

## Fairer Enfield

### **DRAFT** Equality, Diversity and Inclusion Policy

<p><b>Scope</b></p>	<p>This policy sets out Enfield Council’s approach to equality, diversity and inclusion. It outlines our vision for an equal and socially inclusive borough and describes how implementing good practice on equality, diversity and inclusion helps the Council deliver its wider health, social and economic aims.</p> <p>This policy sets out how we are meeting our Public Sector Equality Duty under the Equality Act 2010, which requires us to demonstrate due regard to the need to:</p> <ul style="list-style-type: none"> <li>• advance equal opportunities</li> <li>• eliminate unlawful discrimination</li> <li>• foster good relations</li> </ul> <p>It also includes our equality objectives, required as part of the Public Sector Equality Duty.</p> <p>The policy sets out the principles everyone who works for Enfield must follow in order to uphold our duties under the Act as a service provider, employer and community leader.</p>
<p><b>Approved by</b></p>	<p><i>To be taken for approval at Full Council Winter 2020/21</i></p>
<p><b>Approval date</b></p>	<p>TBC</p>
<p><b>Document Author</b></p>	<p>Corporate Strategy Service</p>
<p><b>Review</b></p>	<p>This policy will be periodically reviewed and, when necessary, updated to respond to local and national change.</p>

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## Foreword

Enfield Council stands united against every form of discrimination, racism and injustice. We are working with our communities to identify the roots of inequality in our borough, to address specific areas of concern and develop solutions together.

The draft policy reinforces the Council's duty to comply with relevant legislation and statutory requirements and as the borough continues to grow, confirms our commitment to improve equality and diversity for all who live, work and earn in Enfield. Furthermore, it outlines the behaviours and values that everyone working for the Council must demonstrate and the actions they must take in order to make this a reality.

It also includes five proposed equality objectives, which demonstrate specific areas where we are tackling inequality. These objectives have been identified based on analysis of local data on the outcomes and experiences of different people in our communities, national research on inequality and consideration of the views and experience of our staff and our partners. We are now testing out these draft objectives, and the whole policy, through engagement with stakeholders across the borough.

As we reflect on the Black Lives Matter Movement, our work to tackle systemic racism and all forms of inequality in the borough continues to be a top priority for the Council and it is vital that our final policy is informed by our stakeholders.

We are now engaging with our valued staff, community and partners to gather feedback on this draft policy to help us further develop and improve our approach. We would like to know:

- Do you think we need to make any changes to the draft policy?
- Do you think there is anything missing from the draft policy?
- Do you have any ideas you would like to share about how we can best deliver on the draft objectives?

Your views are critical to help ensure everyone within the Council does everything in our power to tackle inequality and discrimination in all its forms and promote and enhance equality, diversity and inclusion. Using your feedback, we plan to finalise, approve and publish our new policy during winter 2020/21.

Thank you to everyone who has contributed to this draft policy so far and I look forward to working with all our partners as we seek to address inequality and create a lifetime of opportunities for our residents.

**Cllr Nneka Keazor, Cabinet Member for Community Safety and Cohesion**

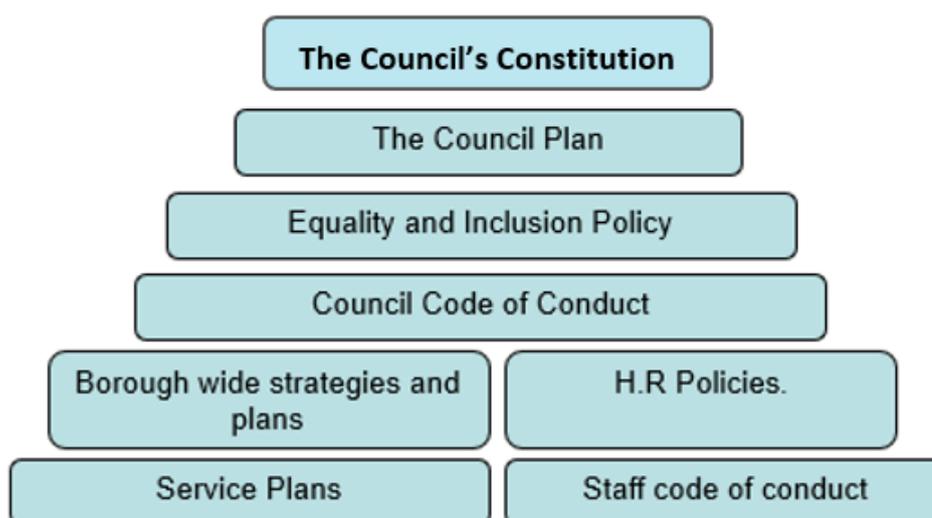
## Introduction

We will work with our partners to create a fairer Enfield, helping to create a lifetime of opportunities for everyone in the borough. This means all residents, service users and Council staff are supported to fulfil their potential, are treated with respect and are actively involved in shaping the decisions that affect the services they receive, the places they live in or the organisation in which they work.

This policy sets out how Enfield Council will tackle inequality and promote an inclusive workplace and inclusive communities, as the borough continues to grow, develop and create new opportunities for everyone in Enfield.

The policy explains the expectations on our workforce, as they work together with colleagues to design and deliver services to create a vibrant and inclusive borough. It sets out the Council's role in promoting equality and tackling inequality and discrimination. It impacts on everyone who lives, works and studies in Enfield.

The policy should be considered in conjunction with other key documents which set out the expectations and requirements on everyone who works for the Council. The diagram below shows how this policy relates to other key policies and strategies.



## Defining Equality, Diversity and Inclusion

We define an equal and inclusive borough as one where all residents, service users, Council staff and elected members are supported to fulfil their potential, are treated equally with respect and are actively involved in shaping the decisions that will affect their workplace and wider community.

The following four core values form the framework for a fairer Enfield:

- **Equal Outcomes**

A place where residents have the same opportunities regardless of their protected characteristics or socio-economic background. This not only requires the Council to treat everyone equally, but also to accept the need to sometimes move beyond

“equal treatment” towards providing extra support for particularly disadvantaged individuals or groups. This is necessary in order to address differing levels of need in an unequal society and improve outcomes for the most disadvantaged groups to ensure meaningful change.

- **Respect**

A place where everyone is treated with dignity and respect. “Respect” can be defined as having due regard for a person’s feelings, wishes and rights. Negative behaviours such as discrimination, harassment and intimidation undermine people’s dignity, prevent equality and reinforce disadvantage.

- **Diversity**

Diversity means appreciating the value of differences between individuals and groups. By celebrating the rich diversity, culture and heritage of our community we show respect to our workforce and residents. Promoting the benefits of a diverse community helps to break down barriers and negative attitudes created through lack of understanding and misinformation and helps to promote social cohesion and good community relations.

- **Inclusion**

To reduce inequality, every section of the local community must be included in decision making and be involved in community life. The most economically and politically disadvantaged groups must have the opportunity to contribute to shaping policy and service changes which will ultimately affect them. Every individual should be encouraged and supported to become an active member of their community, especially those who may face barriers to doing this. Minority groups should be proportionately represented in senior leadership roles across the Council to reinforce their voice in important decision making.

## **Meeting our statutory requirements**

Enfield Council complies with the Human Rights Act 1998 and the Equality Act 2010. The Equality Act 2010 covers nine protected characteristics, which cannot be used as a reason to treat people unfairly. Every person has one or more of the protected characteristics, so the Act therefore protects everyone. The protected characteristics are:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

The Equality Act 2010 also states the Public Sector Equality Duty, which aims to ensure that all public bodies play an active role in reducing inequality. The Duty has three aims. It requires public bodies to have due regard to the need to:

- **Eliminate unlawful discrimination**, harassment, victimisation and any other conduct prohibited by the Act;
- **Advance equality of opportunity** between people who share a protected characteristic and people who do not share it by minimising disadvantage suffered by people due to their protected characteristics
- **Foster good relations** between people who share a protected characteristic and people who do not share it.

Enfield Council is committed to fulfilling the Public Sector Equality Duty. Direct and/or indirect discrimination, harassment or victimisation will not be tolerated within the workplace, or in the way we deliver services or carry out our functions and duties. The Council is committed to promoting equality of opportunity, eliminating unlawful discrimination and promoting community cohesion within the borough. We will seek to protect the right of everyone not to be discriminated against and work to ensure equality of opportunity for all, so that each person is supported to realise their potential.

Although it is not stated in legislation as a protected characteristic, we also commit to treating everyone equally regardless of socio-economic status and will work to eliminate discrimination and disadvantage caused by a person's socio-economic status.

## **Our approach to equality and inclusion**

Enfield is a borough full of potential. We have a diverse and growing population; an emerging and strengthening business sector; an ambitious regeneration and housebuilding programme; and an attractive natural environment. Whilst exciting prospects lie ahead for the borough, it is essential that the benefits of Enfield's growth and development are harnessed effectively to support disadvantaged residents and do not widen the existing inequality gap or push out our most deprived residents.

The borough already faces considerable inequality that can be spatially evidenced, with vast differences in health outcomes and deprivation levels across different wards from east to west. Everyone who works for the Council has a part to play in our vision to provide a lifetime of opportunities for everyone. Equality and inclusion will be at the heart of everything we do as we embark on ambitious regeneration and housebuilding projects, provide vital services and support to our communities, grow our business sector and attract new industries into the borough.

Equality, diversity and inclusion will also be central to the decisions we make on how to deliver the best possible outcomes for our communities at a time of considerable financial challenge for the local authority. We will continue to use our limited resources smartly and our workforce will continue to maintain high standards in service delivery to support all residents in the most effective and efficient way possible, tackle inequality and discrimination and promote equality, diversity and inclusion in all that we do.

The following principles set out the approach we will take.

**As a community leader we will:**

- Work with our partners to implement the Council Plan, which seeks to improve the social and economic environment whilst reducing inequality.
- Promote good relations between communities in our communications and address negative stereotyping of any groups.
- Use our influence to encourage other employers and service providers in the borough to comply with our standards for equality, diversity and inclusion. We will encourage organisations in the borough to employ diverse workforces and provide high quality services that are accessible to everyone.
- Lead by example by demonstrating best practice for equality, diversity and inclusion as a service provider, commissioner and employer (see below).

**As a service provider we will:**

- Deliver services that are accessible to all and that are tailored to the diverse and individual needs of our community. Reasonable adjustments will be provided where necessary to help residents access services.
- Demonstrate behaviours in line with the *Enfield Staff Code of Conduct*. Staff are expected to promote equality by not discriminating against anyone and by treating members of the public, colleagues and elected members with respect.
- Engage with all groups in our community when making decisions about our services; and prioritise engagement with those who represent marginalised or disadvantaged groups or where involvement is low.
- Consistently collect and monitor relevant equalities data from our service users so that we can understand how effective our services are at reaching and improving outcomes for diverse communities. This helps us to understand the needs of our different residents and design policies and services to meet those needs.
- Carry out an Equality Impact Assessment (EQIA) for any decision which may have significant impact on staff or residents. Equality Impact Assessments consider the impact that any prospective changes to policy or service delivery will have on different groups of residents or staff and require staff to plan mitigating action to ensure that no group is disadvantaged by the change.
- Use commissioning and procurement of services as a tool to reduce inequality across the borough by ensuring that commissioned services are compliant with Enfield's equalities standards, encourage payment of the London Living Wage and add social value to the borough.

### **As an employer we will:**

- Employ a diverse workforce which is representative of the community we serve across all pay scales.
- Review and update our human resources policies (including recruitment, learning and development and employee relations) to ensure that they are inclusive and accessible for all staff, regardless of protected characteristics.
- Provide reasonable and timely adjustments for staff to allow them to work effectively and access services.
- Provide training and support to enable staff to manage and/or work within a diverse workforce.
- Address any unfair treatment in the workplace relating to any of the protected characteristics.
- Formally recognise the contribution of our staff equalities groups and support their work. These groups work to support staff across the Council to overcome challenges that may prevent them from thriving at work or fulfilling their potential. These groups include, *Women into Leadership, Ethnic Minority Network, Disability Working Group, LGBT Network, Young Professionals Network and Mental Health and Wellbeing Group*. Access to funding for staff groups will be equitable and allocated to support work that contributes to the Council's aim of advancing equality and inclusion for all staff.
- Encourage employees to participate in staff groups as part of their professional development and wellbeing. Managers will grant staff reasonable remittance from their daily role in order to do this.

### **Our expectations of Enfield residents:**

We cannot reduce inequality alone and so we ask residents and communities to support us by also committing to treating Council staff, elected members and other residents with respect and fairness.

- Service users should not use language or physical actions of **any** form that could demean, distress or offend Council staff or elected members. Threats of violence against a member of staff, an elected member or our partners will not be tolerated. Legal action may be taken against any person using or threatening violence.
- Enfield's residents should similarly treat each other with mutual respect, open mindedness and respect. Enfield is home to many diverse communities, and it is important to respect different cultures, beliefs and lifestyles.
- Enfield residents should continue to demonstrate respect and tolerance for others when using online forums. Threatening or abusive language is not acceptable online or in person.

## Equalities objectives

The Public Sector Equality Duty requires us to publish one or more specific and measurable equalities objectives every four years that demonstrates areas where we are tackling inequality. We have identified five focused areas of work to reduce inequality, which affect specific groups in Enfield.

To identify these draft objectives, we have:

- analysed local data on the outcomes and experiences of different groups in our communities
- analysed national research on inequality
- considered and discussed the views and experiences of the staff in our staff equality networks and the experiences of voluntary and community sector partners.

We are now testing these draft objectives through wider engagement with staff across the Council, elected members and voluntary and community sector groups across the borough.

We are delivering measurable action plans for achieving these draft objectives, which will be further developed and finalised for the final set of objectives, using the results of our engagement with stakeholders.

Please tell us what you think of our draft objectives. Do you think there is anything missing? Do you have any ideas you would like to share about how we can best deliver on the draft objectives?

Our draft equalities objectives for 2020-2024 are:

**1. Increase the number of Enfield residents with special educational needs and disabilities (SEND) gaining and sustaining paid employment, particularly through further development of the supported internship program and the 'Equals Employment' service.**

Disabled residents are disproportionately impacted by unemployment. Enfield's employment rates for people with disabilities is lower than the national average. By working with local employers and developing our existing schemes to support people with learning disabilities to gain and sustain paid employment, we can reduce the disadvantage facing residents with special educational needs and disabilities.

**2. Improve the wellbeing and celebrate the contribution of our Lesbian, Gay, Bi and Trans Community.**

Anyone can find themselves discriminated against on the basis of their sexual orientation, but discrimination is more common against people who are lesbian, gay, bi

and trans (LGBT).<sup>1</sup> We want all LGBT people who live, work and learn in Enfield to feel included, valued and safe.

We will support our LGBT community through our work as a Stonewall Equality Champion and by:

- Effectively monitoring sexual orientation, gender identity and trans status to understand the needs and experience of LGBT people in Enfield.
- Creating an LGBT inclusive workplace by running training, encouraging an active LGBT staff network and running an 'LGBT allies' programme, which means non-LGBT staff can identify themselves as supportive individuals.
- Working with our community organisations to develop policies which are LGBT inclusive and are tackling LGBT issues.
- Consulting our LGBT community on how we can raise the profile of Pride events in Enfield.
- Working with schools to tackle homophobic, biphobic and transphobic bullying and support LGBT students.

### **3. Reduce social isolation and improve mental health, using a range of methods including digital technology and by developing inclusive community spaces and services.**

Social isolation and loneliness can affect anyone, however people aged over 65 are particularly impacted. Insufficient social connection can have a detrimental effect on psychological health and increase the risk of physical health issues. By helping to provide opportunities for social connection, we can help reduce the risk of social isolation and promote an inclusive community.

### **4. Take specific and measurable action to overcome racism in Enfield.**

There is significant national research to demonstrate the structural inequality experienced by Black, Asian and Minority Ethnic groups – in education, in employment and in health outcomes, with the latter starkly evidenced by the disproportionate impact of Covid-19 on some Black, Asian and Minority Ethnic communities. There is also national evidence that people who identify as Black, Asian, Mixed or 'Other' ethnicities are more at risk of becoming involved in crime,<sup>[1]</sup> and local evidence that Black people in particular are over-represented in youth convictions.

We will take specific and measurable action to overcome racism by:

- Working with our communities and partners to better understand the over-representation of Black people in youth convictions and better support young

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<sup>1</sup>[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/722314/GEO-LGBT-Survey-Report.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/722314/GEO-LGBT-Survey-Report.pdf)

<sup>[1]</sup> Youth Justice Statistics 2018-2019:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/862078/youth-justice-statistics-bulletin-march-2019.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/862078/youth-justice-statistics-bulletin-march-2019.pdf)

The Lammy Review 2017:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/643001/lammy-review-final-report.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/643001/lammy-review-final-report.pdf)

people to prevent them from being drawn into gangs, crime and serious violence.

- Providing information and support to Black, Asian and Minority Ethnic people to help decrease the disproportionate impact of Covid-19.
- Delivering an annual programme of educational, challenging and inspiring events for Black History Month with our local community.
- Supporting Black, Asian and Minority Ethnic owned businesses to thrive, through our procurement processes and by providing local support.
- Reducing the ethnicity pay gap for Enfield Council staff.

## **5. Keep people safe from domestic abuse**

Anyone can experience domestic abuse, but women are twice as likely to have experienced it than men,<sup>[1]</sup> and during the Covid-19 lockdown, Enfield recorded the third highest level of domestic violence with injury in London. In addition to the scale of the issue, the nature of domestic abuse is complex and insidious. As well as physical violence, it can involve coercive control, and/or psychological, emotional and financial abuse. By enhancing our quick response to concerns through our dedicated multi-agency domestic abuse hub, we can reduce these risks and ensure the safety of vulnerable adults and of their children.

### **Using data to inform our work**

We collect and monitor data on the protected characteristics of people using our services. We do this in order to better understand whether all members of the community have equal access to our services and are not discriminated against. We use this to inform how services can be developed and improved, helping us to ensure that consideration of equalities is an integral part of all our decisions and service planning.

Collecting and analysing this data allows us to take action to reduce and eliminate differences in take-up of services or outcomes experienced by different groups of service users and employees, and to improve our services for the benefit of everyone living or working in Enfield. Collecting and analysing this data can help us to investigate the causes of inequality and take action to reduce and remove inequalities.

This means that we will:

- ask people who use our services to provide us with information on their protected characteristics, always giving them an option to opt out of providing this information if they would prefer not to give it
- store this information securely, in accordance with the requirements of the Data Protection Act 2018 and the General Data Protection Regulations (GDPR)
- analyse this information to determine whether or not we are providing a fair and equal service and make service changes as required as a result of our analysis.

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<sup>[1]</sup><https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/domesticabuseinenglandandwales/yearendingmarch2018#understanding-domestic-abuse>

## Governance

The final version of this policy will form part of the Council's policy framework, which is agreed by **Full Council**.

**The Equalities Board** which forms part of the Council's Committee structure is made up of elected members from different political parties and community groups, representing a range of different protected groups. The Board is the forum by which the Council can oversee its processes to eliminate discrimination and promote equality, diversity and inclusion.

**The Corporate Equalities Board** is made up of directors within the Council workforce. The role of the Corporate Equalities Board is to drive the corporate equality, diversity and inclusion improvement programme, which aims to deliver on the principles of a fairer Enfield by building capacity across the organisation to improve the Council's approach. The Board has oversight of the implementation of the action plan for achieving our equalities objectives and provides challenge, assurance and advice on all matters relating to the delivery of this policy.

A lead director has been identified to oversee the delivery of each equality objective. Lead directors are responsible for the development of individual action plans and will report to the Board on performance and progress for their objective.

**All members of our workforce** are responsible for delivering services, working with our communities and working with one another in accordance with the Council's policies and procedures in regard to tackling inequality and promoting equality, diversity and inclusion. Senior Officers throughout the Council are responsible for ensuring that everyone who works for Enfield follows this policy in all aspects of their work.

## Monitoring and Review

This Fairer Enfield Policy will be periodically reviewed and updated to reflect changing needs, new strategies or organisational restructure.

Progress in delivering on our equalities objectives will be subject to ongoing review and the objectives themselves will be reviewed and updated every four years, in line the Public Sector Equality Duty.

Progress made towards achieving our equalities objectives will be assessed annually by the Corporate Equalities Board, supported by the Corporate Strategy Service and the Knowledge and Insight team.

We publish an annual workforce review which outlines the makeup of our workforce by ethnicity, age, disability and gender. It also shows how these groups are represented across different pay scales and includes the annual gender pay gap.

Equality Impact Assessments (EQIAs) are used to monitor the equality impact of all key decisions, including by assessing whether groups are disproportionately affected

by changes to policy or services and identifying action we will take as a result to mitigate this.

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