

## **MINUTES OF THE MEETING OF THE EQUALITIES BOARD HELD ON WEDNESDAY, 19TH OCTOBER, 2022**

**MEMBERS:** Councillors Ergin Erbil (Chair), Mustafa Cetinkaya, Hannah Dyson, Bektas Ozer, Paul Pratt, Ruby Sampson and Reece Fox

**ABSENT:** Councillor Nelly Gyosheva

**Officers:** Peter Nathan, Director of Education, Tinu Olowe, Director of Human Resources & Organisational Development, Andrea Clemons, Head of Community Safety, Harriet Potemkin, Head of Policy & Strategy, Lucy Nasby, Strategy & Policy Manager, Daniella Lang, Senior School Improvement Advisor for Safeguarding & Inclusion, Stacey Gilmour, Governance Officer

**Also Attending:**

Cllr Gina Needs, Cabinet Member, Community Safety & Cohesion  
Superintendent Rhona Hunt, MPS  
Detective Superintendent Sebastian Adjei-Addoh, MPS  
Tim Fellows, Enfield LGBT Network  
Bevin Betton, Chair, Enfield Racial Equality Council  
Pastor Nick Chanda, Enfield Faith Forum  
Mustafa-Berk Ak, Young Mayor of Enfield

### **1. WELCOME & APOLOGIES**

The Chair welcomed everyone to the meeting. Apologies for absence were received from Cllr Alessandro Georgiou, Cllr Margaret Greer (Vice-Chair), Peter Glass (Chief Executive Officer, Age UK Enfield), and Chandra Bhatia (Enfield Racial Equality Council).

It was noted that Cllr Georgiou had submitted his apologies for this meeting as he was required to attend the Finance & Performance Scrutiny Panel meeting which was also taking place this evening. Therefore, Cllr Reece Fox was substituting for Cllr Georgiou.

The Chair agreed to amend the running order of the agenda to accommodate the request of Andrea Clemons, Head of Community Safety as she needed to leave the meeting early, therefore agenda item no:5 was taken first. However, for clarity the minutes are shown in the order of the published agenda.

### **2. DECLARATIONS OF INTEREST**

There were no declarations of interest registered in respect of any items on the agenda.

### **3. MINUTES OF PREVIOUS MEETING**

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AGREED the minutes of the meeting held on 15 June 2022 subject to the following amendment:

### Attendance Details:

**Community Representatives:** Pastor Nick Chanda, Enfield Faith Forum

#### **4. REVIEW OF SCHOOL POLICE OFFICERS, SAFEGUARDING PROTOCOLS AND TRAINING**

RECEIVED the report of Chloe Pettigrew, Enfield Children's Safeguarding Partnership Manager.

NOTED

1. The report provides an update on the Enfield Safeguarding Children Partnership's work on Child Q through its recently established Task and Finish Group.
2. The purpose of the safeguarding work is to protect children, young people, adults at risk and their families so that they can all thrive in the borough. The Partnership's approach to safeguarding focusses on well-trained staff who can effectively engage and manage the risks that may be present.
3. The update from Supt. Rhona Hunt and Detective Superintendent Sebastian Adjei-Addoh highlighting the work that has taken place within Police and Education settings. This included detailed information on the role of the Safer Schools Police Officers and how this had been strengthened over the past few months by posting more Officers into schools to deal with this hugely important and challenging role.
4. The Safer Schools Officers (SSOs) are there to develop positive interactions with school-aged children and/or college/sixth form students. The aim is to ensure that the time these Officers spend in schools is spent in the very best way and can be as effective as possible. Therefore, consultations are taking place with Headteachers and Teachers in order to find out what they want the role of the School Officers to be and what areas, if any, can be improved on.
5. In response to Members' questions regarding Stop and Search in schools, Supt. Hunt advised that previously there had been a lack of guidance for School Officers around this issue. However, there were now clear processes and policies in place regarding this.
6. In response to a question on how policing in Enfield schools has changed since March 2022, it was advised that things have changed massively; engagement with young people has improved greatly which has ensured that their voices are being heard and what they want from the school officers is taken on board without judgement.
7. The Safeguarding Ambassadors, who are a group of young leaders, have met with Detective Superintendent Seb Adjei-Addoh to share their life experiences with police and how they would like to contribute to practice development of police and improve support to children and

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young people. An area of motivation is particularly around children and young people understanding their rights regarding stop and search.

8. Following this initial meeting the Safeguarding Ambassadors have developed a wider plan on how the work with the police can be replicated across the partnership to include the Local Authority, health and schools.
9. The key area that the Safeguarding Ambassadors wish to focus on is how the voice of a child or young person can be heard by frontline practitioners to help develop and improve practice. Reverse mentoring is an example of how this will be implemented.
10. A key area for practice improvement is always found in the voice of a child or young person. The lived experience that children and young people can provide is invaluable to demonstrate to frontline practitioners the impact of their practice. The Safeguarding Ambassadors are keen and motivated to ensure that their peers' voices are heard.
11. The Chair thanked the Police Officers for attending and welcomed them back to a future meeting of the Board to provide a further update on the work of the Safeguarding Ambassadors.

### **5. PROMOTE SAFER AND STRONGER COMMUNITIES BY ENCOURAGING THE REPORTING OF HATE CRIMES AND REDUCING REPEAT INCIDENTS**

RECEIVED the report of Andrea Clemons, Head of Community Safety and Sujeewan Ponnampalam, Prevent Lead.

NOTED

1. The verbal introduction by Councillor Gina Needs, Cabinet Member for Community Safety & Cohesion.
2. Key points of the report highlighted by Andrea Clemons, Head of Community Safety. Members were invited to raise questions and comments.
3. In response to Members' queries regarding the definition of Hate Crime it was explained that it is any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice towards someone based on a personal characteristic. Their characteristic includes disability, race, religion or belief, sexual orientation and trans identity.
4. Tackling Hate Crime is a Priority within the new Community Safety Partnership (Safer and Stronger Communities Board) Plan 2022-25, which is currently being finalised.
5. The latest figures were provided within the report detailing the various categories of Hate Crime and their respective changes. Members were advised that this information reflects reported crime.
6. In response to concerns regarding the reporting of Hate Crimes, it was advised that although the reporting of Hate Crime is actively encouraged it is recognised historically that there are some groups of people who are not comfortable in reporting such incidences to the

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police therefore other avenues have been set up, such as third party community based reporting sites where volunteers are able to assist with online reporting to the police which is often a valuable service.

7. In response to Members' questions regarding this data officers advised that in Enfield, the highest proportion of hate crime recorded was racist and religious in its nature. In the borough, this portion of hate crime recorded an increase of 6.4%. Homophobic hate crime increased by 50.8%, however, disability hate crime reduced by 20% and Transgender hate crime remained the same.
8. In response to Members' questions regarding the impact of the pandemic and lockdown on Hate Crime, officers explained that Hate Crime, similarly to Anti-Social Behaviour, rose significantly during lockdown periods by over 50% at some points. In June 2019 (prior to lockdown) the figures reflected 104 incidents in just one month and by June 2021 it was still 5.5% higher than the previous 12 rolling months. The category that increased by the greatest amount was racist hate crime.
9. Officers explained the remit of the Enfield Hate Crime Case Management Panel which meets every two months to discuss reported cases of Hate Crime. The panel, which is made up of statutory partners and local community organisations ensures a victim centred approach is given to each case and that the best possible outcome for the victim is achieved. The panel may also escalate cases to the Hate Crime Forum who oversee Hate Crime interventions in Enfield.
10. Officers provided further information on the Hate Crime Forum and explained that it is also responsible for provision of training for professionals including community organisations as part of the action plan delivery.
11. In response to Members' queries Andrea explained that the Council and the police are required to present current reporting trends and analysis of hate crime to the forum. This enables the forum to challenge partners on performance if significant gaps are noticed.
12. It was acknowledged that there had been a period of decreasing numbers of disability hate crime reported to services and discussion took place as to the possible reasons for this. Officers advised that to understand this further and support victims, all homophobic and disability hate crimes along with faith crimes are scrutinised by the borough's case management panel.
13. Councillor Sampson asked that, as misogyny is not recorded as a Hate Crime, where the data for this crime type is picked up. It was advised that this data is not currently made available to the Community Safety team.
14. In response to the Young Mayor's concerns regarding the school aspect of Hate Crime and what targeted outreach work takes place, Officers provided information on the Community Safety portfolio highlighting the Prevent Agenda and the robust programme of work that takes place in all secondary schools which includes an additional piece of work around Hate Crime. The Prevent Agenda is also delivered at a lower level in primary schools.

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15. Peter Nathan Director of Education added that it would be good to get more data from schools around this issue. However, due to Government agenda changes in the 1990's Local Authorities (LAs) can no longer collect the data that they would like to. Work does take place between the Local Authority and schools around equalities and safeguarding, but further work is often restricted due to the powers around it as well as funding. The Chair, Councillor Erbil agreed that funding is a massive issue due to cuts over the past twelve years but went on to say that schools and the LA have very dedicated Officers who ensure any incidents are tackled and dealt with.
16. Supt. Rhona Hunt referred to a recent Police online survey which had engaged with 120,000 young people. Out of these young people 10% said they had been a victim of crime in the last 12 months, with 30% of these crimes being hate crimes. This was resulting in interesting discussions with schools locally and London wide, looking at what could be done to tackle these issues.
17. In response to a question regarding engaging with the various religious groups in Enfield, Andrea explained that historically there has always been a great relationship with the Faith Forum, good links with its independent members and lots of community engagement work regularly takes place. It was also advised that the Enfield Faith Officer (MPS) also sits on the Hate Crime Executive and has good relationships with the harder to reach groups within the borough.
18. Discussions took place regarding sanction detection rates as well as the pressures within the criminal justice system and it was acknowledged that this often resulted in crimes going underreported therefore it was important to build confidence in people to come forward. Supt. Hunt said that although there has been an improvement in the number of sanction detections and outcomes, public satisfaction rates were still low and there needs to be a deeper dive into the reasons behind this.
19. It was agreed that the sanction detection data would be brought to a future meeting of the Equalities Board.  
**Action: Andrea Clemons, Head of Community Safety**
20. Concerns were raised regarding the complexity and length of the online police form for reporting all crime types as again, this often dissuaded people from reporting. Supt. Hunt said that although she had no influence in regard to this form, one of the main points taken away following a recent visit by the Commissioner to the North Area BCU was the online reporting process, and this was an issue that would continue to be fed-back.
21. In view of the above the Chair, Councillor Erbil suggested that a letter be sent on behalf of the Equalities Board to the London Assembly Member outlining the concerns raised regarding the MET's online reporting form.

**Action: Councillor Ergin Erbil (Chair)**

The Chair thanked Andrea for her interesting and informative update.

## 6. DATES OF FUTURE MEETINGS

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**NOTED** the dates of future meetings as follows:

- Tuesday 17 January 2023 – Council Chamber, Civic Centre
- Thursday 30 March 2023 – Conference Room, Civic Centre

These meetings will commence at 7:00pm.

The meeting ended at 8.40 pm.