

**London Borough of Enfield
Equalities Board**

19th July 2023

Subject: Annual Equalities Report 2022/23
Cabinet Member: Cllr Ergin Erbil, Deputy Leader
Executive Director: Ian Davis, Chief Executive

Purpose of Report

1. The Board will receive a presentation summarising activities and projects that the Council has focused on over the last year to deliver its Fairer Enfield policy and how these initiatives have delivered positive outcomes for people who live, learn, earn in or visit Enfield.
2. This presentation and feedback from the Board will be used to further develop the Council's Annual Equality and Diversity Report for 2022/23, for publication in July 2023.

Proposal(s)

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

Reason for Proposal(s)

4. To update the Board on working to deliver the Council's Fairer Enfield Policy in 2022/23.

Relevance to the Council Plan

5. Fairer Enfield is one of the cross-cutting themes in the Council Plan 2023 - 26 and the Fairer Enfield policy sets out the principles which we need to follow across the workforce to ensure we deliver on this priority to tackle discrimination and promote and enhance equality, inclusion and diversity in all that we do.
6. Our Annual Equality Report is an opportunity to demonstrate our progress in delivering on the Fairer Enfield Policy during 2022/23 and helps us identify where there is more work to do.

Background

7. The Fairer Enfield Policy 2021-25 supports the Council to comply with the Public Sector Equality Duty and the Equality Act 2010. The Public Sector

Equality Duty is made up of a general equality duty which is supported by specific duties.

8. The specific duty requires the Council to:
 - Annually publish information to demonstrate how it is complying with the Public Sector Equality Duty. This information must relate to people who are affected by the Council's policies and practices, such as employees and service users.
 - Prepare and publish equality objectives at least every four years.
9. The information included in this presentation is drawn from a range of sources from across the Council. It has also involved identifying activities that demonstrate best practice on equality and working with service leads to gather information on how these initiatives have delivered positive outcomes for people who live, learn, earn in or visit Enfield.

Main Considerations for the Council

10. The Fairer Enfield Policy sets out how Enfield Council will tackle inequality, support an inclusive workplace and communities and create new opportunities for everyone in Enfield. This policy includes eight equality objectives to reduce inequality, which affect specific groups in Enfield.
11. These objectives are to:
 - Overcome racism in Enfield
 - Deliver positive interventions to reduce serious youth violence in Enfield
 - Increase the number of residents affected by special educational needs and disabilities (SEND) who are in paid employment
 - Improve the wellbeing and celebrate the contribution of Lesbian, Gay, Bi and Trans Communities
 - Provide access to support services and networks to reduce social isolation
 - Work with our partners to mitigate the impact of Covid-19 on children and young people's mental health and wellbeing
 - Keep people safe from domestic abuse
 - Promote safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents
12. The first section of the presentation summarises our commitments, as set out in our Fairer Enfield policy, as a community leader, service provider and commissioner and as an employer and how we have worked to deliver them in 2022/23.
13. The second section of the presentation sets out our eight equality objectives from our Fairer Enfield Policy, why they were selected and a summary of key activities and projects that the Council has focused on over the last year to deliver them.

14. The presentation contains good practice stories that provide an overview of how the Council has worked in partnership with our statutory, voluntary and community partners, and engaged with residents, in its capacity as a community leader, service provider and commissioner, to deliver equalities initiatives that support work on improving service outcomes for diverse communities in Enfield.
15. These good practice stories include examples of work undertaken by voluntary and community groups, which are commissioned by the Council to reduce inequality affecting specific groups in Enfield.

Conclusions

16. The presentation to the Board will highlight progress towards achieving the Council's eight equalities objectives and our commitments as a community leader, service provider, commissioner and employer. The Board will be asked for their feedback and this will be used to further develop our Annual Equality and Diversity Report for 2022/23.

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Date of report: 30th June 2023