

Enfield Equality Impact Assessment (EqIA)

SECTION 1 – Equality Analysis Details

Title of service activity / policy/ strategy/ budget change/ decision that you are assessing	Fairer Enfield – Equality, Diversity and Inclusion Policy and Objectives
Lead officer(s) name(s) and contact details	Harriet Potemkin, Head of Strategy and Policy (harriet.potemkin@enfield.gov.uk)
Team/ Department	Corporate Strategy Service
Executive Director	Ian Davis, Chief Executive
Cabinet Member	Cllr Nneka Keazor, Cabinet member for Community Safety and Cohesion
Date of EqIA completion	Ongoing

SECTION 2 – Summary of Proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

Please summarise briefly:

What is the proposed decision or change?
 What are the reasons for the decision or change?
 What outcomes are you hoping to achieve from this change?
 Who will be impacted by the project or change - staff, service users, or the wider community?

What is the proposed decision or change?

The Fairer Enfield 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.

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.

What are the reasons for the decision or change?

The existing “Equal Opportunities Policy” was last updated in 2012. Since 2010, Enfield Council’s central government funding has been cut by 60%, whilst the borough’s population has grown by 13%. With a greater number of vulnerable residents to cater for, and fewer resources to support them, the challenge of effectively tackling inequality in the borough and across the organisation has become even more complex.

The Public Sector Equality Duty requires us to publish one or more specific and measurable equalities objectives every four years that demonstrate areas where we are tackling inequality. If we do not publish and implement a new equalities policy and objectives, we would fail to demonstrate a clear commitment to tackling inequality and discrimination and promoting equality, diversity and inclusion. We would also be failing to adhere to our statutory duty under the Public Sector Equality Duty.

What outcomes are you hoping to achieve from this change?

This policy sets out how we will meet our Public Sector Equality Duty under the Equality Act 2010, which requires us to demonstrate 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.

It also includes our equality objectives, required as part of the Public Sector Equality Duty. These objectives, as set out in the policy, are:

- (1) Overcome racism in Enfield.
- (2) Deliver positive interventions to reduce serious youth violence in Enfield.
- (3) Increase the number of people with special educational needs and disabilities (SEND) who are in paid employment.
- (4) Improve the wellbeing and celebrate the contribution of our Lesbian, Gay, Bi and Trans community.
- (5) Provide access to support services and networks to reduce social isolation.
- (6) Work with our partners to mitigate the impact of Covid-19 on Children and Young People’s mental health and wellbeing.
- (7) Keep people safe from domestic abuse.
- (8) Promote safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents.

Who will be impacted by the project or change - staff, service users, or the wider community?

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

residents, service users and Council staff, regardless of their protected characteristics.

SECTION 3 – Equality Analysis

Age

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)?

Please provide evidence to explain why this group may be particularly affected.

The Fairer Enfield policy will have a positive impact on all ages, as it will encourage staff to consider the impact of their service delivery on people of different ages. The policy also reinforces the Council's commitment to fulfil the Public Sector Equality duty and to work to tackle age discrimination, advance equality of opportunity for people of all ages and foster good relations between people of all ages. It sets out who is accountable for this work and how it is monitored and reviewed.

The actions set out below under the different equalities objectives will impact positively in particular on people as a result of their age:

Overcome racism in Enfield: This objective will support residents, services users and staff of all ages through various actions.

- By working to better understand the overrepresentation of young Black men in mental health in-patient services, this will particularly benefit young Black men and their families by supporting patients to access early intervention and community-based services.
- Older people are disproportionately impacted by Covid-19, by implementing the recommendations from Public Health England, we look to reduce this disproportionate impact.
- By supporting staff to progress to senior leadership roles, this will have a positive impact on staff of all ages, it is particularly important that younger staff on lower pay roles are also supported towards leadership roles.

Deliver positive interventions to reduce serious youth violence in Enfield: This will particularly benefit young people aged 10-17 living in deprived areas. This will also have a positive impact on family and community members of all ages who are affected by youth violence.

Increase the number of residents affected by SEND who are in paid employment: This objective will have a positive impact on all people with SEND of working age, as we aim to increase employment through both the supported internship program (which supports people aged 16-24) and equals employment service (which supports 18- 64-year olds). There may be some disparity in the

level of support for service users depending on the programme they are accessing. Young people on the supported internship programme will have more support, and are guaranteed placements, however they will be carrying out a year of unpaid work. Clients using the equals service will have to go through standard interview processes themselves and may not be receive the same level of support as the supported interns.

Improve the wellbeing and celebrate the contribution of our LGBT

Communities: This objective should support LGBT people of all ages who live, learn and work in Enfield to feel included, valued and safe. By creating an LGBT inclusive workplace, policies and promoting LGBT events, this will support LGBT staff and residents of all ages to feel included. This objective includes an action specifically focused on supporting LGBT students and tackling homophobic, biphobic and transphobic bullying. This may require us to examine how we can further support older LGBT residents; however, this support may be achieved through actions in the fifth objective.

Provide access to support services and networks to reduce social isolation:

This should have a particularly positive impact on elderly people who are most at risk of social isolation. It is estimated that 30% of the population aged over 65 are mildly to severely lonely. Enfield's over 65 population is predicted to grow by 23% in the next 10 years and is the component of our population projected to grow fastest. This objective will support older people to socially connect through social prescribing, volunteering and befriending initiatives, employment and through the voluntary and community sector organisations. While this objective will in particular benefit older residents, younger ages experiencing social isolation will also benefit as the initiatives are not exclusively for older people.

Work with our partners to mitigate the impact of Covid-19 on Children and Young People's mental health and wellbeing: The Covid-19 pandemic has had a profound impact on the children and young people's mental health and wellbeing.¹ There are 84,309 children and young people in Enfield, and we have more residents under 20 than London and National averages. There are 57,870 children and young people of school age in the borough. Findings from the Marmot Review show 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 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: This objective will support residents of all ages to keep safe from domestic abuse, by responding to concerns quickly

¹ <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>

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>

through our dedicated multi agency hub and ensuring the safety of vulnerable residents, staff and their children.

Promote safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents: This objective focuses on promoting cohesion for people of all ages and tackling hate crime. This objective has a specific focus on reducing the risk of crime against vulnerable people of all ages with illness, disability and frailty.

Mitigating actions to be taken

The Fairer Enfield Policy will positively impact people of all ages, as it reinforces the Council's commitment to fulfil the Public Sector Equality duty and to work to tackle age discrimination, advance equality of opportunity for people of all ages and foster good relations between people of all ages.

Disability

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include:

Physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

We estimate that 52,382 people in Enfield have a disability; this is 15.69% of Enfield's population.³

The policy will have a positive impact on people affected by disability as it will encourage staff to consider the impact of their service delivery on people with disabilities. The policy also reinforces the Council's commitment to fulfil the Public Sector Equality Duty and work to tackle discrimination, advance equality of opportunity and foster good relations between people with and without disability.

It sets out who is accountable for this work and how it is monitored and reviewed. The policy also reinforces the Council's duty to provide reasonable adjustments to those with special requirements. It also advises that staff should be able to get remittance from work to attend staff groups, such as the Disability Working Group and Mental Health and Wellbeing Board. It also formally recognises the importance of these groups and the Council's duty to support them.

The development of a sustainable and ethical procurement policy which will reflect this policy will benefit people affected by disability, as it can be used to ask

³ <https://new.enfield.gov.uk/services/your-council/equality-and-diversity-report-2020-your-council.pdf>

services to provide work placements for people affected by disability.

Overcome racism in Enfield: This objective includes a specific action to better understand the overrepresentation of young Black men in mental health in-patient services, this will have a positive impact on patients and their families by reducing the number of compulsory mental health detentions.

Increase the number of people affected by SEND who are in paid employment: There is a disproportionate lack of disabled people in employment in Enfield. 2019 data showed that only 42.6% of disabled persons in Enfield were in employment. This is below the national average, which estimates 53.2% of disabled persons are in employment (Annual Population Survey 2019).⁴ This objective should have a positive impact on people affected by special educational needs and/or disabilities who hope to gain and sustain paid employment. Although the supported internship programme and Equals Employment Service are for people affected by learning difficulties and not people affected by physical disabilities or mental ill-health, action in the policy includes expanding these programmes, and also expanding our schools careers services and apprenticeship programme so that people affected by physical disabilities are also supported into paid employment.

Improve the wellbeing and celebrate the contribution of our LGBT Communities: This objective should have a positive impact on LGBT residents affected by disability.

Provide access to support services and networks to reduce social isolation: This objective should have a positive impact on people who are socially isolated because of their disability. Reducing social isolation can also prevent long term injuries caused by falls.

Work with our partners to mitigate the impact of Covid-19 on Children and Young People's mental health and wellbeing: In 2019, there were 3,271 children and young people with Education, Health and Care Plans (EHCPs) in the borough. The numbers of people with learning disabilities is predicted to increase to more than 1,250 people who will require health, care and support services by 2030 (PANSI 2019). On average students with SEND are 3 years behind their peers at the end of secondary education.⁵ The Disabled Children's Partnership has highlighted significant concerns about the impact of Covid-19 lockdowns on the mental wellbeing of disabled children.⁶ The lack of personalisation of instruction available to many young people affected by SEND, in their online

⁴ Please note that this data comes from the annual population survey data only, and at local authority level the confidence intervals are quite broad due to the relatively small sample sizes.

⁵ <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>

⁶ <https://disabledchildrenspartnership.org.uk/wp-content/uploads/2020/06/LeftInLockdown-Parent-carers%E2%80%99-experiences-of-lockdown-June-2020.pdf>

lessons and home education, has acted as a barrier to learning during school closures. This objective will have a positive impact on children and young people affected by disabilities, as it will help to address and mitigate, as far as possible, the impact of Covid-19 on their mental health, wellbeing and educational attainment.

Keep people safe from domestic abuse: This objective will have a positive impact by ensuring that vulnerable residents affected by disability are safe from domestic abuse.

Promote safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents: This objective will have a positive impact, by reducing the risk of crime against people affected by disability.

Mitigating actions to be taken

The Fairer Enfield policy will have a positive impact on people affected by disabilities.

Gender Reassignment

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on transgender people?

Please provide evidence to explain why this group may be particularly affected.

GIRES (Gender Identity Research and Education Society) estimate that in the UK around 650,000 people, 1% of the population, experience some degree of gender non-conformity. If these numbers are correct, and if Enfield's population of 333,869 were exactly typical of that population, this will equate to 3,339 individuals with some degree of gender non-conformity.

The Fairer Enfield policy will have a positive impact on trans people as it will encourage staff to consider the impact of their service delivery on trans people. The policy encourages staff and residents to value diversity and respect each other. The policy also reinforces the Council's commitment to fulfil the Public Sector Equality duty and work to tackle discrimination, advance equality of opportunity and foster good relations between trans and cis gender people.

Increase the number of people affected by SEND who are in paid employment: This will have a positive impact on trans people affected by SEND who want to get into paid employment.

Improve the wellbeing and celebrate the contribution of our LGBT Communities: This objective will have a positive impact on trans people, according

to Stonewall 36% of trans people have experienced discrimination within their community because of different parts of their identity.⁷ By effectively monitoring trans status, we can understand the needs and experiences of trans people in Enfield. Furthermore, by creating a trans inclusive workplace and policies, as well as celebrating LGBT events in Enfield, we can help to ensure trans people will be valued, safe and included. We also know that according to Stonewall, 84% of trans young people have self-harmed and 45% of trans young people have attempted to take their own life.⁸ By working with schools to tackle transphobic bullying and supporting the mental health of trans students, this will have a positive impact on their wellbeing.

Provide access to support services and networks to reduce social isolation:

This should have a positive impact on trans people at risk of social isolation. We must be mindful that this work is not solely focused around elderly people, and that other groups who are vulnerable to social isolation, such as trans people, are also considered in this work.

Overcome racism in Enfield: Any trans people who live, learn or work in Enfield from ethnic minorities should benefit from this initiative.

Keep people safe from domestic abuse: In the 2018 Stonewall Report, 28% of trans respondents had experienced domestic abuse in the last 12 months. This objective will positively impact trans people in Enfield, by ensuring that our work to tackle domestic abuse is inclusive of the needs of Trans communities by including Trans-specific issues in our publicity campaigns and training, we can encourage reporting and intervene where possible to prevent domestic abuse.

Promote safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents: This objective will have a positive impact on trans people, by tackling extreme behaviour, encouraging the reporting of hate crime and ensuring victims are supported through the criminal justice system.

Mitigating actions to be taken

The Fairer Enfield policy will positively impact trans people who live, learn and earn in Enfield.

Marriage and Civil Partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people in a marriage or civil partnership?

⁷ https://www.stonewall.org.uk/sites/default/files/lgbt_in_britain_home_and_communities.pdf

⁸ <https://www.stonewall.org.uk/children-and-young-peoples-services-champions-programme>

Please provide evidence to explain why this group may be particularly affected

The policy will have a positive impact on people of all marital statuses as it will encourage staff to consider the impact of their service delivery on different groups. The policy also reinforces the Council's commitment to fulfil the Public Sector Equality duty and work to tackle discrimination, advance equality of opportunity of foster good relations between people of different marital status. It sets out who is accountable for this work and how it is monitored and reviewed.

Mitigating actions to be taken

The Fairer Enfield policy will positively impact people regardless of their marital status.

Pregnancy and maternity

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on pregnancy and maternity?

Please provide evidence to explain why this group may be particularly affected

Fairer Enfield will have a positive impact on pregnancy and maternity, as it will encourage staff to consider the impact of their service delivery on people who are pregnant or in the maternity period. Between July 2019 – July 2020, the number of births where Enfield is the usual residence of the mother was 3,356.⁹

The policy also reinforces the Council's commitment to fulfil the Public Sector Equality duty and work to tackle discrimination, advance equality of opportunity and foster good relations. This should empower pregnant staff to highlight if they feel they are being discriminated against based on their pregnancy.

It also formally recognises the Council's staff groups and encourages managers to grant remittance from work to attend these groups, which may be relevant as women into leadership will offer support and guidance for women who have gone through pregnancy. The policy also reinforces their right to reasonable adjustments. It sets out who is accountable for this work and how it is monitored and reviewed.

Mitigating actions to be taken

The Fairer Enfield Policy will positively impact people who are pregnant or in the maternity period.

⁹ ONS 2020

Race

This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people of a certain race?

Please provide evidence to explain why this group may be particularly affected

Enfield is a diverse borough. Based on 2019 Enfield Ethnicity estimates, residents from White British backgrounds make up 35% of Enfield's inhabitants with other White groups at 23%, Other Ethnic Groups at 5%, Mixed Groups at 6%, Asian Groups at 11% and Black groups at 18%. The 'Other White' group is composed largely of Greek and Turkish Cypriots and Turkish ethnicities.

The policy will have a positive impact on people of different races as it will encourage staff to consider the impact of their service delivery on different ethnicities. The policy encourages staff and residents to value diversity and respect each other. The policy also reinforces the Council's commitment to fulfil the Public Sector Equality duty and work to tackle discrimination, advance equality of opportunity and foster good relations between different races. The policy also sets out the benefits of having a diverse workforce that represents the community it serves. It also formally recognises the Council's staff groups and encourages managers to grant remittance from work to attend these groups, which may be relevant for people who would like to attend the Ethnic Minority Network meetings.

Overcome racism in Enfield: This objective states the actions that Enfield Council will undertake to overcome racism in Enfield and reduce the inequality that ethnic minorities experience in housing, education, employment, health and criminal justice.

- We will empower our ethnic minority communities by delivering an annual programme of educational, challenging and inspiring events celebrating ethnic minority communities and working with our schools to create a diverse and anti-racist curriculum.
- By working to better understand the overrepresentation of young Black men in mental health in-patient services, this will particularly benefit young Black men and their families by supporting patients to access early intervention services.
- National analysis found that 12-18% of ethnic minority communities were struggling financially before the Covid-19 pandemic.¹⁰ We can act through our work to improve access to benefit and debt advice for all residents and by helping ethnic minority-owned businesses to thrive, through our procurement processes and by providing local support to small and medium (SME) businesses.
- The Public Health Team are implementing recommendations from Public

¹⁰ <https://www.ippr.org/blog/minority-ethnic-groups-face-greater-problem-debt-risk-since-covid-19>

Health England's *Beyond the Data* report, this will positively impact people from ethnic minorities by reducing the disproportional impact of Covid-19.

- The policy will help to reduce the systemic discrimination experienced by Gypsy, Traveller and Roma communities and address inequalities in education and healthcare.
- By increasing the representation of ethnic minorities in leadership roles, this will have a positive impact on ethnic minorities working for the Council and living in the borough, as it will increase their representation in key decision making.

Deliver positive interventions to reduce serious youth violence: Enfield continues to suffer high levels of serious youth violence and there is local evidence that Black young people in particular are over-represented in youth convictions. The actions to support young people to prevent them from being drawn into gangs, will likely involve investing in youth services and programmes. This will particularly benefit Black people aged 10-17 living in deprived areas, as well as their family and community members.

Increase the number of residents affected by SEND who are in paid employment: This objective will positively impact people from ethnic minorities with learning difficulties, who want to gain paid employment.

Improve the wellbeing and celebrate the contribution of our Lesbian, Gay, Bi and Trans Communities: This objective will positively impact LGBT people from ethnic minorities.

Work with our partners to mitigate the impact of Covid-19 on Children and Young People's mental health and wellbeing: This objective will positively impact young people from ethnic minorities in Enfield. The Marmot Review shows that the proportion of students estimated to need intensive-catch-up support was higher in schools with higher proportions of students from ethnic minorities, which reflects that a higher proportion of ethnic minorities live in deprived areas.¹¹ We will work with schools to mitigate, as far as possible, the disproportionate impact of the Covid-19 lockdowns on the educational attainment of children and young people in low income families.

Keep people safe from domestic abuse: This objective will support women in isolated communities, including those in Gypsy, Traveller and Roma communities, to access support and services to prevent and tackle domestic abuse, including women's refuges.

Promote safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents: This objective will have a positive impact on ethnic minorities in Enfield, by tackling extreme behaviour, encouraging the reporting of hate crime and ensuring victims are supported through the criminal

¹¹ The National Foundation for Educational Research. The challenges facing schools and pupils in September 2020

justice system. This will reduce the risk of crime against people from ethnic minorities. The objective will benefit Gypsy, Roma and Traveller communities, by promoting good relations between Gypsy, Roma and Traveller communities and the wider community we can reduce harassment and discrimination towards Gypsy, Roma and Traveller communities. The objective also includes an action to work with all Enfield faith communities to promote peace, mutual understanding and respect and to support and encourage others to do likewise, which will positively impact on people from ethnic minorities of all religions.

Mitigating actions to be taken

The Fairer Enfield policy will positively impact people from ethnic minorities in Enfield.

Religion and belief

Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

Please provide evidence to explain why this group may be particularly affected.

The Fairer Enfield policy will have a positive impact on people of different religions and beliefs, as it will encourage staff to consider the impact of their service delivery on different religions. The policy encourages staff and residents to value diversity and respect each other, the policy specifically reiterates the importance of freedom of religion. Fairer Enfield also reinforces the Council's commitment to fulfil the Public Sector Equality duty and work to tackle discrimination, advance equality of opportunity and foster good relations between people with different faith systems or beliefs.

Overcome racism in Enfield: This objective includes action to provide support and information to ethnic minorities to help decrease the disproportionate impact of Covid-19. To deliver this action, the Public Health Team have engaged the local Faith Forum with fortnightly public health briefings, education and awareness raising and to understand cultural and religious factors that may influence adherence to government advice. This will help us to ensure that our support positively impacts people of different religions and beliefs.

Promote safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents: There was a 13% increase in the reporting of faith hate crime offences over the 12 months to December 2020.¹² This objective will positively impact people of different religions and beliefs, as we will

¹² <https://www.met.police.uk/sd/stats-and-data/met/hate-crime-dashboard/>

work with Enfield’s faith communities to promote peace, mutual understanding and respect and to encourage and support others to do likewise. We will also create community spaces to promote cohesion and cultural celebrations, which will enable us to celebrate the different religions and beliefs of people in Enfield. These actions will help to reduce the risk of hate crimes motivated against religions or beliefs.

Mitigating actions to be taken

The Fairer Enfield policy will positively impact people of different religions and belief in Enfield.

Sex

Sex refers to whether you are a man or woman.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on men or women?

Please provide evidence to explain why this group may be particularly affected.

The Fairer Enfield policy will have a positive impact on men and women as it will encourage staff to consider the impact of their service delivery on different genders. The policy also reinforces the Council’s commitment to fulfil the Public Sector Equality Duty and work to tackle discrimination, advance equality of opportunity and foster good relations.

This should empower staff to highlight if they feel they are being discriminated against based on their gender. It also formally recognises the Council’s staff groups and encourages managers to grant remittance from work to attend groups, such as the Women into Leadership, which covers topics particularly affecting women and offers support, helping the organisation address longstanding inequality experienced by women in work which is apparent at a national level. Fairer Enfield also sets out who is accountable for this work and how it is monitored and reviewed.

Overcome racism in Enfield: This objective will help to reduce the structural inequality experienced by ethnic minorities of both genders in Enfield. The objective specifically looks at reducing the overrepresentation young Black men in mental health in-patient services. By focusing on early intervention and support, this will positively impact their family members of both genders.

Deliver positive interventions to reduce serious youth violence in Enfield: Research shows that males commit more serious violence than females; 76% of homicides are committed by males and 87% of weapons users are male.¹³ This objective will have a positive impact on male and females, by better supporting young people to prevent them being drawn into gangs, crime and serious violence.

¹³ Government Serious Youth Violence Strategy, 2018

We will prioritise investment in youth services, increase mutual trust between young people, communities and the police and support employment opportunities for young people who are NEET.

Increase the number of residents affected by SEND who are in paid employment: This objective should positively impact both men and women.

Improve the wellbeing and celebrate the contribution of our Lesbian, Gay, Bi and Trans Communities: This objective should positively impact LGBT people of both genders. By effectively monitoring gender identity we can understand the needs and experiences of LGBT people in Enfield, so that we can ensure that our policies and services are LGBT inclusive.

Provide access to support services and networks to reduce social isolation: Academic research states that men are more likely to be socially isolated than women. This objective will support people of both genders to socially connect through social prescribing, volunteering and befriending initiatives, employment and through the voluntary and community sector organisations, and may particularly benefit men given that they are more likely to being socially isolated, according to academic research.

Keep people safe from domestic abuse: The objective includes a specific focus on women, through working with our partners to deliver our Violence against Women and Girls Strategy. This is because women are twice as likely to experienced domestic abuse than men. However, this objective will benefit both men and women, by enhancing our quick response to concerns through our dedicated multi-agency domestic abuse to reduce risks and ensure the safety of vulnerable adults and their children. We will also work with our schools to develop our approach on how we educate boys and girls on healthy relationships, consent, gender equality and staying safe online.

Mitigating actions to be taken

The Fairer Enfield policy will positively impact both men and women in Enfield.

Sexual Orientation

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

Please provide evidence to explain why this group may be particularly affected.

The Fairer Enfield policy will have a positive impact on our LGBT communities, as it will encourage staff to consider the impact of their service delivery on residents of different sexual orientations. Fairer Enfield encourages staff and residents to value diversity and respect each other. The policy also reinforces the Council's commitment to fulfil the Public Sector Equality duty and work to tackle discrimination, advance equality of opportunity and foster good relations between people with different sexualities.

Increase the number of residents affected by special educational needs and disabilities (SEND) who are in paid employment: This will have a positive impact on LGBT people with learning difficulties who want to gain and sustain paid employment.

Improve the wellbeing and celebrate the contribution of our Lesbian, Gay, Bi and Trans Communities: This objective specifically focuses on ensuring that LGBT people who live, learn and earn in Enfield feel valued, included and safe. It is estimated that the LGB population in Enfield may be anywhere between around 6,677 and 33,387.

- By monitoring sexual orientation, we can understand the needs and experiences of LGBT people in Enfield to ensure that our services and policies are LGBT inclusive.
- Furthermore, by ensuring that we celebrate LGBT events and developing an LGBT inclusive workplace, we can ensure LGBT people feel value, safe and included.
- The School Report,¹⁴ published by Stonewall in 2017, demonstrated the need to further support LGBT young people to reach their full potential. Nearly half of LGBT pupils are bullied for being LGBT at school. Therefore, by working with schools to tackle homophobic and biphobic bullying and better supporting the mental health of LGBT students, this objective will have a positive impact on their wellbeing.

Provide access to support services and networks to reduce social isolation: This should have a positive impact on LGBT people at risk of social isolation. We must be mindful that this work is not solely focused around elderly people, and that other groups who are vulnerable to social isolation, such as LGBT people, are also considered in this work. Through our commitment to ensure that our policies are LGBT inclusive, this will ensure that any actions to reduce social isolation will consider how to support LGBT people in Enfield.

Keep people safe from domestic abuse: In England, it is estimated that more than 1 in 4 gay men and lesbian women and more than 1 in 3 bi people experience at least one form of domestic abuse since the age of 16.¹⁵ This objective will have a positive impact on LGBT people, we will ensure that our work to tackle domestic violence and abuse is inclusive of the needs of LGBT communities by including LGBT-specific issues as part of our publicity campaigns and through ensuring

¹⁴ <https://www.stonewall.org.uk/school-report-2017>

¹⁵ http://www.galop.org.uk/wp-content/uploads/Galop_RR-v4a.pdf

LGBT-specific issues are considered as part of all training on domestic violence and abuse.

Promote safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents: This objective will have a positive impact on LGBT people. We will tackle extreme behaviour, encourage the reporting of hate crime and ensure that victims are supported through the criminal justice system, this will help reduce the risk of crime against LGBT people.

Mitigating actions to be taken

The Fairer Enfield policy and objectives will have a positive impact on people in Enfield, regardless of their sexual orientation.

Socio-economic deprivation

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

Please provide evidence to explain why this group may be particularly affected.

Although it is not stated in legislation as a protected characteristic, Enfield is going beyond its statutory duties under the 2010 Equality Act by seeking to also implement the Act's socio-economic duty (Part 1 Section). We 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.

In 2019 we set up an independent commission to better understand poverty and inequality in the borough. The Commission, chaired by Baroness Tyler of Enfield, listened to the experiences of local people. The Commission made 27 recommendations for the Council and our partners to act on to make Enfield a fairer place.

As part of the policy we commit to ensuring that we use commissioning and procurement of services as a tool to reduce inequality across the borough, including by encouraging commissioned services to pay the living wage and also by other initiatives which provide social value, such as offering apprenticeships to local people.

Overcome racism in Enfield: Many businesses in Enfield and residents have been financially impacted by the Covid-19 crisis, we want to support ethnic minority owned businesses to thrive, through our procurement processes and by providing local support to small and medium businesses.

Increase the number of residents affected by SEND who are in paid employment: Residents with SEND are disproportionately impacted by unemployment. Enfield's employment rates for people affected by disabilities are lower than the national average. This objective will help to increase the number of people with SEND to gain an sustain paid employment.

Work with our partners to mitigate the impact of Covid-19 on Children and Young People's mental health and wellbeing: This objective will benefit children and young people from low income families, as findings from the Marmot Review show that children in the most deprived areas in UK are 4-6 months further behind their peers because of school closures.¹⁶ Therefore, we have included an action to work with schools to mitigate, as far as possible, the disproportionate impact of Covid-19 lockdowns on young people from low income families' educational experience.

Deliver positive interventions to reduce serious youth violence in Enfield: Poverty is a risk factor for involvement in youth crime, a British Crime survey shows that people on lower incomes are over-represented as both the victims and perpetrators of crime,¹⁷ and in Enfield offences are concentrated in the poorest wards. We will take an early intervention approach to reduce serious youth violence and ensure that young people and families from different backgrounds within our community know how to access support for themselves, and their peers, and seek help when the need it to stop problems escalating and causing distress. Furthermore, young people who are not in education, employment and training are more at risk of being involved in youth crime. We will reduce this risk by encouraging and supporting local businesses and employers to provide training, apprenticeships and employment opportunities to young people who are not in education, training or employment (NEET).

Mitigating actions to be taken.

By recognising socio-economic status as a protected characteristic, Fairer Enfield reaffirms our commitment to treat everyone equally regardless of socio-economic status and we will work to eliminate discrimination and disadvantage caused by a person's socio-economic status.

SECTION 4 – Monitoring and Review

How do you intend to monitor and review the effects of this proposal?

Who will be responsible for assessing the effects of this proposal?

¹⁶ <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>

¹⁷ <https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/crimeinenglandandwalesannualtrendanddemographicstables>

The Fairer Enfield Policy will be periodically reviewed and updated to reflect changing needs, new strategies or organisational restructure. This review will be undertaken by the Corporate Strategy Service and presented to the Corporate Equalities Board for review.

The progress in delivering on our equalities objectives will be assessed annually by the Corporate Equalities Board, supported by the Corporate Strategy Service and the Knowledge and Insight team and updated every four years, in line the Public Sector Equality Duty.

As part of our Public Sector Equality Duty, we publish an annual [Equalities Report](#). This report examines progress on equalities targets; reviews the inequalities which persist across Enfield and demonstrates our commitment to overcoming these challenges. The report includes our 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.

Progress against the objectives set out in this policy will be reviewed in this annual Equalities Report, following its approval. A review of progress against the objectives one year on from the policy approval will be contained in the 2021 annual report, scheduled for publication in early 2022.

The Council benchmarks itself against several external resources. As an employer the Stonewall Workplace Equality Index is used to measure progress on Lesbian, Gay, Bi and Trans inclusion. The council is disability confident employer and we also use our staff equality monitoring data to benchmark ourselves against other London Boroughs. As a service provider we compare ourselves against other Local Authorities and use the Equality Framework for Local Government (EFLG) to review and improve performance across key performance areas which include knowing your communities; leadership, partnership and organisational commitment; involving your communities; responsive services and customer care; as well as a skilled and committed workforce.

The policy sets out clear governance arrangements showing accountability for delivery of the policy.



SECTION 5 – Action Plan for Mitigating Actions.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments