

**MINUTES OF THE MEETING OF THE LONDON BOROUGH OF ENFIELD/ENFIELD
RACIAL EQUALITY COUNCIL
HELD ON TUESDAY, 12 FEBRUARY 2013**

**ENFIELD RACIAL
EQUALITY COUNCIL
(EREC)** Bevin Betton (Co-Chairman), Chandra Bhatia, Roger
Hallam Ken Allen, and Vicky Dungate

**COUNCILLORS
PRESENT** Christiana During and Eric Jukes

OFFICERS: Jide Odusina (Barnet, Enfield and Haringey Mental Health
Trust), Clare Duignan (Head of Mental Health Service),
Rebecca Thomas (Schools & Children's Services), Louise
Allen (Workforce Planning & Equalities Analyst), Human
Resources), Martin Garnar (Equalities Officer) and Elaine
Huckell (Scrutiny Services)

**1
APOLOGIES FOR ABSENCE**

Apologies for absence were received from: Councillor Ingrid Cranfield,
Councillor Chaudhury Anwar, Councillor Lionel Zetter, Rasheed Sadegh-
Zadeh, Suhas Khale, Nisha Patel, Talat Shaikh, Sam Bell, and Beryl de
Souza.

**2
DECLARATIONS OF INTEREST**

There were no declarations of interest from Councillors.

Vicky Dungate stated that she was the Vice-Chair of the Enfield Homes
Board.

**3
MINUTES OF THE PREVIOUS MEETING**

AGREED that the minutes of the 15 November 2012 be confirmed as a
correct record.

The reception notice-board had not indicated that this meeting was being
held. Whilst this was not a public meeting and would not usually be shown, we
have requested that this meeting be advertised on the reception board in
future.

4

MATTERS ARISING FROM THE PREVIOUS MEETING

Meeting the Needs of the BME Elderly Population

It had been agreed that representatives from EREC would participate in a working party to look at the health needs for elder people. A discussion had been held with Michael Sprosson, (Service Manager Procurement, Health, Housing & Adult Social Care) who had agreed to provide details of proposals and costings.

Enfield Homes, Housing Equalities Annual Report

Issues had previously been raised by EREC relating to the Annual report from Enfield Homes and which EREC would like further information namely-

- the employment-related equality requirements within the EXOR registration process

It was pointed out that a large number of Enfield Homes contractors are employed on a part-time basis.

Martin Garnar would request this information from Jayne Paterson, Business Improvement Project Officer, Enfield Homes.

Equality Framework for Local Government Assessment

Phase 1 of the formal assessment against the excellent level of the Framework had taken place in November 2011 when the assessors had praised the partnership work and engagement with the community that was undertaken in Enfield. The second phase of the assessment would take place on 19 March 2013.

Intergenerational Conference

A second conference would be held in April 2013 and as part of this a BME intergenerational conference would also be held on the 21 March 2013. A programme was being developed for the BME conference that would be held between 4.30pm and 8.00pm to enable children and young people to attend.

Fairness for All – Enfield Council's Equality and Diversity Scheme Annual Report

The annual report would be submitted to Cabinet on 13 February 2013 and would be considered at the following meeting of LBE/EREC in April.

Member Governor Services

Further to a presentation given by Edith Mooney (Governor Support Service) at the last meeting, Councillor Constantinides reminded LBE/EREC that every school has a governing body which meets at least 3 times a year.

Following a suggestion at the last meeting that the Governor Support Services publish vacancies for governor posts for our partners to see, this had now been done and had resulted in a very good response.

It was questioned whether it was appropriate for School Headteachers to be empowered to specify the ethnicity of people on ethnic monitoring forms, where this information had not been given. It was stated that this suggestion had been put forward as a means of attempting to obtain better ethnicity data. However any potential recording would require the agreement of those people involved.

Equality Impact Assessment – Parks

The application for lottery funding to carry out improvement works for the house at Broomfield Park had unfortunately been unsuccessful.

5

ENGLISH FOR SPEAKERS OF OTHER LANGUAGES

Councillor Del Goddard, Cabinet Member for Business Regeneration presented this report on the work that had been undertaken by Enfield Council in partnership with key local stakeholders to develop an ESOL (English for Speakers of Other Languages) strategy for the borough.

As Chair of the ESOL Strategy Board, he stated that there had been further developments since the report had been prepared. He highlighted the following:

- Enfield Council had worked in partnership with key stakeholders in the borough including Job Centre Plus, LBE Regeneration team, local colleges, and training providers to put forward a co-ordinated approach to the provision of ESOL in the borough.
- The main aims of the strategy were to improve community cohesion and improve employability opportunities.
- The aim of the strategy was to identify ESOL provision in the borough including what is provided, and by whom, to identify gaps in current provision and the key challenges to ensure that the provision would meet local priorities. They also want to ensure training given is of an adequate standard.
- There were gaps in funding for adequate ESOL provision in the borough. Whilst funding mainly comes from the Skills Funding Agency, new requirements mean that fewer hours of provision are to be given. Various forms of potential funding are being considered such as use of the Enfield Residents Priority Fund, the possibility of European funding, and voluntary help from community groups. Unfortunately Job Centre plus are only able to provide a limited amount of training. There are gaps in particular levels of provision.
- This is also a spatial issue - there are some areas of the borough that are more adversely affected than others. It is also evident that London is particularly affected because it has high levels of ethnic groups with large numbers of people coming to settle in the capital.

LONDON BOROUGH OF ENFIELD/ENFIELD RACIAL EQUALITY COUNCIL - 12.2.2013

- A guidance document is being prepared for community groups to understand what ESOL provision is available.
- An Action Plan for 2012-2015 had been prepared – ‘ESOL Strategy for Enfield: Towards Full Inclusion and Integration’ – this would be updated and a copy forwarded to Martin Garnar.

The following issues were raised

- A member of EREC was pleased that a report and action plan had been prepared that brought together this data. He thought that, as well as there being a regional dimension to this issue, there was also a gender element as it was important that women at home with children would also need to improve their language skills and this is sometimes overlooked.
- Some funding areas were often unreliable and needed to be more sustainable, it was thought European programmes would be unavailable until at least 2014.
- This issue should be considered in respect of how it relates to London, in its position as a world city and as a point of entry for people from other parts of Britain and from other countries.
- Gender and age issues should be taken into account when assessing ESOL need. It is often more difficult for older people to learn languages which may make community cohesion more problematic. If women are unable to improve their language skills, this may also have a detrimental effect on their children and their children’s language skills.
- By working with schools, it may be possible to help mothers to meet in an informal way. This could improve their language skills if assistance could be provided from voluntary helpers without the need for more formalised training programmes.
- The meeting was reminded that recent Census figures showed 35.1% of Enfield's total population were born outside the UK and 23% of Enfield's total population state their main language is not English
- A recent report from Middlesex University referred to Enfield having one of the largest Turkish communities in the country and it was suggested that the author of this report could be invited to a future meeting of LBE/EREC to discuss this issue further.

Councillor Goddard was thanked for presenting this item - he said work was ongoing with schools and colleges although there were constraints on how colleges were able to further ESOL provision. He thanked LBE/ EREC for their comments and said he was sensitive to the issues raised by them.

AGREED That the author of a report on Turkish communities in Enfield, from Middlesex University be invited to a future meeting of LBE/EREC.

6

MENTAL HEALTH SERVICES FOR THE BME COMMUNITY

A presentation was given by Clare Duignan, Head of Mental Health Service (Health, Housing and Adult Social Care), and Jide Odusina (Barnet, Enfield and Haringey Mental Health Trust) on equality and diversity in mental health services for Enfield People.

The following issues were highlighted:

- The service is delivered by Barnet, Enfield and Haringey NHS Mental Health Trust and commissioned by Enfield PCT who will soon be replaced by the Enfield Clinical Commissioning Group. Enfield Council retains care purchasing budgets for mental health social care.
- The service provided by Barnet, Enfield and Haringey MHT (BEHMHT) is divided into the 6 areas/service lines and Enfield have staff in each of these 6 areas.
- There has been an increase in the number of people who use the BEHMHT service, with the total number of patients rising from 3305 in 2009/10 to 4246 for 2011/12.
- The largest proportion of clients receiving community-based support packages are in the 50 to 65 age group. However, there has been an increase in the number of people requiring this service in the 18 to 30 age group, with more men than women receiving residential care.
- Ethnicity – The largest number of service users (receiving community-based support packages) are white British/mixed British (44.2%) and then Turkish, Greek and Cypriot (8.7%).
- In the last 5 years, there has been an increase in the percentage of people, who describe themselves as African, who receive the service. However, there are more people declining to give their ethnicity and it was thought this may be because some people may fear that this may lead to them being treated differently.
- For MH clients to receive community-based support packages or residential care placements, they must have been assessed as having critical or substantial care needs.
- Enfield's Health, Housing & Adult Social Care (HHASC) Department provides individual service users choice and control through personalised budgets. This is done by using individual support plans and working with community services. The Council has consulted with the voluntary and community sector, and any organisation wishing to work with them has to demonstrate that they operate in a clear, transparent and democratic way and they embrace all strands of the equalities agenda. These organisations are monitored and reviewed.
- The Supporting People Contract, (which is housing related support) has the majority of its spend on mental health projects. As part of this, assessments are made of the providers' competence to provide culturally sensitive services.

LONDON BOROUGH OF ENFIELD/ENFIELD RACIAL EQUALITY COUNCIL - 12.2.2013

- The Council has a service level agreement with MIND to support sessions of access to talking therapies - 80 of the sessions will be targeted to the Turkish speaking community.
- The Trust uses the NHS Equality Delivery System to performance manage its equality work. In the first year (2012), the Trust's stakeholders identified areas for development and these have formed the basis for the Trust's equality objectives. They are working in partnership to reduce health inequalities and as part of this they are developing profiles to determine the most disadvantaged groups and were aiming to improve data collection. At the moment data collected is for all three boroughs and it is hoped that this information could be broken down to give specific figures for Enfield. They would be looking to improve engagement with community groups. One of their objectives is to ensure that staff respect and discuss patient's cultural, religious and spiritual needs as part of their overall requirements.

The following issues were raised:

- That community groups may be interested in mental health issues and would be willing to assist people but they may lack the training required.
- There are concerns that families, especially those from some cultural groups, may be unwilling to engage with the mental health services because they mistakenly fear there to be a stigma attached to it. As a result of this, a youth may not be brought to the attention of the (MH) service until he/she is in trouble and is referred there by the Court system. Ultimately this leads to much higher expenditure for treatment and associated costs.
- Whilst our communication teams may not be able to manage or provide clinical advice regarding mental health issues, they are nevertheless able to give advice about where someone can access services. This may include advice on obtaining benefits or help with housing needs.
- It is essential that we are able to access data that relates to Enfield rather than that combined for the three boroughs.
- It is helpful that a patient's cultural, religious and spiritual needs are also to be addressed, and work on this will be done in partnership with our services and community groups.
- EREC would be happy to have further discussions with the BEH NHS Trust.

Clare Duignan, and Jide Odusina were thanked for their presentation.

7

ENFIELD COUNCIL WORKFORCE STATISTICS

Louise Allen (Workforce Planning & Equalities Analyst, Human Resources) presented a report on the workforce statistics for Enfield Council as at 30 September 2012. She highlighted the following:

- There were 4011 employees in Enfield Council at that date. This did not include school or agency staff.
- Of the 4011 staff, the ethnicity of 216 staff was unknown and a further 32 had refused to give this information - this compared with 364 people who had not given their ethnicity details last year.
- The largest groups outside of 'White' at 63%, included 'Black African' 5%, 'Black Caribbean' 6% and 'Other Black or Black British' 4%.
- There had been little movement of people changing roles and it was thought this was probably due to the financial climate. The percentage numbers given for ethnicity groupings in the borough were likely to change because Census figures were now available.

The following issues were raised:

- The new Census figures raise interesting questions. The Census figures for Enfield gave the proportion of Turkish and Turkish/Cypriot population in Enfield at 6-7%, whereas the staff figures show only 3% belonging to this group.
- It was requested that we look at data relating to the appointment of staff i.e. application figures, and that we also see any future statistics that relate to management positions.
- Requested that information/data relating to downsizing procedures also be made available so that we can have a profile of staff that were being made redundant or displaced.
- Training courses were available for women and BME staff to receive training so that they would be better placed for any management roles that may become available.
- There were approximately 500 agency workers of which quite a large number (particularly health workers) were BME staff.
- It was confirmed that Council Members were aware of issues raised by LBE/EREC relating to the staff profile for Enfield including that for senior management.

Louise Allen was thanked for her update.

8

ANY OTHER BUSINESS

There was no other business.

9

DATES OF FUTURE MEETINGS

The following meeting date was noted for the forthcoming year

Tuesday 30 April 2013

The author of a report on Turkish communities in Enfield, from Middlesex University would be invited to a future meeting of LBE/EREC.