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**London Borough of Enfield
Annual Equality and Diversity Board**

8th February 2022

Subject: Annual Equalities Report

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

Executive Director: Ian Davis, Chief Executive

Purpose of Report

1. The Board will receive a presentation summarising activities and projects that the Council has focused on over the last year to deliver its Fairer Enfield policy and how these initiatives have delivered positive outcomes for people who live, learn, earn in or visit Enfield.
2. This presentation and feedback from the Board will be used to develop the Council's Annual Equality and Diversity Report for 2021/22, for publication in May 2022.

Proposal(s)

3. The Board are asked to review the summary of the progress, highlighted in the presentation, towards achieving the Council's eight equalities objectives and our commitments as a community leader, service provider, commissioner and employer, as outlined in the Fairer Enfield policy.

Reason for Proposal(s)

4. A summary of progress against our equalities objectives and of the work undertaken during 2021/22 to embed the principles outlined in the Fairer Enfield Policy is being presented to the Board for their feedback, to help us develop the Council's Annual Equality and Diversity Report for 2021/22.

Relevance to the Council Plan

5. Fairer Enfield is one of the cross-cutting themes in the Council Plan 2020-22 and the Fairer Enfield policy sets out the principles which we need to follow across the workforce to ensure we deliver on this priority to tackle discrimination and promote and enhance equality, inclusion and diversity in all that we do.

6. Our Annual Equality and Diversity Report is an opportunity to demonstrate progress in making Enfield a fairer place where everyone has the same opportunities, whatever their background or situation.

Background

7. The [Fairer Enfield Policy 2021-25](#) sets out how Enfield Council will tackle inequality and foster an inclusive workplace and inclusive communities, as the borough continues to grow, develop and create new opportunities for everyone in Enfield. It demonstrates the Council's compliance with the Public Sector Equality Duty set out in the Equality Act 2010. The Public Sector Equality Duty is made up of a general equality duty which is supported by specific duties.
8. The specific duty requires the Council to:
 - Annually publish information to demonstrate how it is complying with the Public Sector Equality Duty. This information must relate to people who are affected by the Council's policies and practices, such as employees and service users.
 - Prepare and publish equality objectives at least every four years.
9. The Council publishes an equality and diversity report on an annual basis in accordance with this duty. The annual [Equality and Diversity Report 2020](#) demonstrates progress during 2020/21. We are now developing the report for 2021/22 and the Board will be presented with a summary of our progress for discussion, to inform the further development of this report.

Main Considerations for the Council

10. The Fairer Enfield Policy sets out how Enfield Council will tackle inequality, support an inclusive workplace and communities and create new opportunities for everyone in Enfield. This policy includes eight equality objectives to reduce inequality, which affect specific groups in Enfield.
11. These objectives are to:
 - Overcome racism in Enfield
 - Deliver positive interventions to reduce serious youth violence in Enfield
 - Increase the number of residents affected by special educational needs and disabilities (SEND) who are in paid employment
 - Improve the wellbeing and celebrate the contribution of Lesbian, Gay, Bi and Trans Communities
 - Provide access to support services and networks to reduce social isolation
 - Work with our partners to mitigate the impact of Covid-19 on children and young people's mental health and wellbeing
 - Keep people safe from domestic abuse
 - Promote safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents

12. The presentation to the Board will set out the objective (listed above), why it was selected when we formulated our policy during 2020, a summary of the key activities and projects that the Council has focused on over the last year to deliver them, and consideration of the impact, based on our analysis so far.
13. The presentation will include our workforce review, which outlines the makeup of our workforce by ethnicity, age, disability and gender. It will also show how these groups are represented across different pay scales and includes the annual gender and ethnicity pay gaps.
14. The presentation will contain good practice case studies that provide an overview of how the Council has worked in partnership with our statutory, voluntary and community partners, and engaged with our residents, in its capacity as a community leader, service provider and commissioner, to deliver equality initiatives that support work on improving service outcomes for diverse communities in the borough.

Conclusions

15. The presentation to the Board will highlight progress towards achieving the Council's eight equalities objectives and our commitments as a community leader, service provider, commissioner and employer. The Board will be asked for their feedback and this will be used to develop our Annual Equality and Diversity Report for 2021/22.

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