



London Borough of Enfield

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