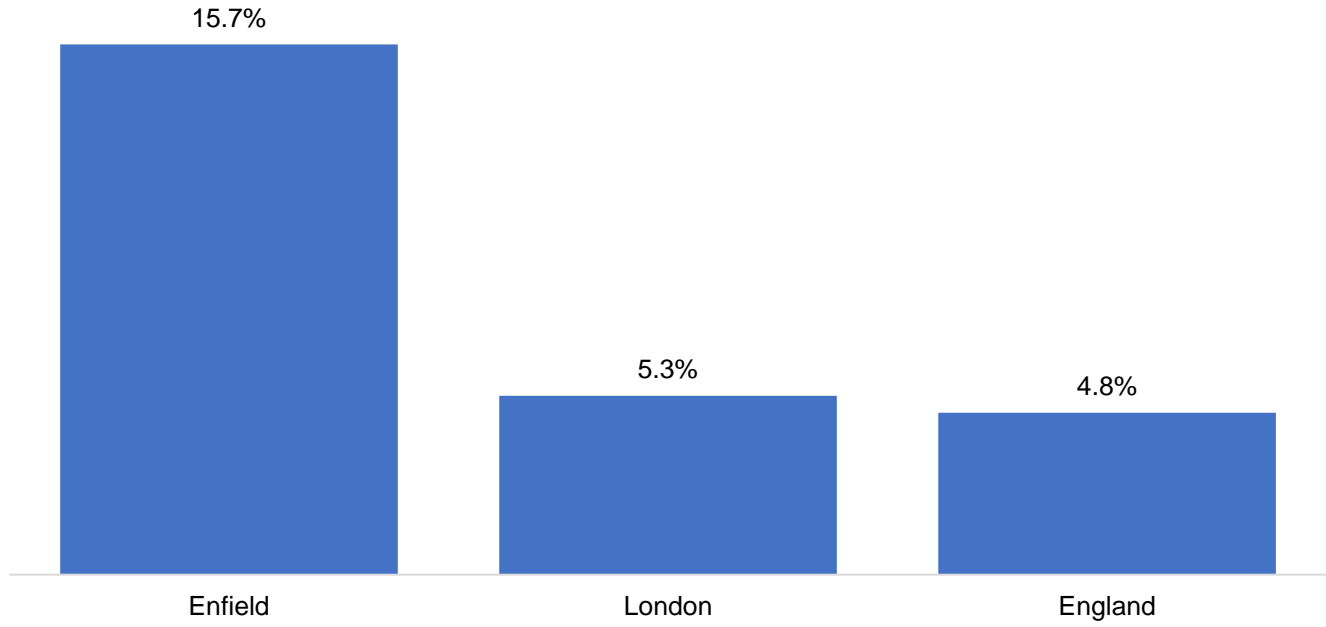
# Disability employment gap

In 2022/23, it was estimated that 52.2% of people affected by a disability in Enfield were in employment, lower than London (55.4%) and national (54.9%) averages. Disabled people in Enfield had an employment rate that was 28.8 percentage points lower than that of non-disabled people.



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

In 2022/23, Enfield had the third highest proportion of working age adults with a learning disability in paid employment nationally and the joint highest rate in London (15.7%).



# Actions we have taken in 2023/24

## West Lea Supported Internship

- Supported Internships are a full-time 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.
- From the 2022/2023 cohort, 80% of students (29 people) were offered a job at the end of the programme.

## Equals Employment Service

- Service provides support to adults with learning disabilities to gain and sustain paid employment.
- In the past two years, 44 people requested to work with Equals to find valued worker roles. Out of those, 16 have been placed in paid employment, either in the general workforce or in sheltered placements.

**Improve the wellbeing  
of our LGBT+  
community**

# 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.

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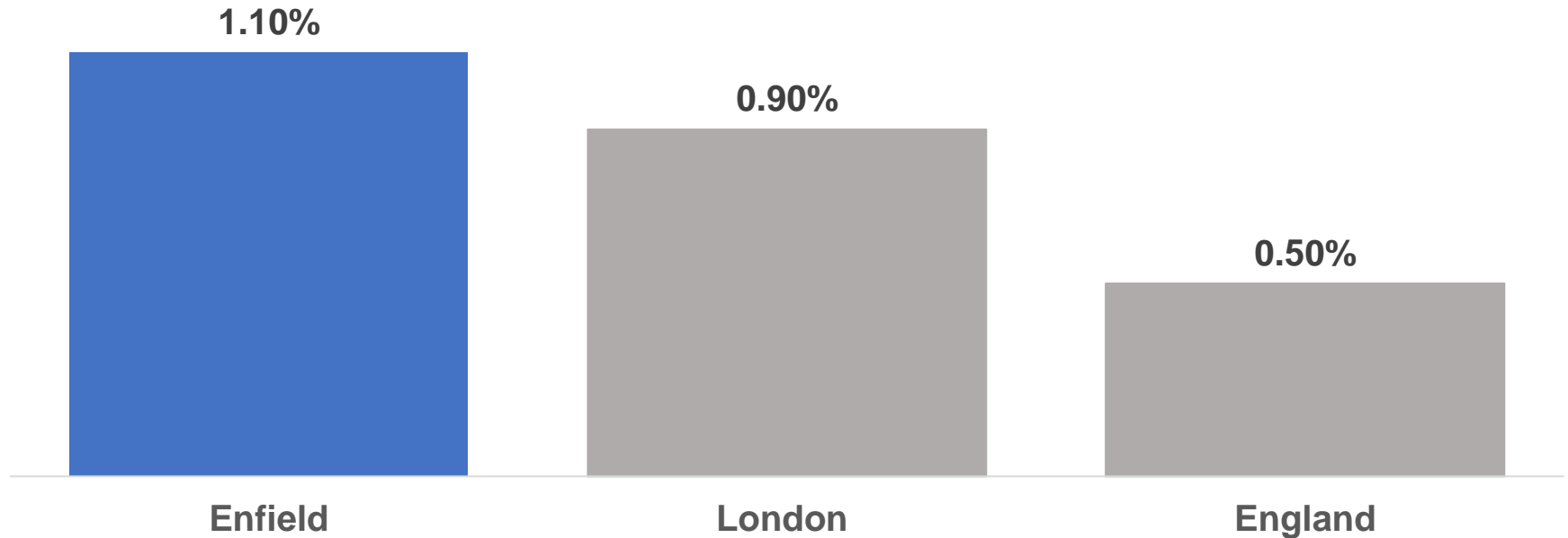




# Census 2021

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.

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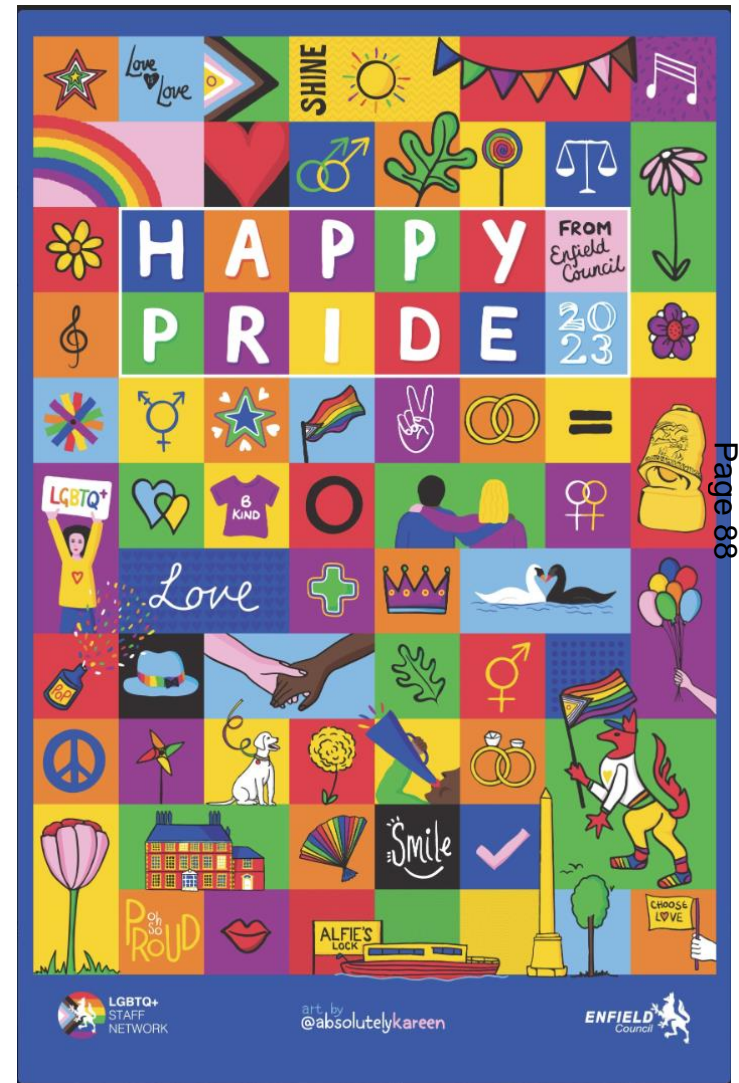


# Enfield Pride Festival 2023

Following the success of Enfield Pride 2022, the Dugdale Arts Centre and the LGBTQ+ Staff Network organised the second annual celebration which welcomed over 300 visitors to the event.

Held across two days in June 2023, the festivities started with the Enfield Pride Pre-Party, featuring music and important conversations chaired by Sharan Dhaliwal, Director of Middlesex Pride.

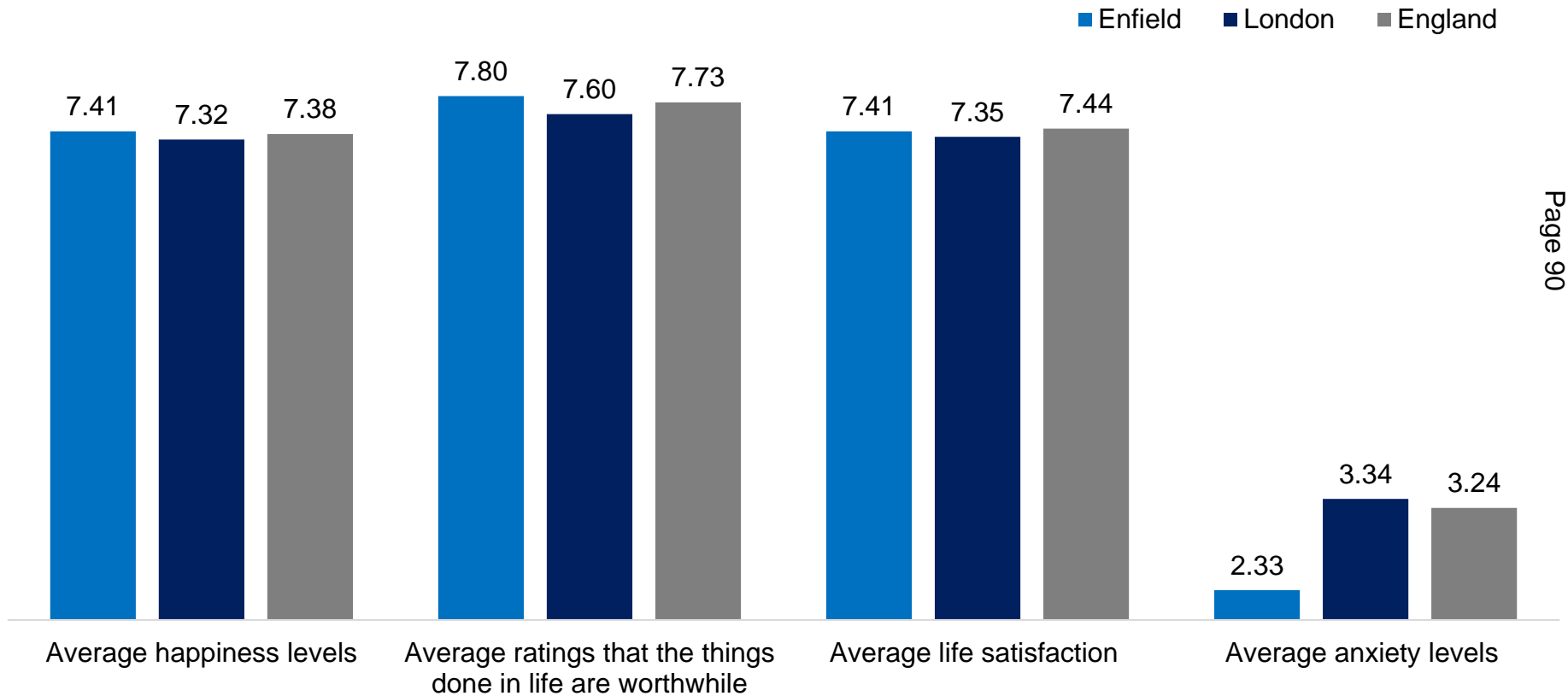
The Enfield Pride takeover on the next day was filled with entertainment, including performances by RuPaul Drag Race UK Stars, tribute acts, foods and craft stalls.



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

# Measures of personal wellbeing

Across the four measures of personal wellbeing, Enfield residents recorded higher levels of personal wellbeing than London and England averages.



# Relationship between loneliness and poor health

Adults in England who reported bad or very bad health are more than three times as likely to report feeling lonely.



One in five (18%) with good or very good health said they felt lonely at least some of the time.

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Three in five adults (62%) reporting bad or very bad health said they felt lonely at least some of the time



# Case study: Assistive Technology

Assistive technology in health and social care can enhance independence, connection, privacy and dignity and potentially delay the need for admission to care homes or hospitals.

## PainChek

- First local authority to introduce PainChek technology in care homes.
- AI and facial recognition application that is clinically proven to reliably detect pain in those who are unable to verbalise how they are feeling.
- Technology has been adopted in 11 care homes in Enfield.

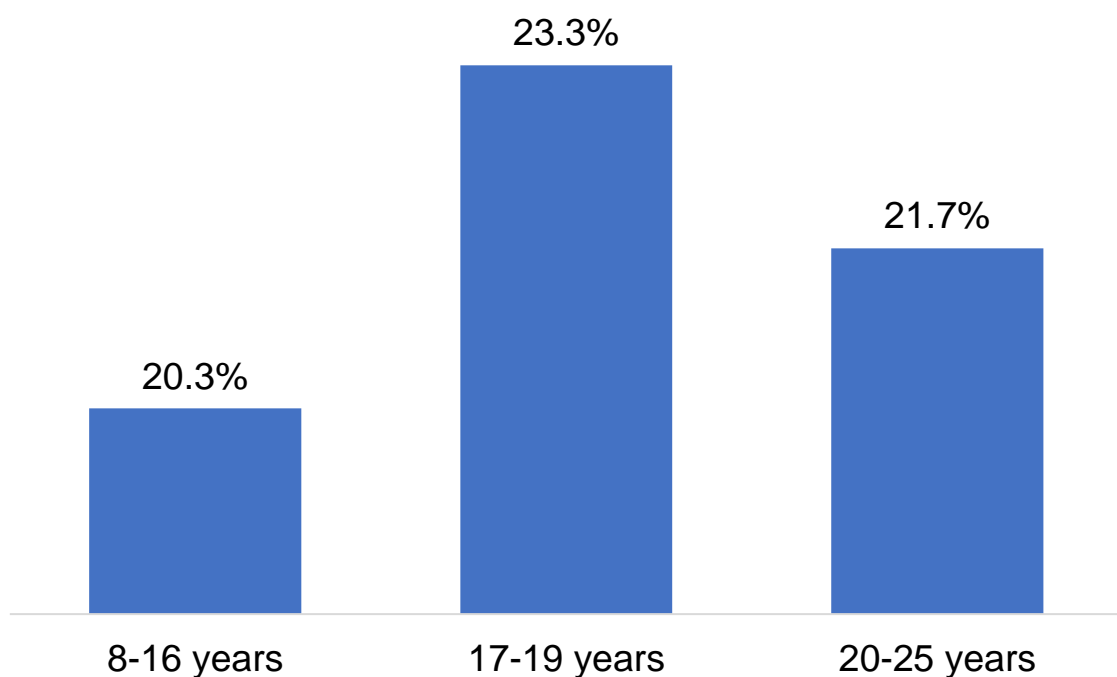
## Assistive Technology officers

- Responsible for conducting assessments, selecting appropriate assistive technology solutions and installing devices.

**Work with 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

Data from NHS Digital shows that in 2023 20.3% of children aged 8 to 16 years, 23.3% of young people aged 17 to 19 years and 21.7% of those aged 20 to 25 years had a probable mental disorder.

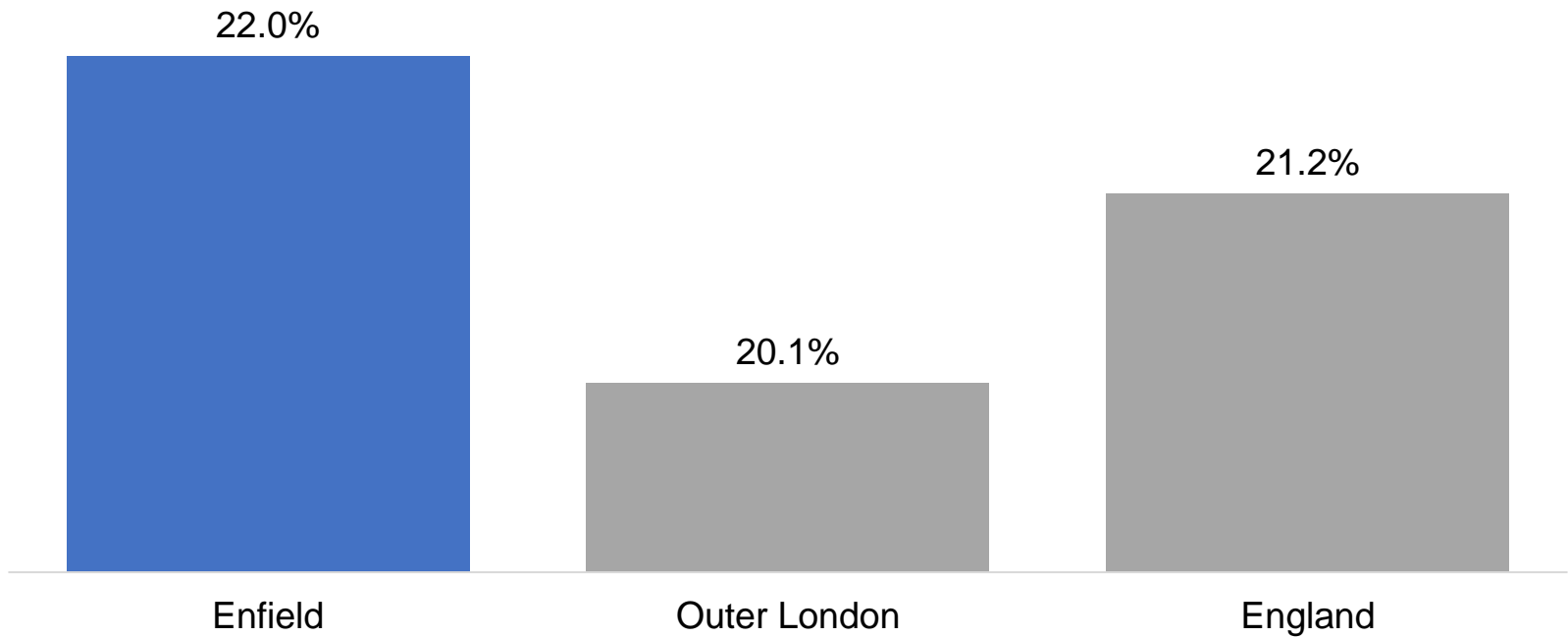


- Children aged 11 to 16 years with a probable mental disorder were 5 times more likely to have been bullied in person (36.9% compared with 7.6%).
- They were also more likely to have been bullied online (10.8% compared with 2.6%).



# Persistent absence

Persistent absence (missing 10% or more of possible sessions) has increased significantly since the pandemic. In 2022/23, 22% of pupils in Enfield were persistently absent, higher than national and regional averages.



# Actions we have taken in 2023/24

## Trauma Informed Practice

- Launched E-TIPSS in 2021 to support mental wellbeing and prevent the traumatisation of children, young people and their families in service settings that are meant to support them.
- Programme now offered to Early Years sector and professionals working with looked after children and those known to social care.
- The programme has now been accessed by school staff across 70 Enfield schools and 111 partners across 16 teams.

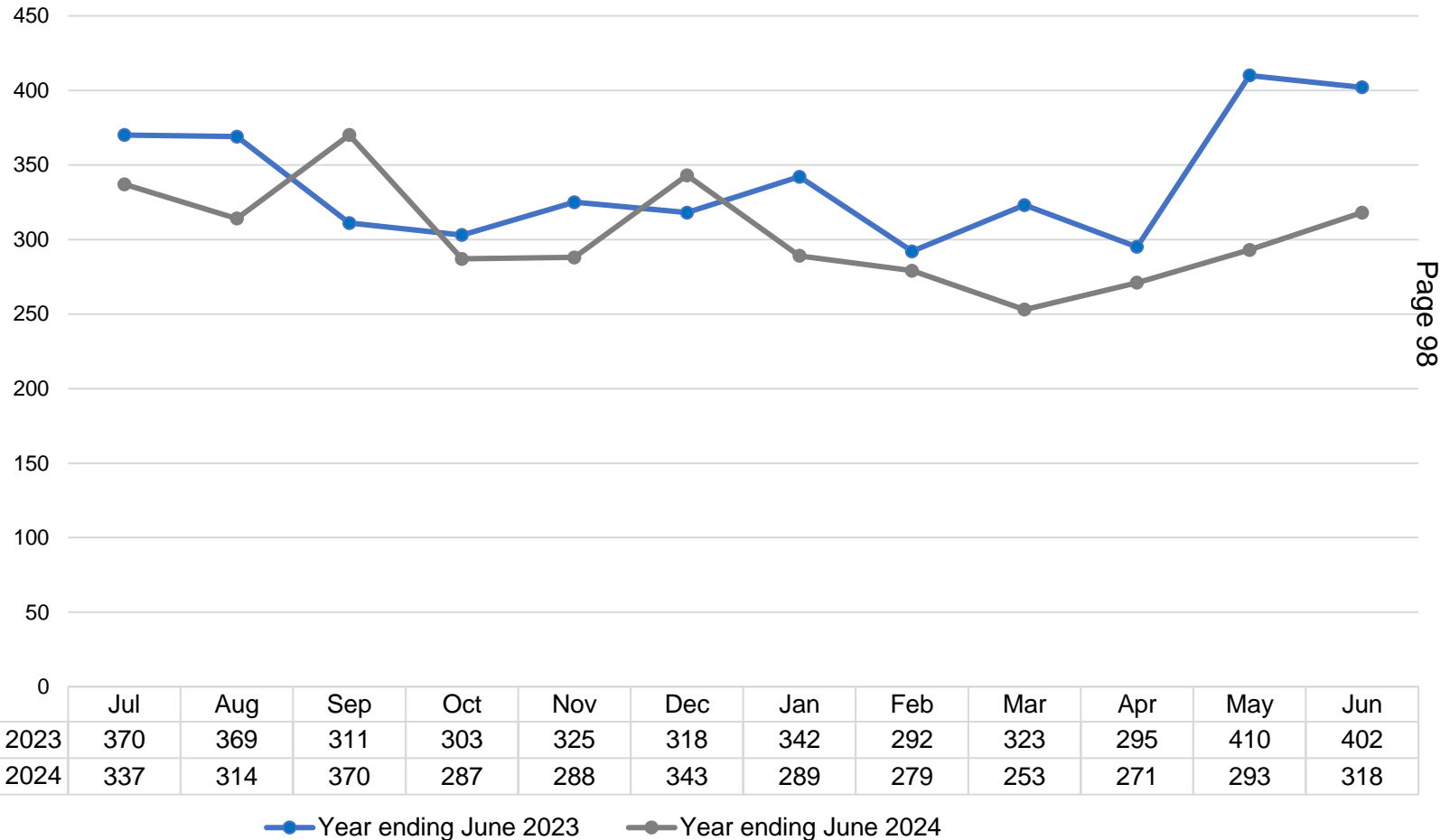
## Youth Participation Policy

- Policy supports services to meaningfully include children and young people in consultation, engagement and co-production opportunities.
- Capturing feedback from children and young people to help us to better understand their experiences of taking part in our youth participation activities.
- Feedback gathered through the form has shown that 95% of respondents felt like their views were taken seriously and 73% felt that they had been given the chance to make Enfield a better place.

**Keep people safe from  
domestic abuse**

# Domestic abuse incidents in Enfield

Domestic abuse incidents in Enfield decreased by 10.3% in the year ending June 2024.



# Actions we have taken in 2023/24

## Housing Services Domestic Abuse Policy

- Protect the rights of residents to live in a safe home away from abuse by supporting victims and taking action against perpetrators.
- Council also working towards accreditation from the Domestic Abuse Housing Alliance (DAHA) framework, a government-recognised accreditation service for the housing sector.

## CAPVA

- Received funding from MOPAC to commission a service to support young people who aged 11 to 25 years old who are displaying violence and abuse towards their parents.

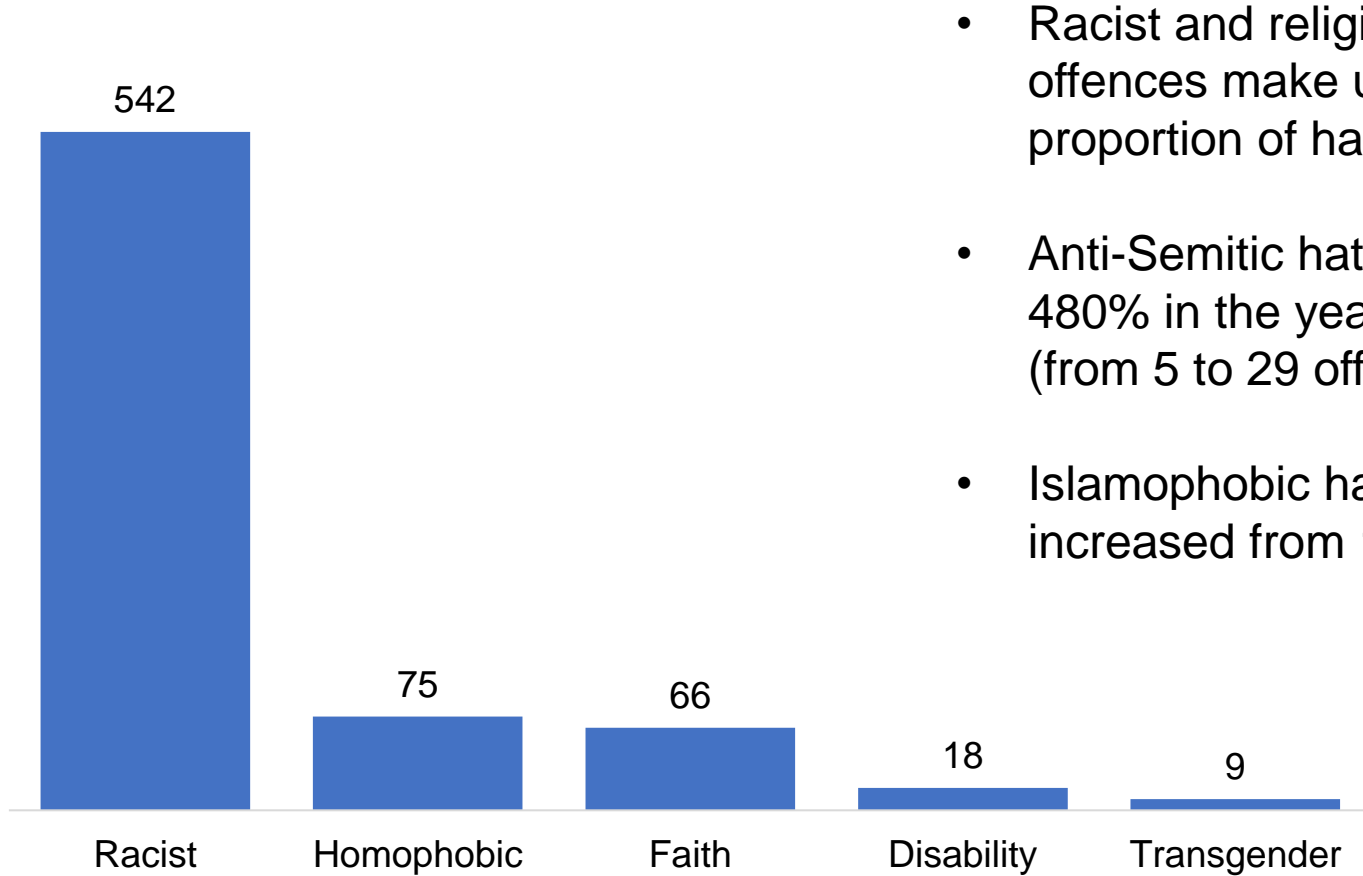
## Independent Domestic Abuse and Sexual Violence Advocates

- Provide specialist and trauma-informed support to victims/survivors of domestic abuse and sexual violence, tailored to their needs and particular circumstances.

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

# Hate crime incidents in Enfield

The reporting of hate crime in Enfield increased by 3.2% in the year ending June 2024, with 651 offences recorded when compared with 631 the previous year.



- Racist and religious hate crime offences make up the highest proportion of hate crime strands.
- Anti-Semitic hate crime offences by 480% in the year ending June 2024 (from 5 to 29 offences).
- Islamophobic hate crime offences increased from 19 to 22 offences.

# Actions we have taken in 2023/24

## Training and education programmes

- Delivered training for community sector organisations to support them in receiving hate crime reports from people who do not wish to approach the police.
- Delivered education programmes to over 2,000 pupils between 2021 and 2024 to raise awareness about hate crime.

## All Cultures Event during Inter Faith Week

- Hosted an event bringing together staff from religious education curriculum and small groups of pupils
- Raise awareness of the dynamic and diverse communities that we have in the borough

## GRT events

- Celebrations for Gypsy, Roma and Traveller History Month in June 2023.
- Held a 2-week programme of events in April 2024 encouraging members of the public to explore the history of nomadic lifestyle.



# Questions and discussions



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**Potential Items – Equalities Board**  
**Work Programme Planning Meeting**  
**23 July 2024**

<b>Potential agenda item</b>	<b>Lead officers</b>	<b>Relevant Fairer Enfield principle/objective</b>
Assistive technology in adult social care	Angela Osei-Owusu, Principal Occupational Therapist  Paul Fletcher, ASC Innovation Programme Manager	Provide access to support services and networks to reduce social isolation
Health inequalities	Dudu Sher-Arami, Director of Public Health  Representative from ICB	Principles as a service provider and commissioner
Update on Enfield Trauma Informed Practice in Schools	Peter Francis, Director of Education  Suzy Francis, Principal Educational Psychologist & Strategic Lead for CYP Mental Health	Work with our partners to mitigate the impact of Covid-19 on children and young people's mental health and wellbeing
Youth justice service - work on disproportionality and improving trust and confidence between young people and police	Ivana Price, Head of Early Help, Youth and Community Safety  Rafique Ullah, Head of Youth Services  Linda Crawford, Head of Youth Justice Service	Deliver positive interventions to reduce serious youth violence in Enfield
Update on hate crime: reporting of incidents, reducing repeat incidents and ensuring victims are supported	Jonathon Toy, Community Safety Strategic Lead  Sujeevan Ponnampalam, Prevent Programme Manager	Promote safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents

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## Equalities Board Forward Plan 2023/24

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

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

<p><b>Monday</b> <del>18 Mar 2024</del></p> <p><b>Wednesday 17</b> <b>April 2024</b></p>	<p>residents affected by special educational needs and disabilities (SEND) who are in paid employment</p>	<p><b>opportunities</b></p> <ul style="list-style-type: none"> <li>To update the board on the Council's work to increase good quality employment opportunities for disabled people.</li> </ul>	<p>Vicky Main Andy Johnson Shirley Ann- Weaver</p>
		<p><b>Item 2: Public and active travel accessibly</b></p> <ul style="list-style-type: none"> <li>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.</li> </ul>	<p>Richard Eason, Programme Director Journeys and Places</p> <p>Chris Cole, Head of Strategic Transport Planning &amp; Policy</p> <p>A representative of TFL – Robert Varney and the new liaison Peter Fletcher have responded.</p>
<p><b>Written briefings to be provided to the board:</b></p> <ol style="list-style-type: none"> <li>Equality Impact Assessments (EqIAs) and the Council's approach to development and scrutiny</li> <li>Reducing HIV transmission rates and ending new transmission by 2030: Local action planning and sexual health service provision</li> </ol>			

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**LONDON BOROUGH OF ENFIELD – Equalities Board Work Programme 2024/25**

<b>Date of Meeting</b>	<b>Agenda Item</b>	<b>Lead Officer</b>	<b>Comments</b>
<b>Tues 23 July 2024</b>	Annual Equalities Report 2023/24	Sarah Gilroy	
<b>Mon 7 October 2024</b>			
<b>Date of Meeting</b>	<b>Agenda Item</b>	<b>Lead Officer</b>	<b>Comments</b>
<b>Mon 2 December 2024</b>			
<b>Wed 19 March 2025</b>			

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