

# Fairness for All

Enfield Council's Equality and Diversity  
Annual Report 2013



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In partnership with



# Introduction

Welcome to Enfield Council's Equality and Diversity Summary Annual Report for 2013.

In this document we will tell you what we have done in the past 12 months, and what we plan to do in the future to realise our strategic aims for the borough from an equalities and diversity perspective.

As a Council we take great pride in ensuring that we deliver our strategic aims of 'Fairness for All, Growth and Sustainability and Strong Communities' in a way that takes into full account the equality and diversity issues that make Enfield such a great borough to live in.

2013 has been a year of significant achievement for the Council as we have made great progress in embedding the equality and diversity agenda ever deeper into how we work. This commitment has been typified by our receiving the honour of gaining accreditation as an 'excellent' authority under the Equality Framework for Local Government – one of only twelve councils in the country to receive this accolade.

The energy and commitment shown by our staff, led and championed by Councillor Christine Hamilton, Cabinet Member for Community Wellbeing and Public Health, in delivering this achievement cannot be underestimated.

The awarding to us of 'excellent' status stands by the Local Government Association is testament to our determination to provide our residents and customers with services that are fair for all. We believe that the Council as an organisation and most importantly the

communities that we serve will benefit hugely from our commitment to making fairness and equity in how we work of such paramount importance.

We are also happy to see that good progress has been made in the past 12 months in many specific areas relevant to the equality and diversity agenda and we hope you find these clearly set out in this annual report.

We have met the challenges of addressing inequality in our borough with vigour and innovation in many areas, identifying challenges and delivering responses that best fit the needs of local communities.

This includes providing services to help residents manage the impacts of welfare reform, increasing the availability of provision of skills training for new communities adapting to living in our borough, encouraging new communities to participate in our hugely successful citizenship ceremonies, the application of building design principles that can encourage use by all residents, and we have continued to support our key community partners in delivering targeted services to those of us in Enfield who face significant challenges as a result of disability, race and ethnicity, sexual orientation, gender, faith or age.

Additionally, we have reinforced our commitment to visibly supporting national and international days/periods of remembrance that illustrate our recognition of the supreme efforts others have made historically to allow us to live in such a dynamic and diverse community as ours with peace and mutual respect.

We appreciate that there is no room for complacency, and that we need to maintain and build on the good work that has taken place over recent years to ensure that our services continue to improve and not discriminate, are provided equitably and fairly, and contribute positively to community cohesion. Our future plans will centre on renewing our efforts to sustainably meet the challenges we face and thinking imaginatively and collaboratively about how best to do so.

As a Council, we want to ensure that anyone who lives, works, studies, visits, or does business in Enfield does not suffer any form of inequality. We believe 2013 has been an excellent years for us in this regard and we look forward to updating you further on progress made in 2014.



*Cllr Doug Taylor, Leader of the Council*



*Rob Leak, Chief Executive*



*Cllr Christine Hamilton, Cabinet Member for Community Wellbeing and Public Health*



*James Rolfe, Director of Finance, Resources and Customer Services*

# The Council's Vision

**Our vision is to make Enfield a better place to live and work, delivering fairness for all, growth and sustainability and strong communities. Underpinning this commitment we have a number of priorities, the delivery of which will contribute to improving the quality of life for all residents in the borough.**

## **Aims and Priorities:**

### **Fairness for all**

Fairness for all means meeting the needs of all residents in the borough, protecting vulnerable residents and providing fair and equal access to services and opportunities. Tackling the inequalities in the Borough is at the heart of what we want to achieve for Enfield.

### **Growth and sustainability**

Like many areas of the country, Enfield has suffered during the recent recession. Unemployment has risen, and many of the problems already present within the borough have been exacerbated. Demonstrating that Enfield is open for business will ensure that the borough makes a strong and sustainable recovery from the recession.

### **Strong communities**

Building strong, cohesive and resilient communities will be vital as Enfield continues to grow and change as a borough. We want Enfield to be a place where people feel proud to live, where people from all different backgrounds are welcomed and supported, where vulnerable people are protected, and where people take responsibility for their own lives and their communities.

# 2013: A Year of Achievement

## Enfield Council – An ‘Excellent’ Authority for Equalities Work

Our biggest achievement of a highly productive year was our attaining of ‘excellent’ in equalities accreditation under the Equality Framework for Local Government in March 2013.

This award has been the culmination of several years work led by Enfield Council’s Corporate Communities Team that has embedded a culture within the organisation that places equality and diversity at the heart of how we work.

That we achieved this target is a source of immense satisfaction to us and reflects just how seriously we have taken our responsibilities as both an employer and deliverer of services.

Only 12 other local authorities in the country have received this quality mark for how they work and we view its gaining as setting a standard for how we work in every aspect of service delivery as an outward facing, dynamic and engaged Council.

As a result of the hard work and commitment we have demonstrated, Enfield Council can take its place amongst those elite local authorities who can be judged as ‘excellent’, setting a standard that others will wish to follow.



### ***Delivering on Equalities: The Equalities Act 2010***

*The Equality Act 2010 identifies nine protected characteristics, which aim to protect people from discrimination. These protected characteristics are:*

- 1. age,*
- 2. disability,*
- 3. gender,*
- 4. gender reassignment,*
- 5. pregnancy and maternity,*
- 6. race,*
- 7. sexual orientation,*
- 8. religion or belief, and*
- 9. marriage and civil partnership*

*The Public Sector Equality Duty (PSED) within the Act requires public bodies, such as the Council to consider, and have due regard to, the needs of diverse groups when designing, evaluating and delivering services in order to:*

- eliminate discrimination*
- advance equality of opportunity and access, and*
- foster good relations between different groups in the community.*

*The specific duties under the Act also require councils to publish specific and measurable equality objectives. These measurable objectives form part of our detailed annual action plan – see page 19 for further details.*

# 2013: A Year of Achievement

Enfield Council is pleased to report it has made some excellent progress in 2013 across a range of areas that evidence our commitment to delivering on our equality and diversity objectives.

We have been exceptionally busy during the year, working across the organisation and with our partners and residents across the borough to raise awareness of equality and diversity issues, sponsor added value activities that underpin that commitment, and fully embed an approach within the Council that encapsulates our vision.

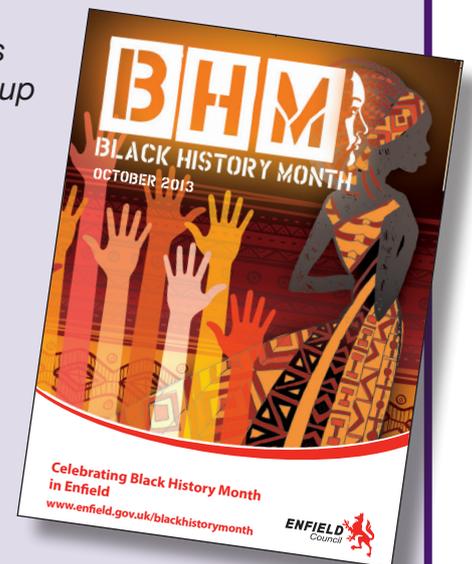


## **Black History Month**

*The Council and partners, including Enfield Racial Equality Council (EREC), staged a comprehensive programme of 14 events to celebrate a Black History Month in October 2013 that was well received by audiences and participants.*

### *Performances included*

- *an entertaining talk on the history of Black comedy*
- *Ballet Black – a performance celebrating talented Black and Asia dancers from around the world*
- *a film about Mahatma Gandhi*
- *the London Community Gospel Choir*
- *Stephen K Amos in his new stand-up show*
- *an evening of lovers' rock at the Millfield Theatre*
- *The Magic of Motown*
- *a talk on the legacy of the Empire Windrush, and*
- *a talent show featuring local artists*



# 2013: A Year of Achievement

## Residents Survey 2013

We were also highly encouraged to note that our latest Residents Survey published in 2013 revealed that we had record levels of satisfaction amongst our residents with the borough as a place to live.

- 87% of respondents felt proud to live in their local area
- 81% of respondents felt that people from different backgrounds got on well together
- 87% of respondents felt a sense of belonging in their local area
- 81% of respondents felt happy with their local area as a place to live

These are the benchmarks we have created and we will aim to maintain and build on in future years.

### **Citizenship Ceremonies**

*The Council holds Citizenship Ceremonies every Thursday in the Council Chamber at Enfield Civic Centre. The ceremony welcomes the new citizens into the community and into British Citizenship and hopes they fully participate in civic society. During 2013 over 2,000 adults took part in the ceremony and received their certificates.*

## Supporting our black and ethnic minority communities

Enfield has a hugely diverse population and, for many of our residents from our black and ethnic minority communities, the past year has presented significant new challenges. Enfield Council has worked with our communities and our partners to develop appropriate responses to those needs.

### **Helping families dealing with Welfare Reform**

Since April 2011, the Government has introduced sweeping Welfare Reform. Our Benefits Team held special information events for the Somali, Congolese and Turkish communities using translators to make them aware of how they might be affected by the cap.

In the last year, we arranged 5663 face-to-face interpreting sessions, 1159 telephone interpreting sessions, and 285 translations of written material.

The Council has enhanced its service that is available through our website. Recent improvements include the introduction of Google Translate that now allows translation into 72 languages.

# 2013: A Year of Achievement

## Increasing access to language classes and employability training

During 2013, the Council sub-contracted the delivery of English for Speakers of Other Languages (ESOL) classes to three community providers, and delivered classes directly to parents in 13 primary schools and 11 Children's Centres. We have worked in partnership with London Councils

### ***Our Borough: Enfield's population from an Equalities and Diversity perspective***

*Enfield is a hugely diverse borough and one that is changing and growing rapidly.*

*Based on recent projections using to the last national Census held in May 2011, we estimate the population of Enfield is currently 322,426. The Council and its partners use population estimates and other data relating to the composition of our communities to plan and deliver our services.*

*63.3% of Enfield residents are from Black and Minority Ethnic communities (up from 38.8% in 2001). At least a quarter of Enfield's residents were born outside the UK. The largest minority ethnic group is White Other, which includes communities from Turkey, Greece, Cyprus and Eastern Europe) – the figure stands at 23.6%. The Black British/Black African community makes up 7.2% of the population, while the Black British/Black Caribbean community stands at 5.6%.*

and the European Social Fund to lever additional resources totalling £187,500 into community grants that have been accessed by our local BME community groups to work with some of our most deprived and vulnerable residents.

## Capacity Building for BME Communities

The Council has also invested additional funding once more in grants to increase capacity building in our diverse communities. £150,000 was made available in Round 3 of our Enfield Community Capacity Building Fund. This has brought our total additional expenditure in this area to over £1 million since 2010 and has provided support to local communities at a time when it was needed most and when other local authorities were withdrawing funding opportunities. Much of this funding (over 40%) has focused on supporting capacity building initiatives with our BME communities.

## Supporting new communities

During 2013, the Council has run drop-in sessions at the Angel Community Centre, Edmonton every Wednesday morning to enable the Roma and Eastern European community in Enfield to access services and improve the quality of life.

## Healthy Lifestyles

The Council has welcomed the Public Health Team for Enfield back into the local

# 2013: A Year of Achievement

authority and we have begun to assemble a range of targeted interventions across the borough that will support some of our most deprived, vulnerable and isolated residents.

To give an example of an early win, our Public Health Team helped 886 residents from Black and Minority Ethnic communities stop smoking during 2013.

## Supporting people with disabilities

Enfield Council continues to value the contribution those people with disabilities make to our communities and aims to support their greater involvement and sense of belonging wherever it can.

During 2013, we launched an eco car wash scheme offering jobs for disabled people at car parks across the borough. The scheme sees people with a range of disabilities running a social enterprise car wash at the Palace Gardens Multi-storey car park.

In November 2013, the Council designated a whole floor of the Palace Gardens Multi-Storey Car Park in the Enfield Town shopping centre for disabled motorists. The floor will have 27 dedicated spaces located on the lower level of the car park.

Both Albany Leisure Centre and Southgate Leisure Centre have installed disability changing equipment in 2013 – this includes harnesses to move a disabled person from

a changing bed to their wheelchair and vice versa. The changing beds also move up and down to make the process of moving the person as easy as possible.

£173,000 of funding from Transport for London has been used to upgrade approximately 30 bus stops in the borough to make adjustments to the footways to provide accessibility to buses for those residents using wheelchairs, and to make it easier for the mobility impaired to get on and off buses.

Our Customer Services Centre achieved Louder than Words accreditation in 2013 - this is a nationally-recognised best practice charter for organisations judged to be offering excellent levels of service and accessibility for customers and employees who are hearing-impaired or deaf.

We contributed £100k in 2012/13 towards the introduction of lifts to Edmonton Green Station. This allows easier access for mobility impaired users, particularly wheelchair users.

*15.5% of people in the borough have a long-term illness, health problem or disability that limits their daily activities or the work they could do. This is likely to be an underestimate as many people do not like to declare they have a disability.*

# 2013: A Year of Achievement

In November, we worked with the Enfield Deaf Image Group to hold the first area forum at Community House in Edmonton specifically for deaf and hearing-impaired residents. Discussions took place on how deaf people can get improved access to services, how they can take part in the electoral process, and advice about fire safety.

We have also provided further support to our local community groups that provide support to those managing their disability through our Enfield Community Capacity Building Fund.

## Supporting young people

Young people are the future lifeblood of our communities and we recognise our duty to listen to our young people and offer support where we are able.

A Transition Club has been introduced on a Tuesday evening at the Formont Centre for 14 – 19 year olds going through the transition from Children Services to Adult Services. The club is run jointly with the Cheviots Children's Centre, and the young people are fully involved in the running of a wide range of different activities.

Last year, our Youth Support Service commissioned a project with the Joint Disability Service to arrange "buddies" to help disabled young people to access mainstream facilities such as youth clubs. As a result, many young people with a

disability are now attending youth centres in Enfield, and some attend without specialist support being needed.

Enfield Council continues to support and nurture our flagship Youth Engagement Panel and Parent Engagement Panel and has worked across Departments and with the Enfield Strategic Partnership and Enfield Community Capacity Building Fund to secure funding for both of £300,000 that will allow them to continue to provide vital services to our young people and their families for the next two years.

Our Youth Support Service Inclusion project focuses on young people with specific needs, mild/moderate learning difficulties and mild/moderate disabilities. The project is open to young people between the ages of 13 and 25, and supports them with life skills, social activities, integration with mainstream provision and education and



*At the younger end of the scale, 27.4% of people are under the age of 19*

# 2013: A Year of Achievement

*The latest annual number of births in Enfield is 5,122.*

employment advice. 37 young people have attended so far in 2013 with 21 young people having improved their life and social skills, and 18 having achieved a nationally-recognised award or qualification.

Members elected to the Enfield Youth Parliament took their cause to a national level when they were elected to the UK Youth Parliament and got involved in a televised debate in the House of Commons and other meetings to debate issues of importance

Our Leisure Services Team runs activities for under-fives throughout term time and the summer holidays including tots football, pre-school gym, tots trampolining, ballet and pony rides.

## Supporting older people

Enfield's proportion of older residents continues to grow and we are dedicated to enabling them to live independent and fulfilling lives.

The Council's Community Safety Unit provides a "Safehouse" service that makes security improvements for older people aged over 60 who meet certain criteria.

Our Leisure Services Team ran a successful Over 50's programme incorporating a wide

range of free and paid courses throughout the borough. Activities include tai chi, ballroom dancing, swimming, keep fit, tennis and bowls.

The Intergenerational IT Project that commenced last year continued at John Jackson Library with sessions in April and October with over 50s from the local area being tutored by Year 12 student volunteers from Kingsmead School in basic IT skills.

Enfield Over 50's Forum and several BME organisations supporting older people in the borough have also been successful in bids to the Enfield Community Capacity Building Fund as we seek to provide added value opportunities to support core service delivery.

*Our population is ageing – the percentage of people over the age of 65 in Enfield is 12.8%, and 28.3% are over the age of fifty. These figures are predicted to increase over the next 25 years.*



# 2013: A Year of Achievement

## Supporting people of different faiths

We continue to see the creation of opportunities to bring people of different faiths together in positive activities as critical to our aims of creating strong and resilient communities.

In summer 2013, Enfield Police appointed a new Faith and Communities Police Officer, PC Steve Savell. His role is to bring people from different faiths, communities and ages together and work with the Metropolitan Police, Enfield Council and our partners to improve their neighbourhood. This set up has already seen two big community clean-up projects, one in Edmonton and the other in Southgate.

In September 2013, the Council and Enfield Police restarted meetings of the Enfield Faith Forum, a body that hadn't met for two years. This body brings leaders of faith communities in Enfield together with the various public bodies with the objective of working together across the faiths to promote peace, mutual understanding and respect.

Our Cemeteries Service provides two separate Muslim areas in Strayfield Road Cemetery, one affiliated to the Enfield Mosque and the second to the Alevi Cultural Centre. In addition to the existing Christian Baby Section in Lavender Hill Cemetery, and in consultation with the Enfield Mosque, we have established a separate Muslim Baby Section in Strayfield Road so that parents have more choice.

Our Public Health Team held fifteen health check sessions in the mosque opposite the Angel Centre in Upper Edmonton. The scheme was so successful we are looking to extend this to other faith venues.



*Christianity is the most common religion in the borough in all its different forms (53.6%). 16.7% of residents are of the Muslim faith, but 15.5% of people say they have no religion or belief at all.*

*As at December 2012, 166 civil partnerships had been registered in Enfield. Latest figures show that 492 marriages take place in Enfield every year.*



# 2013: A Year of Achievement

## Supporting the Lesbian, Gay, Bisexual and Transgender community



The Council identified a lack of support for the local LGBT community as a gap in provision to the voluntary and

community sector in the borough. As a result, we supported the local Enfield LGBT Network by making a funding contribution towards their Chief Officer post for the next three years.

We have also continued to encourage events at our flagship cultural centres, Millfield Theatre and the Dugdale Centre, that celebrate diversity and have presented shows exploring the transgender spectrum over many years. Most recently, transgender themes were explored in several shows during The Mimetic Festival at the Dugdale Centre in July, including Michael Twait's "the Red Shows" and "Burn".

*Gaining a trustworthy percentage of people who belong to the lesbian, gay, bisexual or transgender community is difficult as the question has never been asked in the national Census. Estimates have been put forward of between 1% and 10% of our population. This could equate to anything from 3,200 to 32,000 people in Enfield.*



## Developing our workforce

We continue to develop our own workforce to be fully aware of how the equalities and diversity agenda reflects on their responsibilities to local people as a central part of their jobs. To this end we have worked with our Human Resources Department to provide a comprehensive range of training opportunities to help embed equalities fully into all we do.

We are also determined to create an environment where our staff reflects the diversity of the population of the communities we serve and are investing in training opportunities that can help to ensure that our next wave of senior managers and leaders is more representative.

We have successfully rolled out across the organisation an approach to embedding equalities in all of our work that have significantly increased the skills base of the local authority and ensured that we have a consistent approach in every department.

# 2013: A Year of Achievement

## Supporting Women



Enfield Council has maintained its support of activities and services that are dedicated to supporting women in the borough and is proud to continue to be a sponsor of

Enfield Women's Centre as a focal point for much of what is initiated in this area as well as providing support to diverse women's BME groups such as Dalmar Foundation (Somalian Women), Naree Shakti (Asian Women) and Third Age Challenge Group (Turkish Women).

Our Active Women's Week organised specific courses locally in Enfield to run in parallel with the national programme of events. The courses were designed and implemented for women only and proved very successful. Activities included zumba, netball and yoga, and were all led by female coaches.

Face to face appointments are now available for customers using at John Wilkes House. This means pregnant women and customers with certain health conditions no longer need to wait to be seen.

## Work with all communities

Our Development and Estate Renewal Team supports vulnerable residents to decant from our estate renewal schemes. We have engaged a specific officer to undertake this role as we have identified losing your home as an emotional time for

vulnerable residents who need assistance to decant to alternative accommodation. We can also refer cases if necessary to support services e.g. floating support case workers or mental health case workers.

The New Southgate Take the High Road project celebrated the launch of the improved High Road Open space with an inclusive healthy living event - activities ranged from fitness trainers working with all abilities and ages to demonstrate the new outdoor gym equipment and running sessions, walking programme, healthy eating, food and gardening activities. The Outer London Fund Lock to Lock event provided activities, local businesses and the community with the opportunity to explore their local waterways with water taxis, a managed walking programme, paddle boarding, canoeing and a music festival. The costs of activities were either free or low cost to increase participation and create memories in the highly deprived North East Enfield.

Local Neighbourhood panels and partnerships consist of a number of community and voluntary organisations who actively participate in reviewing regeneration projects. This enables members of the community who live work and play within the areas of Edmonton, New Southgate and Ponders End a chance to feed into local plans, and every effort is made to make these accessible as possible, for example, we have provided our panel members with language and sign language interpreters to support their participation.

# Looking Ahead - Tackling Inequality/ Facing the Challenges in Enfield

Enfield Council continues to think positively and innovatively with its partners about how best to progress the equality and diversity agenda.

## Underlying priority themes

The key to our future success will be **building greater resilience in our organisation and our local communities** coupled with creating an environment that recognises the importance of delivering on the equalities agenda.

There will continue to be a great demand on our resources and we know that these resources will diminish in availability over the next few years. Therefore we will be seeking new ways to **build sustainability** into our community organisations and our neighbourhoods that enables a flourishing Enfield that has equality at its heart.

We will continue to seek to **enable our residents and staff** to gain an even deeper understanding of the equalities agenda, **encouraging local residents to become active citizens**. We will **ensure that our own policies, our staff training and our service delivery mechanisms remain excellent from an equalities perspective** and that all officers understand what is expected of them to that end.

We will continue to identify ways to **deliver** on the equalities agenda **in partnership with our partners in the community and voluntary sector**.

Enfield Council understands the value of its joint working and how the successful implementation of targeted joint working can deliver much needed capacity in our communities and help us to realise our goals for equity of opportunity in the borough.

When looking ahead we can prioritise some key areas of activity that we would wish to support the addressing of in 2014 and beyond.

## Key identified areas of support for 2014

In terms of issues pertaining to race and ethnicity, the degree of challenge remains high and the challenges involved are complex.

In terms of activity in the **labour market** there remain marked differences. While the employment rate for the White 16-49 year-old population was 69%, for the non-White population, it was 60%. Within the non-White community, only 55% of the mixed and other population groups were employed (2011 Census estimates). Unemployment rates in the same age group were 7% for the White population, and 11% for the total non-White population

(including the Black population for which the unemployment rate was even higher at 14%). There are also inequalities in income as indicated by the Census occupation-based socio-economic classification. Whereas the White group had 30% in professional and managerial occupations, the non-White group proportion was 27% and for the Other group was only 20%. Additionally, 2011 Census estimates for the proportion of the working age population having a long term health problem vary from only 9.7% for Black groups to 15.4% in the Other group.

We are continuing to work with our partners in **JobCentre Plus** and the wider public and private sector to develop strategies that can help redress the balance and get more of our ethnic minority residents into sustainable employment.

In terms of **health** we know that smoking prevalence amongst some of our communities remains disproportionately high and we are working through our Public Health Team to target further support to build on our successes.

We also recognise that Enfield has many of the issues surrounding high rates of **mental health** amongst our ethnic minority communities that affect much of the country and we are developing a new Mental Health Strategy with partners and the community that will help us focus more keenly in this area and deliver more effective interventions.

**Educational attainment** amongst some of our ethnic groups remains a concern. Latest figures show significant differences in educational attainment for some ethnic groups. In 2012, only 39.4% of children with a Somali background and 45.8% of children from a Turkish speaking background achieved 5 or more A\*-C grades at Key Stage 4 (including Maths and English), in comparison to 55.5% of children in Enfield as a whole. We are working hard with our schools, parents and community groups to bridge those gaps.

Refugees and asylum seekers are known to rarely report **hate crime**. Figures for incidents of reported race hate crime increased from 122 in 2011/12 to 152 in 2012/13. In partnership with our colleagues in the Metropolitan Police and other agencies we remain committed to tackling this hugely destructive area of crime.

## Disability

Our **disabled residents remain at significant disadvantage** in many areas and we wish to provide the support where they are able to access opportunity and feel valued as significant contributors to our civic life.

Disabled adults are far more likely to be economically inactive and unemployed than non-disabled people. 55% were economically inactive at 2011, compared to only 20% of non-disabled (Census estimates). 15% of economically active

disabled were unemployed, compared to only 9.8% amongst economically active non-disabled.

They are also likely to have **lower incomes**. Only about 19% are (or were) in professional and managerial groups, compared to 31% for non-disabled (2011 Census estimates).

**Enfield Council will continue to support and sponsor local organisations that can assist our residents with disabilities to overcome the challenges they face and encourage them to participate in civic life with confidence.**

## Age

Our local population is ageing and we are determined to ensure that we can **support our older residents to live independently** in Enfield and combat social isolation.

To this end we will continue to work with our partners in health and the voluntary sector to provide services that can keep people in their homes, **in neighbourhoods where they feel safe and respected and where social isolation is challenged** amongst our old folk through targeted support in our most deprived and isolated wards.

The number of older people with a diagnosis of **dementia** is estimated to be between 2,500 and 3,300, with a higher

prevalence among women, and this number is predicted to rise by 10% over the next 5 years (as the numbers of older people increases). We are working with agencies and the community to develop strategies that can support those affected and their carers to make life as comfortable as possible.

Our **young people** also face many challenges, they are more likely to be victims of violent crime, more likely to be unemployed, more likely to still live at home and we have a **significant number of children in poverty** in our Borough.

Child poverty statistics show that Enfield's families with dependent children are disadvantaged compared to the rest of the population. The Income Deprivation Affecting Children Index (IDACI) measures the proportion of children aged under 16 living in income deprived households. A calculation of the local authority level rates puts Enfield at 8th highest in England. Income deprivation is relatively lower amongst older people.

Our **young people are more likely to be obese** than the national average and we are working through our Public Health Team to deliver programmes to address this.

Enfield has the highest prevalence of obese children at reception age in London, and a much higher prevalence than found nationally. By Year 6, the obesity prevalence is one in every four children in Enfield.

## Religion and belief

Enfield has high proportions in all the main non-Christian religions except Sikh, compared to national averages. Our **Faith Forum** will continue to be a focal point for how we manage inter-ecumenical matters and we will seek to create further opportunities to sponsor and **encourage inter-faith events**. The Council will also continue to sponsor and support cultural activities that **promote religious tolerance** and bring our diverse communities together.

## Sexual orientation

Enfield Council believes strongly that no one should be discriminated against because of the sexual orientation and is committed to working with agencies and communities to address this.

Whilst still relatively small in number levels of reported hate crime of a homophobic nature has risen slightly in the past year. The Council remains committed to creating a borough where homophobic crime is eliminated and will continue to work with our strategic partners in the voluntary and statutory sectors to ensure that this happens. We have a clear message - **Any homophobic crime in Enfield is simply not acceptable and will not be tolerated.**

## Pregnancy and maternity

We will continue to work proactively with the community to address high levels of teenage pregnancy and ensure that those women in the borough who do become pregnant have the information available and confidence to present early to antenatal services.

We will use these interactions with our local residents to promote healthy lifestyles and help to address our high levels of maternal obesity and infant mortality.



# Further Information

A fuller explanation of our progress and the strategic context in which we work can be found in the full length 2013 Equality and Diversity Annual Report on the Council's website [www.enfield.gov.uk](http://www.enfield.gov.uk).

If you want to know more, please contact Ilhan Basharan on 020 8379 3123, email to: [ilhan.basharan@enfield.gov.uk](mailto:ilhan.basharan@enfield.gov.uk)

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**For help with this document, please call 020 8379 3123**



## The Council's Equality and Diversity Action Plan

The action plan sets out the activities we will undertake as a Council over the period to tackle inequality in Enfield. The last plan was developed through consultation with our partners in the voluntary and community sector who are the umbrella groups representing all aspects of equality and diversity in the borough i.e.

- Enfield Racial Equality Council
- Enfield Disability Action
- Enfield Women's Centre
- Enfield Over Fifties Forum
- Age UK Enfield
- Enfield Faith Forum, and
- Enfield Lesbian, Gay, Bisexual and Transgender Network

In our Equality and Diversity Annual Reports, we update you on the progress we are making against these actions. This year's annual report shows you what progress we have made during 2013. From 2014 a new Action Plan will be developed in consultation with our partners and other stakeholders to tackle the challenges we face in future.

The full version of the Enfield Council Equality and Diversity Action Plan for 2013 can be accessed via the Council's website [www.enfield.gov.uk](http://www.enfield.gov.uk)

**Contact Enfield Council**

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