

MINUTES OF THE MEETING OF THE EQUALITIES BOARD HELD ON THURSDAY, 30TH MARCH, 2023

MEMBERS: Councillors Ergin Erbil (Chair & Deputy Leader of the Council), Mustafa Cetinkaya, (Associate Cabinet Member (Enfield South East), Hannah Dyson, Alessandro Georgiou (Leader of the Opposition and the Conservative Group), Nelly Gyosheva, Paul Pratt and Ruby Sampson

ABSENT: Councillors Margaret Greer and Bektas Ozer

Officers: Simon Gardner, Regeneration Director, Claire Reilly, Head of Policy & Contract Development, Michael Sprosson, Head of Procurement, Harriet Potemkin, Head of Policy & Strategy, Lucy Nasby, Strategy & Policy Manager, Stacey Gilmour, Governance & Scrutiny Officer

Also Attending:

Jo Ikhelef, Chief Executive Officer, Enfield Voluntary Action
Tim Fellows, Enfield LGBT Network
Bevin Betton, Chair, Enfield Racial Equality Council
Mustafa Berk Ak, Enfield Young Mayor

1. WELCOME & APOLOGIES

The Chair welcomed everyone to the meeting. Apologies for absence were received from Cllr Greer (Vice-Chair), Cllr Ozer, Tinu Olowe (Director of HR & OD), Shaun Rogan (Head of Corporate Strategy), Pastor Nick Chanda (Enfield Faith Forum) and Ginnie Landon (Enfield Women's Centre).

2. DECLARATIONS OF INTEREST

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

3. MINUTES OF PREVIOUS MEETING

AGREED the minutes of the meeting held on 17 January 2023.

4. SUSTAINABLE & ETHICAL PROCUREMENT POLICY

RECEIVED the report of Michael Sprosson, Head of Procurement and Claire Reilly, Head of Policy & Contract Development.

NOTED

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1. The report provides an update on the implementation on the Sustainable and Ethical Procurement Policy, including information on how Procurement Services is supporting local business suppliers.
2. This item had last been discussed at the Equalities Board meeting on 15 July 2021, at which time officers from Procurement Services shared information on the development of a new Sustainable & Ethical Procurement Policy to replace the previous policy which expired in 2019.
3. Development of a new policy was timely to update it to align with and drive refreshed organisational priorities, as set out in the Council Plan, Climate Action Plan and Fairer Enfield.
4. From the extensive consultation and engagement carried out with stakeholders there was broad support for the new policy and Cabinet approved the policy in February 2022.
5. The key features of the new Sustainable and Ethical Procurement Policy are summarised in the report and focus on four priority areas: social value, ethical practices, supporting the local economy and climate action.
6. In each of these areas the policy sets out Enfield Council's commitments as a commissioner and the expectations of suppliers. This includes a framework for minimum, enhanced and preferred standards for specific areas in sustainable and ethical procurement.
7. The framework also details what a supplier should do as a minimum when seeking to work with the Council, and includes enhanced standards, which go beyond these minimum requirements, and preferred standards which are considered best practice.
8. Where suppliers or those bidding for contracts do not yet meet minimum standards, the Council will support these organisations by signposting them to relevant information and guidance to ensure that they can meet them in the future.
9. The new policy also has specific areas relating to equalities, diversity & inclusion. These are: Labour and enforcement practices, Equality and Diversity and Modern Slavery.
10. Following Cabinet approval, the new policy has been presented at the Senior Leadership Forum to provide an overview of the policy across the organisation. Training and induction sessions are also available on the Council's training platform for officers to support implementation and understanding of the policy. It has also been promoted in Staff Matters, on the Council's website and the internal Procurement Services microsite.
11. New templates and toolkits have been introduced to support contract managers, including templates for contract meetings which include monitoring of delivery of social value, sustainable and equalities and diversity and inclusion for each contract.
12. The report detailed spend over the past three years and illustrated the top ten local suppliers alongside some headline information for each of these.

The following comments and questions were raised:

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- (i) In response to a question from Cllr Georgiou as to what defines a local or non-local supplier, Claire Reilly, Head of Policy & Contract Development advised that from a point of spend, the current measure is based on the payee being registered in the borough.
- (ii) Following a further query with regards to procurement and other authorities investing locally, it was advised that this seems to be the drive, however, members were reminded that local procurement is not necessarily the cheapest or most cost effective.
- (iii) Cllr Pratt referred to Meridian Water which accounts for a large part of the expenditure across the council for the next few years, with procurement frameworks already in place with regards to the local supply change, and therefore asked what the projections were for 2024/25 and 2025/26. Officers advised that a number of issues had been addressed at Meridian Water under the broad social value approach and local supply chain but acknowledged that further analysis was needed in terms of what this meant for local business going forward.
- (iv) Simon Gardner, Regeneration Director added some further clarity regarding Meridian Water and said that in terms of permanency, even when it was 'built out' services would still need to be provided therefore meaningful social value would always be a requirement when going out to market.
- (v) Cllr Dyson sought clarification on the local procurement contract data (14%) detailed in the report and officers provided further explanation and clarification regarding this.
- (vi) With regards to labour and employment, equality and diversity and modern slavery, Cllr Georgiou felt that it would be useful if future reports stated what is above and beyond legislative ask and if preferred, what is the minimum requirement as it was important for members to be able to understand this distinction.
- (vii) The Chair, Cllr Erbil said that he was pleased to hear that Enfield Council is supporting businesses through guidance and advice but asked to what extent ethnic minority businesses in the borough are being supported. Officers advised that this was a work in progress and recognised that more could be done. Online guidance needed to be reviewed to make it easier for businesses to understand how the Council works and where the opportunities are. More engagement with organisations such as Enfield Enterprise was needed alongside targeted work in certain areas of the borough where further support and guidance was required.
- (viii) Cllr Sampson sought clarification regarding the reference in the report to under-represented groups and asked which groups were being targeted. Officers advised that this was very much dependent on what the contract and market was as in some markets, for example, construction, diversity of the workforce was quite broad. However, each contract/market is different therefore it is about identifying under-represented groups and targeting them to make the most difference.
- (ix) The Chair re-iterated his point about ethnic minority businesses and asked if they were being provided with the same advice and guidance as that mentioned on page 14, item 19 of the report, as he felt that

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some of the terminology used would be alien to ethnic minority led businesses where English might be an obstacle. Officers noted this point and again acknowledged that some further work was required to identify and reach out to these groups.

- (x) Cllr Pratt referred to the local supply chain and how Enfield Council could work with ethnic minority groups more broadly. He said that in theory the supply change needs to be pre-qualified in some way, but this can be a major issue, and asked therefore how this could be addressed. Officers responded by saying that they are looking at ways to reduce barriers for small businesses, for example the financial test, and making it proportionate to the contract and breaking it down into smaller lots and demystifying procurement by losing the jargon and keeping it in plain language as much possible.
- (xi) Bevin Betton, Chair, Enfield Racial Equality Council felt that it was important to encourage local firms to partner with larger firms to then allow them to bid for contracts. He went on to say that it was important that any contractor did not just have a policy that was gathering dust on the shelf, but there needed to be practical implementation and monitoring. Officers acknowledged this point and said that the only way to ensure this was by contract management and monitoring which would require onsite visits to review and gather evidence. However due to lack of resource the Procurement Service was currently not able to do this, but this could possibly be a bigger piece of work for the council going forward.

The Chair thanked Officers for their informative and interesting update.

5. COMMUNITY GRANTS

RECEIVED a presentation from Jo Ikhelef, Chief Executive Officer, Enfield Voluntary Action and Simon Gardner, Regeneration Director

NOTED

1. The Chair, Cllr Ergil introduced the report and said that he was grateful to officers for bringing this item forward as many of the Equalities Board members had raised this issue very early on. He went on to say that Pastor Nick Chanda who represents the Enfield Faith Forum on the Equalities Board had been eager to receive this presentation, therefore in view of his absence at tonight's meeting it was agreed that a copy of the presentation be forwarded to Pastor Chanda for information. **Action: Stacey Gilmour**
2. The report provides an overview on grant making by the local authority to Enfield's voluntary and community sector with reference to 'live' grant streams that offer widest accessibility to all community partners and support offered to community groups to access internal and external funding opportunities. These currently are the Enfield Neighbourhood Fund and the Edmonton Community Chest Fund.
3. Jo Ikhelef, Chief Executive Officer, Enfield Voluntary Action (EVA) introduced her presentation which provided an overview on what EVA

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is and how it supports BME groups in Enfield Council's grants programmes.

4. EVA recognises the barriers for BME groups to navigate mainstream services and as a result, provide accessible services built on and improved over 32 years, which has led to this high representation of BME groups being supported through EVA's services.
5. EVA works to empower BME groups to provide much needed support to communities that are culturally specific and dynamic in their reach.
6. Further information was provided on EVA members, raising funds, participatory grant programmes and the guidance that is offered to BME groups throughout the grant programme process.
7. In response to a question from Cllr Pratt, Officers explained how informal groups across the borough who were not registered as charities could still apply for funding with support from EVA.
8. Cllr Gyosheva asked if there was any control regarding repeat grant applications. Officers explained that each grant programme will have different rules and criteria and the monitoring of each fund has its own process.
9. In response to Cllr Cetinkaya's question regarding the number of community groups in the borough it was advised that this has remained relatively stable. There had been quite a few closures during the pandemic, however lots of new community groups had since opened, for example food banks.
10. Following a question from the Chair regarding Funding Fares, Jo advised that one had taken place this month with further events planned for May and September. Jo encouraged members of the board to sign up to the EVA newsletter for all event information.
11. Simon Gardner, Regeneration Director provided further information on the Enfield Neighbourhood Fund, which is a funding programme made available by the London Borough of Enfield. The funding comes from the Community Infrastructure Levy and LBE have allocated a pot of funding to a grants programme to support the development of an area through provision, improvement, replacement, operation or maintenance of infrastructure or anything else that is concerned with addressing the demands that development places on an area. Further information on the Enfield Neighbourhood Fund can be found at [Community development | Enfield Council](#).
12. A presentation was also provided on the Meridian Water Community Chest grant programme. This grant, which accompanies the development which is being designed to ensure local people are the primary beneficiaries of the development, was launched in November 2021 until January 2022, with a funding pot of £950k available to the Voluntary and Community Sector (VCS) in small and large grants. The areas targeted were Upper Edmonton, Edmonton Green and Lower Edmonton.
13. This grant programme has already awarded more than £317k in funding to 19 projects delivering to the communities in Edmonton, which address social cohesion; local issues around deprivation and poverty; and activities which build a bridge to enable access to new

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opportunities. Round two is expected in late 2023. Further information can be found at www.meridianwater.co.uk/community-chest

The Chair thanked Officers for their interesting and informative updates.

6. WORK PROGRAMME 2022/23

This was the last meeting of the municipal year, and the 2022/23 Work Programme was now completed.

Members were thanked for their participation on the Board during this municipal year.

At the first meeting of the Board in the new municipal year, Harriet Potemkin, Head of Policy & Strategy would present the Equalities Annual Report which would help inform the Equalities Board Work Programme for 2023/24.

Action: Harriet Potemkin

7. DATES OF FUTURE MEETINGS

This was the last meeting of the municipal year. Meeting dates for 2023/24 would be approved at Annual Council on 10 May.

The meeting ended at 8:40pm.