

London Borough of Enfield

Overview and Scrutiny Committee

Date of Meeting: 9 February 2023

Subject: Equalities with a focus on the reduction of inequalities across the borough

Cabinet Member: Cllr Ergin Erbil, Deputy Leader

Executive Director: Ian Davis, Chief Executive

Purpose of Report

1. This report provides an update to the Overview and Scrutiny Panel on how the Council is meeting the requirements of the Public Sector Equality Duty and how it is delivering on the Council's equality and diversity policy, [Fairer Enfield 2021-25](#) objectives and outcomes. The report also includes how the Council is tackling health inequality in Enfield with our partners in the Integrated Care Board.

Relevance to the Council Plan

2. 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.

Background

The Equality Act 2010

3. The Equality Act 2010 covers nine protected characteristics and prohibits unfair treatment of people based on any of these characteristics. Enfield Council has gone beyond its statutory duties by also implementing the Act's socio-economic duty (Part 1 Section). In [Fairer Enfield 2021-25](#), 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.
4. Section 149 of the Equality Act states the "Public Sector Equality Duty", which requires public bodies to show due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations. The policy and objectives help us to demonstrate how we are actively working to fulfil this duty.

Fairer Enfield

5. In our Fairer Enfield policy, we outline the principles we will take as a community leader, service provider and employer to equality and diversity. The policy also includes our eight equalities objectives. It is a statutory requirement under the Equality Act 2010 that the Council must prepare and publish one or more equality objectives that it should achieve to fulfil the requirements of the Public Sector Equality Duty.
6. To identify these objectives, we analysed local data on the experiences of different groups in our communities, as well as national research on inequality. We also learnt from the successful approaches taken by other local authorities and voluntary and community sector organisations. Furthermore, we considered and discussed the views and experiences of staff and our voluntary and community sector partners. The policy is an important part of our response to the Covid-19 pandemic, which exposed and exacerbated the extent of structural inequality across London and the UK.
7. The Public Sector Equality Duty also requires the Council to reflect upon progress made over the course of the four-year period. Therefore, in our [Annual Equality and Diversity Report](#) we provide an overview of how the Council has worked in partnership with our statutory, voluntary and community partners, and engaged with our residents to deliver equality initiatives that support work on improving outcomes for diverse communities in the Borough. Our Annual Report 2022/23 will be published in summer 2023.

Equalities Board

8. The Equalities Board was set up in 2020, providing a new dedicated focus on the Council's work to tackle inequality. It forms part of the Council's Committee structure and includes elected members and representatives from community groups.
9. The Board is helping ensure that Enfield, as a public body, has due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between people who share a protected characteristic and people who do not share it. The Board is acting as a consultative and advisory forum, through cross-party member-led and community-led feedback, to help the Council develop and deliver new policies / initiatives and to actively support such initiatives.

Main Considerations for the Panel

Fairer Enfield Action Plan

10. Our Fairer Enfield action plan outlines how the council will work towards achieving our eight equality objectives during 2022/23. This action plan is updated annually, and our progress will be reported on in our Annual Equality and Diversity Report which will be published in Summer 2023.

11. The 2022/23 action plan includes organisational improvements that will be implemented during the financial year. These includes short-term actions which are helping us to work towards achieving our equalities objectives over the longer term.
12. To track progress, actions are reviewed bi-annually by Directorate Management Teams and lead officers are asked to provide updates on their progress. These updates are then reviewed by the Council's Assurance Board to ensure that the Council is meeting the requirements of the Public Sector Equality Duty and that the Fairer Enfield objective and outcomes are being met.
13. The member-led Equalities Board also scrutinises progress towards achieving our equalities objectives and commitments in Fairer Enfield, with the Board focusing on one or two of our eight objectives at each of their quarterly annual meetings.
14. We have summarised progress towards achieving the eight equalities objectives in 2022/23 below. The full action plan is attached as an appendix.

Overcome Racism in Enfield

15. Across the UK, Black, Asian, and Minority Ethnic groups continue to experience inequality in housing, education, employment, health and criminal justice. In Enfield, our 10% most deprived areas are the most diverse areas with the largest population of residents from ethnic minorities of all Enfield wards.¹
16. Fairer Enfield includes a series of actions to tackle racism in Enfield and make our community, our services and workplace fairer for ethnic minorities. Actions includes our high-profile programme for Black History Month in 2022. Over 450 people attended two events, one at Forty Hall and one at Millfield Theatre, celebrating the residents of Black heritage. A new working group of officers and community members was formed to develop this year's celebration and will continue to work together year-round to promote celebration of Black heritage in Enfield.

Deliver positive interventions to reduce serious youth violence in Enfield

17. Enfield continues to suffer high levels of serious youth violence and there is local evidence that Black young people are overrepresented in youth convictions.
18. In September 2022, the number of Serious Youth Violence victims in Enfield over the preceding 12 months reduced by 16.7%, a difference of 58 less victims. The average increase across London in the same period was 11.9%. There was an average of 203 victims per London borough in

¹ Enfield Council, Fairer Enfield 2021-25

the past 12 months. Enfield is ranked 6th for the number of SYV victims when compared to 32 London boroughs.²

19. The action plan outlines a series of actions taken by the Council to better support young people and to prevent young people most at risk from being drawn into crime. One example of cross-Council work to reduce serious youth violence is the delivery of our pilot housing project which successfully identified and re-housed 15 families living in temporary accommodation with high-risk indicators of serious youth violence, whilst ensuring their additional needs were met. The lessons learnt from this pilot are currently being reviewed and built into service plans for 2023-24.

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

20. Residents affected by special educational needs and disabilities are disproportionately impacted by unemployment at a national level, and in Enfield the employment rates for people affected by disabilities are lower than the national average.
21. In Enfield, in 2020/21, people affected by a disability had an employment rate that was 36.9 percentage points lower than that of people who are not affected by disability. This is higher than both London (26.3 percentage points) and England (26.6 percentage points) averages.³
22. We are, however, seeing comparatively good employment outcomes for service users of Adult Social Care. In 2020/21, Enfield had the highest proportion in London of working-age people (16.8%) who receive support for their learning disability in paid employment. This was the fourth highest proportion nationally and significantly higher than the London (6.1%) and national (5.1%) averages.⁴
23. The Equals Employment Service is part of Adult Social Care and provides support to adults with learning disabilities to gain and sustain paid employment. A Supported Internships study programme run by West Lea School works with young people in Enfield aged 16 to 25 years who have an Education, Health and Care Plan (EHCP), who are able to work but need extra support to do so. From the 2020/21 cohort, 80% of students (25 people) were offered a job at the end of the programme.
24. The action plan outlines a series of actions to continue to support the successful delivery of our supported employment services, including further support for these programmes. This includes the development of a new policy to help the Council to identify appropriate opportunities for paid employment for Adult Social Care Clients and support more people impacted by disability into paid roles in the Council.

² Enfield Council, Executive Management Team Q2 Performance Report 2022/23

³ Enfield Council, Annual Equalities Report 2021/22

⁴ NHS, Measures from the Adult Social Care Outcomes Framework (ASCOF), England 2020-21

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

25. According to the 2021 Census, of those respondents in Enfield who answered the question on sexual orientation: 88.15% were straight or heterosexual; 0.91% were gay or lesbian; 0.81 were bisexual; and 0.13% were any other sexual orientation.⁵
26. GIRES (Gender Identity Research Society) estimate that in the UK around 1% of the population experience some degree of gender non-conformity. According to the 2021 Census of those respondents in Enfield who answered the question on gender identity, 1.08% reported that their gender identity was different from their sex at birth.⁶
27. The action plan sets out a series of actions to celebrate the contribution of our LGBT communities and support the health and wellbeing of these communities. As part of our work to deliver on this objective, in 2022 Enfield commissioned its first Pride event, which was a two day, free, family-friendly festival on Library Green which attracted in excess of 8,000 visitors.

Provide access to support networks to reduce social isolation

28. In the period from October 2020 to February 2021, the ONS reported that 8.5% of Enfield residents felt often or always lonely. This is higher than the national (7.2%) and London (7.3%) averages.⁷
29. Our actions focus on increasing opportunities to socially connect through employment, volunteering, mentoring and befriending activities. An example of how we have delivered on this during 2022 is through our partnerships with our voluntary and community sector to support vulnerable residents in the borough with community events, activities and support. A recent project identified that over 1,300 older residents are attending independent day opportunities on a monthly basis.

Work with our partners to mitigate the impact of Covid-19 on children and young people's mental health and wellbeing

30. The Covid-19 pandemic has had a profound and lasting impact on children and young people's mental health and wellbeing. There have been additional challenges for young people who were already struggling with their mental health and for others the pandemic created new mental health issues, as a result of the loss of routine, loss of education, social isolation, traumatic experiences and a breakdown of formal and informal support networks.⁸

⁵ ONS, Census 2021: Sexual Orientation

⁶ ONS, Census 2021: Gender Identity

⁷ ONS, Mapping loneliness during the coronavirus pandemic 2021

⁸ The Health Foundation, Institute of Health Equity, Build Back Fairer: The Covid-19 Marmot Review 2021

31. The actions for this objective focus on supporting young people's mental health and wellbeing, as well as educational attainment and employment. An example of a successful action is the funding of a supervised school study programme at 18 schools in Enfield. The purpose of this programme is to improve academic performance by providing access to resources to complete homework; to increase motivation and confidence; and to foster social inclusion by encouraging pupils to work with their peers to better their understanding of lesson material.

Keep people safe from domestic abuse

32. In the year ending September 2022, there were 6,355 Domestic Abuse Incidents in Enfield, compared to 6,178 the previous year, an increase of 2.9%. London experienced an increase of 1.4% over the same period. In the capital, there were 153,447 incidents recorded in year ending September 2022, compared to 151,350 in the previous year, a difference of 2,097 more offences.⁹

33. The action plan outlines a series of actions to prevent domestic abuse from happening in the first place by challenging attitudes and behaviours which foster it and intervene where possible to prevent it. An example of successful action is the RISE project. In 2021, Enfield successfully bid for funding from Mayor's Office for Policing and Crime to develop a Black and ethnic minority focused, co-ordinated family and community approach. The programme, delivered by RISE, provides domestic abuse interventions which engage the expertise and experience of local community organisations, to challenge perpetrators and support the emotional abuse experienced by victims and multi-victims. In the last quarter, (July – September 2022), the program received 14 referrals and 11 DA victim referrals.

Promote safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents

34. Hate Crime increased by 10.2% in the year ending September 2022, recording 791 offences, compared with 718 the previous year. Racist and religious hate crime formed the majority of such crime reported in the borough, followed by homophobic hate crime. Although much lower numbers, homophobic crime increased by 71.9% in the borough, also rising in London by 18.1%.

35. The action plan outlines a series of actions to promote community cohesion and encourage the reporting of hate crime. Our actions include continuing to deliver the PREVENT agenda in schools. Our Prevent team has delivered 2,200 pupil sessions and 1,400 teacher sessions to help understand the work and the risks it seeks to mitigate. As part of our wider work to support community cohesion, our newly refurbished Dugdale Arts Centre opened on 16th December 2022 with a specially commissioned colour-positive production of Little Women: The Musical; a celebration of Enfield's people, (with room for visitors to add their own heroes), and a

special exhibition based on the Stories of Enfield project, celebrating 13 different community heritage projects.

Tackling health inequality through work of the Integrated Care Partnership

36. The Local Authority is a key partner within the Integrated Care Partnership. A sub group of the Borough Partnership called the Inequalities Delivery Group was established in late 2020 and is co - chaired by Dudu Sher Arami (Director of Public Health) and until recently Fahim Choudhury (Primary Care Clinical Director).
37. Membership of the Inequalities Delivery Group is broad and spans a wide number of VCS organisations, NHS (Acute Trusts, ICS and Primary Care) as well as Local Authority (Public Health, Education, Housing, Community Hubs, Children's and Adults Social Care) as well as Healthwatch.
38. The Inequalities Delivery Group work programme focuses on:
 - a. The inequalities fund for Enfield including overseeing the delivery of funded programmes and development of any bids to the fund
 - b. A work programme including community health champions, community participatory research and a community chest
 - c. Holding other work-streams within the ICP and the Borough Partnership to account in addressing health inequalities and health inequity to maximise the impact of the ICP as a whole
 - d. Communication and Engagement approach that includes patients and local residents
39. The Enfield Inequalities Delivery Group is overseeing 23 health inequalities projects funded by the NCL health inequalities (Enfield and NCL) fund. The initial funding allocation for all projects is due to end in March 2023. Projects tackle a range of risk factors (e.g., smoking, physical activity) and all focus on reducing health inequality by working with groups which experience inequality. This fund is weighted towards the 20% most deprived wards in NCL, of which Enfield and Haringey have the greatest number. It is designed to bring new solutions, developed in partnership with local communities, to entrenched issues that result in health inequalities.
40. Each project has collected outcome data which will enable measurement of impact and an evaluation of the Inequalities Fund is currently underway. As part of this, we are keen to work together across health and care to look at joint measures that will demonstrate we are closing the inequalities gap, not just within the inequalities fund schemes, but across all services. This is part of a wider system commitment to tackling health inequalities in all that we do and to ensure that public funding is targeted towards our most underserved communities.

Conclusions

41. The report to Overview and Scrutiny Committee highlights progress towards achieving the Council's eight equalities objectives as set out in [Fairer Enfield 2021-25](#) and our commitments as a community leader, service provider, commissioner and employer. It also summarises our work to tackle health inequality in Enfield with our partners in the Integrated Care Board. A full annual review of our progress against Fairer Enfield will be set out in our Annual Equalities Report for 2022/23, scheduled for completion in summer 2023.

Report Author: Lucy Nasby, Strategy and Policy Manager
Lucy.Nasby@enfield.gov.uk

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Appendices

None

Background Papers

The following documents have been relied on in the preparation of this report:

[Fairer Enfield 2021-25](#)

[Fairer Enfield Action Plan 2022-23](#)