

Fairer Enfield: Findings from the engagement for a new Equality, Diversity and Inclusion Policy

Initial date of report and analysis January 2020

From Corporate Strategy Service

Enquiries If you have any questions about the engagement methodology, materials or findings, please contact:

consultation@enfield.gov.uk

Background

To help inform the development of a new Equality, Diversity and Inclusion Policy, we engaged with our staff, community and partners between 12th October and 13th December 2020. This report outlines the findings from that engagement.

Fairer Enfield is one of the cross-cutting themes for the refreshed Council Plan 2020-2022. The new Fairer Enfield 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 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, as a community leader, service provider and employer. The policy impacts on everyone who lives, works and learns in Enfield.

Engagement Approach

Our staff, community and partners were invited to engage on how Enfield Council can tackle inequality and advance equality, diversity and inclusion. This engagement focused on 3 key questions:

- 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?

To actively encourage feedback and engagement, we used a wide variety of communication methods. We created a staff questionnaire to enable staff to feedback on the policy anonymously and presented the draft policy to each of our 5 staff equalities networks and to recognised trade union representatives. This engagement was promoted through our internal communications.

A letter introducing the engagement and draft policy was sent on behalf of the Cabinet Member for Community Safety and Inclusion to all known voluntary and

community sector (VC) organisations in the borough and the draft policy and engagement was promoted at local forums and boards. To further encourage feedback from community groups, the Corporate Strategy Service called 75 VCS organisations representing minority groups in Enfield to ask their representatives to feedback on the policy (Appendix 1).

The draft policy was also published on the Council website and the engagement was promoted on social media, to encourage feedback from residents.

Engagement Overview

In total 213 people took part in our engagement: 50 members of staff completed questionnaires, 14 individuals and representatives of VCS organisations fed back via email and 149 people attended presentations to feedback on the draft policy.

The VCS organisations and forums that took part in the engagement included:

- Young Mayor
- Age UK Enfield
- Alpha Carers
- Faith Forum
- Enfield LGBT Network
- Enfield Caribbean Association
- Youth Parliament
- VCS Prevention and Early Intervention Steering Group
- One to One Enfield - Enfield Learning Difficulties and Autism Council
- O-Bay Community Trust
- Wellbeing Connect Service
- Diversity Role Models
- Equality and Diversity Manager - Royal Free
- Enfield Town Residents Association
- Gypsy Traveller and Roma Communities Board
- Federation of Enfield Residents and Allied Associations
- Voluntary Sector Strategy Group – this includes representatives from Enfield Racial Equality Council, Local Motion, Age UK Enfield, Enfield Carers Centre, Citizens Advice Enfield, Enfield Voluntary Action, Enfield Clinical Commissioning Group, Enfield LGBT Network, Enfield Women’s Centre, Healthwatch Enfield, Alpha Carers, Enfield Over 50’s Forum, North London Credit Union and Enfield Disability Action.
- The Equalities Board - this includes representatives from Age UK Enfield, Enfield LGBT Network, Enfield Faith Forum, Enfield Women’s Centre, Enfield Racial Equality Council, Healthwatch Enfield, Citizens Advice Enfield and Enfield Carer’s Centre.
- Older People’s Partnership Board
- Early Help Network
- Mental Health Partnership Board

- Recognised Trade Unions – GMB, Unison and Unite.

Key Findings

The Draft Equalities Objectives 2021-25

Overcome racism in Enfield

In a focus group session, the Women into Leadership Network said that the objective must make clear that it is the responsibility of everyone to deliver on this, including the White ethnic group. Officers in the Education Department recommended including anti-racist learning programmes for schools across the borough, due the importance of education in tackling racism.

Participants said that to reduce the disproportionate impact of Covid-19 on ethnic minorities the Council must go further than just supporting ethnic minorities and that reference to Black History Month felt tokenistic, as it does not encompass issues faced by other ethnic minorities. In their feedback, the Youth Parliament noted that acronym BAME, (Black, Asian and Minority Ethnic), does not always feel inclusive.

To achieve this objective, one VCS organisation said that we needed to create a strategic engagement programme to ensure that we consider important issues relevant to ethnic minority communities at all times. Similarly, another VCS organisation suggested that we run a bi-annual conference to boost recruitment of ethnic minority candidates at the Council and increase the Council's engagement with ethnic minorities. They also commented that to ensure that health and social care boards reduce health inequalities experienced by our Black communities, these boards need to have representatives from Black organisations.

When the draft policy was presented to the Early Intervention and Prevention Steering Group, they highlighted that the overrepresentation of young Black men as mental health in-patients was missing from the objective. Participants also suggested to include actions to reduce: the historical overrepresentation of Black pupils in school exclusions, higher levels of unemployment in ethnic minority communities and police brutality.

How we have addressed these views

- We have strengthened the duty on everyone to be allies to minority groups throughout the policy and have included an action to 'work with Enfield's schools to create a diverse and anti-racist curriculum that educates children and young people on systemic racism, and our local diverse history.'
- Our Secondary Behaviour Support Service and NEXUS are working in partnership with schools and children's services to improve pupils' behaviour, reduce exclusions and to support students that are educated within alternative provisions. Through early intervention and support, this holistic approach has reduced the disproportional representation of Black and ethnic minority pupils in school permanent exclusions in Enfield, from 65% in 2017/18 to 22% in 2018/19. As a result of this support, Enfield also now has the fourth lowest rate of permanent exclusions in London. We have removed the focus on

tackling racism through reducing school exclusions from this objective as it implied we continue to have over-representation of Black and minority ethnic groups amongst those facing exclusions which is not the case in Enfield.

- In the Fairer Enfield Policy, we refer to the specific ethnic groups and use ethnic minorities when referring to all groups except the White British group. This also reflects the best practice guidance from the Civil Service which advises that we do not use the acronyms BAME or BME because they include some groups and not others, and the UK's ethnic minorities include White minorities and people with a Mixed ethnic background.¹
- We have included an action in the objective to better understand the overrepresentation of young Black men in mental health in-patients' services.
- Our Public Health team have developed an action plan to implement the Public Health England recommendations to reduce the impact of Covid-19 on ethnic minority groups. We have updated the policy action to encompass this wider work to tackle the health inequalities that the Covid-19 pandemic has so clearly highlighted.
- In October 2020, we had the first meeting of the Equalities Board, a new Board agreed by the Council earlier in the year. This board forms part of the Council's Committee Structure and is made up of elected members from different political parties and community groups, representing different protected groups, including Enfield Racial Equality Council (EREC). The Board is the forum by which the Council can oversee its processes to eliminate discrimination and promote equality, diversity and inclusion. We have now made clearer reference to the role of this Board in the policy.
- The policy includes a clearer action to provide training on unconscious bias, on language and structural racism as part of our equalities training programme.

Deliver positive interventions to reduce serious youth violence in Enfield

This is a new objective, reflecting the feedback we received.

In a focus group with the Youth Parliament, they said that further work needed to be undertaken to understand the causes leading to youth offending convictions. Participants also suggested that there needed to be more apprenticeships and job opportunities for young people that had been through the youth system and one participant said that there needed to be a Gangs Team in Enfield.

How we have addressed these views

- A new focused objective on delivering positive interventions to reduce serious youth violence in Enfield has been included in the policy. This reflects local and national data, Enfield has the second highest levels of serious youth violence in London and there is national evidence that people who identify as Black, Asian, mixed or 'other' ethnicities are more at risk of becoming involved

¹ <https://www.ethnicity-facts-figures.service.gov.uk/style-guide/writing-about-ethnicity>

in crime.^[1] There is local evidence that Black young people in particular are over-represented in youth convictions. Thus, we have included an action to work with our communities and partners to better understand the over-representation of Black people in youth convictions and better support young people to prevent them from being drawn into gangs, crime and serious violence.

Increase the number of residents affected by Special Educational Needs and Disabilities who are in paid employment

In a focus group with the Disability Working Group, they suggested that the objective is expanded to focus on employment opportunities for people who are affected by disabilities at all ages. Similarly, participants suggested that the objective is expanded to include other employment pathways, which could be promoted through the school's careers service or job centre. Officers in the Education Department suggested that the objective should include educational opportunities and training to support people with SEND to live independently, as part of their preparing for adulthood agenda.

Participants suggested a range of actions to achieve this objective. Firstly, that Lead Officers should speak to managers who have employed supported interns, to discuss their experiences and how we can further develop the programme. Secondly, that senior managers should promote the supported internship programme across the organisation. Finally, that Human Resources should review and adapt job roles to ensure they are accessible to people affected by SEND or hidden disabilities.

How we have addressed these views

- In our Children and Young People's Plan, we include a specific action to support young people with SEND to prepare for adulthood.
- A key performance indicator for this objective, which will be included in the action plan for the objectives, is an increase in the number of supported interns on our supported internship programme delivered by West Lea School and an increase in the number of external employers offering placements to supported interns.
- We have included additional employment pathways which support people affected by SEND by at all ages, including the school's careers service and Equals employment service. The Lead Officers for the objective will work with Human Resources to promote the supported internship programme and review how apprenticeships, traineeships and the recruitment process could be adapted to support people affected by SEND to gain and sustain paid

^[1] 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

The Lammy Review 2017:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/643001/lammy-review-final-report.pdf

employment at the Council. This detail will be reflected in the action plan for the objectives.

Improve the wellbeing and celebrate the contribution of our Lesbian, Gay, Bi and Trans Communities

In their feedback, one resident said that we needed to specify what schools were doing to support the mental health and wellbeing of LGBT students. This could be achieved by working with CAMHS and our wider mental health partners, as well as reviewing the curriculum to incorporate LGBT issues.

Some participants asked why we had used the acronym LGBT and not LGBT+ or LGBTQ, as it is less restrictive and encompasses a wider number of sexual orientations. While one resident noted that LGBT was not mentioned until page 10 of the engagement document, and as celebrating LGBT communities was an equalities objective this reference needed to be higher up.

To ensure that our workforce is representative of our LGBT community, it was suggested that we run a recruitment campaign to highlight Enfield Council as an inclusive employer. Furthermore, in response to our staff questionnaire it was suggested that we create gender neutral toilets and promote LGBT role models, the use of gender pronouns, LGBT history and events in Enfield.

How we have addressed these views

- The Corporate Strategy Service are working with the Educational Psychology Service and CAMHS to develop actions to tackle homophobic, biphobic and transphobic bullying and to better support the mental health and wellbeing of LGBT students.
- In 2020, Enfield Council joined Stonewall's Diversity Champions Programme, to support the development of our policies in relation to LGBT activities. As a result, we are developing an action plan to ensure that key HR policies demonstrate our commitment to respecting and celebrating the identities of our LGBT employees and that our practices are LGBT inclusive. Together with the LGBT+ Staff Network, our Learning and Organisational Development Team ran a successful LGBT+ Allyship Workshop in autumn 2020, to help staff work together to create an inclusive workplace which better supports our diverse resident population.
- There are many valid and similar constructions used to group together LGBT communities. In the policy we use the acronym LGBT, as it is used by Stonewall. This acronym is preferred over many valid and similar constructions for simplicity, consistency and inclusiveness.
- As part of the Council's Build the Change programme, gender neutral toilets have been installed on the first floor of the Civic Centre.
- To celebrate LGBT History month in 2020, the Council created a series of educational and inspirational displays which were shown at the Civic, the Dugdale Centre and Enfield Town Library. As part of this objective, the Corporate Strategy Service will work with the LGBT Network to raise the profile of Pride in Enfield.

Provide access to support networks and services to reduce social isolation

Participants stressed the importance of physical health in promoting mental wellbeing. Voluntary and Community partners (VCS) stressed the work of the VCS to combat isolation and loneliness amongst their client groups both prior to and during the Covid-19 pandemic.

The Education Department also stressed the policy should include a commitment to the creation of a borough wide ESOL (English for Speakers of Other Languages) strategy and a commitment to reduce illiteracy in adults.

In a focus group with the Enfield Youth Parliament, they recommended that to achieve this objective we should make it easier for residents and young people to access and find services, volunteering, and spaces. Finally, one participant highlighted the importance considering armed forces veterans and another highlighted the work of the community hubs to support social connection through activities and groups.

How we have addressed these views

- The objective has been amended to 'provide access to support services and networks to reduce social isolation', in recognition of the important work of our VCS partners in reducing social isolation. This has been reiterated in the actions for this objective, as well as the importance of physical and mental health: 'support local social enterprises and VCS organisations to work with our local community to improve self-management of long-term conditions and improve access to social activities in order to improve physical and mental health and to reduce social isolation'.
- The Council is working with the local voluntary and community sector to increase access to ESOL lessons for both the children and parents of families for whom English is an additional language, a recommendation from the Enfield Poverty and Inequality Commission.
- The [Mylife](#) and [Youth Bubble](#) websites promote activities and services in one convenient location for adults, children and young people in Enfield.
- Enfield Council has signed the Armed Forces Convention, a promise to ensure that those who serve or have served in the armed forces, and their families, are treated fairly. The Fairer Enfield Policy sets out how Enfield Council will tackle inequality and promote inclusive communities for everyone in Enfield. To create a Fairer Enfield, every section of our community must be included in decision making and be involved in community life, including our Armed Forces community.
- In July 2020, the Customer Operations team opened two Community Hubs in our Enfield Town and Edmonton Green libraries. The Community Hubs have been set up to better support people with complex needs within the community. Officers in these hubs take a strength-based approach that helps people to recognise their needs and together identify the best way to improve their situation, linking them to other services and support as needed in a

joined-up way. Lead officers for these Hubs will be included as leads delivering on our Make Every Contact Count action within the action plan

Work with our partners to mitigate the impact of Covid-19 on Children and Young People's mental health and wellbeing

This is a new objective, reflecting the feedback we received.

In their feedback, the Education Department stressed the importance of focusing on mental health in schools. This is particularly important given the impact of the Covid-19 Pandemic on children and young people's mental health, as a result of the loss of routine, loss of education, social isolation, traumatic experiences and the breakdown of formal and informal support networks. Therefore, services and initiatives remain focused on tackling inequality amongst children and young people, which has been exacerbated by the pandemic.

How we have addressed these views

- A new focused objective on children and young people's mental health has been included in the policy, setting out clear actions to support young people to have good mental health. This also reflects the findings from the Marmot Review, which shows that children in the most deprived areas in UK are 4-6 months further behind their peers because of school closures.² Therefore, we have included an action to work with schools to mitigate, as far as possible, the disproportionate impact of Covid-19 lockdowns on the mental health, wellbeing and educational attainment of children and young people in low income families and children and young people affected by special educational needs and disabilities.

Keep people safe from domestic abuse

Participants suggested that this objective should include a workplace policy for domestic abuse. To achieve this objective, participants said we should work with schools and NHS colleagues to help them spot signs of domestic abuse and encourage professionals to report signs. A further suggestion was to consider how we could work with perpetrators of domestic violence to break the cycle or prevent domestic violence from happening. Finally, participants suggested that the objective needed to be extended to include male victims and children and young people abusing their parents or carers.

Participants noted that there needed to be an investment in police services, as a lack of resources can lead to a delay in attending a call out, and that we need to ensure that there is a safe helpline for individuals experiencing domestic abuse to contact. Furthermore, as domestic violence can often be fuelled by drugs, alcohol and mental ill health, one participant suggested that we create strong link between these services to address some of the root causes of domestic violence.

How we have addressed these

² <http://www.instituteofhealthequity.org/resources-reports/build-back-fairer-the-covid-19-marmot-review/build-back-fairer-the-covid-19-marmot-review-full-report.pdf>

- The objective recognises that anyone can experience domestic abuse, however, women are twice as likely to have experienced it than men.³
- A workplace policy for domestic abuse is currently being developed by Human Resources and this is now included in our actions for this objective.
- In May 2020 we launched a dedicated multi-agency domestic abuse hub and free phone line to respond to concerns quickly, reduce risks and ensure the safety of children and vulnerable adults. An action to continue to deliver on this is included in the policy.
- As part of the Violence Against Women and Girls strategy, a training programme has been developed for professionals and staff to help them spot the signs of domestic abuse and encourage reporting. This is now included as an action.
- We have included a specific action on working with schools to teach children and young people about healthy relationships, consent, gender equality and staying safe online. This is also in our Violence Against Women and Girls Strategy.
- We have included an action to increase the support to parents of adolescents who display violent behaviours, particularly those with a range of complex needs, such as young people who are gang-associated, and/or have drug or alcohol misuse issues, or mental ill-health.

Promote safe, cohesive communities and tackle hate crime

When presenting the draft policy to the Faith Forum, they said that the policy needed to be clear about protecting religious freedom and highlighted the importance of religion to ethnic minorities. In their feedback, a member of the public highlighted that traveller and trans communities can often be victims of hate crime and need to be explicitly mentioned in the objective.

One VCS organisation expressed specific concern for the autistic community and to educate the public on hidden disabilities, learning disabilities and autism. Participants also suggested actions to tackle hate crime, firstly to work with perpetrators of hate crime to develop prevention programmes and secondly to create community spaces, which promote cohesion and cultural celebrations.

How we have addressed these views

- The importance of religious freedom has been included in our core values of inclusion.
- In our Enfield Hate Crime Strategy, we commit to understanding the reasons why perpetrators commit hate crime offences to improve our prevention measures. We have now included this within the actions for the Fairer Enfield policy as well.
- We have included a specific action focused on reducing hate crime against the Gypsy, Roma and Traveller Communities, which aims to improve

³<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/domesticabuseinenglandandwales/yearendingmarch2018#understanding-domestic-abuse>

understanding of Gypsy, Roma and Traveller communities needs and culture, thus reducing harassment and discrimination.

- We have clarified our action point around protecting those at risk of hate crime, to include reducing 'the risk of crime against vulnerable people with illness, disability and frailty', this will include vulnerable people of all ages and those affected by hidden disabilities.
- We have included an action to create 'community spaces that promote cohesion and cultural celebrations, where we can celebrate the diversity, culture and heritage of our communities, through the inclusive design of all council-led regeneration schemes, including Meridian Water and Joyce and Snells.'

Feedback on the commitments and principles set out in the draft Policy:

Our commitments as an employer

In the draft policy we outline our commitments as an employer in tackling inequality, and advancing equality, diversity and inclusion. However, it was felt by some staff that the policy was not 'internal' enough to speak to the issues facing staff.

When discussing their feedback, a representative from a VCS organisation said that to achieve the equalities objectives the Council must build the capacity of its staff. This will include developing a strong unconscious bias programme for all staff and elected members.

The Ethnic Minority Network also suggested ways in which the Council can support ethnic minorities into senior leaderships at the Council. This included a specific mentoring programme, training to support staff to progress, and that Human Resources should review recruitment processes to support candidates from ethnic minorities. It was also suggested that to demonstrate their support to all the staff networks (their 'Allyship'), Senior Leaders and Councillors attend events run by the Ethnic Minority Network.

The importance of a diverse senior leadership at the Council and recruiting a workforce which is representative of the borough's population was also stressed by our Voluntary Sector Partners.

How we have addressed these

- The Learning and Organisational Development Team have facilitated staff focus groups to reflect on how Enfield can be a more inclusive employer; and are reviewing our training programmes to reflect this feedback. Delivery of the new training programme will be a key action for delivering on the new policy in its first year.
- In the policy we included a clear commitment to educate all officers and elected members on unconscious bias, on language and structural racism.
- A Director has been appointed as an ambassador to each staff network and this has been included in the policy.
- We have strengthened our commitments as an employer to ensure our staff feel valued and supported to fulfil their potential:

- 'Ensure the top of the Council's workforce is proportionately representative of Enfield's ethnic minority population by 2030.'
- 'Supporting a workplace where staff from different backgrounds work together harmoniously and productively and everyone feels valued.'
- 'Use policies and practices that demonstrably enable staff to fulfil their potential and progress within our organisation.'

Digital exclusion

Throughout the engagement, feedback often focused on digital inclusion and a reflection on the impact of lockdown on residents who cannot afford Wi-Fi or devices, particularly with the closures of libraries and community centres. Participants expressed specific concern about the impact of digital exclusion during the Covid-19 pandemic on school pupils, the elderly and disabled residents, and how we could better support these groups to be digitally included.

How we have addressed these views

- To reduce digital exclusion in Enfield, we are developing a digital inclusion plan for the Borough. This plan will set out the Enfield picture on digital exclusion, identify the barriers people face in getting online and identify a multi-agency approach to address these issues.

Accountability

Throughout the engagement, participants made clear the importance of the duty of the Council, as a community leader, in tackling inequality. Participants wanted to ensure that the actions for each objective have clear outcomes and measures of success. Subsequently, several VCS organisations suggested SMART key performance indicators to ensure appropriate impact evaluation. Furthermore, participants felt that the policy should include how our staff, community or partners could report if they felt the policy was not being adhered to.

Community Organisations suggested that the Council should produce an annual report identifying progress towards tackling inequality. They also suggested that addressing inequalities should be a priority in the Council's budget.

The importance of reviewing and challenging Equality Impact Assessments (EqIA), where they believe there will be a disproportionate impact, was highlighted by both the Trade Unions and VCS organisations. Participants also stressed the importance of considering the impact of all decisions on protected groups.

Furthermore, participants put forward several suggestions to ensure we uphold our Public Sector Equality Duty. They suggested that equalities training is provided to Council staff and subcontractors and that the equalities workstream is included in the job description of senior officers at the Council.

How we have addressed these views in the revised policy:

- A detailed action plan to achieve our equalities objectives will be published on the council website by April 2021 and will be reviewed annually. This will

include key performance indicators and lead officers for each action and objective. Furthermore, a new equalities training programme is being developed by our Learning and Development Team.

- In the policy we have included a section which recognises that despite the best intentions sometimes things can go wrong. Enfield Council acknowledges that people have the right to complain about either a service they have received from us, a contractor that provides services on our behalf, or their experience in the workplace.
- On an annual basis we publish our Equalities Report, this report examines progress on equalities targets for each service and identifies some of the inequalities which persist across Enfield and demonstrates our commitment to overcoming these challenges. reference to this, and a link to the annual reports, has now been included in the policy.
- As well the focused areas of work to reduce inequality for specific groups in Enfield, we are taking action to overcome structural causes of inequality by implementing our [Council Plan 2020-2022](#) to create a lifetime of opportunities for everyone in Enfield. This Plan includes action to improve housing, education, employment and health for people across the borough. We have now made clearer reference to this in the policy, and the positive impact expected by successfully delivering on the Council Plan for people with protected characteristics currently facing disadvantage.
- A new EqIA template and guidance has been developed by the Corporate Strategy Service, which states that an EqIA must be completed and updated throughout the decision-making process. The aim of an EqIA is to identify and remove any potential barriers to fairness and equality in a service provision and take all reasonable steps to advance equality, by considering the impact that a proposed change could have on different groups with protected characteristics. Our approach to EqIAs is now set out more clearly in the policy.
- Within the Council, the Executive Management Team provide visible leadership on equality ensuring it is embedded into policy, strategy and delivery as well as ensuring that the Council is meeting its duty under the Act. 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, which is made up of Directors, 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. This has been further emphasised in the policy.

Further suggestions to deliver and improve the policy.

As part of the feedback on the draft policy, we asked participants if they thought anything was missing from the policy which could further improve our approach to tackling inequality and advancing equal opportunities for everyone in Enfield.

One suggestion from a member of the public was to include social mobility as an action throughout the policy. Participants also suggested that the policy and future consultations should be published in an easy read format and were keen for the policy to be widely publicised using a range of methods, including easy read, once published

In their feedback, some participants examined the four core values and others were concerned that 'equal outcomes' was unrealistic and should be replaced with 'equality of opportunities'.

How we have addressed these views in the revised policy:

- An easy read version of the final Fairer Enfield Policy will be published, and the Corporate Strategy service will review our approach to providing easy read versions of future consultation documents. Our new guidance on completing equality impact assessments will include guidance for staff to consider the format in which information should be published, including advice on producing easy read versions where there will be an impact on people affected by learning disabilities.
- While the policy doesn't make explicit reference to the term 'social mobility' our new Council Plan and the principles set out throughout the policy reflect our approach of tackling inequality and promoting equality of opportunities for everyone in Enfield.
- We have updated the policy to make clearer that we understand equality to be about fair and equal treatment but acknowledge the need to move beyond just treating 'everyone the same' to focus on improving outcomes to ensure meaningful and positive change. This may mean responding to individuals or groups differently to meet their needs or address differing levels of disadvantage and discrimination in an unequal society.

Appendix 1

The Fairer Enfield Policy was shared on behalf of the Cabinet Member for Community Safety and Inclusion to all known voluntary and community sector organisations in the borough. To further encourage feedback from community groups, the Corporate Strategy Service called and emailed the following 75 VCS organisations representing minority groups in Enfield to ask their representatives to feedback on the policy.

- Action for Social Inclusion Partnership
- African Families' Positive Disability
- Age UK Enfield
- Alpha Care
- Arberia
- Association of French African Women in Enfield
- Bangladesh Welfare Association of Enfield
- British Alevi Federation
- Bush Hill Park United Reformed Church
- Central African Youth in Enfield
- Citizens Advice Enfield
- Deputy Lieutenant for the London Borough of Enfield
- Edmonton Islamic Centre
- Enfield Bangladeshi Welfare Association (EBWA)
- Enfield Borough Over 50's Forum
- Enfield Carers Centre
- Enfield Caribbean Association
- Enfield Cypriots Association
- Enfield Deaf Image Group & Enfield Disability Action
- Enfield LGBT Network
- Enfield Racial Equality Council
- Enfield Saheli
- Enfield Somali Community Association
- Enfield Voluntary Action
- Enfield Women's Centre
- Gargaar Somali Welfare Association
- Godwin Lawson Foundation
- Gospel Temple Apostolic Church
- Green Towers Luncheon Club
- Healthwatch Enfield
- Hindu Tamil Cultural Association
- Hope and Restoration/trading as H&R Training Professionals
- JCCESK-Edmonton (The Kimbanguist Help and Advice Centre)
- KAC (Kurdish Advice Centre)
- Kirkisrak Community House
- Kongolese Children's Association

- Kurdish Housing Association
- Lefkara Association of Great Britain - Enfield Branch
- London Anglo Tamil Association
- Mind in Enfield
- Naree Shakti (Women's Strength)
- National Autistic Society
- Nene Tereza
- North Enfield Foodbank
- North London Asian Care
- O"-Bay Community Trust
- One to One Enfield
- Over 50 Bangladeshi Society
- Palmers Green & Southgate Synagogue
- Palmers Green Mosque
- Polish Saturday School in Enfield
- Positive Enfield (Umoja)
- Poverty Concern
- ProjectACEi
- Robust Blessing Ministries
- Rumi Mosque
- Samafal Somali Families Association Ltd
- Sanatan Cultural Society
- Shpresa Programme
- Signpost (part of Community Heart London)
- Sisters In Islam - Muslim Youth Club
- Skills & Training Network
- Society of Indian Teachers and Associates
- Southgate Progressive Synagogue;
- Tamil Relief Centre
- The Judah Foundation
- The Kimbanguist Association of London
- The London Merit Association
- The Shane Project
- The Wellbeing Co
- Third Age Challenge Project
- Time to Help UK
- Trinity at Bowes Centre Plus
- Turkish Cypriot Community Association
- Wellbeing Connect Services