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LONDON BOROUGH OF ENFIELD/ENFIELD RACIAL EQUALITY COUNCIL - 4.10.2006

MINUTES OF THE MEETING OF THE LONDON BOROUGH OF ENFIELD/ENFIELD RACIAL EQUALITY COUNCIL HELD ON WEDNESDAY, 4 OCTOBER 2006

COUNCILLORS *Henry Lamprecht (Co-Chairman), Bambos Charalambous, Jonas Hall, Chris Joannides, Eric Jukes and Jeff Rodin.*

OFFICERS: **Ian Craig (Policy Consultant), Martin Garnar (Policy Officer), Martin Key (Assistant Director of Environment, Street Scene & Parks), Margaret Ryder (Head of Strategy, Policy & Performance) Julia Sherfield (Corporate Policy Officer), Jo Tafft (Head of Human Resources, Operations) and Kasey Knight (Democratic Services).**

ENFIELD RACIAL EQUALITY COUNCIL (EREC)

Bevin Betton (Chairman), Ken Allen, Sam Bell, Chandra Bhatia, Vicky Dungate, Roger Hallam, Sameera Hamid, Suhas Khale, Sophie Khan and Heather Wallace.

Italics denote absence.

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APOLOGIES FOR ABSENCE

Apologies for absence were received from Vicky Dungate, Councillor Hall, Sameera Hamid, Sophie Khan, Councillor Lamprecht, Ann Pennell, Heather Wallace and the School Improvement Service.

Apologies for lateness were received from Councillor Rodin.

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MINUTES

AGREED that the Minutes of the meeting held on Wednesday 12 July 2006 be confirmed as a correct record.

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MATTERS ARISING FROM THE LAST MEETING

3.1 Report of the Education, Skills & Leisure Scrutiny Panel's Low Attainment Working Group Action Plan

NOTED that the conference for all schools and local partners to disseminate the report and its recommendations had been postponed due to not being able to secure the funds.

Martin Garnar confirmed that the conference would take place at a later date.

3.2 Review of the Voluntary & Community Sector (VCS) in Enfield

Martin Garnar advised that the definition of a 'small group' was those groups with two or fewer full time paid staff.

3.3 Refugee & Asylum Seekers Conference Recommendations

NOTED that Councillor Rodin was unable to attend the last Enfield Strategic Partnership Board (ESP) meeting.

Councillor Rodin advised that Councillor Goddard had raised the issue of EREC standing for election to the ESP in his absence.

Martin Garnar added that the ESP had agreed for Sharon Gordon, ESP Manager to prepare an options paper to be tabled on Tuesday 19 December 2006.

In response to Suhas Khale, Councillor Rodin commented that progress was being made with the ESP agreeing that Sharon Gordon prepare a paper. Councillor Rodin concluded that Enfield Community Empowerment Network had also raised the issue at the recent meeting.

Martin Garnar suggested that EREC forward their views in writing to himself and Sharon Gordon to include in the options.

3.4 Strategic Race Forum Update

Chandra Bhatia advised that EREC had prepared a 3 year plan for the Strategic Race Forum however there was limited funding until March 2007.

NOTED that EREC were in the process of approaching Rob Leak with regards to identifying other sources of funding to maintain the Forum.

Councillor Rodin requested that EREC copy him in on any correspondence sent to Rob Leak.

Chandra Bhatia added that the next meeting of the Forum would be on Monday 30 October 2006.

3.5 School Performance Data

NOTED the local authority has a number of specific nationally developed programmes to target achievement of bilingual pupils, black pupils and Muslim pupils in schools. Current trend results show an upward movement. This is particularly noted for Black Caribbean pupils, where the attainment gap is being significantly closed.

In response to Sam Bell, Martin Garnar undertook to seek clarification on what age the Black Caribbean pupils were and whether the local authority could access the School Inspection Forms (SEF) that resides on the web.

ACTION: MARTIN GARNAR

Councillor Charalambous, a member of the Education, Skills and Leisure Scrutiny Panel's Low Attainment Working Group, advised that there was an annual report on GCSE and Key Stage 2 results by age and ethnicity and that the Working Group had focused on the causes of low attainment generally. Councillor Charalambous suggested that the report be tabled at a future meeting.

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E-RECRUITMENT

RECEIVED a presentation on E-Recruitment from Jo Tafft, Head of Human Resources and Ian Craig, Policy Consultant. The main points were:

- Phase 1 saw the launch of a dedicated Recruitment Centre within the Human Resources Department on Monday 3 July 2006 and the introduction of recruitment advertising on electronic job boards.
- Excellent feedback had been received across the Council. Managers were delighted with the service being offered and candidates had reported a very positive recruitment experience.
- Phase 2 of the Recruitment Centre would source and implement an e-recruitment software pack to provide further enhancements to the recruitment service.
- The I-Grasp system identified as being the most appropriate for Enfield is already in use in many public sector organisations including Bedfordshire County Council and the London Borough of Hackney.
- In addition to the benefits of streamlining the recruitment timeline from start to finish, I-Grasp would provide electronic pre-screening and shortlisting of candidates, applications would be processed with 100% consistency, facilities to incorporate online testing as part of application process and provide formal detailed management information reporting.
- I-Grasp would enable the recruitment centre to highlight areas within the Borough where applications were low or non-existent. Jo Tafft added that this would result in targeted recruitment campaigns and promotional activity.
- The Council may elect to fully interface I-Grasp with SAP later in 2007, which would give an automatic post creation. I-Grasp's modular approach would also enable to add an offer letter and contract portal when appropriate.
- I-Grasp would enable the recruitment centre to create and store unique talent pools.

NOTED

- (1) 85% of jobseekers start their job search online;
- (2) in response to Roger Hallam, Jo Tafft advised that I-Grasp would be tested in December and the recruitment centre hoped to go live January 2007;
- (3) in response to Sam Bell's concern about older people from the BME community not having access to computers and submitting written applications, Jo Tafft advised that there would be a two man presence

on the ground floor at the Civic Centre to provide support. Jo Tafft added that written applications could be scanned in;

- (4) EREC expressed the requirement to see the summary of e-recruitment activity provided to CMB. Jo Tafft undertook to include EREC in the distribution.

ACTION: JO TAFFT

Post Meeting Note: A summary of e-recruitment activity to 10th November 2006 was provided to Chandra Bhatia outside the meeting.

5 COMMUNITY COHESION STRATEGY UPDATE

RECEIVED a brief update on the Community Cohesion Strategy from Julia Sherfield, Corporate Policy Officer.

NOTED

- (1) following recommendations made during the Council's Corporate Assessment in 2005, the Corporate Policy Team were tasked to develop the Council's first Community Cohesion Strategy. To assist the process a consultant was appointed to carry out a number of engagement activities with community and voluntary groups across the Borough to explore the community cohesion experiences of individuals in relation to a number of themes and to consider possible solutions to the issues raised;
- (2) 15 engagement events were held during July and August 2006, with around 257 people involved;
- (3) the results of the sessions informed the development of the strategy and action plan. Key issues highlighted by the groups involved were isolation, intolerance between generations, prejudice towards new communities, low levels of engagement with the Local Authority, language barriers and harassment. Julia Sherfield added that overall Enfield was found to be a welcoming place;
- (4) the draft strategy and action plan would be distributed during October and would precede the final sign off by the Council's Corporate Management Board in late November and Cabinet and Full Council in early 2007.

In response to Suhas Khale, Julia Sherfield stated that EREC would be involved in the consultation on the strategy.

6 DEVELOPING AN EQUALITY IMPACT ASSESSMENT QUESTIONNAIRE

RECEIVED the report of Enfield Council Corporate Equalities Group (Report No. 118), Developing an Equality Impact Assessment Questionnaire.

Martin Garnar introduced the report. The main points were:

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- In order to meet part of its statutory duty under the Race Relations Amendment Act 2000, the Council worked with EREC to develop a template for managers to carry out race impact assessments of services and policies.
- Recent and proposed legislation requires authorities to undertake impact assessments for the other equalities strands: gender, disability, age, faith and sexuality.
- In response to the legislative requirement, the Council has drafted a template that would be used by managers to carry out equality impact assessments of their services and policies.
- If an adverse impact were identified, managers would identify actions to redress that impact.
- Equality impact assessments would measure whether any service or policy might have an adverse impact on any particular disadvantaged group(s) within Enfield's community.
- The impact assessments would be carried out to assess the impact of a current existing service or policy and to assess the impact of any proposal to change a service or policy.
- The Corporate Equalities Group would consult with umbrella groups in the voluntary and community sector presenting all fields of equalities work EREC, Enfield Disability Action, Age Concern Enfield, Enfield Women's Centre, Enfield Lesbian, Gay, Bisexual & Transgender (ELGBT) Network, Enfield Over Fifties Forum and Enfield Faith Forum to seek their views on the draft template.

Martin Garnar stated that most other local authorities were adopting a similar approach.

In response to Roger Hallam, Martin Garnar stated that once agreed the Corporate Equalities Group would organise training sessions for service managers to assist them in the process.

7

RACE RELATIONS AMENDMENT ACT - UPDATE

RECEIVED the report of Enfield Council Corporate Equalities Group (Report No. 119), Progress against the Council's Race Equality Scheme.

Martin Garnar stated that Enfield Council published its Race Equality Scheme Annual Report for 2006 in September 2006. Martin Garnar added, in 2005 the Council's Corporate Equalities Group decided to publish a generic Equalities Scheme Annual Report each year that covers all six strands of equalities – race, disability, gender, age, faith and sexuality.

NOTED

- (1) the 2006 Annual Report includes the Race Equality Scheme Annual Report 2006 – which incorporates all the statutory requirements of the Race Relations Amendment Act;
- (2) the publication contains the latest progress reports and action plans relating to race impact assessments for fifty service/policies with

relevance for race carried out in 2003/04. Martin Garnar added that approximately one hundred and fifty services had gone through this process over the last four years. The publication includes a list of services and policies identified for future race impact assessments that had been previously presented to LBE/EREC;

- (3) to save costs and widen distribution, the Annual Report had been published on the Council's website and Intranet. However, hard copies in other formats and languages would be provided on request;
- (4) Martin Garnar thanked EREC for their comments on an earlier draft.

In response to Sam Bell, Martin Garnar advised that the Corporate Equalities Group had written to approximately 160 community and voluntary sector organisations, including other partners that had attended previous conferences to notify them that the report had been published. Martin Garnar added that to date two requests had been received for hard copies.

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POSSIBLE FUTURE AGENDA ITEMS

- Annual Employment/Workforce/Recruitment Monitoring Statistics
- Local Area Agreements – Equalities Issues
- School Exclusions – Analysis and Interventions
- BME Housing Strategy
- Leisure and Cultural Needs of Refugees/Asylum Seekers
- Enfield Observatory
- Translation and Interpreting Service
- Comprehensive Performance Assessment Update
- Housing Equalities Annual Report 2005/6
- Ethnic Minorities Health Improvement Project – Including Smoking Cessation
- Performance Monitoring of Equality Action Plan

EREC proposed that BME Housing Strategy and Housing Equalities Annual Report 2005/6 be considered at the next LBE/EREC meeting.

Martin Garnar added that the I-Grasp results would be added to the Possible Future Agenda Items.

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ANY OTHER BUSINESS

NOTED that no other business was discussed.

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DATES FOR FUTURE MEETINGS

NOTED that the future meetings would be held on:

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- Tuesday 16 January 2007 at 7.15pm in the Restaurant at the Civic Centre.
- Thursday 22 March 2007 at 7.15pm in the Restaurant at the Civic Centre.

AGREED that Kasey Knight explore the possibility of holding future meetings at Community House.

ACTION: KASEY KNIGHT

The Chairman thanked everyone for attending the meeting.

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