



London Borough of Enfield

Report Title	Fairer Enfield – Mid Year Update
Report to	Overview & Scrutiny Committee
Date of Meeting	Tuesday 6 February 2024
Cabinet Member	Cllr Ergin Erbil
Executive Director / Director	Tinu Olowe, Director of HR and OD
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Ward(s) affected	All
Classification	Part 1 Public
Reason for exemption	N/A

Purpose of Report

1. This report provides an update to members of the Overview & Scrutiny Committee on how the Council is meeting the requirements of the Public Sector Equality Duty and how it is delivering on the Fairer Enfield objectives and outcomes.

Background

2. Our [Council Plan 2023-26](#) and [Fairer Enfield Policy 2021-25](#) set out our vision for connected and inclusive communities across the borough. In Fairer Enfield 2021-25, we identified 8 specific and measurable objectives to reduce inequality for specific groups in Enfield. The purpose of these objectives is to make sure that we have due regard to our need to:
 - **Eliminate discrimination, harassment, and victimisation.**
 - **Advance equality of opportunity between people who share a relevant protected characteristics and people who do not share it.**

- **Foster good relations between people who share a relevant protected characteristic and those who do not share it.**
3. The Public Sector Equality Duty also requires the Council to reflect upon progress made over the course of the four-year period.
 4. In our [Annual Equality and Diversity Report 2022/23](#) we provided 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 on improving outcomes for diverse communities in the Borough.

Embedding Fairer Enfield into Service Plans

5. A corporate equality and diversity action plan was created in each of the first two years following approval of Fairer Enfield, to set out and monitor how the Council will work towards achieving our eight equality objectives, which are set out in [Fairer Enfield 2021-25](#). The last [action plan](#) was published in 2022.
6. From 2023, now that Fairer Enfield is well embedded across the Council and a new corporate approach to service planning has been put in place, annual actions to deliver on the equalities objectives of Fairer Enfield are integrated into the service plans of each department. Service plans are reviewed and updated every year, enabling the Council to consider and act on the 8 objectives as part of overarching service planning. This also presents a more efficient way to track delivery, provided service plans continue to be created on an annual basis and monitored on a six-monthly basis.
7. Our [Annual Equality and Diversity Report](#) will continue to be published each year and will summarise work to deliver on the principles and objectives in Fairer Enfield. We will also continue to report on our progress through this update to Overview and Scrutiny and the Council's Assurance Board.

Main Considerations for the Panel

8. The Council continues to work towards delivering the objectives of Fairer Enfield. Building on our [Annual Equality and Diversity Report 2022/23](#) published in October 2023, we have provided this mid-year update on continued progress made towards delivering our eight equalities objectives and planned future work. The mid-year service plans of each Council department have informed this update.
9. Given the current financial challenges facing the Council, projects may be at future risk of adjustment or contraction, and efforts will be required to ensure the Council remains committed to mitigating the impact of any reduction in services and projects, and ensuring we continue to meet our duties under the Public Sector Equality Duty. Any potential risk of adjustment or contraction will be identified in departmental service plans

and discussed by responsible services at both Departmental Management Team meetings and the Assurance Board.

10. Robust Equality Impact Assessments (EqIAs), which inform the way in which we make savings, and the way in which we mitigate any potential negative impact residents or staff may face as a result of their protected characteristic, are vital as part of this process. Positive action has been taken in relation to embedding the EqIA process.

Equality Impact Assessments

11. To ensure that we are taking every opportunity to advance equality and ensure we do not discriminate, all services should carry out an Equality Impact Assessment (EqIA) to consider the impact that any prospective changes to strategies, policies or service delivery may have on different protected groups and act to mitigate against any unequal impact. This helps to ensure that the Council is delivering on the public sector equality duty under the Equality Act 2010.
12. As of December 2023, The Council's EqIA template and process has been updated to reflect an additional protected group. Children and young people who have spent 13 weeks or more in local authority care will be protected from discrimination by Enfield Council in the same way age, disability or religion are currently protected. The motion brought forward by the Cabinet Member for Children's Services, Cllr Abdul Abdullahi, was passed at the November 2023 Full Council meeting.
13. All completed EqIAs, screening questionnaires and equalities implications for reports are sent to a dedicated equalities implications inbox, so that advice and guidance can be provided.
14. The equalities implications inbox received **96 reports** to review in 2023. Requests were received from all departments across the Council, with the highest number of requests received from the Housing & Regeneration (**32**) and Environment & Communities (**27**) departments. Comparatively, in **2022** we received **97** requests in total.

Overcome racism in Enfield

15. Across the UK, ethnic minority groups continue to experience inequality in housing, education, employment, health and criminal justice. In Enfield, our 10% most deprived areas are the most diverse areas with the largest population of residents from ethnic minorities.¹
16. The Council launched its [Workforce Strategy](#) in 2023, which includes making our mark on equality, diversity and inclusion, and our commitment to anti-racism within the workplace.
17. In summer 2023, Enfield Council was awarded £20K in funding from NHS England to deliver culturally sensitive local engagement activities co-

¹ Fairer Enfield 2021-25

produced with local partners. These activities aim to increase COVID-19 vaccination uptake in under vaccinated communities. Funding has helped us to deliver a community event aimed at addressing vaccine hesitancy in the Black African and Caribbean communities, and to support public health communications targeting vaccine related messaging and awareness.

18. Data from Q1 23/24 shows that children from Black and mixed ethnic groups continue to be over-represented within the Youth Justice System across both pre and post court disposals. The Enfield Youth Justice Service Management Board pledge commits our multi-agency partnership to challenging disproportionality and improving outcomes for children and young people, who are over-represented within the youth justice system in Enfield.
19. Our Youth Justice Service maintains a focus on tackling over-representation and disproportionality. The Youth Justice Service has developed a partnership plan of action to focus their work on tackling disproportionality. The Youth Justice Service is also leading on the development of an independent group made up of local children and young people who will meet on a regular basis to discuss and provide feedback on local policing encounters, such as stop and search and disproportionality.
20. We continue to celebrate and promote the rich diversity of the borough by supporting an annual programme of events celebrating ethnic minority communities. This included organising a series of community events including:
 - Black History Month in October 2023. The events included a music performance by African and Afro-Caribbean classical composers at Forty Hall, as well as a series of performances celebrating Enfield's Community Champions from Black Heritage, by local performers and artists, at the Millfield Theatre.
 - Enfield's Holocaust Memorial Day Commemoration 'Fragility of Freedom' took place on 25 January 2024. The programme included speeches from local religious and civic dignitaries and film and in-person presentations on the 'Fragility of Freedom' by pupils from Wolfson-Hillel Primary School; Marija Hamza from the Roma Support Group; Chace Community School and St Anne's Catholic High School for Girls.

Deliver positive interventions to reduce serious youth violence in Enfield

21. Tackling youth violence and gang-related crime continue to be priorities in Enfield. 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) and strategy outlining how the SSCB will tackle serious violence in Enfield. The [Serious Violence Duty Strategy 2024-25](#) was approved at the SSCB meeting on 22 January 2024). The strategic needs

assessment and strategy include a focus on violence and exploitation affecting young people under the age of 25.

22. The borough has adopted a public health approach to serious youth violence and has developed a dedicated serious youth violence action plan. This means that we focus on addressing underlying risk factors that increase the likelihood that an individual will become a victim or a perpetrator of violence. Our early help services deliver a wide range of early intervention projects alongside targeted support for children and families with additional needs and vulnerabilities.
23. These projects focus on identifying and reducing risk factors to violence as well as building on protective factors. An example of this is Project Dove, which delivers preventative work with children and young people from the age of 9-18 who are at risk of youth violence, exploitation, and or criminal/gang activity. The project uses the social prescribing model when working with children and their families. In 22/23, the project supported 47 families and 52 young people who presented with risk factors to serious violence. The project shows a positive impact on young people and families: 13 young people who were previously involved in anti-social/offending behaviour have not re-offended since engaging with the project; 8 families engaged positively with substance misuse service; and 10 families engaged with parenting programme.
24. Additionally, our new Youth and Family Hubs 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. We have recently opened our first Youth and Family Hub at Ponders End on 13 December 2023, and our second Youth and Family Hub at Craig Park is due to be opened in March 2024.
25. Our Engage Project places outreach youth workers in Wood Green custody suite to provide support, signposting and mentoring to young people who come into custody at a time when they are most inclined to receive support. In 2022/23, 634 young people were seen by trained practitioners within 48 hours of being arrested and taken into Wood Green Custody Suite. 381 young people consented to engaging with specialist outreach youth work.
26. 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 Youth Justice Service works with children and young people to prevent further offending. As part of our child first approach, we see children as children, recognise their needs and vulnerabilities and help them build on their strengths and capabilities to build resilience and empower them to fulfil their potential.
27. Data from the Youth Justice Board for 22/23 shows that there was a total of 166 children involved with Youth Justice, which represents a 12%

decrease from the previous year. This includes 84 first time entrants (the same number as in 21/22). The latest youth justice reoffending data from Q1 2021/22 shows a reoffending rate of 31%, lower than both London (34.6%) and national (31.7%) rates.² Enfield also had the second lowest reoffending rates among comparator boroughs³.

28. In summer 2023, the [SAVE ME film](#) and [accompanying teaching resources](#) were also released. SAVE ME is a social impact short film that was co-produced with local young people, Enfield Council and written and directed by Enfield-based filmmaker and local award-winning youth coach, Amani Simpson. The teaching resource includes a handbook, which aims to enhance learning around key themes such as grooming, child criminal exploitation, intimidation, and control. The handbook can be used by professionals to support one to one direct work with young people, used within workshop setting such as schools, community youth centres, youth offending settings and parenting groups to create a learning environment for participants to explore and start challenging conversations around the issues relating to extra familial harm.
29. Looking ahead, the Enfield Youth Council will be working with the Met Police and the Council to produce a film focused on the harms associated with knife crime that can be shared in schools.

Increase the number of residents affected by SEND who are in paid employment

30. Residents affected by special educational needs and disabilities are disproportionately impacted by unemployment at a national level, and in Enfield the employment rates for people affected by disabilities are lower than the national average.
31. In 2022/23, 52.2% of working age adults with a disability in Enfield were in employment, an increase on the previous year (46.6%). Enfield's 22/23 disability employment rate was lower than the London (55.4%) and England (54.9%) averages.⁴
32. To support the Fairer Enfield workforce agenda, in 2023/24 Human Resources & Organisational Development (HR&OD) continue to develop plans to work towards accreditation as a [disability confident leader](#), this means the Council will take an active leadership role in encouraging and helping other employers on their journey to becoming [Disability Confident](#).
33. The Equals Employment Service is part of Adult Social Care and provides support to adults with learning disabilities to gain and sustain paid employment. The Supported Internships study programme run by West Lea school works with young people in Enfield aged 16 to 25 years who have an Education, Health and Care Plan (EHCP), who can work but need extra support to do so. For 2023/24 44 learners are enrolled.

² Youth Justice Board

³ Barking and Dagenham, Croydon, Greenwich, Haringey, Hillingdon and Waltham Forest

⁴ ONS

34. Furthermore the Council is currently consulting on the [draft Autism Strategy](#) (PDF), which sets out how we will work together as a partnership to improve the lives of autistic people, their families and carers in Enfield. This includes a dedicated priority on supporting more autistic people into employment.

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

35. The ONS 2021 Census data estimated that 3.2% of the population of England and Wales identified themselves as Lesbian, Gay or Bisexual, or Other (LGB+). 2.2% (5619) of 2021 Census respondents from Enfield identified as Lesbian, Gay Bisexual, almost half the London average of 4.3%.

36. In the 2021 Census, 90.34% of respondents from Enfield had a gender identity that was the same as their sex registered at birth. This was lower than England average of 93.47% and London average of 91.21%. Enfield registered the 12th lowest percentage in this metric out of 331 English and Welsh local authorities.

37. Following the success of Enfield Pride 2022 at Enfield Town Library Green, Dugdale Arts Centre (DAC) and the LGBTQ+ Staff Network organised the second annual celebration, held on 6-7 June 2023 at the newly reopened venue. The festivities started with the Enfield Pride Pre-Party, featuring music and important conversations chaired by Sharan Dhaliwal, Director of Middlesex Pride, and interviews with guests like Cypriot performers Tahini Molasses, Aphrodite from the queer collective Harem of No One, Ajay Pabial, founder of Art Clubbers CIC, and DJ Harietta. The Enfield Pride takeover on the next day was filled with entertainment, including performances by RuPaul Drag Race UK stars, tribute acts, food and crafts stalls, and more, all hosted by Helen Scott. Over 300 visitors enjoyed the event.

Provide access to support networks to reduce social isolation

38. In the period from October 2020 to February 2021, the ONS reported that 8.5% of Enfield residents felt often or always lonely. This was higher than the national (7.2%) and London (7.3%) averages.⁵ Although no new data has been released by the ONS specific to Enfield, the national average as of October 2023 has increased to 8%. Comparatively, the Active Lives Adult Survey (Sport England) in 2021/22 showed that in Enfield, 8.1% of our residents aged over 16 feel lonely 'often' or 'always' compared to 6.5% of London and England residents.

39. A report by The Campaign to End Homelessness analysed ONS loneliness data from March 2020 – January 2023 and found that chronic loneliness had risen from 6% to 7.1%, meaning that over half a million

⁵ ONS, Mapping loneliness during the coronavirus pandemic 2021

more people are lonely than in the first year of the pandemic.⁶ The report found that people under 30 were significantly more likely to be lonely and identified that there is a pattern of chronic loneliness declining with age. When comparing the prevalence of chronic loneliness by gender the average was 6.3% for men and 7.7% for women.

40. A study by the ONS provides annual estimates of personal well-being for April 2022 to March 2023.⁷ The ratings in Enfield were:

- 7.41 out of 10 for average life satisfaction levels (this is higher than London (7.35) but lower than England (7.44) averages)
- 7.80 out of 10 for average ratings of feeling that the things done in life are worthwhile (this higher than London (7.6) averages, but lower than England (7.73) averages)
- 7.41 out of 10 for average happiness levels (this is higher than London (7.32) and England (7.38) averages)
- 2.33 out of 10 for anxiety yesterday (this lower than London (3.34) averages and England (3.24) averages).

41. In 2023, the Council's SMART Living Project, which aims to reduce social isolation through introducing digital technology into care homes to connect service users with friends and family, was selected as a 2023 MJ Awards Finalist in the 'Digital Transformation' category. Projects like this help to ensure that people stay happier, healthier, and independent for longer through the introduction of next generation technology in our current social care offer.

42. Looking ahead, the Council and local partners are working to deliver the newly published [Supporting Independence: A Local Prevention Strategy 2023-27](#). The Council has also [consulted](#) on a new [draft Joint Local Health and Wellbeing Strategy](#) 2024-30, which includes a key priority to assist Enfield residents to have the social network they need to support their wellbeing.

43. Locally, we are continuing to support our communities to be well-connected and digitally included, tackling the harmful impacts of social isolation through activities like our [Tea and Toast](#) sessions that run in our libraries. Between 2 October -18 December 2023, there were a total of 809 attendees at tea and toast sessions.

44. Furthermore, we are committed to tackling the stigma that continues to pervade how our society talks about mental health and we will continue to support the most vulnerable in society. We are committed to leading local efforts on suicide prevention through the ongoing development of our local 'Suicide Prevention Plan.'

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

⁶ Campaign to End Homelessness, The State of Loneliness 2023: ONS data on loneliness in Britain June 2023

⁷ ONS

45. The Covid-19 pandemic had a profound impact on children and young people's mental health and wellbeing.
46. Enfield Trauma Informed Practice in Schools and Settings (E-TIPSS) Local Area Partnership Programme continues to support mental wellbeing and prevent the traumatisation of children, young people and their families in service settings that are meant to support them. E-TIPSS is a borough-wide approach using the [Attachment Regulation and Competency \(ARC\) Framework](#). Kati Taunt (ARC Consultant) is working with Enfield to guide the partnership in implementing this. The modular approach provides a common language, structure and encourages consistency across the workforce to promote relational care, emotional growth and therefore improve children and young people's competency to engage in education and learning. An important module of this framework is recognising the importance of nurturing the wellbeing of staff and parents/carers so that they have the emotional capacity to consistently support the children/young people who most need our help.
- 47.22 E-TIPSS Champions across 9 services are promoting the ARC framework for trauma-informed practice across schools and services. Currently, there are 9 implementation schools and 579 of their staff have attended training. This has a reach and potential impact for almost 4,000 children who attend these implementation schools.
48. Nurture groups, a specialist form of provision for pupils with social, emotional and behavioural difficulties (SEBD), are continuing to provide children and young people with an educational bridge to permanent reintegration into mainstream classrooms. From 2022-23, 220 pupils attended 20 groups.

Keep people safe from domestic abuse

49. In the year ending October 2023, there were 4,077 domestic abuse incidents in Enfield, an increase of 3.0% on the previous 12 months. Over the same period, London experienced a 0.9% increase in domestic abuse incidents.
50. This year saw the release of the [Enfield Council Violence Against Women and Girls Strategy](#) for 2023-25. To prevent domestic abuse, sexual violence and other forms of violence against women and girls, we must address the root causes of the problem, tackling harmful behaviours and attitudes that underpin abuse. We work preventatively with children and young people in schools and other settings to promote healthy relationships, gender equality and respect and tackle harmful attitudes. In addition, we deliver prevention work in a range of settings and across all age groups, such as running thought-provoking public communications campaigns that challenge harmful behaviours and working closely with businesses to promote initiatives such as the [Mayor of London's Night Safety Charter](#).

51. To support victims of domestic abuse and other forms of violence against women and girls, 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.
52. In July 2023 we secured funding from the Mayor of London's Office for Policing and Crime as one of 10 local authorities who will share £1.46m in funding to tackle violence against women and girls. The funding will expand a successful two-year pilot scheme in Enfield to nine other boroughs across the capital, enabling them to learn from Enfield Council's experiences so they can roll out their own programmes. The 'Culturally Integrated Family Approach' (CIFA) programme, delivered by Rise Mutual CIC, aims to encourage abusers to change their behaviour and reduce reoffending. Additionally, the Council has secured London Violence Reduction Unit funding in partnership with the London Borough of Haringey to commission programmes for children and young people aged 11-25 years old who are displaying violence and abuse to their parents.

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

53. In the year ending October 2023, there were 678 hate crime offences in Enfield, a 9.2% decrease on the previous 12 months. Over the same period, London experienced a 2.5% increase in hate crime offences. Racist and religious hate crime formed most of such crime reported in the borough, followed by homophobic hate crime, disability hate crime and transgender hate crime.
54. We continue to organise and support events that promote community cohesion. As part of the [Untold Edmonton](#) programme, funded by the National Lottery Heritage Fund, we are working in partnership with community organisations to hold cultural events in Edmonton. In autumn 2023, this has included talks, workshops and Q&As with local community leaders.
55. Enfield continues to operate a Case Management Panel (CMP) to review hate crime cases, support victims of hate crime and ensure a multi-agency response to tackling hate crime in Enfield. The panel is comprised of representatives from Enfield Council, Metropolitan police, and key community partners, and is chaired by a community representative.
56. Looking ahead, a new Hate Crime Strategy is in development and is scheduled for approval by the Hate Crime Forum in early 2024. The new strategy will set out our approach to preventing hate crime, encouraging reporting and bringing more offenders to justice. Delivery of the strategy will be monitored through an annual action plan overseen by the Hate Crime Forum.

Relevance to Council Plans and Strategies

57. Fairer Enfield is a core principle of our Council Plan and investing to create a fairer Enfield is central to everything we do. We are developing our understanding of how our services and projects impact different members of our community in different ways. We are using every opportunity to tackle longstanding inequalities and improve outcomes for people experiencing disadvantage.
58. As a community leader, 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.

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Background Papers

[Fairer Enfield Policy 2021-25](#)
[Annual Equality and Diversity Report](#)