

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

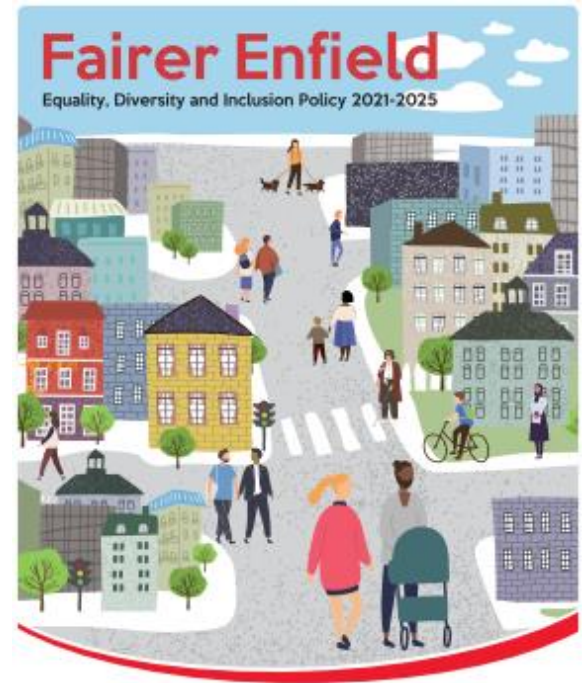
- How we will work with our partners to create a lifetime of opportunities for everyone in Enfield and promote good relations between our communities.

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.



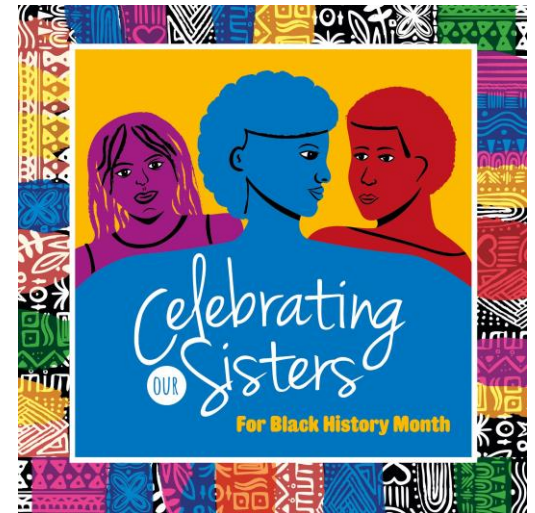
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Community leader

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**

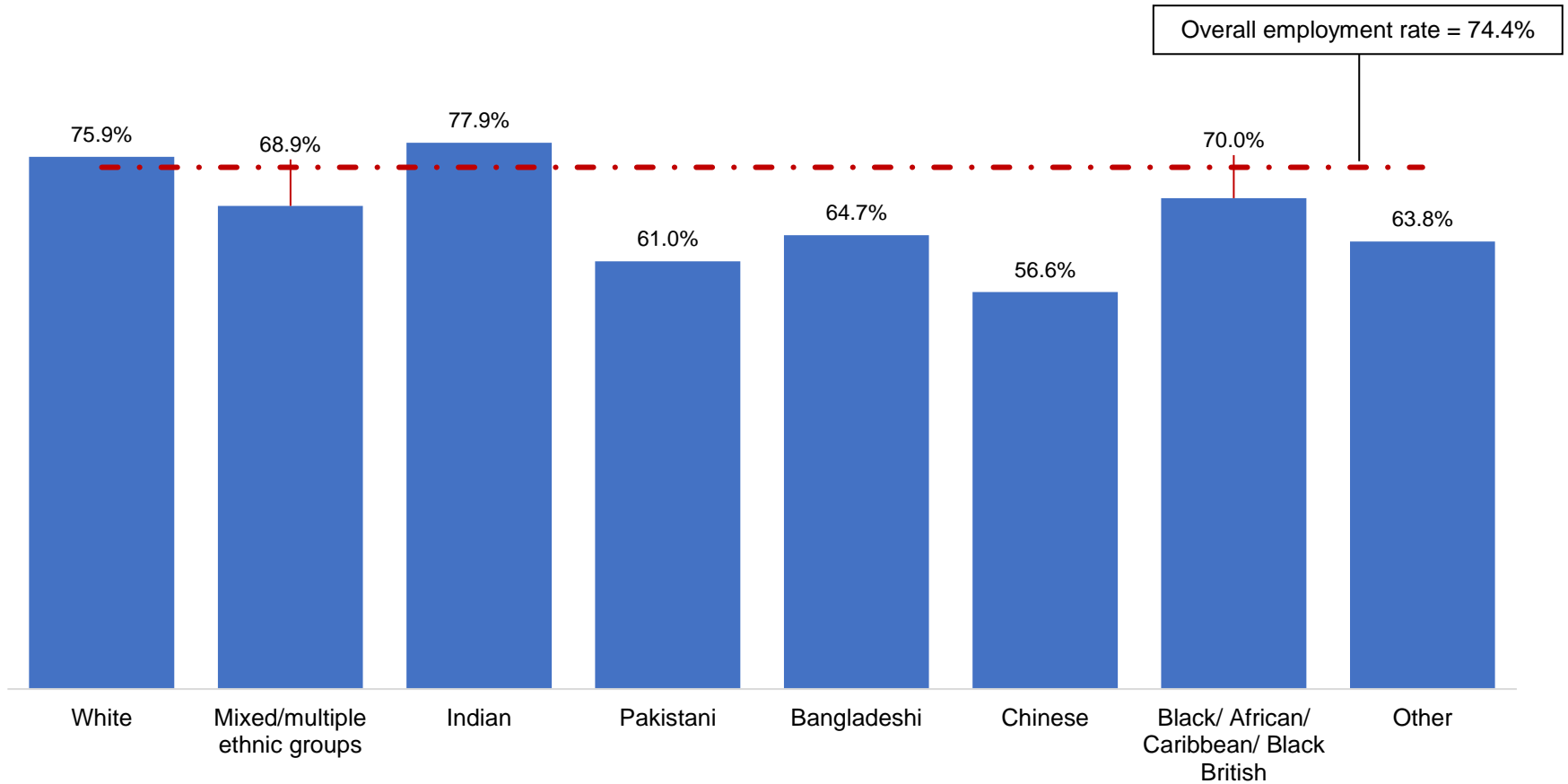
Fairer Enfield objectives

- 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

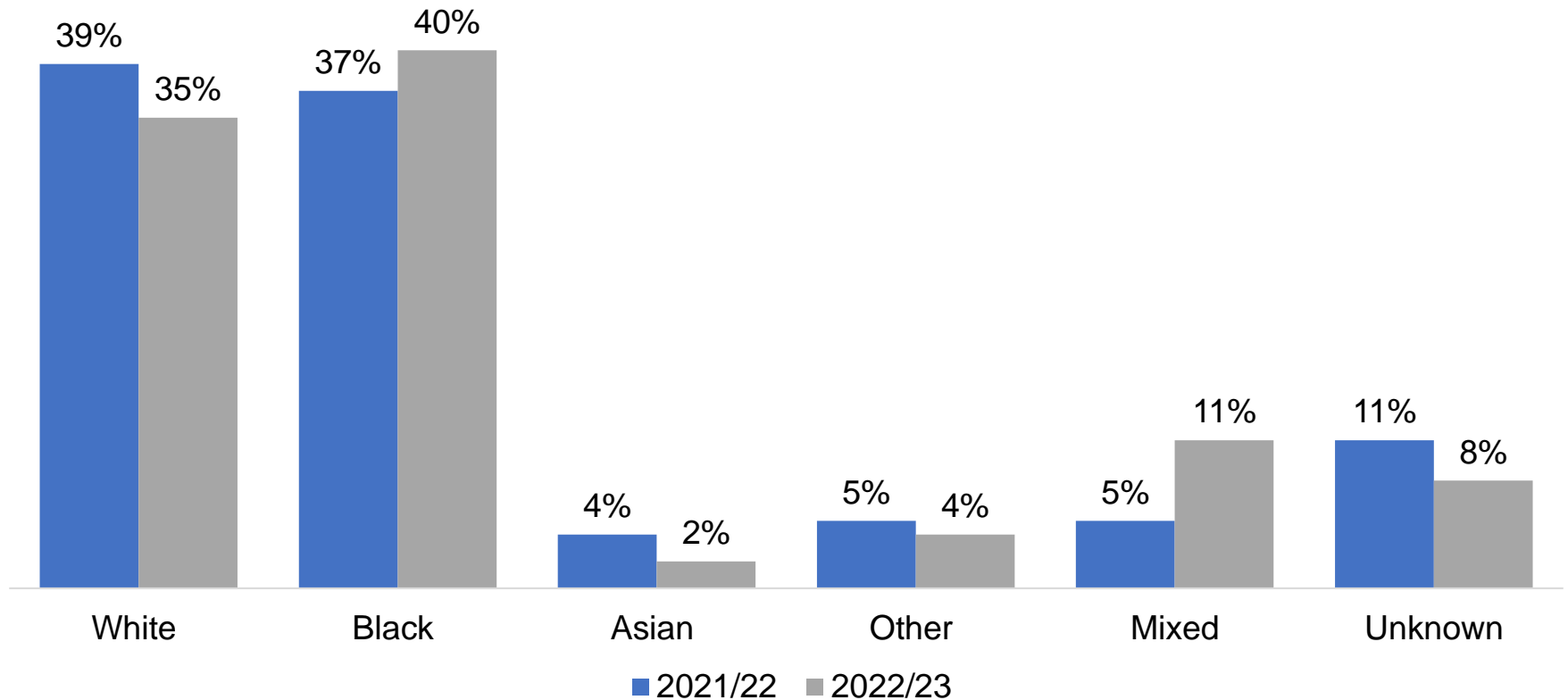
Employment

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.



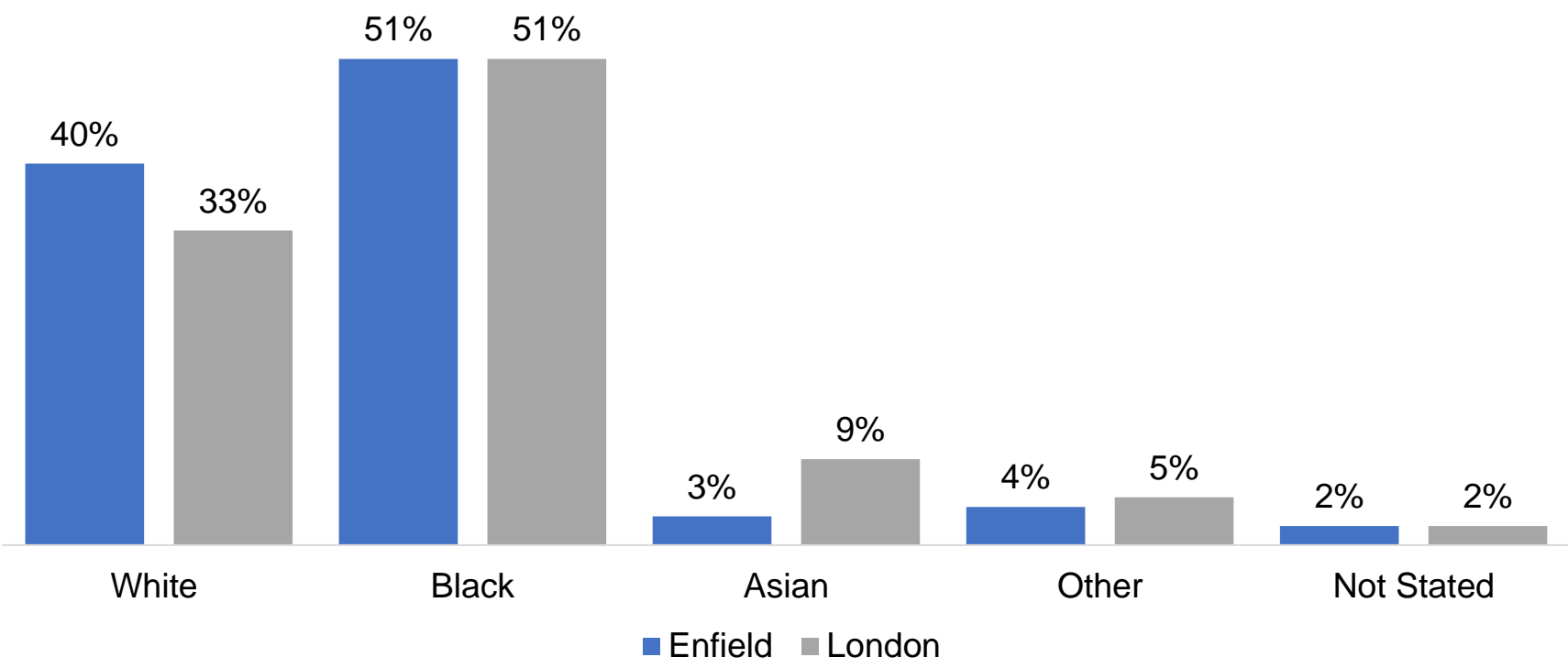
Youth Justice Service: First Time Entrants

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.

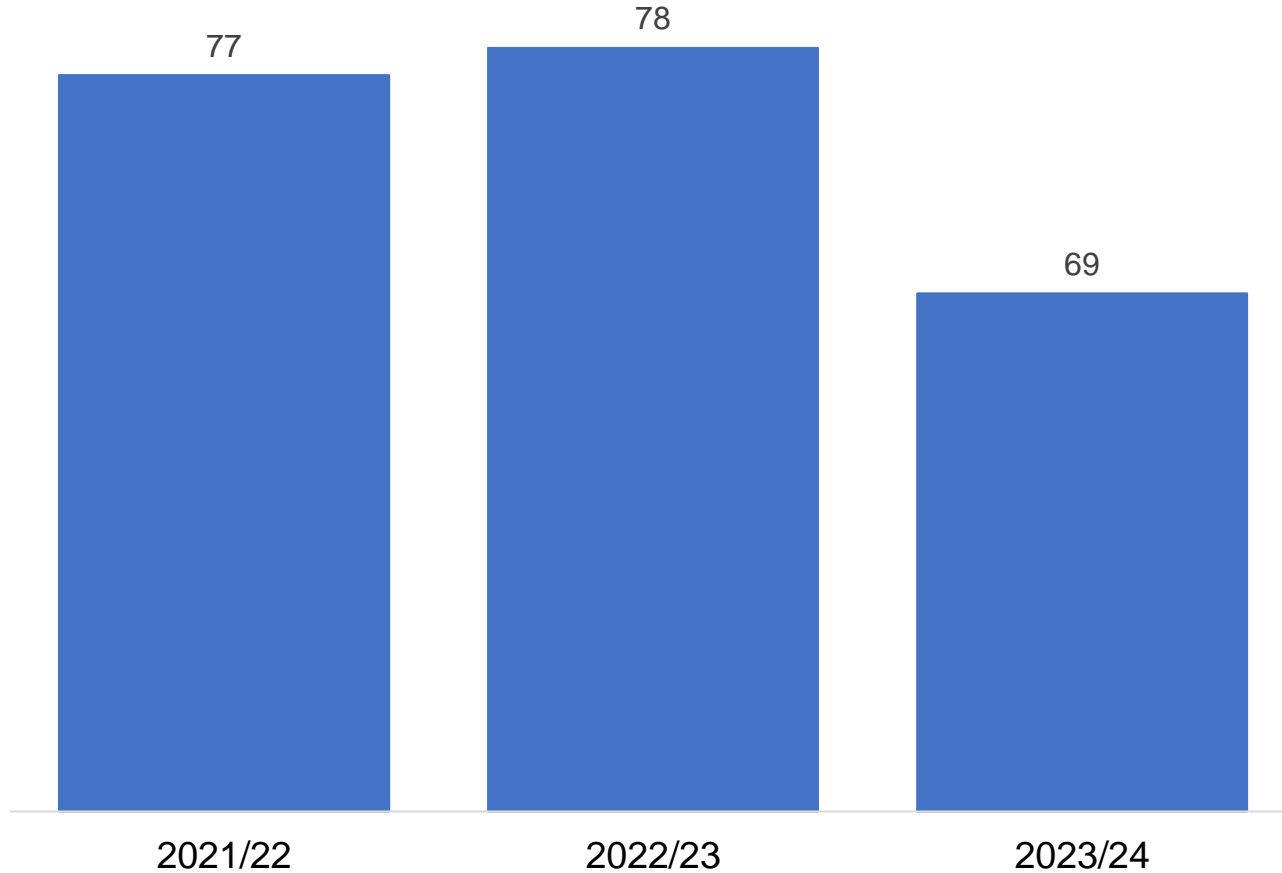


Demographics of victims and suspects

- 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.

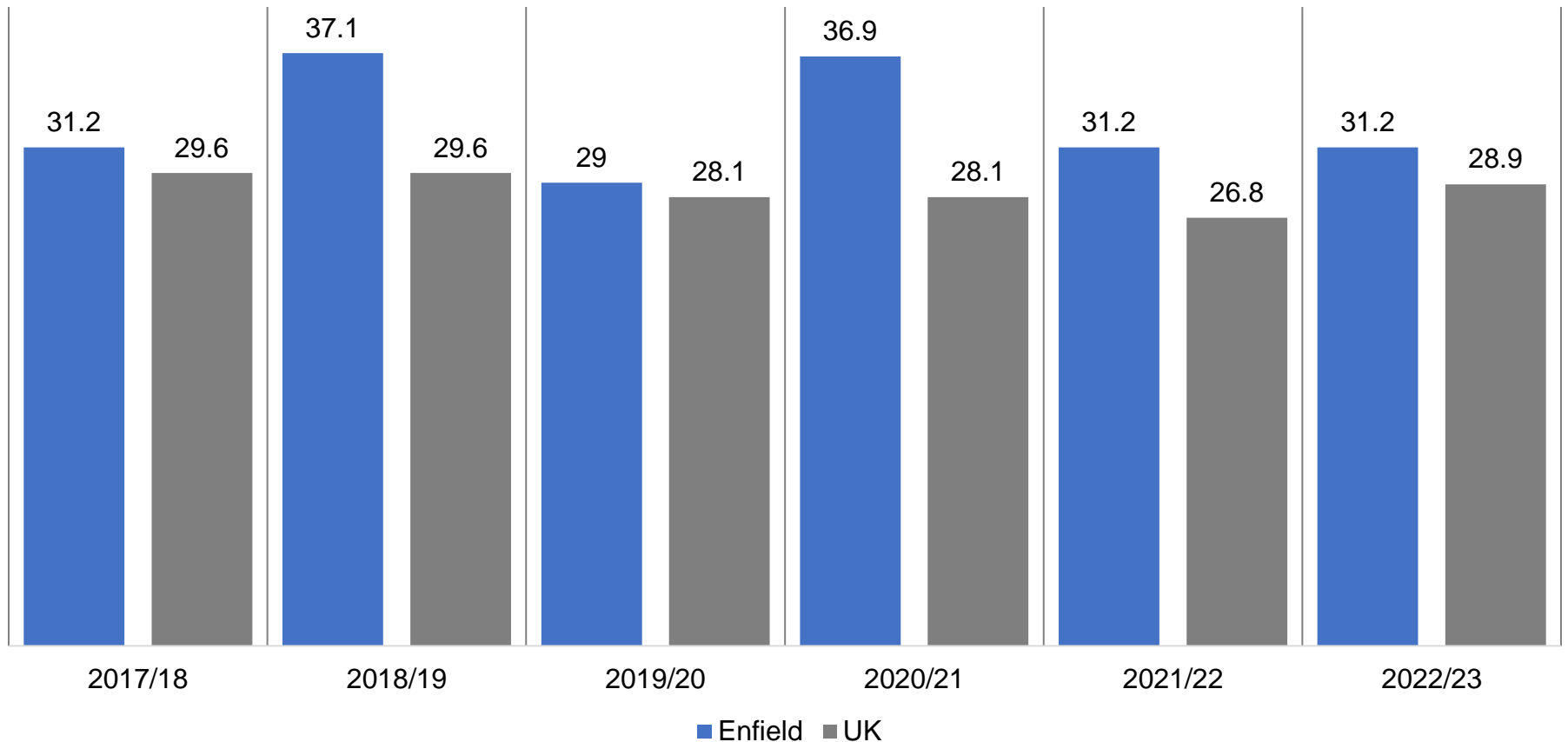
Youth Justice Service SEND Kitemark

- 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**

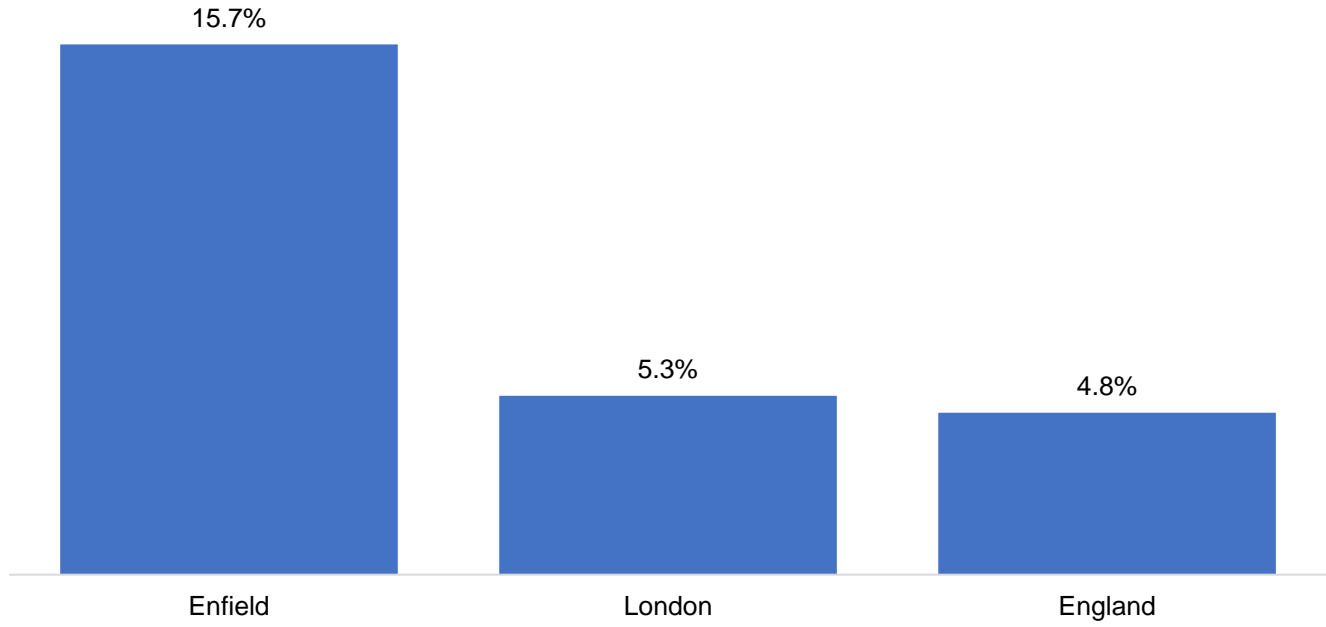
Disability employment gap

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**

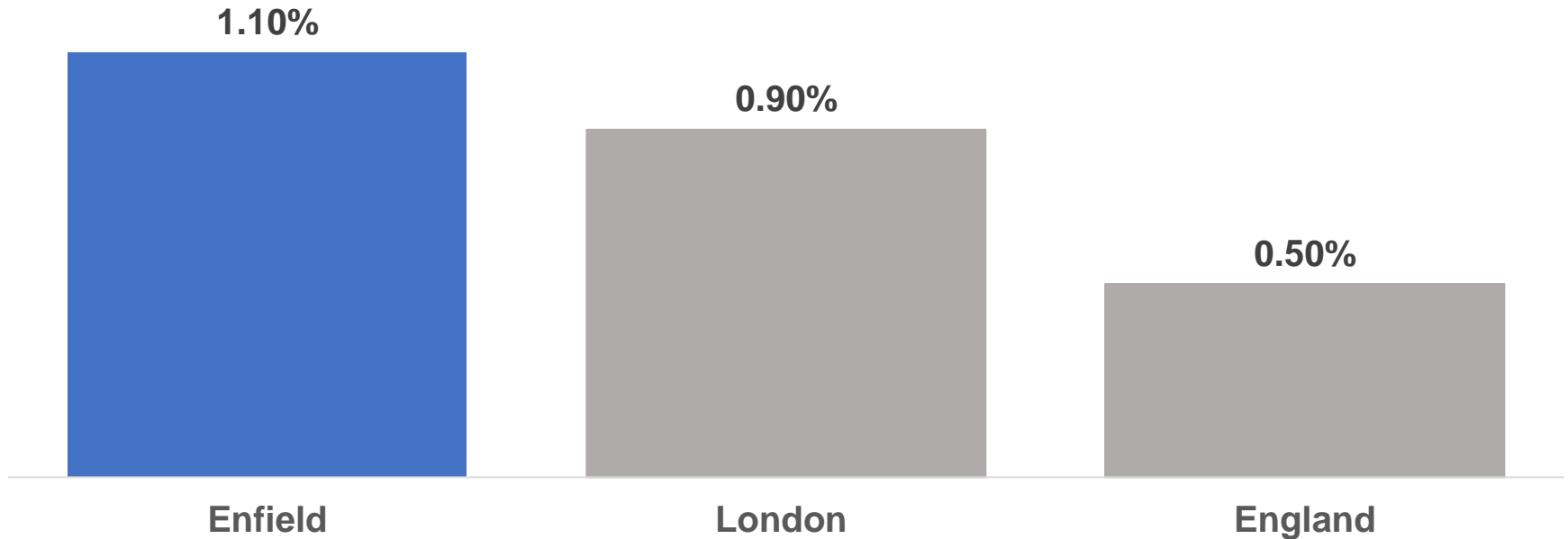
Census 2021

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.



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.

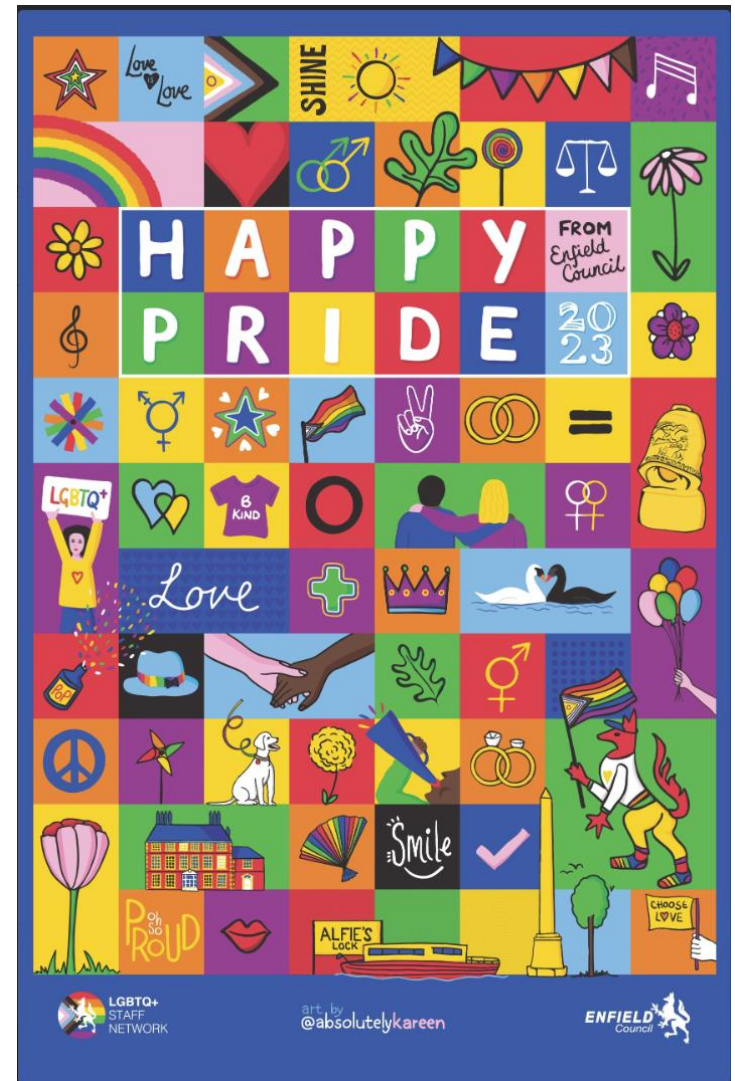


Enfield Pride Festival 2023

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.

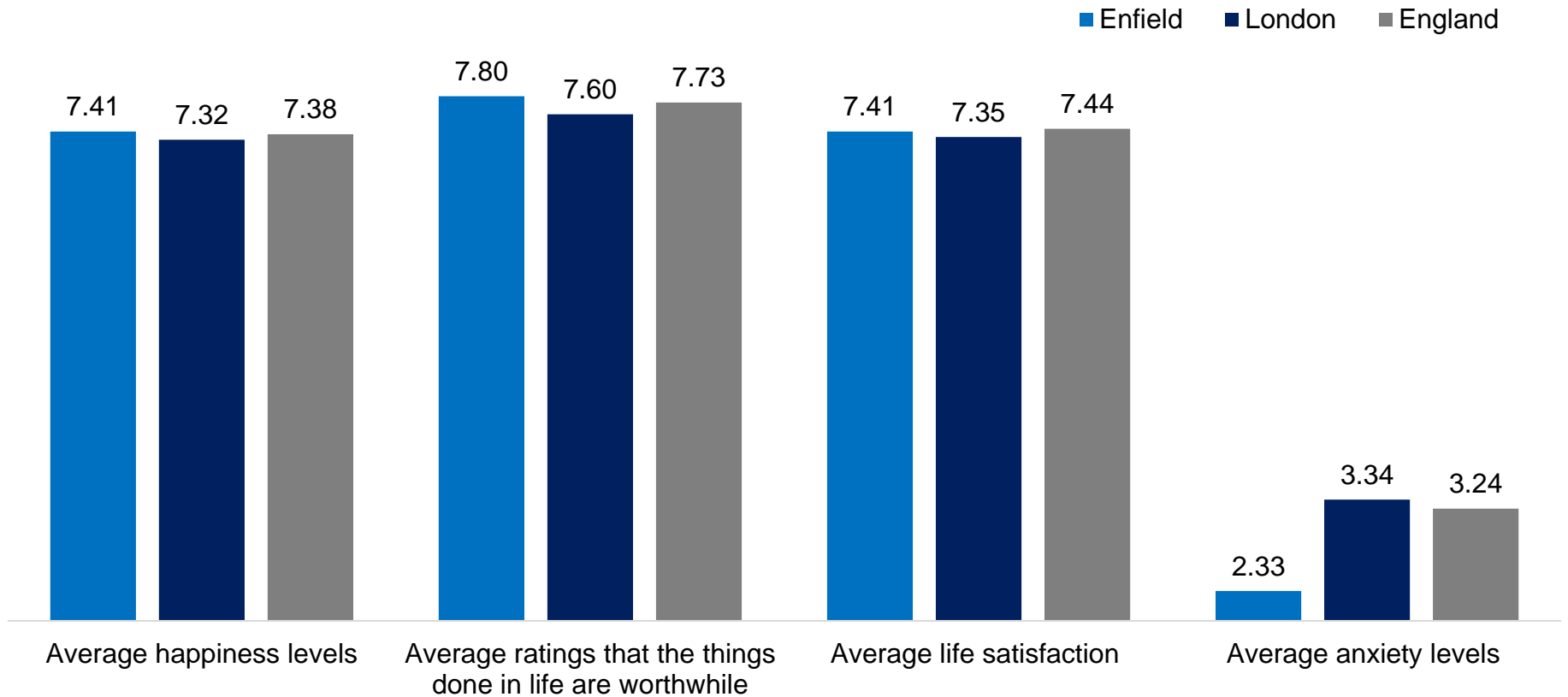
The Enfield Pride takeover on the next day was filled with entertainment, including performances by RuPaul Drag Race UK Stars, tribute acts, foods and craft stalls.



**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.

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.

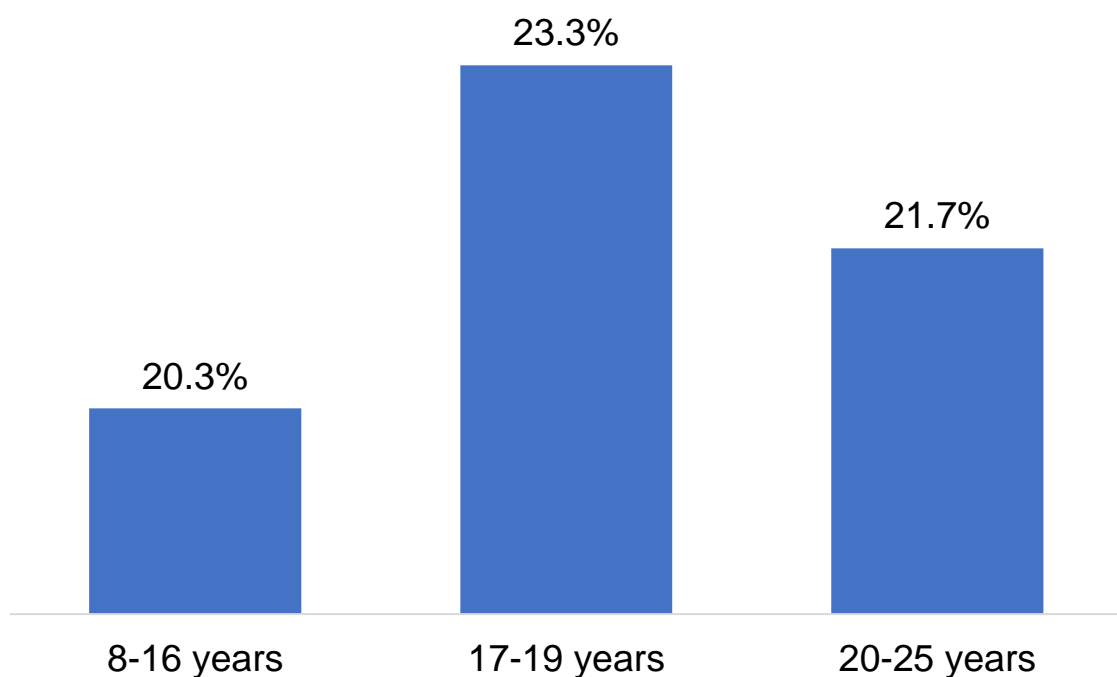
Assistive Technology officers

- 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

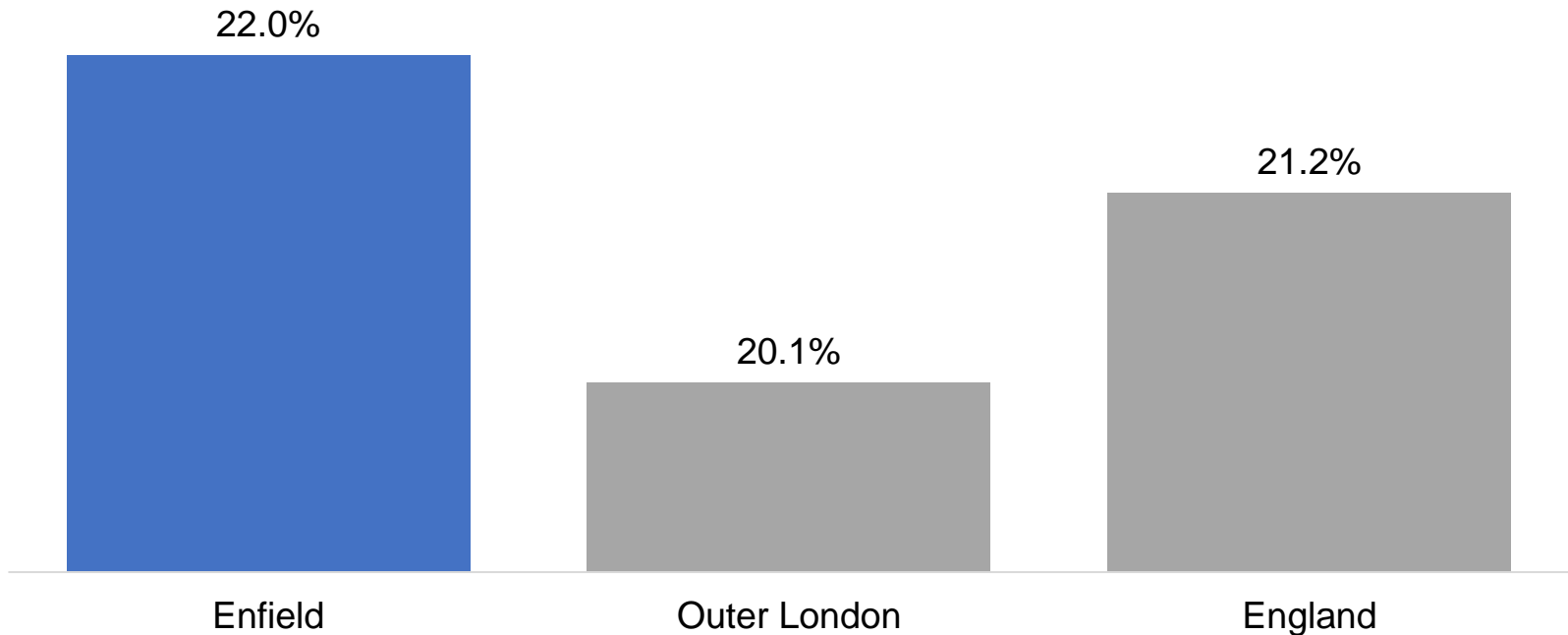
Data from NHS Digital shows that in 2023 20.3% of children aged 8 to 16 years, 23.3% of young people aged 17 to 19 years and 21.7% of those aged 20 to 25 years had a probable mental disorder.



- 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.

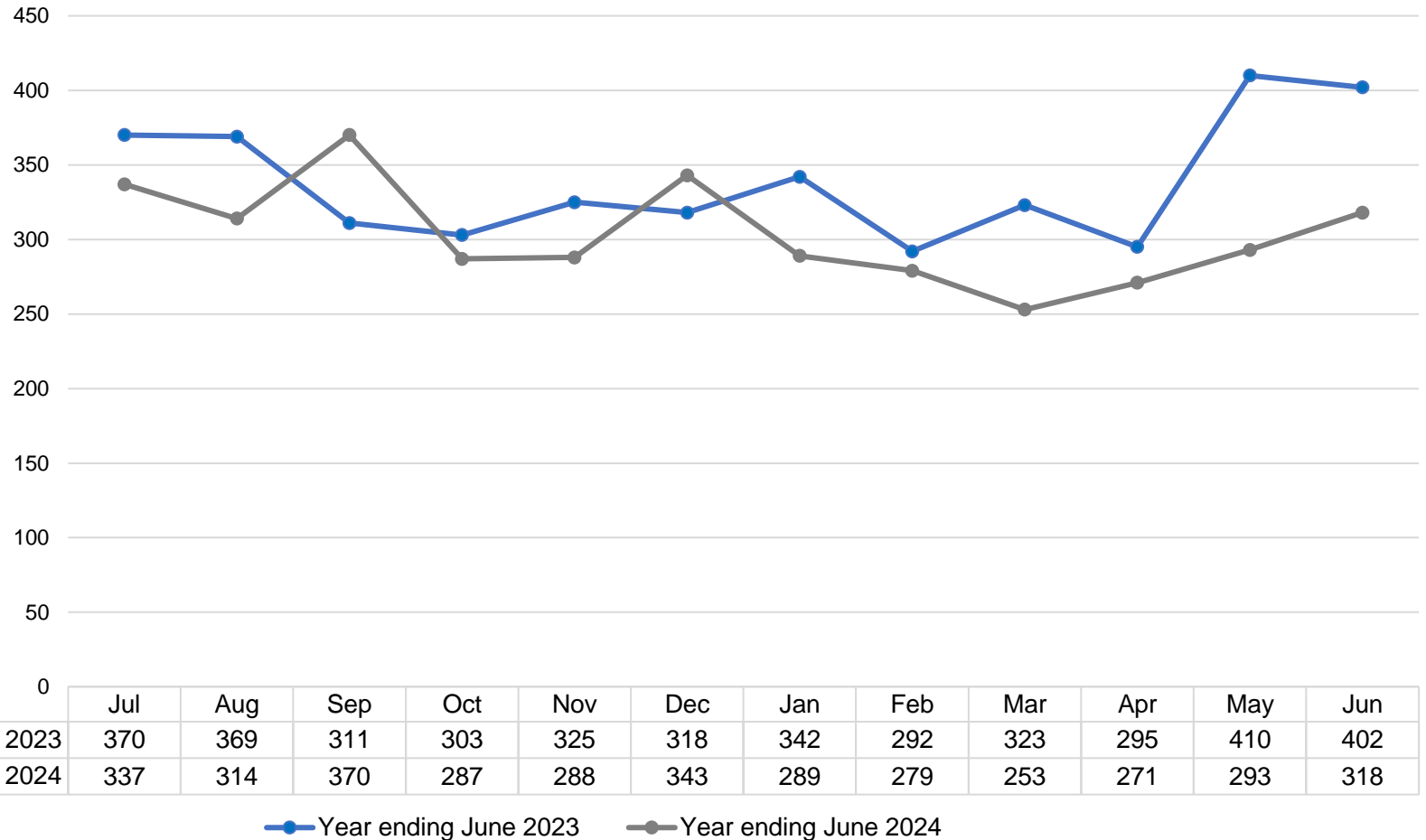
Youth Participation Policy

- 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.

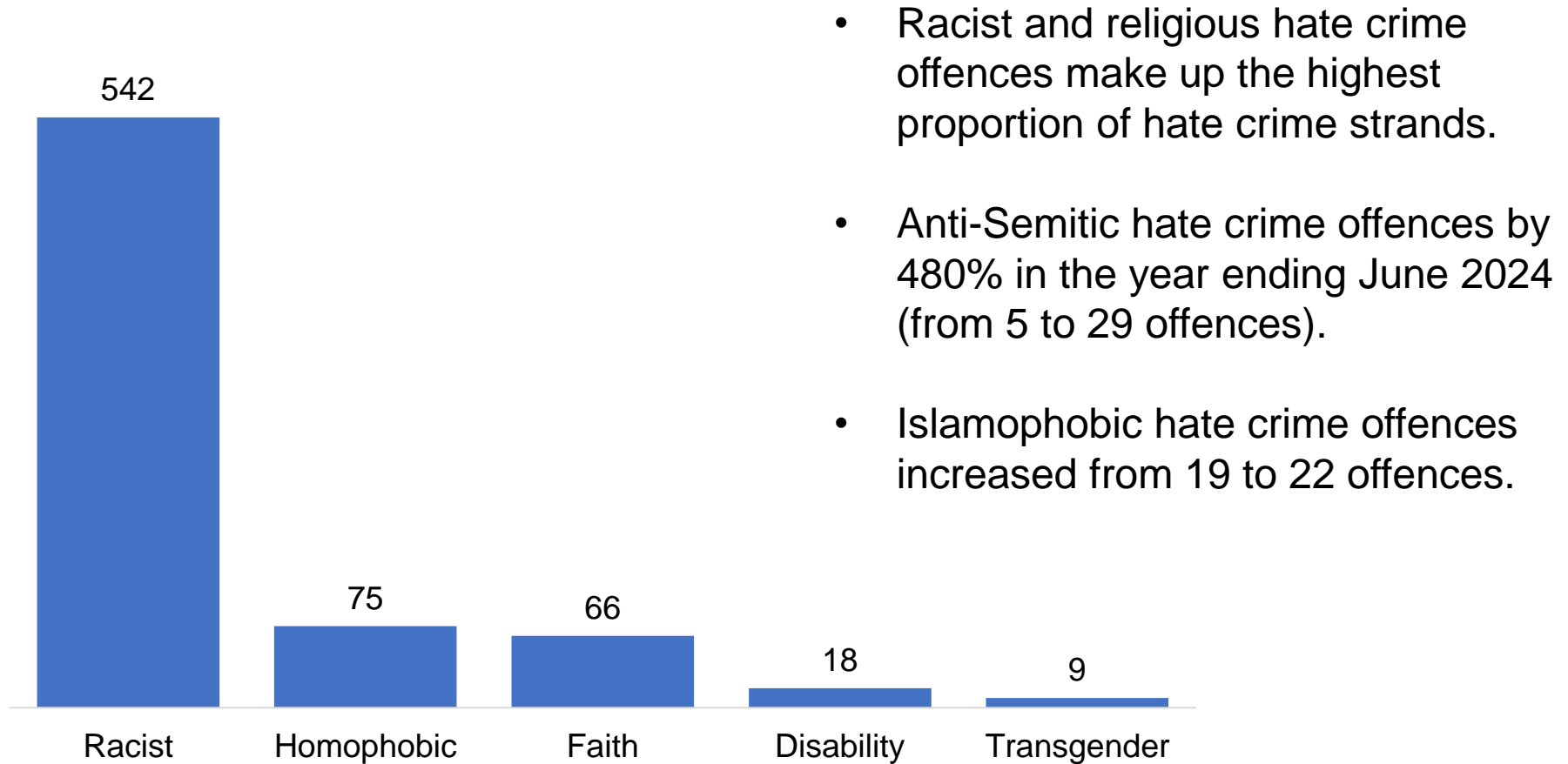
Independent Domestic Abuse and Sexual Violence Advocates

- 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.



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

