

## MINUTES OF THE MEETING OF THE EQUALITIES BOARD HELD ON MONDAY, 29TH JANUARY, 2024

### MEMBERS:

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

**Officers:** Tinu Olowe (Director of HR & OD), (Victoria Adnan (Policy and Performance Manager), Oladipo Tobun (Community Safety Intelligence Officer), Julie Taylor (Domestic Violence Co-ordinator), Alva Bailey (Interim Head of Community Safety), Tracey Adnan, Paul Bishop, and Petra Stephenson (Governance Officer)

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

### 1. WELCOME & APOLOGIES

The Chair welcomed everyone to the meeting.

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

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

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

### 2. DECLARATIONS OF INTEREST

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

### 3. MINUTES OF PREVIOUS MEETING

**AGREED** minutes of the meeting held 8 November 2023.

### 4. CHANGE TO AGENDA ORDER

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

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

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

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

The report was **NOTED**.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

The report was NOTED

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

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

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

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

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

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

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

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

### **The Metropolitan Police Turnaround Plan 2023**

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

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

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

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

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

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1. Chris Byrne explained that the BCU model needs time to be imbedded and has its benefits such as shared resources, skills, and assets. There are some drawbacks, such as the loss of buildings but a 3<sup>rd</sup> site is currently being sourced. Ideally every ward should be within twenty minutes walking distance from a police station.
2. Concerns were raised for the police officers also for not having a base to which Superintendent Byrne acquiesced.
3. Superintendent Byrne also confirmed that although there were now more Black applicants the retention rate is poor.
4. In response to the concerns raised in regard to the disproportionate number of officers experiencing hate crimes and abuse, and the frustration when the CPI write it off; Superintendent Byrne explained that those crimes were now dealt with by CID to enable a better investigative response which the Members were pleased to hear.
5. Members enquired if there were any incentives to encourage and demonstrate community policing, to build the officers of the future. Superintendent Byrne responded that there are payments, commendations for great work and awards; it is fairly narrow as it is a public service, but it is about recognising good work and making sure that everyone is learning.
6. Members expressed appreciation for the improvements seen, it is noticeable and fantastic to see and speak to so many more police officers on the beat as it is giving the public more confidence.

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

### 7. DATES OF FUTURE MEETINGS

**NOTED** the dates of future meetings as follows:

Monday 18 March 2024

The meeting ended at 8:25pm.