

Investing in Enfield

DRAFT

Enfield Council Plan 2023-26



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Foreword

Our Council Plan 2023-26 sets out how we are investing in Enfield to deliver positive outcomes for our communities. We want to support residents to live happy, healthy and safe lives; have enough income to support themselves and their families; and live in a good quality home they can afford in a carbon neutral borough. We want children and young people to do well at all levels of learning and for residents to age well.

Enfield is increasingly one of the most diverse parts of London, with all the benefits this brings us across our communities, culture, heritage and local economy. We also have incredibly diverse landscapes – from the urban centres of Edmonton, Southgate, Palmers Green and Enfield Town, to our rural areas and farmland in the north of the borough.

Our history of industry, invention, innovation and growth makes us the borough we are today. We are becoming a destination for today's makers and creators and have a growing national reputation as a destination for creative industries. We have significant industrial land, which is strategically important to our region's economy and we have a huge part to play in London's inclusive growth.

But, despite this, too many people in our borough do not have fair and equal opportunities. In Enfield, more than 30% of children live in poverty. Residents living in our most deprived wards are likely to live seven years fewer than their wealthier neighbours; and over 15 years fewer in good health. We have an acute shortage of social and affordable homes, with over 6,000 households on the Housing Register and over 3,000 households living in temporary accommodation. Air pollution from road traffic poses a serious risk to the health of our residents, particularly more vulnerable groups such as children, older people and those with heart and respiratory conditions.

As a council, I am proud of how creative and innovative we are being in the face of these challenges, whilst managing our financial position in exceptionally challenging and uncertain times. Since 2010, our government funding has been cut by 50%, whilst our population has grown by 13%. This has resulted in significant increases

in demand for services which have been further compounded by the cost-of-living crisis. But we've still managed to achieve a huge amount.

We are changing the lives of young and vulnerable people through youth programmes and projects. We are increasing our in-borough Special Educational Needs and Disabilities (SEND) provision so that we can care for and educate our children and young people locally in a setting that is right for them. Our SMART Living project is utilising technology to enable Adult Social Care users to achieve happiness, safety and independence and reduce isolation.

We have some of the most exciting transformational regeneration projects happening anywhere in the UK. In 2021, residents living on the Joyce and Snell's estates voted in favour of our regeneration proposals which will provide around 2,000 sustainable and energy efficient homes, a safer estate and improved green spaces and play facilities. Construction has also commenced at Meridian Water, one of London's largest regeneration programmes.

We deliver award-winning environmental programmes which are enhancing green spaces and waterways across the borough and bringing rain gardens and sustainable drainage to our urban centres – helping London in our journey to net zero and adapt to a changing climate. As part of our work to keep Enfield clean, we are continuing to support residents and businesses to make better use of resources, reduce waste and improve recycling rates.

This Council Plan sets out the next stages of our journey, to invest in Enfield for our communities now and in the future.

Cllr Nesil Caliskan
Leader, Enfield Council



Council Plan Framework

Investing in Enfield

Priorities

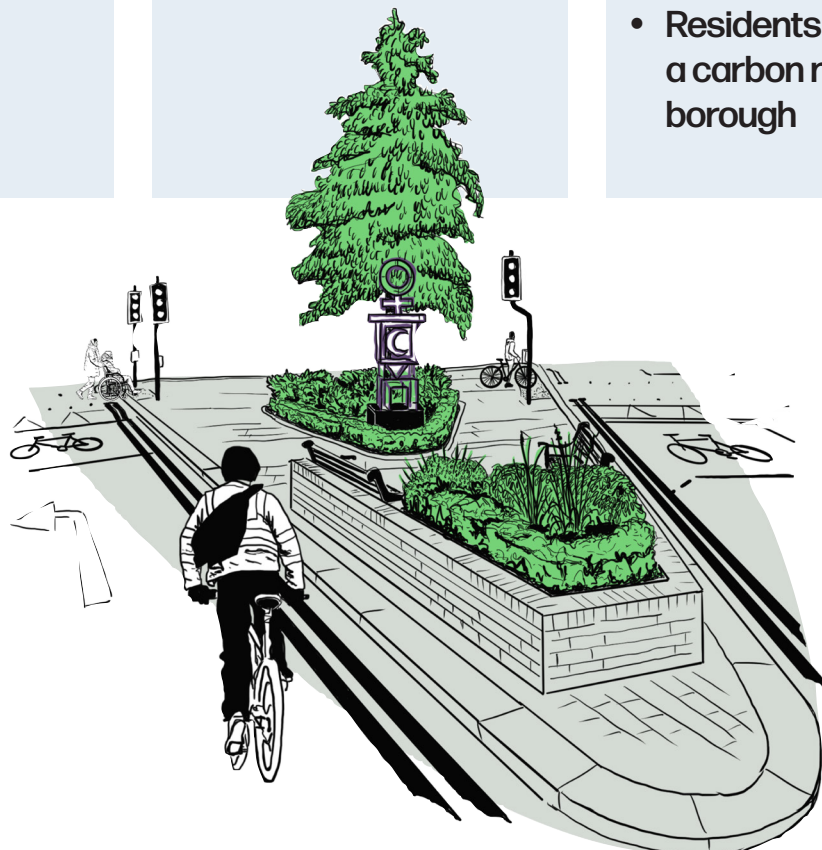
- Clean and green places
- Strong, healthy and safe communities
- Thriving children and young people
- More and better homes
- An economy that works for everyone

Principles

- Fairer Enfield
- Accessible and responsive services
- Financial resilience
- Collaboration and early help
- Climate conscious

Future outcomes

- Residents live happy, healthy and safe lives
- Residents earn enough to support themselves and their families
- Children and young people do well at all levels of learning
- Residents age well
- Residents live in good quality homes they can afford
- Residents live in a carbon neutral borough



Our Principles

We are investing in Enfield to deliver positive outcomes for our communities. The way we engage and work with our residents, businesses and partners and the way we make decisions and allocate resources are fundamental to our success. Our five principles explain how we work.

The right values and behaviours are key to the delivery of our vision for Enfield. We expect everyone, regardless of who they are and what they do for the council, to demonstrate these values and behaviours.

Our values are to be bold; make a difference; and show you care.

Our behaviours are to take responsibility; be open, honest and respectful; listen and learn; and work together to find solutions.

Fairer Enfield

Investing to create a fairer Enfield is central to everything we do. We are developing our understanding of how our services and projects impact different members of our community in different ways. We are using every opportunity to tackle longstanding inequalities and improve outcomes for people experiencing disadvantage.

In [Fairer Enfield 2021-2025](#) we outline our principles as a community leader, service provider and commissioner, and employer. We define an equal and inclusive borough as one where all residents, service users, council staff and elected members are supported to fulfil their potential, are treated equally with respect and are actively involved in shaping the decisions that will affect their workplace and wider community.

As a community leader, equality, diversity and inclusion are central to the decisions we make on how to deliver the best possible outcomes for our communities at a time of considerable financial challenge, both for local people and for the local authority.

Accessible and responsive services

We want everyone who comes into contact with the council to have a positive experience of our staff, our buildings and the service we provide. Whether this is a resident contacting us to make a planning application, a business contacting us about paying their business rates, or a prospective candidate contacting us about a job application, we want everyone to be treated with respect, given the information they need and helped to resolve their query or request promptly and effectively.

Since 2020, we have enhanced our digital offer with the launch of a new user-friendly website so that those who are able to can self-serve, giving our staff more time to spend on complex queries and with residents who need extra support. We're continuing to invest in the digital systems we need to keep providing our services as effectively as possible.

Where our services are provided from a council venue, we'll manage and look after those buildings so that they are safe, accessible, supported with the right technology and in the right locations. We have developed community hubs at our flagship libraries, giving residents easy access to the support and services they need in one place. We will seek to continuously drive improvement in our services, ensuring they are accessible for and responsive to our diverse communities and partners.

Financial resilience

We are having to manage our financial position in exceptionally challenging and uncertain times. Since 2010, our funding from central government has been cut by almost 50%, whilst our population has grown by 13%. This has resulted in significant increases in demand for services which will be further compounded by the cost of living crisis. Rising inflation and interest rates, the cost of living crisis as well as the ongoing cost of recovering from the Covid-19 pandemic present additional financial challenges.

We need to deliver excellent value for money in all that we do and target our resources smartly to enable us to meet the needs of our residents, now and in the future. To do this, we will plan ahead carefully, making decisions based on evidence of what works, to deliver on the priorities set out in this plan. We will invest in our organisation to become more efficient and effective in what we do, in order to prevent higher costs for the future. This includes ensuring we have the right digital infrastructure in place. We will deliver our long-term regeneration programme for the borough to drive transformational change for Enfield and achieve better outcomes for local people. This will also support our financial resilience by growing the local economy and Council Tax base.

We will look for new and innovative ways to generate income, so that we have additional funding to invest in services over the long-term. In line with our new [Sustainable and Ethical Procurement Policy](#), we will use our significant purchasing power to help us achieve our strategic objectives, ensuring our suppliers show a wider commitment to the borough, our residents and local businesses through the delivery of social value.

Collaboration and early help

We work together with our partners to provide support as early as possible to children, young people, families and adults to prevent problems from escalating and reduce the demand for

specialist and costly services. When problems are identified early on, residents have better outcomes and the cost to public services is less. Our [Early Help Strategy](#) sets out our vision to work with our communities and partners to help everyone in Enfield be resilient, overcome challenges and lead happy and fulfilling lives. We will continue to embed early help across the Council, strengthen our early help offer and ensure we provide clear information and advice to residents, so they know where to go to access support.

We will work closely with our residents and voluntary and community groups to empower them to take positive action in their neighbourhoods, building on social capital and networks which help make the borough better for everyone.

Climate conscious

We are committed to becoming a carbon neutral organisation by 2030 and a carbon neutral borough by 2040. To meet these targets, we must consider the impact of all our decisions on the environment and climate change, ensuring that the decisions we make across the Council's operations will help us on our path toward carbon neutrality. This includes considering energy consumption, carbon emissions, and environmental risks associated with our decisions, and how we will adapt to the effects of climate change. More information can be found in our [Climate Action Plan](#).



Priorities and actions

Clean and green places

- Enhance biodiversity and protect our parks, open spaces, woodlands, watercourses, wetlands, trees and shrubs
- Keep our streets and public spaces clean and welcoming
- Enable active and low carbon travel
- Facilitate reuse of materials, reduce waste and increase recycling rates
- Reduce carbon emissions from our buildings, street lighting, fleet and the goods and services we procure

Strong, healthy and safe communities

- Improve feelings of safety and tackle crime and antisocial behaviour
- Protect vulnerable adults from harm and deliver robust early help and social care services
- Work with our partners to provide high quality and accessible health services
- Support communities to access healthy and sustainable food
- Improve our leisure and sports opportunities to enable more active lifestyles
- Nurture our arts, heritage and creative sectors to connect people through culture

Thriving children and young people

- Help all children to have the best start in life
- Safeguard children and young people and increase support in-borough for looked after children with complex needs
- Improve educational outcomes for all children and young people
- Increase local education, play and leisure opportunities for children and young people with special educational needs and disabilities
- Engage children and young people in positive activities
- Involve children and young people in decisions that affect their lives

More and better homes

- Build and facilitate more good quality homes that local people can afford
- Deliver low carbon, and climate-resilient new-build homes and facilitate retrofitting of existing homes
- Create well-connected, digitally enabled and well-managed neighbourhoods
- Invest in and improve our council homes
- Drive up standards in the private rented sector
- Provide a range of specialist housing for those who need it

An economy that works for everyone

- Enable local people to develop skills to access good quality work
- Support local businesses and encourage inward investment in growing sectors which offer sustainable employment to local people
- Provide support and advice for residents on low incomes
- Develop town centres that are vibrant, healthy and inclusive
- Transform our industrial land to create modern and low carbon spaces for business

Priority One

Clean and green places



40%

of the borough lies within designated
Green Belt
and
Metropolitan Open Land



31%

of household waste was sent for
reuse, recycling and composting
in 2021/22



10,000

hectares of open water,
the highest among any London borough



1,030

**hectares of parks
and open spaces,**
attracting
13 million
visitors each year



14 School Streets
across the borough

In 2021/22, the **council's**
total direct emissions were

17,662 tCO₂e,

a reduction of 19% from 2018/19



The latest data on
borough-wide emissions

from 2018 shows a total of

1,114,769 tCO₂e,

a 2% reduction from 2017,

broken down into the following contributors:

Domestic buildings - 39%

Transport - 34%

**Commercial, institutional
and industrial buildings - 24%**

Waste - 3%

We will:

- Enhance biodiversity and protect our parks, open spaces, woodlands, watercourses, wetlands, trees and shrubs
- Keep our streets and public spaces clean and welcoming
- Enable active and low carbon travel
- Facilitate reuse of materials, reduce waste and increase recycling rates
- Reduce carbon emissions from our buildings, street lighting, fleet and the goods and services we procure

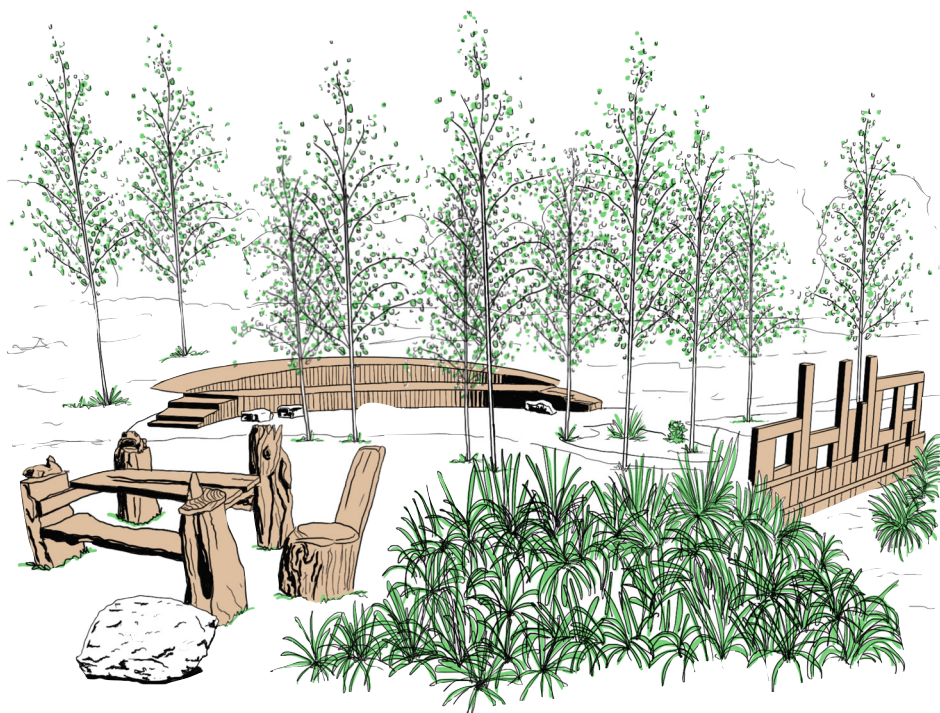
Enfield is rich in parks, open spaces, woodlands and watercourses. We are investing in the biodiversity of our borough through the introduction of new wetlands, wildlife programmes and green spaces. This is providing more people with access to nature and the associated health and wellbeing benefits this brings, while also helping to mitigate climate change and protect residents and businesses from the impacts of changing weather that we are already starting to experience. This is sometimes referred to as climate adaptation.

We want to protect and enhance our natural environments and encourage more people to use and enjoy these spaces. We will work with residents, community groups and other stakeholders to further enhance our attractive network of parks. We aim to become the greenest borough in London by planting more trees and other greenery in our urban areas, creating

new woodlands and introducing new wetlands and wildlife programmes across the borough. By creating high quality and accessible open spaces where residents can experience nature and biodiversity, we will help boost physical and mental health and wellbeing and address existing inequality in access to green space between wards in the east and west of the borough.

We are also bringing more greenery and biodiversity onto our streets and into our neighbourhoods through creating new rain gardens and planting more street trees. This is part of both our climate mitigation (capturing carbon emissions and tackling local air pollution) and adaptation (reducing the risk of flooding). We are improving how we keep all public spaces, from parks to high streets, free from litter and fly-tipping. We will continue to take enforcement action against those who fly tip in our borough and place CCTV cameras at fly-tipping hotspots to catch those who dump rubbish.

The climate emergency presents a serious risk to our communities. Extreme weather events like the flooding and heatwaves we have witnessed recently are a consequence of climate change. As temperatures rise, so too will the frequency of such events. Our programmes to improve and enhance the natural environments of our borough are also helping us to adapt to the impacts of climate change through the cooling impact of green spaces and the natural flood defences created by wetlands, rain gardens and tree planting.



Air pollution, largely caused by road traffic, poses a serious risk to the health of our residents and visitors, particularly more vulnerable groups such as children, older people and those with heart and respiratory conditions. We need to reduce the numbers of vehicles on our roads, and we continue to deliver programmes to make low carbon transport – walking, cycling, and public transport – easier and safer for more people. We're taking a more strategic approach to managing parking and the kerbside, to help us make better use of street space. We're reducing the emissions from the Council's transport by changing our own fleet to electric vehicles.

We are also working to reduce emissions from our buildings and the emissions created from the goods and services we use. We are improving energy efficiency and developing robust plans for decarbonising our heating across all council buildings, from our Civic Centre, to our libraries, community centres and schools.

We are supporting residents and businesses to make better use of resources, reduce waste and improve recycling rates. As a community leader, we are well placed to encourage and enable our residents, businesses and local partners to also reduce emissions from their buildings; adopt low or zero carbon behaviours and work with us to achieve a carbon neutral borough by 2040 – so that we can protect our borough and the planet for future generations.

Our strategies

To find out more about how we're delivering on this priority, take a look at some of our key strategies:

- [Climate Action Plan](#)
- [Blue and Green Strategy](#)
- [Local Plan](#)



Our achievements so far



We have dedicated resources to clearing our borough of unsightly and illegal dumping and continue to take enforcement action against people who fly-tip.



Between 2019 and 2022, we delivered on our ambitious programme to plant 100,000 trees at Enfield Chase in partnership with the charity Thames21. The new woodland will improve biodiversity, reduce flood risk and provide residents with access to nature.



Our award-winning Watercourses team created a new wetland at Albany Park which opened in October 2021, creating wildlife-rich spaces for local communities to enjoy, providing opportunities for education and volunteering and reducing flood risk to homes.



In June 2021 we made 12 School Streets across the borough permanent, improving air quality and making it safer for primary school pupils to walk, cycle and scoot to school.



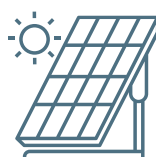
In July 2022, we launched an innovative digital platform to allow materials coming out of demolition projects to be reused, supporting our commitments to reduce carbon emissions and promote the circular economy.



We were awarded an A rating for our sustainability and climate action work by internationally recognised environmental data charity CDP.



Our council buildings and communal council housing areas are now supplied by 100% certified renewable electricity.



We have delivered £3.1 million of low-carbon retrofit works to council buildings and schools, funded through the Public Sector Decarbonisation Scheme. We installed 589 solar panels to corporate buildings and 10 air source heat pumps to reduce reliance on natural gas.

Priority Two

Strong, healthy and safe communities



The proportion of
over 65s
in Enfield grew by 16%
between 2011 and 2021



8.3%
of residents are
living with diabetes,
higher than London and
England averages

In 2021/22, Enfield's
crime rate was **88.97**
per 1,000 residents,
*lower than the London
average of 92.75*



61.4%
of adults in the borough are
physically active,
doing at least 150 minutes of moderate
intensity activity each week

Men in Enfield can expect to live
an average of

64.3 years
in good health

and **women** can expect to live

62.1 years
in good health



Enfield has one of the
largest number of
care providers
in London, including
82 care homes



The difference in
life expectancy
between the most and least deprived
areas in Enfield is
7.4 years for women
7.2 years for men

We will:

- Improve feelings of safety and tackle crime and antisocial behaviour
- Protect vulnerable adults from harm and deliver robust early help and social care services
- Work with our partners to provide high quality and accessible health services
- Support communities to access healthy and sustainable food
- Improve our leisure and sports opportunities to enable more active lifestyles
- Nurture our arts, heritage and creative sectors to connect people through culture

We will work with residents and partners to build and maintain strong, healthy and safe communities where people lead active lifestyles, have access to healthy food, are smoke-free, feel safe in and connected to their community and live in good health for as long as possible.

The conditions in which people grow, live, work and age can make it harder for them to live healthier lives. There is a stark difference in life expectancy and in the number of years lived in good health, between people who live in poverty and those who do not. Across all our priorities, we are seeking to address the wider determinants of physical and mental health – housing, education, welfare, work and poverty – and contribute to reducing health inequalities.

Physical activity is a significant factor in determining people's health, with inactivity increasing the risk of chronic conditions including heart disease, diabetes and other obesity-related illnesses. People in Enfield are less likely to be physically active (61.4% of Enfield adults compared to 65.9% of adults nationally) and our rates of obesity are higher than London averages (60.9% of Enfield adults are overweight or obese compared to 56% across London).

We are making our roads safer and more pleasant environments for walking or cycling, to encourage active travel and improve air quality, and we are also continuing to invest in improving everyone's access to sport. Over the summer 2022 we provided free swimming for children and young people; and we're planning to provide new opportunities for activity in our parks and improve what's happening inside our leisure centres too.

As well as physical activity, we know that opportunities to socially connect play a vital role in influencing people's physical and mental health and

wellbeing. We are nurturing and celebrating our arts, heritage and creative sectors to enable more people across the borough, of all ages, to experience culture and connect with one another in our town centres, museums, theatres and libraries. We know that some residents do not have the digital skills needed to access essential services, support and information online and our libraries are providing support to connect people digitally. We help people who would otherwise be digitally excluded, teaching basic computer skills and providing access to equipment and ongoing learning resources.

Access to healthy food is another important determinant of health. Income inequality is increasingly preventing many people from accessing a healthy, balanced diet – food poverty is on the rise in Enfield and more of our residents are having to use food banks. We have already set up two food pantries in Edmonton Green and Enfield Town library and are working with our partners in the Enfield Food Alliance to help residents experiencing financial hardship to access low cost, sustainable and healthy food in community-run pantries across the borough.

We will also continue to work with our partners in the NHS and voluntary and community sector organisations as part of the new integrated care system to provide high quality and accessible health services. This included a new mental health and wellbeing centre to reduce the prevalence of mental ill health in the borough and improve wellbeing among our residents.



Our residents are living longer, often with one or more long term health conditions, which is increasing demand for our social care services. We will support people to live independently for as long as possible within their local communities and are helping people living with disabilities to be in control of their own lives. We are investing in innovative smart technology to enable adult social care users to stay happier, safer and more independent, and to help reduce social isolation. At the same time, we also continue to support those who need it in good quality care homes across the borough. Across all our services, we are safeguarding vulnerable adults and protecting people from harm. We work collaboratively to prevent incidents of abuse and neglect, and to respond effectively when incidents have occurred.

Healthy communities also need to be safe communities. We are working with our partners to improve feelings of safety, and to prevent and address serious youth violence and domestic abuse. We are creating a new Community Law Enforcement Team to help further improve feelings of safety in the borough, alongside increases in CCTV systems which are helping to prevent and detect crime.

Our strategies

To find out more about how we're delivering on this priority, take a look at some of our key strategies:

- [Community Safety Plan](#)
- [Culture Strategy](#)
- [Early Help for All Strategy](#)
- [Hate Crime Strategy](#)
- [Health and Wellbeing Strategy](#)
- [Local Plan](#)
- [Modern Slavery Strategy](#)
- [Safeguarding Adults Strategy](#)



Our achievements so far



In 2021/22, we invested £327,000 in CCTV to help keep communities safe and prevent crime and antisocial behaviour. The locations of new cameras are selected based on reported crime levels.



We protected vulnerable residents during the pandemic, providing free Personal Protective Equipment (PPE), advice and guidance and financial support to the borough's care homes.



Our Modern Slavery team continue to work with partners in the NHS and Police to tackle modern slavery and support victims. In 2021/22, the team delivered training sessions to 455 people, raising awareness about the signs of modern slavery and how to report concerns.



Our SMART Living project is utilising technology to enable Adult Social Care users to achieve happiness, safety and independence and reduce isolation. We are the first local authority to introduce artificial intelligence PainChek technology in care homes to better identify and support residents who may be experiencing pain but unable to express this verbally.



We have opened community food pantries at Edmonton Green and Enfield Town libraries. The pantries offer nutritious food at discounted prices and form part of a network of food support provided by the Enfield Food Alliance, a partnership between the Council and voluntary and community organisations.



We have helped local people get active through the development of new and improved sports facilities, including renovated netball and tennis courts in Broomfield Park which opened in December 2021 and four cricket pitches in the east of Enfield which opened in July 2022.



In 2021 and 2022, our Month of Sundays free street festivals celebrated the rich culture, heritage and diversity of Enfield. We welcomed over 47,000 attendees in summer 2021 who enjoyed food and drink from local businesses and an exciting programme of performances from local people.



We are working in partnership with community organisation Fore Street for All to deliver a rich cultural programme of events for Angel Edmonton, hosted at the recently transformed Fore Street 'Living Room' library, which opened in July 2022.

Priority Three

Thriving children and young people



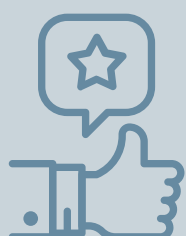
27%

of our population are **under 20**, higher than London and national averages.

This includes: **0-4:** 21,300 | **5-9:** 22,800
10-14: 24,100 | **15-19:** 21,300



Our pupils speak over
189 languages or dialects,
with **48%** of pupils speaking
English as an additional language



100%

of Enfield maintained primary schools are
Outstanding or Good



Enfield currently maintains
**Education, Health and Care
Plans (EHCPs)**
for **3.5%** of 0-25-year-olds.
10.6% of pupils attending Enfield schools
and settings receive Special Educational
Needs **(SEN) Support**



The percentage of
pupils eligible for Free School Meals
has increased in Enfield by 4%,
from 17.8% in 2019/20 to 26.9% in 2021/22

There are
**6 Youth
Centres**
in Enfield welcoming all
**young people aged
11-19 years old**



We will:

- Help all children to have the best start in life
- Safeguard children and young people and increase support in-borough for looked after children with complex needs
- Improve educational outcomes for all children and young people
- Increase local education, play and leisure opportunities for children and young people with special educational needs and disabilities
- Engage children and young people in positive activities
- Involve children and young people in decisions that affect their lives

We want every child and young person to be safe, healthy and happy. We are working together to empower them with the skills, knowledge and opportunities they need to thrive.

Our children and young people have experienced the unprecedented impact of the Covid-19 pandemic on their education and everyday lives and our families now face the increasing pressure of the cost of living crisis. This has impacted children and young people at all stages, deepening existing inequalities and increasing pressure on child and adolescent mental health services.

We know that the first 1,001 days of a child's life (from conception up until the age of 2) can have a significant impact on their early development and their life chances as they grow up. This includes how well they build relationships, achieve at school,

their future job prospects and their overall health and wellbeing. We are investing in new Community and Family Hubs and Children's Centres and improving take up of funded early years education places, helping families access the right information, advice and support for their children.

Some of our families need specialist and additional support, and we are seeing rising demand for our Children's Social Care team, at a time of national shortages of qualified social workers. We are committed to developing a long term and sustainable local solution to ensure we continue to protect our vulnerable children, by investing in dedicated Social Work apprenticeships.

We are committed to ensuring that every child and young person in Enfield receives an excellent education by continuing to work closely with the borough's schools. We are increasing our in-borough Special Educational Needs and Disabilities (SEND) provision so that we can care for and educate our children and young people locally in a setting or environment that is right for them. This includes building a new SEND school as well as increasing specialist provision within mainstream schools.



Children and young people with complex needs may require a lot of additional support in their day to day lives. This provision might be for complex SEN, medical and/or mental health needs. Our local social care placements with therapeutic intervention are helping to improve outcomes. We are looking to improve experiences further by commissioning children's homes within Enfield to meet the needs of our looked after children and young people with complex health needs and behaviours of concern.

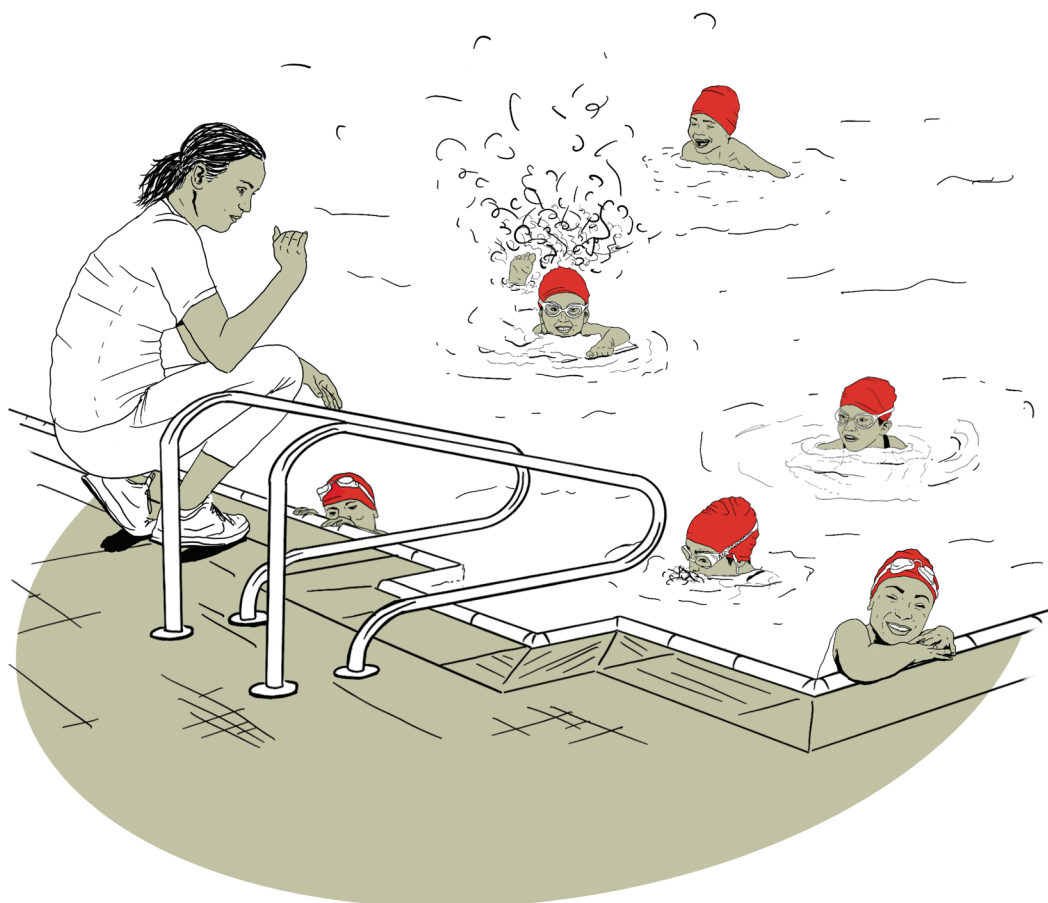
Inclusion is at the heart of decision making about our services and support for children and young people. We will further develop the range of inclusive play, leisure, social and informal learning opportunities available in the community. This will support children and young people to engage in positive activities which enable them to learn new skills, build healthy relationships, have fun and boost their physical and mental health and wellbeing.

As we look ahead and invest in Enfield and our community, we will continue to empower children and young people in Enfield to shape their borough and the decisions that impact their lives. This means that wherever possible, we will include children and young people in shaping the services they use and the places they go to in Enfield, in a way that is meaningful to them and has a positive impact on their experiences of living or studying in the borough.

Our strategies

To find out more about how we're delivering on this priority, take a look at some of our key strategies:

- [Early Help for All Strategy](#)
- [Empowering Young Enfield](#)
- [Looked after Children Strategy](#)
- [Safeguarding Adolescents from Exploitation Strategy](#)
- [SEND Partnership Strategy](#)
- [Tackling Child Neglect Strategy](#)



Our achievements so far

**£1
million**

In 2021, we invested £1 million in early intervention services to support children and young people with speech, language and communication needs; autism and neurodiversity; and Social Emotional and Mental Health needs.



We launched Operation Engage in October 2020 in partnership with the Metropolitan Police. Outreach youth workers in Wood Green custody suite provide support, signposting and mentoring to young people that come into custody, supporting 310 young people in 2021/22.



In 2021, we launched our New Beginnings project. We support women who have previously had their child or children removed from their care to identify and address their personal needs and future goals, develop resilience and improve their health and wellbeing. The team is currently working with twelve women.



In 2020/21, the Enfield Safeguarding Children Partnership led on the creation of eleven safeguarding ambassadors – a group of young people who act as critical friends and work with the partnership on a range of activities including co-producing a training programme.



We launched an Inclusion Charter which sets out principles and guidance for early years settings, schools and colleges to provide an inclusive education for children and young people with special educational needs and disabilities.



We have increased in-borough provision for children and young people with special educational needs and disabilities by opening Designated Units in three of our special schools during 2021 and 2022.



We funded free swimming lessons to under-16s over the summer holidays in 2022, giving young people the opportunity to meet their friends and stay active.



We opened a brand-new youth centre in Ponders End in July 2021. The centre provides young people with a safe place to meet friends and enjoy a range of educational and recreational activities.

Priority Four

More and better homes



There are
120,900
households
in Enfield

52% of homes in Enfield are
owner occupied

30% are privately rented

10% are rented from the
local authority

7% are rented from a
registered provider

1% are shared ownership



In 2021/22, the eviction rate was
5.8 possession orders
per 1,000

social and private rented properties.
This is the sixth highest in London



The house price to earnings ratio
as of December 2021 was

12.1 to 1 for houses
and
8.3 to 1 for flats



As of October 2022, there were
3,094
households in Enfield living in
temporary accommodation



Emissions from homes
in Enfield account for an estimated
35%
of the borough's total emissions

We will:

- Build and facilitate more good quality homes that local people can afford
- Invest in and improve our council homes
- Drive up standards in the private rented sector
- Deliver low carbon, and climate-resilient new-build homes and facilitate retrofitting of existing homes
- Create well-connected, digitally enabled and well-managed neighbourhoods
- Provide a range of specialist housing for those who need it

Our ambitious regeneration programme will deliver a range of high-quality homes for local people on different incomes to live in at different stages of their lives and transform our borough for the future. We are also working to improve the conditions of homes which are already built. We are aiming for homes and neighbourhoods that are mixed income; health-promoting; environmentally sustainable; child, age and disability friendly; and digitally connected.

There is a nationally acknowledged housing crisis and locally this challenge is significant. We have many residents on low or medium incomes and an acute shortage of social and affordable rented homes. As a result of this, we have over 6,000 households on the Housing Register and over 3,000 households living in temporary accommodation. The rising cost of living is expected to further compound this housing crisis, while conditions in the housing market are shifting, particularly regarding landlords in the private rented sector.

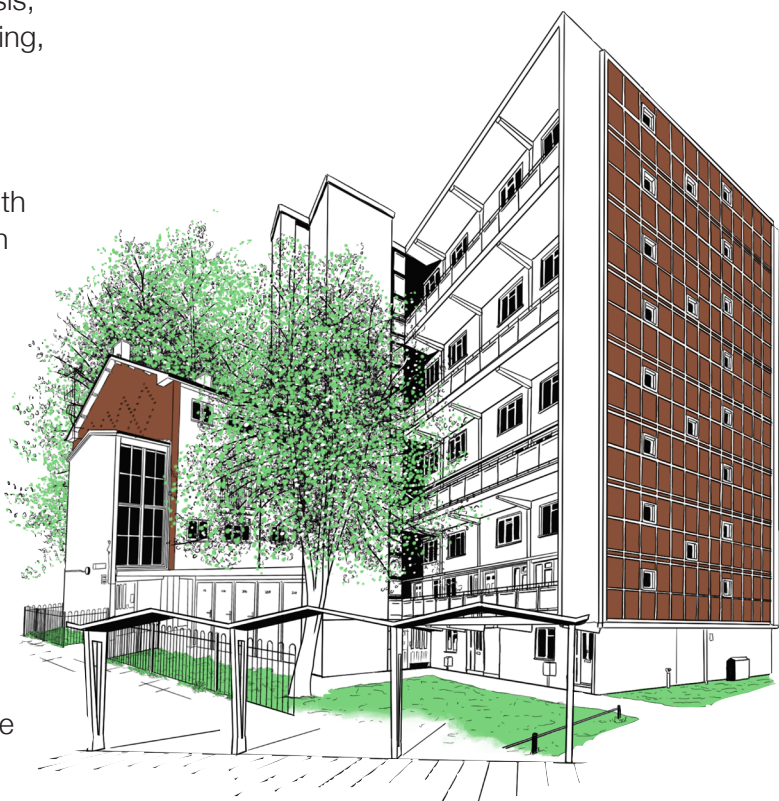
We are also operating in a very challenging and volatile climate for increasing housing supply, with rising interest rates and inflationary pressures on material and labour costs in the construction industry. Over the next few years, we will be identifying new and innovative ways to deliver our affordable housing programme in the challenging economic climate so that we can continue to increase the supply of homes in the borough that local people can afford and meet the ambitious targets set for us in the London Plan as well as our own emerging new Local Plan. As well as social and affordable rented housing, this will include more intermediate rent and low cost home ownership homes for people who are not eligible for social or affordable rented housing but who

are also struggling to access good quality private rented accommodation or cannot afford to buy, including key workers.

Through our role as a place-maker, we will create neighbourhoods that are well-managed and connected to safe and attractive walking, cycling and public transport networks; leisure, culture, employment and education opportunities; and high-speed broadband. We do this by directly delivering public realm and housing programmes and through our planning policies and development of our new Local Plan.

Our housing programme will also seek to provide housing for people with additional and specialist needs, including care leavers, people with physical and learning disabilities, older people, people with mental health needs and rough sleepers. This will include creating more council-run care homes for the growing elderly population in our borough, including a new state of the art building at Reardon Court.

Whilst we are building and facilitating more affordable housing in the borough, it is also crucial that our existing council homes are safe, secure and comfortable, both now and for the future. We will invest in our homes so that they are compliant with consumer standards, meet safety requirements, have improved energy efficiency and promote the health and wellbeing of the people living in them.



We are committed to engaging and working in partnership with our council housing tenants to ensure the continuous improvement of our services.

We recognise the valuable role of the private rented sector in providing homes for Enfield residents. However, a growing number of low-income households are spending a significant proportion of their total earnings on private rented properties where they can face poor housing conditions and insecure tenancies. We will continue to drive up standards in the growing private rented sector through our additional and selective licensing schemes, supporting landlords to meet the requirements and taking enforcement action where necessary. Our council-owned company Housing Gateway will continue to provide good quality private rented homes, helping us to reduce the number of residents living in temporary accommodation.

Homes in Enfield are a significant contributor to the borough's carbon emissions. Fuel poverty is also a major and growing concern with 12.4% of Enfield's households in fuel poverty in 2020 – now increasing further as a result of the significant rise in energy costs. Investment in the energy efficiency of our homes is more important than ever before,

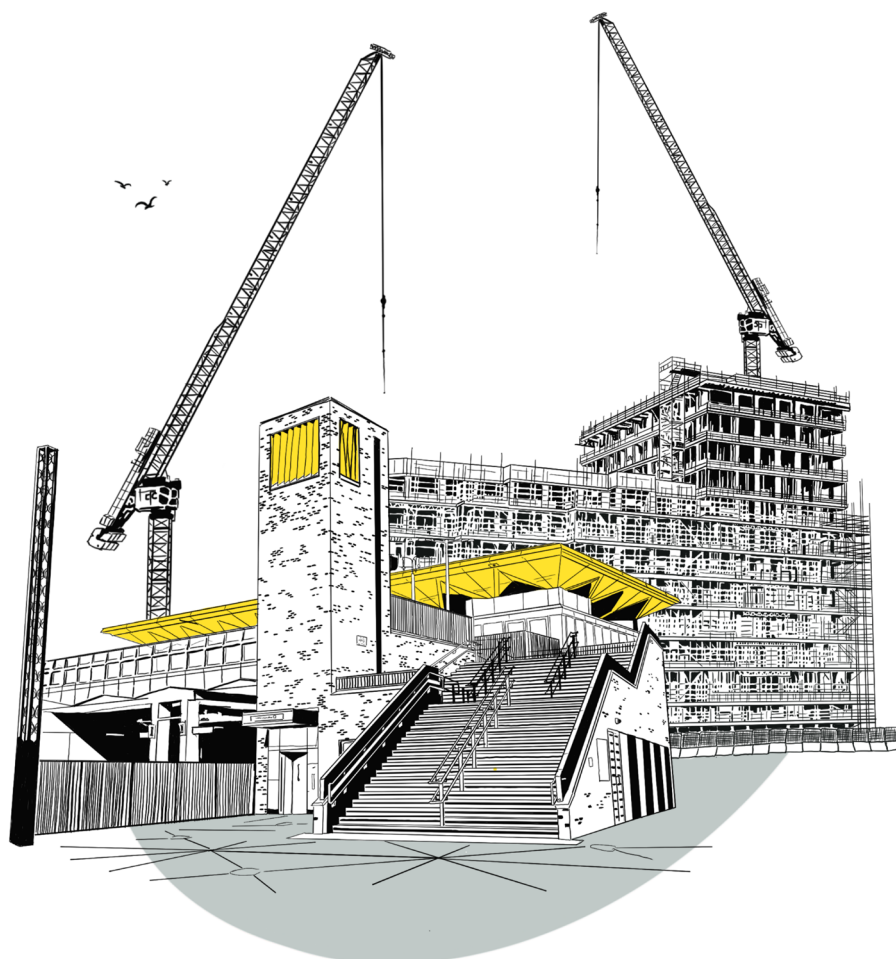
helping us in our work to respond to the climate emergency and tackle fuel poverty. We'll be seeking to build on existing retrofit projects to roll out improvements across our council housing stock; as well as developing how we can work with landlords in the private rented sector to improve the energy ratings of their properties.

Alongside this, our council-owned heat network Energetik is providing better value, reliable and low carbon heat and hot water to over 740 homes in Enfield; and is one important aspect of how we are delivering lower carbon homes in the new homes we build. Our emerging new Local Plan will help us to ensure the minimisation of carbon emissions from new build homes across all developments.

Our strategies

To find out more about how we're delivering on this priority, take a look at some of our key strategies:

- [Housing and Growth Strategy](#)
- [Local Plan](#)
- [Preventing Homelessness and Rough Sleeping Strategy](#)
- [Tenancy Strategy](#)



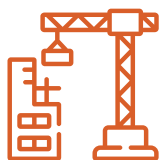
Our achievements so far



Between 2020 and 2022, we delivered 250 net additional homes through council-led projects.



In December 2021, residents living on the Joyce and Snell's Park estates voted in favour of our regeneration proposals which will provide around 2,000 sustainable and energy efficient homes, a safer estate and improved green spaces and play facilities.



Construction has commenced on our ambitious Meridian Water regeneration project and the first homes will be completed in early 2023 and offered at London Affordable Rents.



We launched our in-house repairs company, Enfield Repairs Direct, in May 2020 to ensure repairs are responded to more efficiently and to a high standard.



We launched our Housing Advisory Service in March 2020. The service aims to prevent people from becoming homeless at the earliest possible stage and equip people with the skills to manage a tenancy in the private rented sector through training and support.



We launched a borough-wide additional licensing scheme for Houses in Multiple Occupation (HMOs) in September 2020 and a selective licensing scheme covering private rented homes in 14 wards in September 2021. The schemes are helping to drive up standards in the growing private rented sector.



Our council-owned company Housing Gateway has continued to acquire new units and held a portfolio of 614 high-quality private rented homes at the end of 2021/22.



We launched an ethical lettings agency Enfield Let in October 2020. The scheme assists those who would otherwise struggle to access private rented housing and ensures residents are not discriminated against because of their financial status. As of August 2022, Enfield Let held a portfolio of 244 properties.

Priority Five

An economy that works for everyone



In 2020/21,
33.7%
of children were living in
poverty after housing costs



The median household
income in Enfield is
£41,100
*This is the 10th lowest of the
London boroughs*

10,000

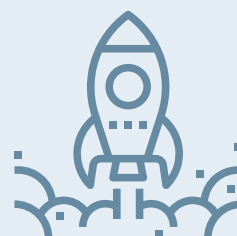
(4.5%) people in Enfield
do not have any qualifications,
lower than London and national averages.
Fewer of our residents have **Level 2, 3 or 4**
qualifications than London averages



44,539
households in Enfield were
receiving state support
with their rental costs
via Housing Benefit or Universal Credit
as of August 2022
the fourth highest proportion in London



An estimated
**38.2% of adults
with a disability**
in Enfield were **in employment**
in 2021, lower than the
national average of 52.5%



There were
3,684
business start-ups
in Enfield in 2021/22.

*The five-year business survival rate for
businesses started in 2015 in Enfield was 38.5%,
higher than the London average of 36.7%*

5.7%
of Enfield's working age
population were officially
unemployed
in October 2022, higher
than **London (4.7%)** and
UK (3.6%) averages



We will:

- Enable local people to develop skills to access good quality work
- Support local businesses and encourage inward investment in growing sectors which offer sustainable employment to local people
- Provide support and advice for residents on low incomes
- Develop town centres that are vibrant, healthy and inclusive
- Transform our industrial land to create modern and low carbon spaces for business

As a community leader and place-maker, we have a vital role in driving forward economic development by bringing partners together, bridging skills gaps, helping businesses to thrive and delivering inclusive regeneration schemes. We want to create a dynamic economy which all our residents can benefit from and participate in.

The present cost of living crisis is escalating the costs of fuel, food and other essentials, which is combining with existing disadvantage and vulnerability within our communities to put many households in Enfield at greater risk of both immediate hardship and reduced opportunity and wellbeing. We are providing holistic welfare, debt, housing and employment advice for people in hardship. While helping people in hardship to access healthy and sustainable food in the immediate term, longer term our aim is to improve the financial resilience of communities so they will not need to rely on food banks and pantries in the future.

We will bring partners together to lead and support collaborative working that enables more people to get into good work and stay in work. Enfield residents face higher levels of unemployment than the London average and younger residents are more likely to be unemployed than other age groups. As we seek to increase employment in the borough and regionally, we must enable local people to access good-quality employment that provides a living wage and job security, supports good physical and mental health and wellbeing and offers opportunities to develop skills and a career.

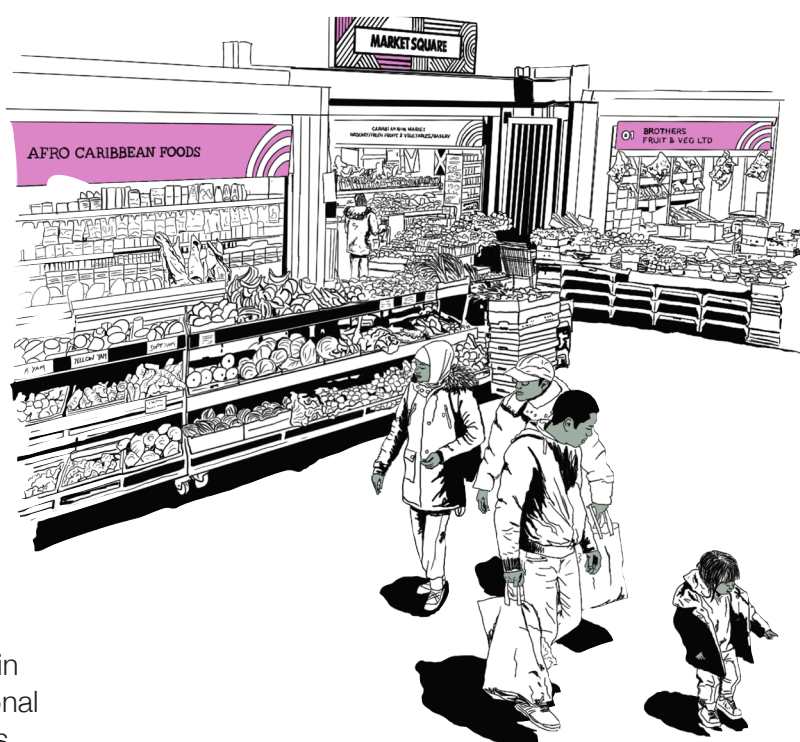
In Enfield there are proportionately more jobs in health and social care, than London and national averages. We will build on our strengths in this

sector and work with NHS colleagues to ensure we are providing the skills and training required for local people to access these opportunities.

Helping local people develop the skills they need for green jobs will also be crucial in meeting the rapidly rising demand for workers in this sector and ensuring Enfield residents do not miss out on new opportunities in the years ahead. This will require us to work with providers to connect further education provision with emerging new jobs, including in sustainable construction and retrofitting; low-carbon electricity; low-carbon heat; biodiversity; organic peri-urban farming and market gardening; green infrastructure and flood management.

We also have an important role to play in creating the right conditions in Enfield for new green industries to choose to locate, maximizing the potential of the unique assets Enfield has to offer. We will explore how we can transform our council-owned rural land so that it has a greater positive impact on the environment, the health and wellbeing of our residents and on the economy.

As well as creating new woodlands and wetlands to attract more people into Enfield for leisure and sport activities, we will explore how we can support and enable organic market gardening to flourish in Enfield, helping us further transform our rural land, provide high quality employment and increase access locally to sustainable food.



Working with small and medium businesses and cooperatives is an essential strand of how we develop Enfield's local economy. Our dynamic business community is a key asset to the borough, offering more and better jobs for our residents, bringing life to our town centres and high streets and contributing to our borough's unique and diverse character. We continue to support our local businesses to recover and thrive post-pandemic. In particular, we will support small and medium-sized businesses through our approach to procurement; facilitate and nurture business start-ups through our libraries and community hubs; support our local creative sector to thrive through our cultural programme; and strengthen digital infrastructure in the borough.

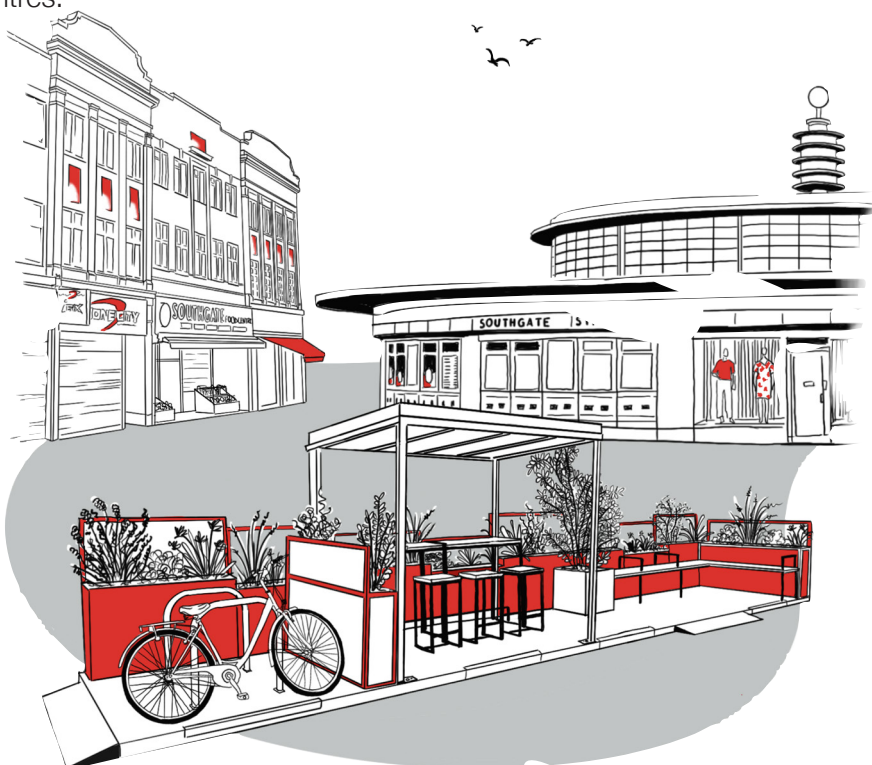
Our support to Enfield's town centres also plays a vital role in nurturing businesses operating on our high streets. We want our town centres to be vibrant, inclusive and health-promoting to benefit communities and provide the environment for a strong and inclusive local economy. We continue to prioritise this in the context of the significant ongoing challenges for the high street resulting from changing shopping habits, the Covid-19 pandemic, inflation and the energy crisis. We have introduced an empty shop grant to entice new businesses, and are making public realm improvements. We are championing our local culture, creative and heritage sectors and are working together with local community groups, to bring life and energy to our town centres.

We will also continue to transform and intensify our industrial land to create modern and sustainable spaces with high-speed broadband coverage which attract new businesses to the borough and offer high quality jobs for our residents. The land is of strategic importance to London's economy and an important source of employment for local residents. As well as the many small and medium sized businesses in our neighbourhoods, Enfield has a history of making and creating through its long-established manufacturing and logistics sector. This gives us a strong opportunity to re-establish our heritage as a 'making' place and grow our reputation as a destination for creative industries across the diverse land and assets the borough has to offer, including supporting the growth of the film and TV production industry in the borough.

Our strategies

To find out more about how we're delivering on this priority, take a look at some of our key strategies:

- [Economic Development Strategy](#)
- [Local Plan](#)
- [A Progressive Approach to Managing Debt and Income in Enfield](#)



Our achievements so far



We launched our Youth Hub at Edmonton Green Library to provide tailored employment and skills support for young people aged 16 to 24 who are not in education or training, or are currently unemployed.



We held the first Create Enfield Careers Fair in June 2022 for 16 to 19-year olds in Enfield. Young people attending the fair found out about the full range of creative careers and opportunities available in the borough and across London.



Our Equals Employment Service provides support to adults with learning disabilities into sustained paid employment. In 2021, we recorded the highest proportion of working age people (16.8%) who receive support for their learning disability in paid employment in London and the fourth highest proportion nationally.



We secured £1.1 million in funding from the Mayor of London's Good Growth Fund in March 2020 which we match funded to regenerate Angel Edmonton. The £2.2m in funding has so far been used to make public realm improvements and refurbish the existing library to create the versatile and innovative 'Living Room Library'.



We have supported the growth of the film industry in Enfield, securing the new Troubadour Meridian Water Studios in spring 2021, which will deliver high quality training and employment opportunities for local people.



Our Welfare Advice and Support Team supported over 2,400 residents referred to the service in 2020/21 and 2,500 residents in 2021/22 to improve their financial situation by supporting them to access the income and benefits they are entitled to and manage their debts.



Our Skills Academy at Meridian Water is set to open in early 2023, providing opportunities for local people to gain the skills and qualifications needed to pursue a career in construction, as well as learning about sustainable construction methods.

Future outcomes

We have identified six long term outcomes that we are seeking to positively impact by delivering on our priorities over the four years of our Council Plan and beyond.

We have identified measurable indicators to help us understand progress on achieving these outcomes for all our residents. Most of these indicators will show us how we're doing on tackling long-standing challenges, such as poverty and health inequality, which are impacted by many complex factors, including those outside of our control.

While these challenges can only be addressed by many institutions and individuals working together over the longer term, we are investing in Enfield and delivering our priorities with the aim of contributing towards improvement across all these indicators for the future.

We have additional indicators to help us track our progress and the performance of our services in more detail over the short and medium term, connected to our priority actions. Our indicators are monitored through our performance scorecards which are reported to senior management and to Cabinet on a quarterly basis.

Alongside our review of performance and outcome indicators, all Council departments produce annual service plans that detail the work they are undertaking to deliver on our Council Plan priorities each year. Services will review progress against their service plans and report on this to their Departmental Management Team mid-year and at the end of each year.

Residents live happy, healthy and safe lives

Indicator	Latest data as of January 2023	Data source
Percentage of babies born with a low birthweight	3.2% (2021/22)	Office for Health Improvement and Disparities
Percentage of children aged 4-5 classified as overweight or obese	25.3% (2021/22)	Office for Health Improvement and Disparities
Percentage of children aged 10-11 classified as overweight or obese	42.2% (2021/22)	Office for Health Improvement and Disparities
Percentage of adults who are overweight or obese	60.9% (2020/21)	Sport England
Percentage of children and young people who are physically active	31.8% (2020/21)	Sport England
Percentage of adults who are physically active	61.4% (2020/21)	Sport England
Percentage of adults who smoke	18.5% (2021)	ONS
Prevalence of diabetes	8.4% (2021/22)	NHS
Prevalence of hypertension	12.8% (2021/22)	NHS
Under 75 mortality rate from all cardiovascular diseases (1 year range)	74 per 100,000 (2020)	Office for Health Improvement and Disparities

Indicator	Latest data as of January 2023	Data source
Under 75 mortality rate from cancer (1 year range)	114.8 per 100,000 (2020)	Office for Health Improvement and Disparities
Under 75 mortality rate from respiratory disease (1 year range)	26.9 per 100,000 (2020)	Office for Health Improvement and Disparities
Percentage of adults receiving secondary mental health services living independently, with or without support	39% (2021/22)	NHS
Percentage of adults with learning disabilities in settled accommodation	86.5% (2021/22)	Enfield Council
Average life satisfaction of residents	7.4* (2021/22)	ONS
Average anxiety levels of residents	3.2** (2021/22)	ONS
Average happiness levels of residents	7.3* (2021/22)	ONS
Average ratings of feeling that the things done in life are worthwhile	7.7* (2021/22)	ONS
Recorded prevalence of depression in adults 18+	9.5% (2020/21)	Office for Health Improvement and Disparities
Crime rate	103 offences per 1,000 residents (2022)	Metropolitan Police

*Score out of 10 with higher scores indicating better wellbeing

**Score out of 10 with lower scores indicating better wellbeing

Residents earn enough to support themselves and their families

Indicator	Latest data as of January 2023	Data source
Percentage of children living in relative low-income families	15.9% (2020/21)	Department for Work and Pensions
Percentage of children living in absolute low-income families	13% (2020/21)	Department for Work and Pensions
Percentage of children living in poverty after housing costs	33.7% (2020/21)	End Child Poverty
Employment rate of working age population	70.7% (July 2021 – July 2022)	ONS
Percentage of adults with a disability in employment	38.2% (2020/21)	Department for Work and Pensions
Percentage of adults with learning disabilities who receive long-term support in employment	14.7% (2021/22)	NHS
Percentage of adults receiving secondary mental health services in employment	6% (2021/22)	NHS

Indicator	Latest data as of January 2023	Data source
Percentage of Enfield households with a household income less than £30,000 per annum	35% (2022)	CACI
Percentage of Enfield households with a household income less than £15,000 per annum	11.4% (2022)	CACI

Children and young people do well at all levels of learning

Indicator	Latest data as of January 2023	Data source
Percentage of pupils achieving a Good Level of Development at end of Early Years Foundation Stage	65.3% (2021/22)	Department for Education
Percentage of pupils achieving expected standards in Reading, Writing and Maths at KS2	61.1% (2021/22)	Department for Education
Percentage of pupils achieving grades 5 or above in English and mathematics GCSEs	50% (2021/22)	Department for Education
Average Attainment 8 score per pupil at KS4	48.4 (2021/22)	Department for Education

Residents age well

Indicator	Latest data as of January 2023	Data source
Percentage of older people (65 and over) who were still at home 91 days after discharge from hospital into reablement/rehabilitation services	87.7% (2021/22)	NHS
Emergency hospital admissions due to falls in people aged 65 and over	1,650 per 100,000 (2020/21)	Office for Health Improvement and Disparities
New admissions to supported permanent residential and nursing care (65+)	412.6 per 100,000 population (2021/22)	Enfield Council
Dementia: Recorded prevalence 65+	5.34% (2020)	NHS
Healthy life expectancy at birth (male)	64.3 years (2018-2020)	Office for Health Improvement and Disparities
Healthy life expectancy at birth (female)	62.1 years (2018-2020)	Office for Health Improvement and Disparities
Inequality in healthy life expectancy at birth (male)	14.4 years (2009-2013)	Office for Health Improvement and Disparities
Inequality in healthy life expectancy at birth (female)	15 years (2009-2013)	Office for Health Improvement and Disparities

Residents live in good quality homes they can afford

Indicator	Latest data as of January 2023	Data source
Number of households living in temporary accommodation	3,106 (November 2022)	Enfield Council
Number of households on Housing Needs Register	6,609 (November 2022)	Enfield Council
Median energy efficiency score of social rented properties	69* (March 2022)	ONS
Median energy efficiency score of private rented sector properties	65* (March 2022)	ONS
Median energy efficiency score of owner occupied properties	62* (March 2022)	ONS
Percentage of council homes that do not meet the Decent Homes Standard	34.3% (November 2022)	Enfield Council
Percentage of homes in the private rented sector that have at least one Category 1 hazard	28% (2020)	Metastreet
Percentage of households in Enfield that are overcrowded	13%** (2021)	Census

*Score of 0 to 100, with a score of 100 indicating the most energy efficient property

**Based on the number of bedrooms available minus the recommended bedroom standard

Residents live in a carbon neutral borough

Indicator	Latest data as of January 2023	Data source
Percentage reduction in the Council's carbon emissions (tCO ₂ e) over baseline year 2018/19	19.4% (2021/22)	Enfield Council
Carbon emissions per Council employee (tCO ₂ e per FTE)	4.7 (2021/22)	Enfield Council
Borough wide carbon emissions (tCO ₂ e)	1,114,769 tCO ₂ e (2018)	SCATTER
Percentage reduction in borough wide carbon emissions over previous year	2% (2018)	SCATTER
Percentage of trips made by active and sustainable modes (public transport, walking and cycling)	55% (3 year average 2017/18 – 2019/20)	Transport for London
Air pollution: fine particulate matter	9.2µg/m ³	Office for Health Improvement and Disparities

Thank you for reading our Council Plan.

If you would like to find out more about our plans and services, how we're doing and how to get involved, please visit our website:

www.enfield.gov.uk/services/your-council/our-vision-aims-and-values



EnfieldCouncil



EnfieldCouncil



Illustrations in our Council Plan were produced by local artist Vikkie Thompson