

Annual Equalities Report

Equalities Board

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www.enfield.gov.uk

Striving for excellence



Background

- We publish an equality and diversity report each year to review progress, celebrate successes and identify the further work needed to make Enfield a fairer place
- Publishing this report is a requirement under the Public Sector Equality Duty
- Fairer Enfield, our equality, diversity and inclusion policy published March 2021, sets the framework for our review
- Today we will share our data review and proposed case studies for our 2022/23 annual report



Aims for today

- Discussion on our findings to help us finalise our 2022/23 equality and diversity report.
- Agreement on topics to explore further in the 2023/24 Equalities Board meetings – agenda-setting.



Fairer Enfield Policy Principles

Community Leader

- How we will work with our partners to create a lifetime of opportunities for everyone in Enfield and promote good relations between our communities.

Service Provider and Commissioner

- How we will deliver services that are accessible to all and are tailored to the diverse needs of our communities.
- How we will use commissioning and procurement of services as a tool to reduce inequality.

Employer

- How we will employ a diverse workforce which is representative of the community we serve, where staff work together harmoniously and productively and everyone feels valued.



**Case studies demonstrating
our principles in practice
during 2022/23**

Case Study: Community Leader Holocaust Memorial Day 2023

Enfield Council commemorated Holocaust Memorial Day on 27th January 2023 through an invitation-only event at the Dugdale Arts Centre. Attendees were welcomed by Cllr Gina Needs, Cabinet Member for Community Safety and Cohesion.

The event included a performance by Wolfson Hillel Primary School Choir and speeches by Cllr Nesil Caliskan, Rabbi Emanuel Levy from the Palmers Green & Southgate Synagogue and Cllr Alessandro Georgiou. There was presentation by Ted Sale and Tania Gessi from the Roma Support Group on the Roma Genocide.

The penultimate item on the agenda was readings from pupils at Chace Community School and St Anne's Catholic High School for Girls on Europe's Rwanda: The shame of the Srebrenica Massacre, followed by a speech by Rabbi Dany Rich from Southgate Progressive Synagogue.

Case Study: Service Provider and Commissioner ***Equality Impact Assessments***

We routinely carry out EqlAs to consider the impact that any prospective changes to policy or service delivery may have on different protected groups and act to mitigate against any unequal impact and take all opportunities to increase equality between groups who share a protected characteristic and those who do not.

All key decisions made by Cabinet or decisions made by Full Council are informed by an EqlA which is published with the decision-making report. The assessments help us to assess whether our decision may have a disproportionate impact on any group who share a protected characteristic compared to those who do not and inform any mitigating action we need to take as a result in relation to the decision. They also help us ensure we take every opportunity to advance equality between groups, as part of our Public Sector Equality Duty.

Case Study: Employer

National Inclusion Week 2022

To mark this week in September, the staff network groups, supported by the Employee Experience and Internal Communications teams, organised virtual events and resources, including the following:

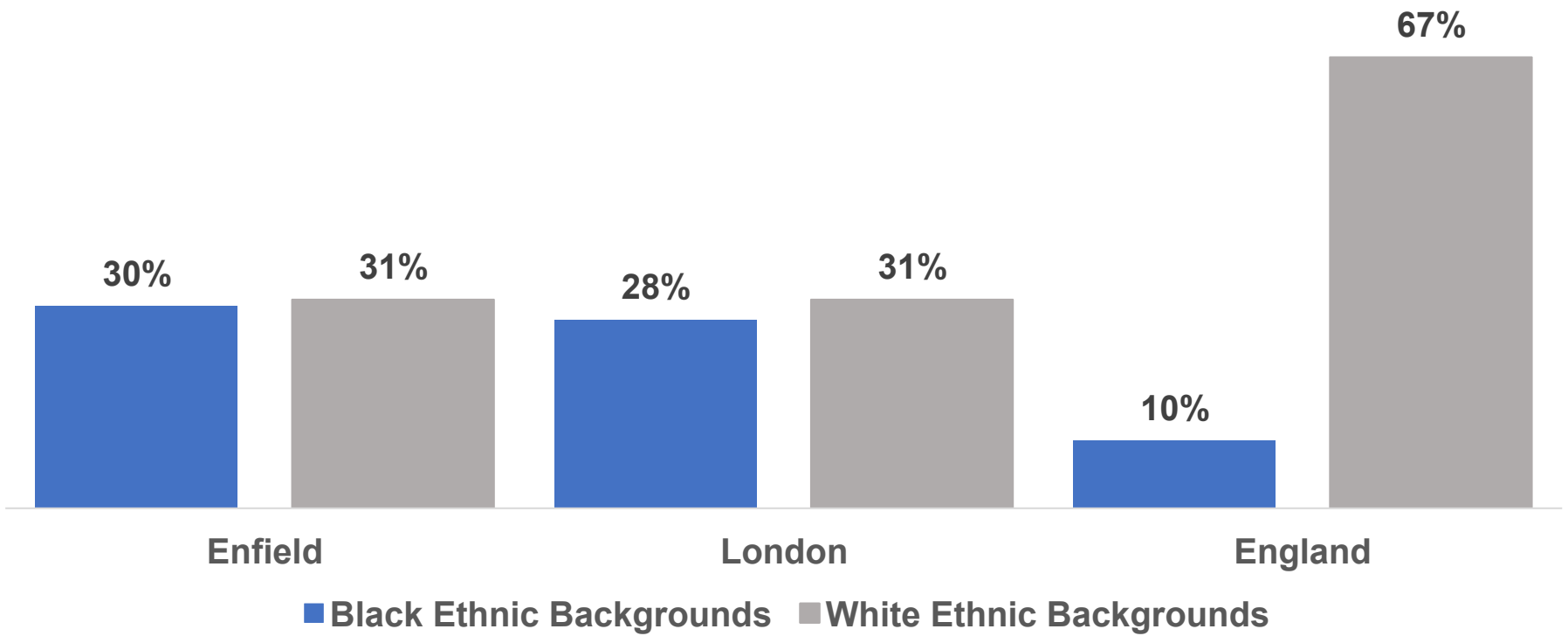
- ‘Just See Me’ was a celebration of people as unique individuals, rather than focusing on particular aspects which might make them different to what may be considered the societal norm, for example disability, sexuality or race. The online initiative involved 7 officers sharing stories about themselves and their interests, what inclusion means to them and how we can all be more inclusive.
- ‘How to be Digitally Inclusive with People of all Abilities’ was a workshop delivered by Digital Services and the Disability Working Group and explored how officers can make simple adjustments to their presentations and meetings to support colleagues of all abilities to fully engage with and understand the content, to contribute their views and ideas, and thereby make the workplace more inclusive for everyone.

**Working toward our
objectives in 2022/23: data
review and case studies**

Overcoming Racism in Enfield

Homelessness

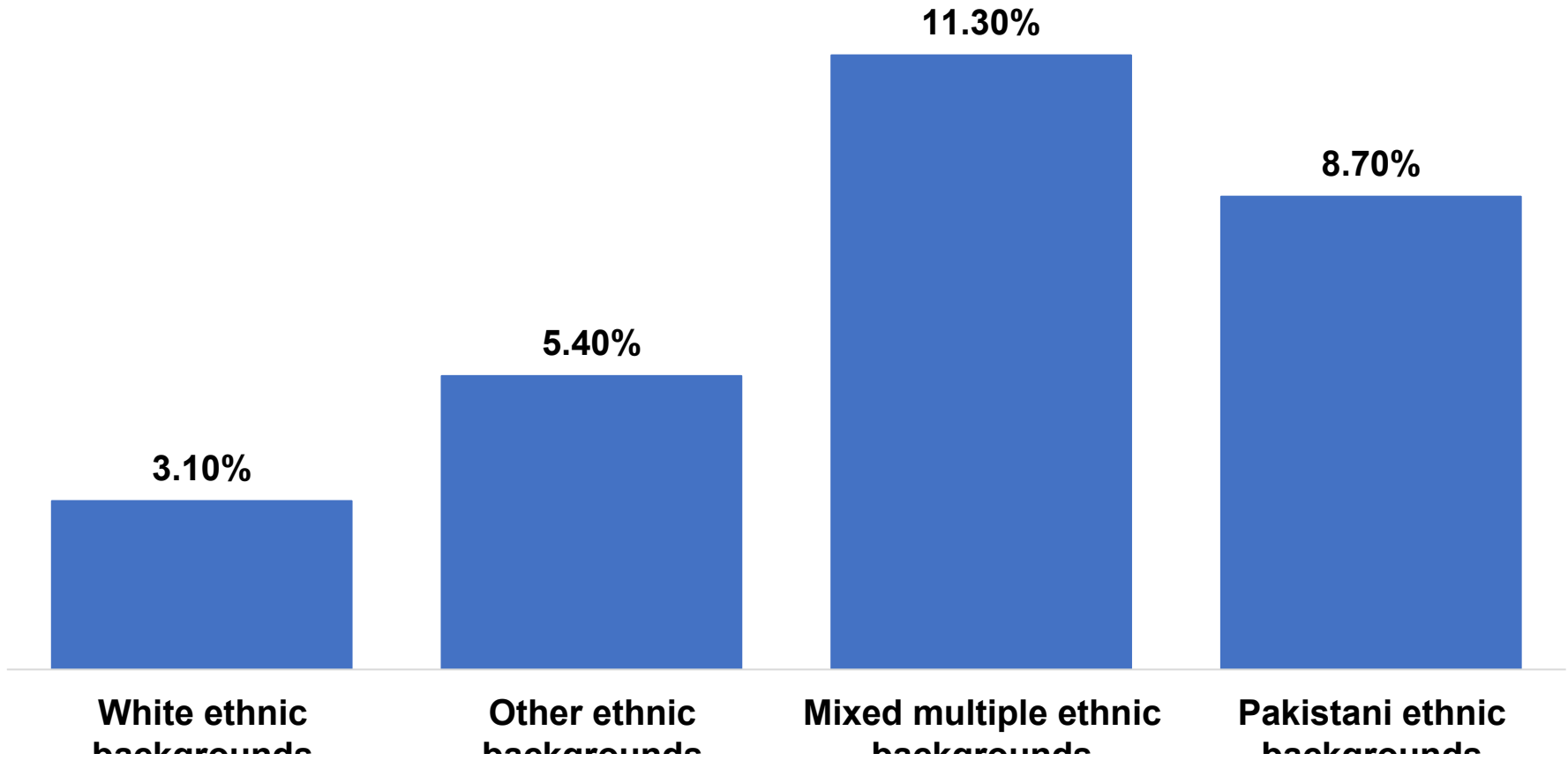
Between July and September 2022, 30% of residents we assessed as being homeless were Black or Black British, but Black people make up only 18.5% of the borough's population. This was the second highest proportion of any ethnic group.



(Department for Levelling Up, Housing and Communities, January 2022)

Employment

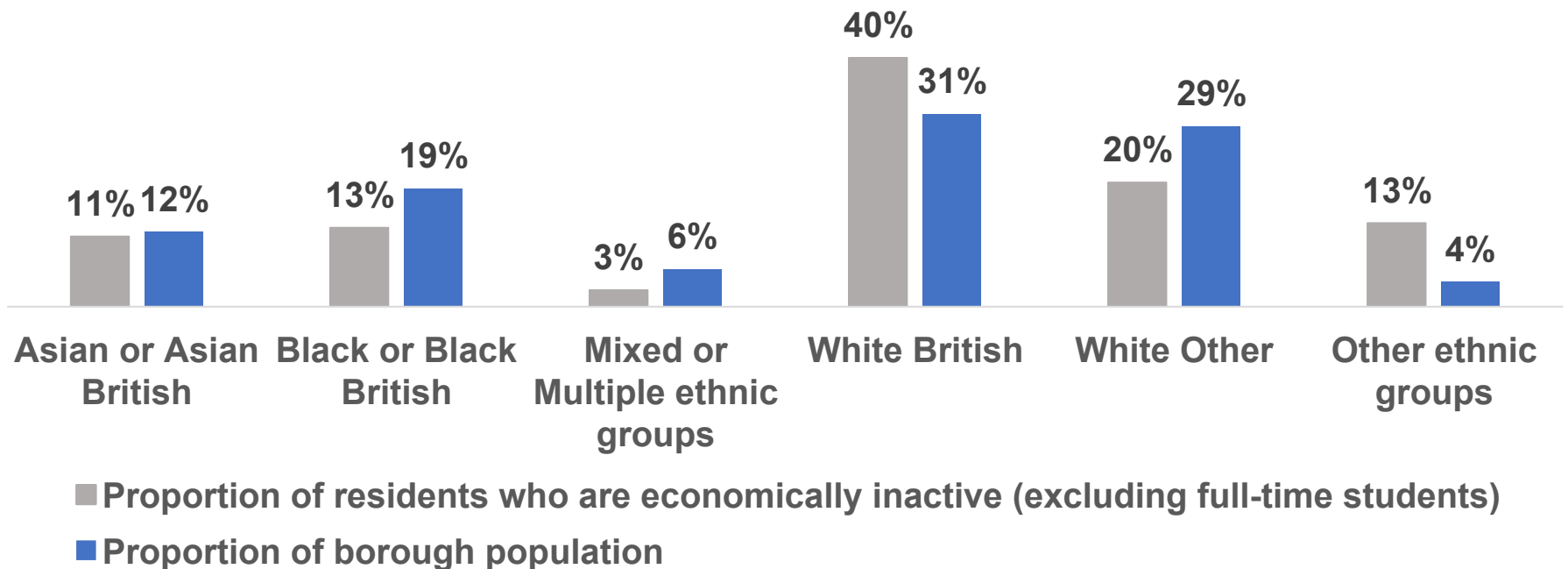
Nationally, between October and December 2022, people from White ethnic backgrounds (3.1%) and Other ethnic backgrounds (5.4%) had the lowest unemployment rates, and people from Mixed multiple ethnic backgrounds (11.3%) and a Pakistani ethnic background (8.7%) had the highest rates.



(House of Commons Library, April 2023)

Employment

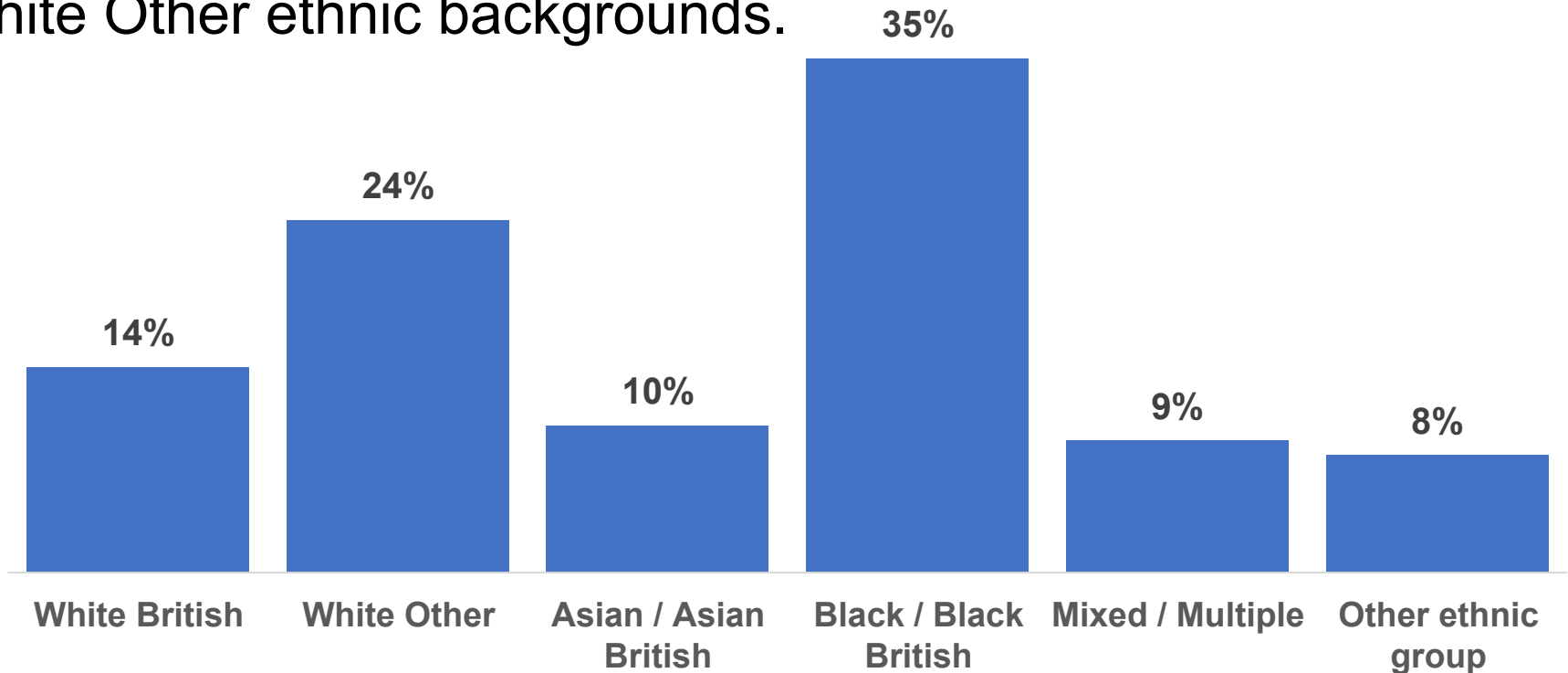
In Enfield, 40% of those who were economically inactive (excluding full-time students) were from a White British ethnic background. However, people from White British ethnic backgrounds make up 31% of the borough's population. People from Other ethnic groups were also disproportionately represented in the number of residents who were economically inactive, (13% compared to 4% of the borough population).



(Census 2021)

Case Study: Skills, Training and Employment Pillar

In 2022, we launched our Skills, Training and Employment Pillar (STEP) which is a free development programme, designed to support residents aged 19+ who are looking for volunteering, work experience, training, or to find a job. Between October 2022 – March 2023, 184 learners were enrolled onto STEPs of these 35% were from Black ethnic backgrounds and 24% were from White Other ethnic backgrounds.



(Census 2021)

Criminal Justice – Stop and Search

Enfield residents from Black or Black British backgrounds are the most frequently stopped and searched ethnic group by police. Between May 2022 and April 2023, 26.2 per 1000 Black Enfield residents are stopped and searched compared to 12.3 for every 100



(Metropolitan Police, May 2022 - April 2023)

Case Study: Black History Month 2022

Enfield's Black History Month celebrations 2022 were an opportunity to share, celebrate and understand the impact of Black heritage and culture. The 2022 theme for Black History Month was "Time for Change: Action not Words."

The community events organised by the Council for Black History Month 2022 included a music performance by African and Afro-Caribbean classical composers at Forty Hall, as well as a series of performances celebrating Enfield's Community Champions from Black Heritage, by local performers and artists, at the Millfield Theatre.

FORTY HALL ESTATE

The African
CONCERT SERIES


**SEGUN MARTINS
FAJEMISIN**
Host


**REBECA
OMORDIA**
Pianist


**VICTORIA
ORUWARI**
Soprano

Sunday 16th October at 2:30pm-4:00pm
Forty Hall, Forty Hill, Enfield EN2 9HA

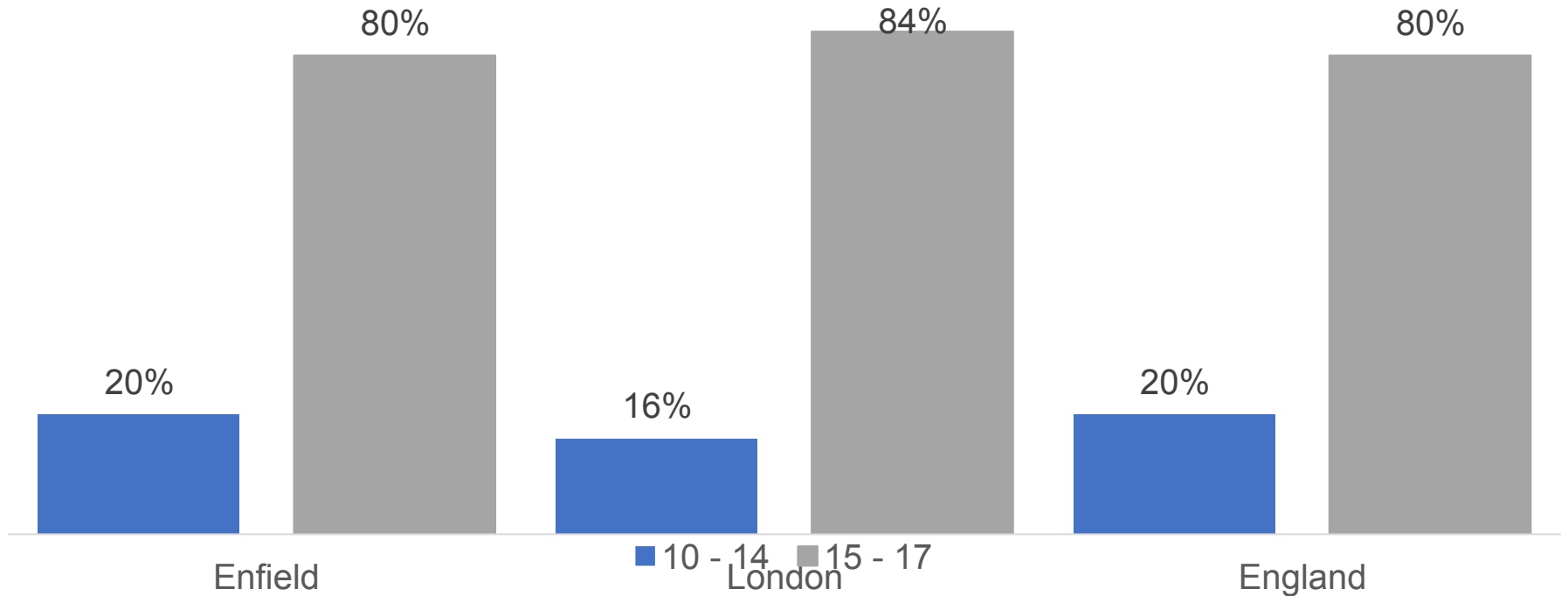
**ENFIELD
CELEBRATING
BLACK HISTORY** 

TO BOOK VISIT
www.fortyhallestate.co.uk

**Deliver positive
interventions to reduce
serious youth violence in
Enfield**

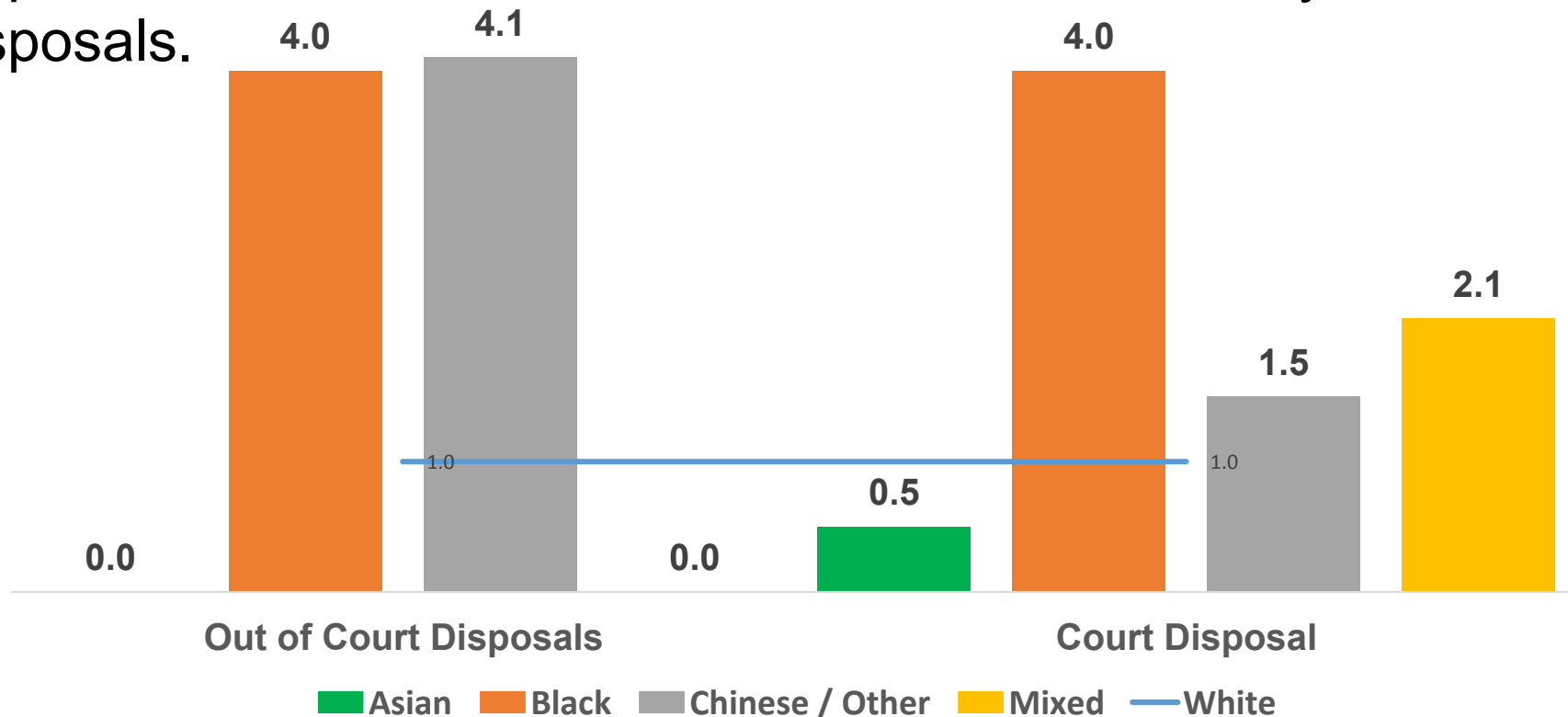
Age

In England and Wales, during 2021/22, children aged 15 to 17 made up 80% of the offending population. This is similar to figures for Enfield and London, where children aged 15 to 17 make up 80% and 84% of the offending population respectively.



Relative Rate Index

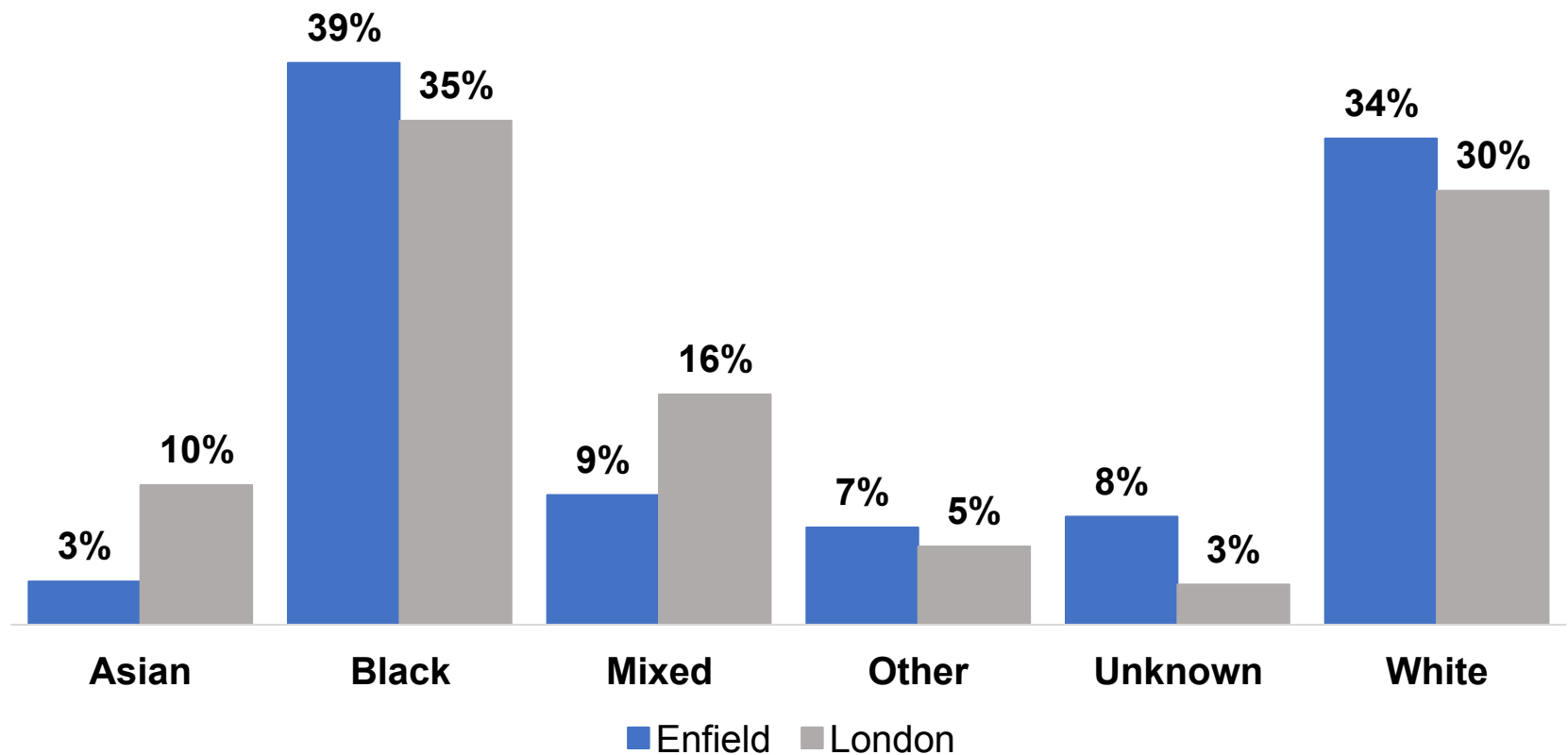
Children from Black ethnic backgrounds are significantly over-represented (4.0 times as likely than their counterparts from White ethnic backgrounds) within Youth Justice Service across both pre-court and post-court disposals. Children from Chinese and Other ethnic backgrounds are 4.1 over-represented in Out of Court disposals, however, this reduces to 1.5 times as likely in court disposals.



(Youth Justice Statistics 2021/22)

Ethnicity

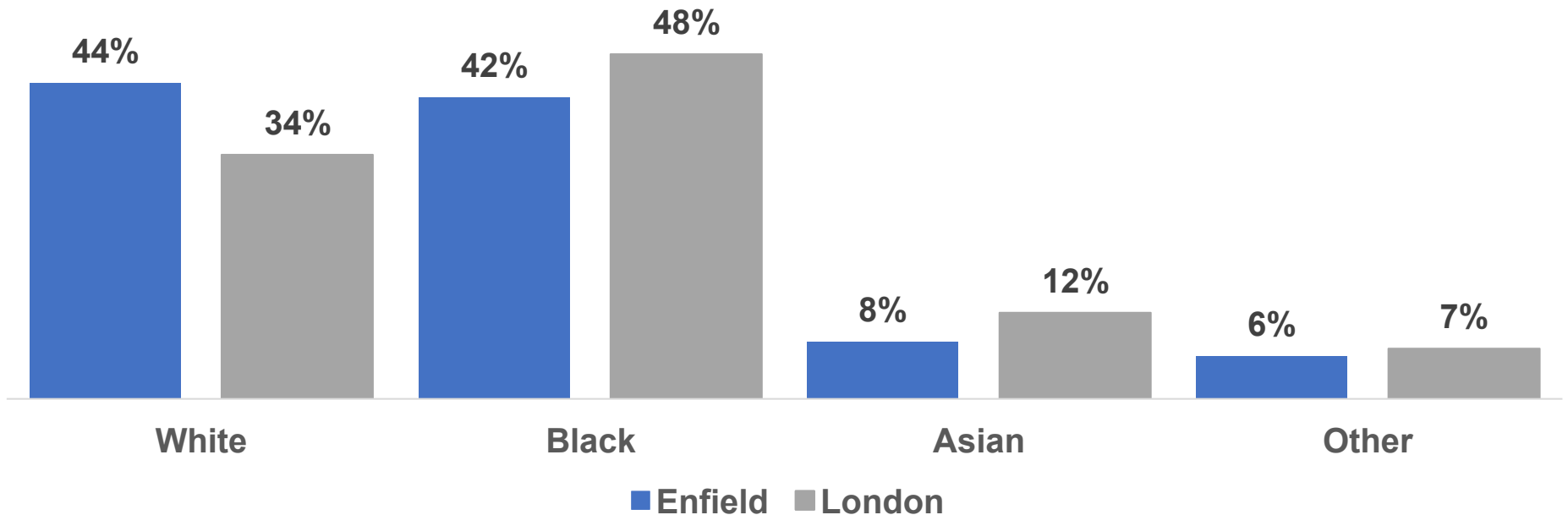
Proportionately, in Enfield, more young people from Black ethnic backgrounds (39%) were cautioned or sentenced for youth offences than any other ethnic group in 2021/22. This is slightly higher than the London average (35%) and is significantly higher than the national average (12%).



(Youth Justice Statistics 2021/22)

Ethnicity

Between June 2022 and May 2023, children from Black ethnic backgrounds were disproportionately overrepresented in stop and search volumes in London and Enfield. In Enfield, 42% of children and young people aged under 19 who were stopped and searched were for children from Black ethnic backgrounds. For London overall, this figure was 44%.



Case Study: Operation Engage

This project is funded by the Violence Reduction Unit and co-delivered in partnership with the Metropolitan Police Service. It places youth workers in the Wood Green custody, providing support and early intervention in the 'reachable and teachable' moment when a young person is arrested and presented in custody.

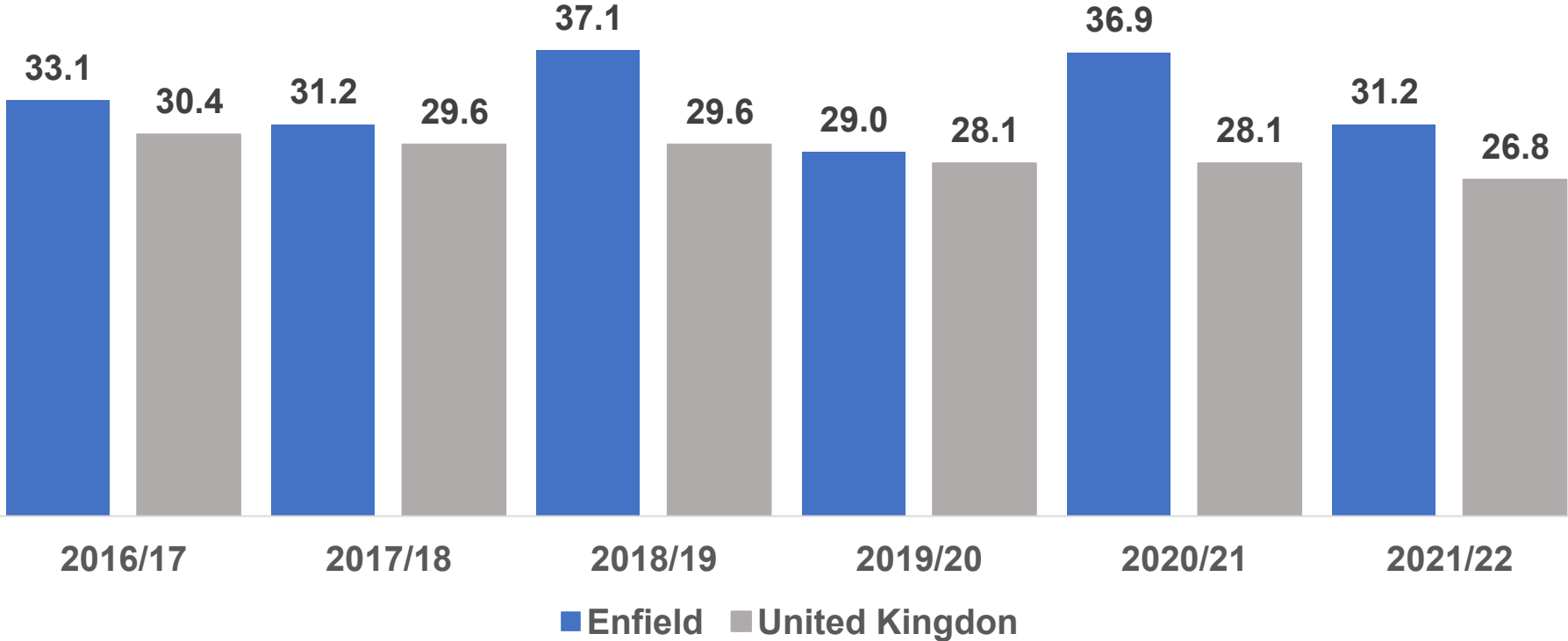
Engage provides a follow through support into the community. Key focus is on reducing further engagement in risky behaviour and offending.

Out of the 344 Enfield young people presented in custody during 2021/22, 193 have positively engaged with the project and received support, including information, advice, access to diversionary activities and mentoring.

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

Disability employment gap

In Enfield, during 2021/22, people affected by a disability had an employment rate that was 31.2 percentage points lower than that of people who are not affected by disability. This is higher than both London (22.6 percentage points) and national (25.4 percentage points) averages.



(Department of Work and Pensions, February 2023)

Proportion of working age people who receive support for their learning disability in paid employment

In 2021/22, Enfield had the second highest proportion in London of working age people (14.7%) who receive support for their learning disability in paid employment. This was the fifth highest nationally and significantly higher than the London (5.2%) and England (4.8%) averages.



(NHS, October 2022)

Case Study: West Lea Supported Internship

Supported Internships are a study programme, run by West Lea school, for young people 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.

Interns must be committed to working and are assigned a jobs coach who helps them to find the right jobs and support. Internships usually last from six months to one year, with Interns working four days a week in their job and one day with a tutor, learning workplace skills.

From the 2021/22 cohort, 74% of students (17 people) were offered a job at the end of the programme.

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

Census 2021

In Enfield, 2.2% of residents gave their sexual orientation as something other than straight or heterosexual. This was lower than London (4.3%) and England and Wales (3.2%) averages.



(Census 2021)

Census 2021

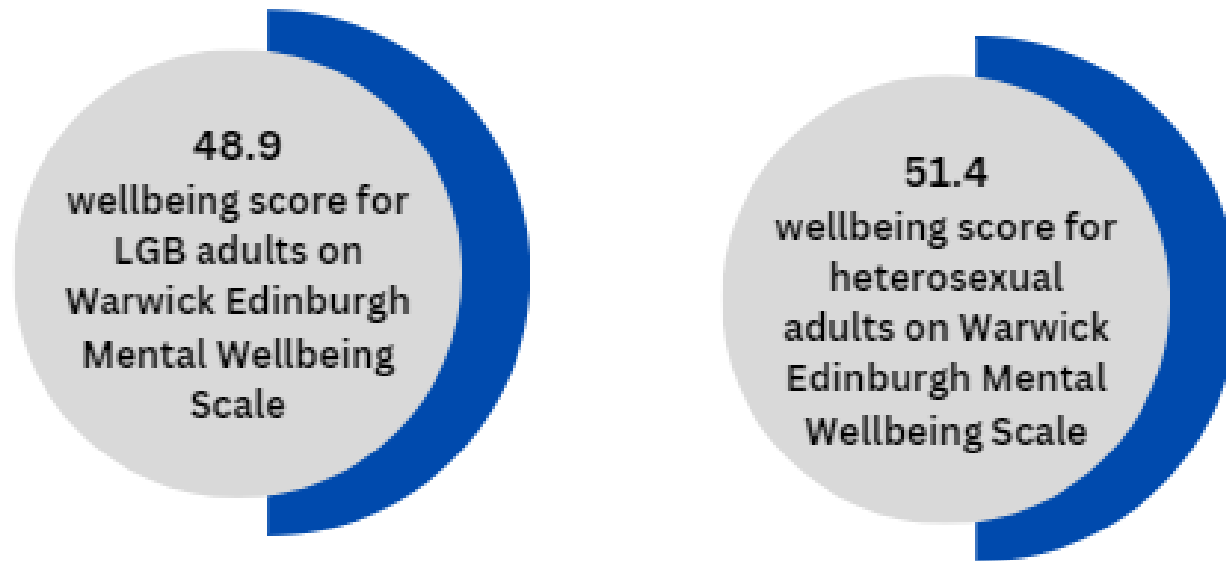
In Enfield, 1.1% of residents declared their gender identity is different from that which had been assigned at birth. This is higher than London (0.9%) and England and Wales (0.5%) averages.



(Census 2021)

Health and Wellbeing

The NHS have produced national data on health outcomes for LGBT people. In 2021, the prevalence of limiting longstanding illness was higher among LGB adults than heterosexual adults. LGB adults also had a lower average mental wellbeing score on the Warwick Edinburgh Mental Wellbeing Scale (48.9) compared with heterosexual adults (51.4), with LGB women reporting the lowest well-being scores (47.3).



Enfield Pride Festival 2022

We worked in partnership with our LGBTQ+ community to organise a Pride festival on 18th and 19th June 2022. The free, family-friendly festival took place on Library Green included performances from Sum Ting Wong, Vanity Milan and Joe McElderry, and was attended by over 8,000 visitors.

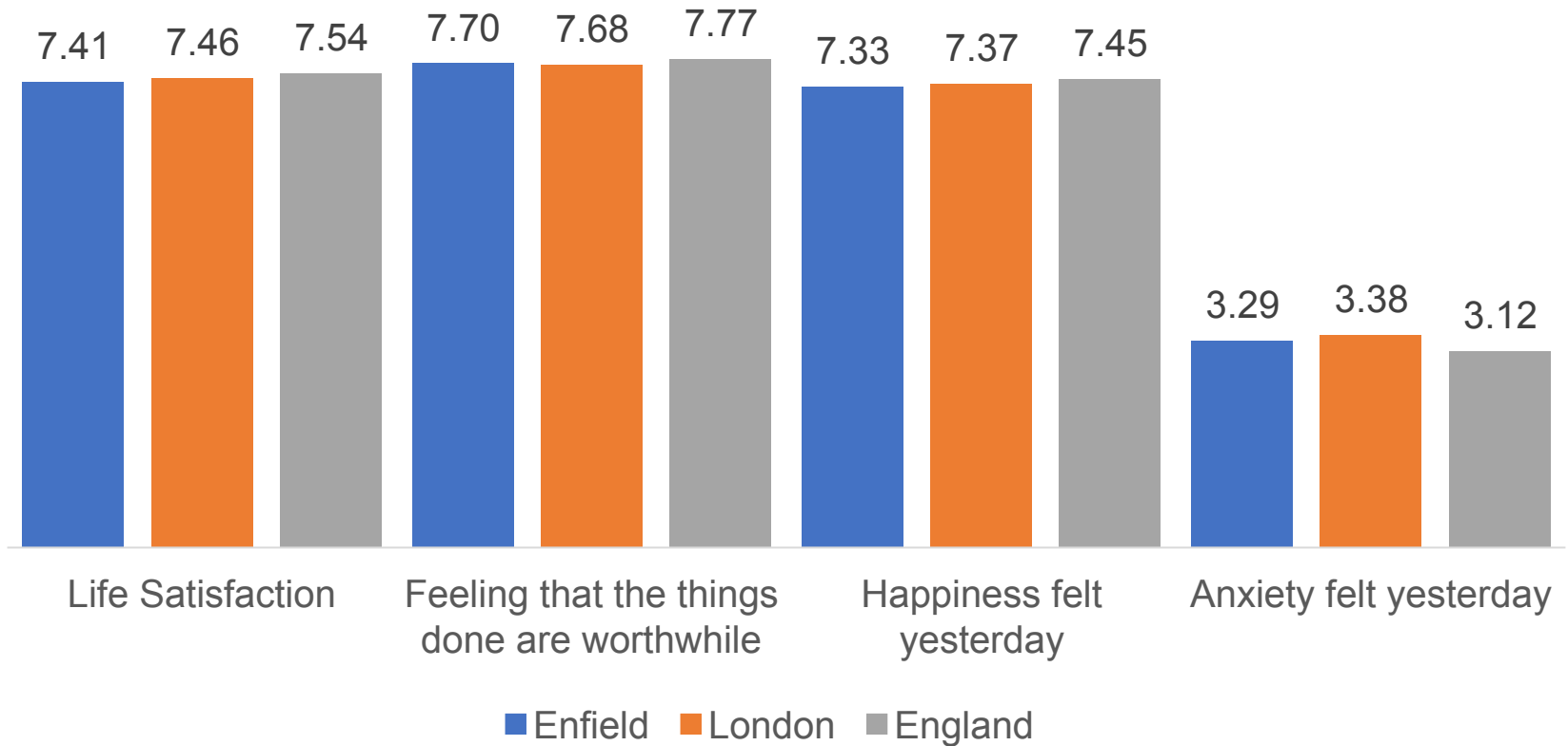
A poster was also displayed throughout the borough celebrating Enfield Pride 2022. The poster was commissioned by the Enfield Council LGBTQ+ Staff Network. Designed by local artist Vikkie Thompson it featured the Enfield 'beast' surrounded by flowers in the colours of the LGBTQ+ flag. An original of the artwork was also displayed within the Civic Centre.



**Provide access to
support services and
networks to reduce
social isolation**

Personal well-being

A study by the ONS provides annual estimates of personal well-being for April 2021 to March 2022



(ONS, October 2022)

Case Study: SMART Living

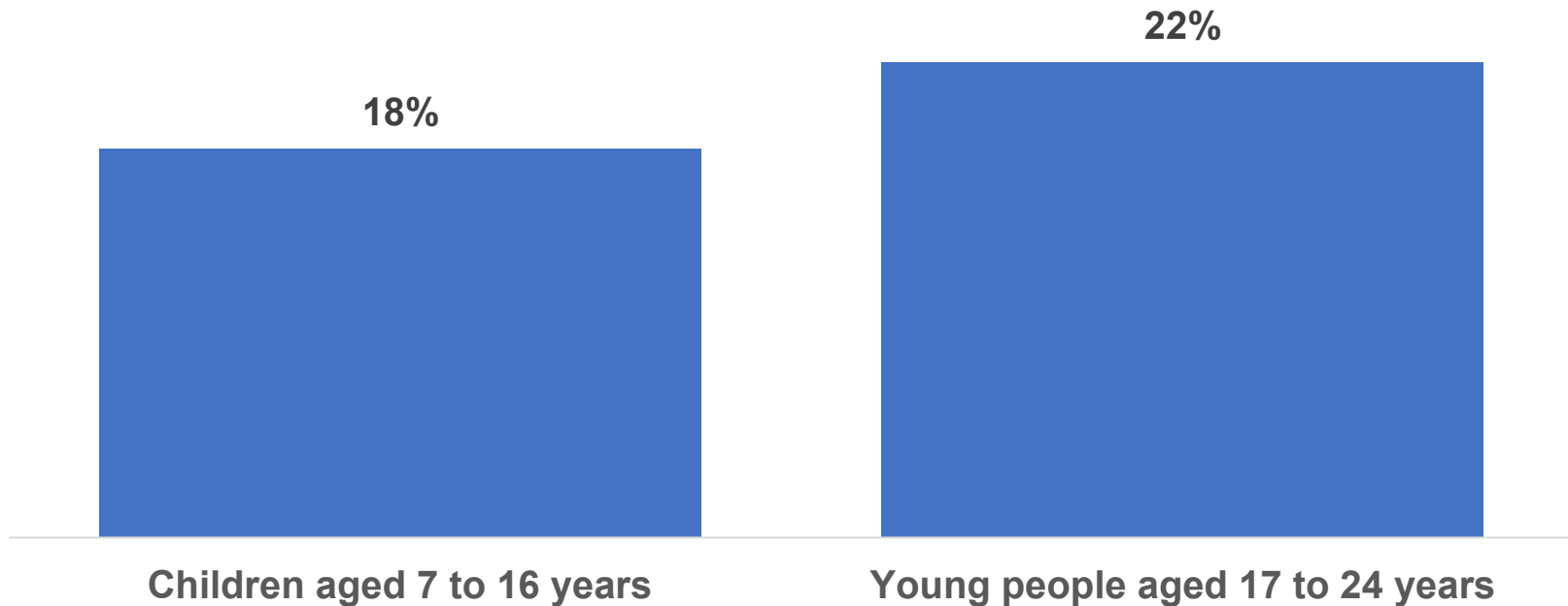
We are the first local authority to introduce artificial intelligence PainChek technology in care homes to better identify and support residents who may be experiencing pain but unable to express this verbally.

The SMART Living Project aims to reduce isolation in service users through introducing SMART technology into care homes to connect service users with friends and family. This is to ensure that service users stay happier, healthier, and independent for longer through the introduction of technology in our current social care offer.

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

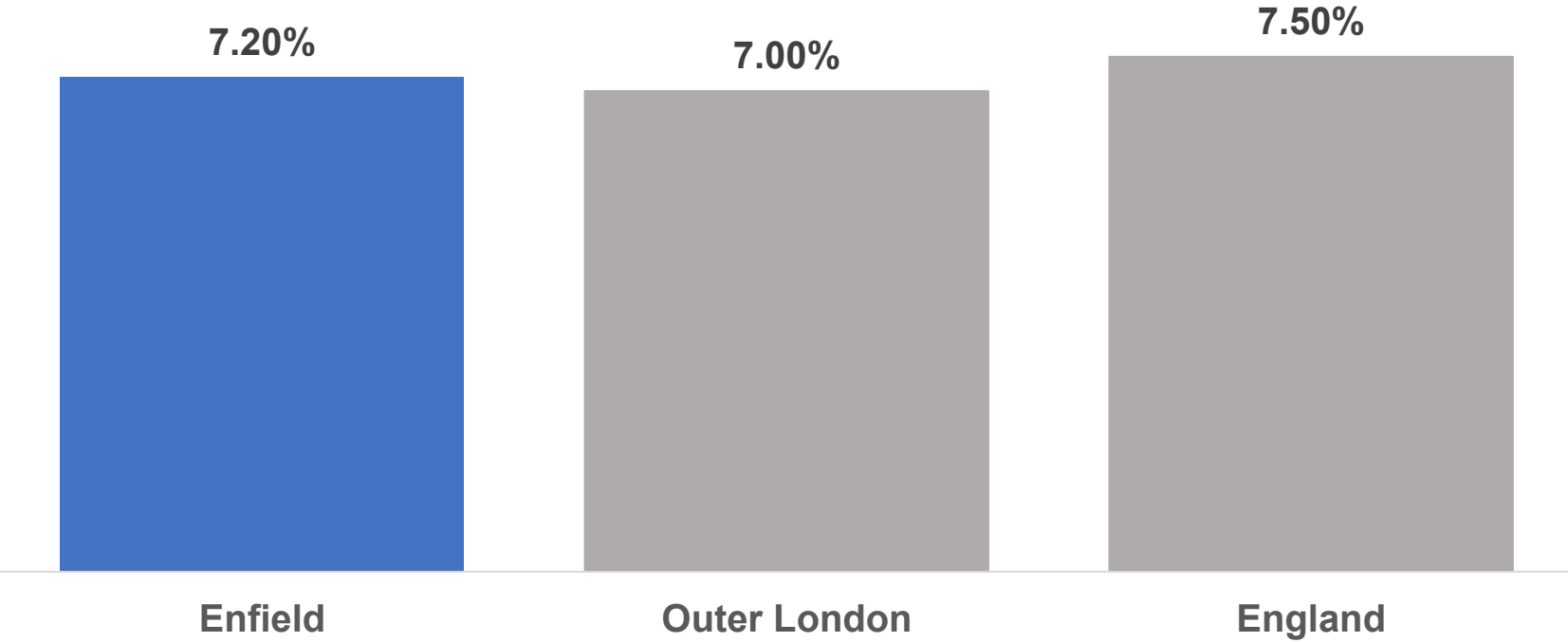
Children and young people's mental health

Nationally the mental health of children and young people have worsened since the pandemic began. Data from NHS Digital shows that in 2022, 18% of children aged 7 to 16 years and 22% of young people aged 17 to 24 years had a probable mental disorder.



Overall absence rate for autumn term 2022/23

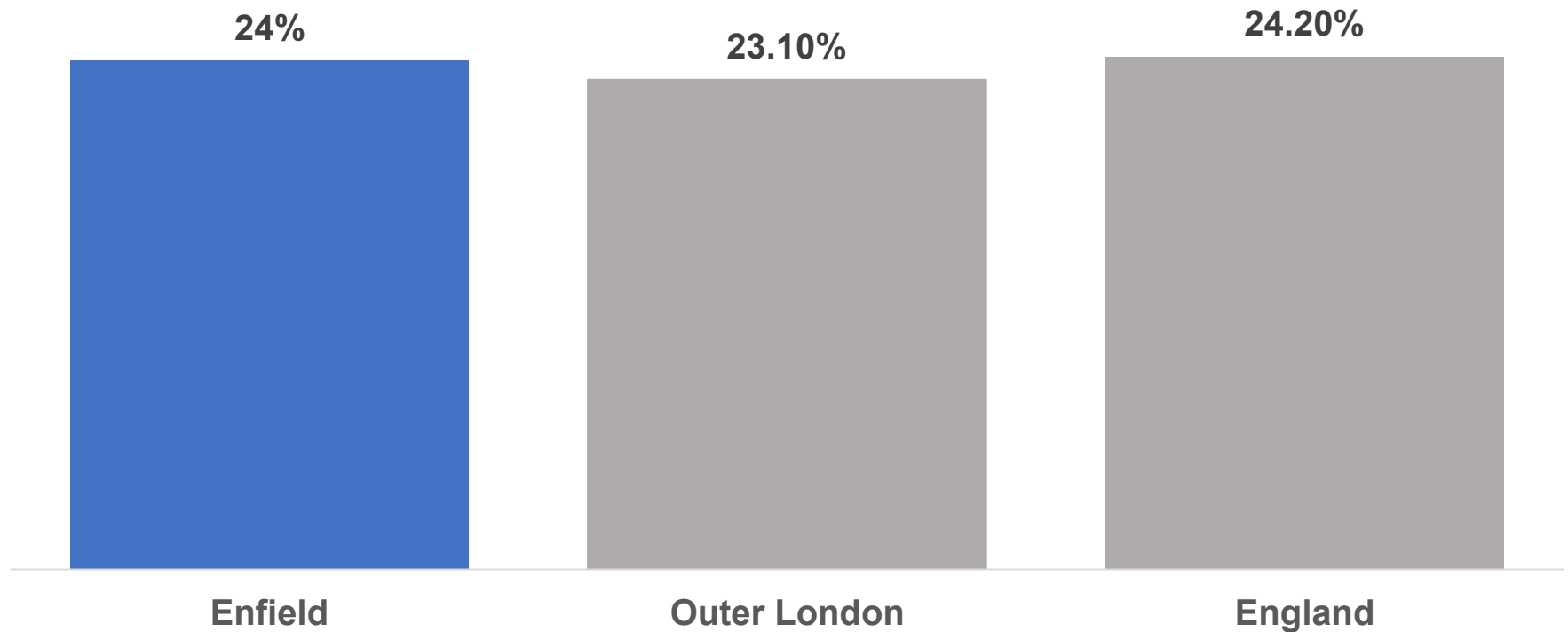
In the 2022 autumn term, nationally the overall absence rate was 7.5%, compared with 4.9% in autumn 2019. In Enfield, the overall absence rate during the 2022 autumn term was 7.2%, this is slightly higher than the average for Outer London (7%).



(Department for Education, December 2022)

Persistent absence rate for autumn term 2022/23

In Enfield, the persistence absence rate during the 2022 autumn term was 24%, this is slightly higher than the average for Outer London (23.1%).



(Department for Education, December 2022)

Case study: After-school supervised independent study

In September 2022, Enfield Council funded 18 secondary schools in the borough to provide their pupils with a place for safe independent study within the school, after the end of the school day.

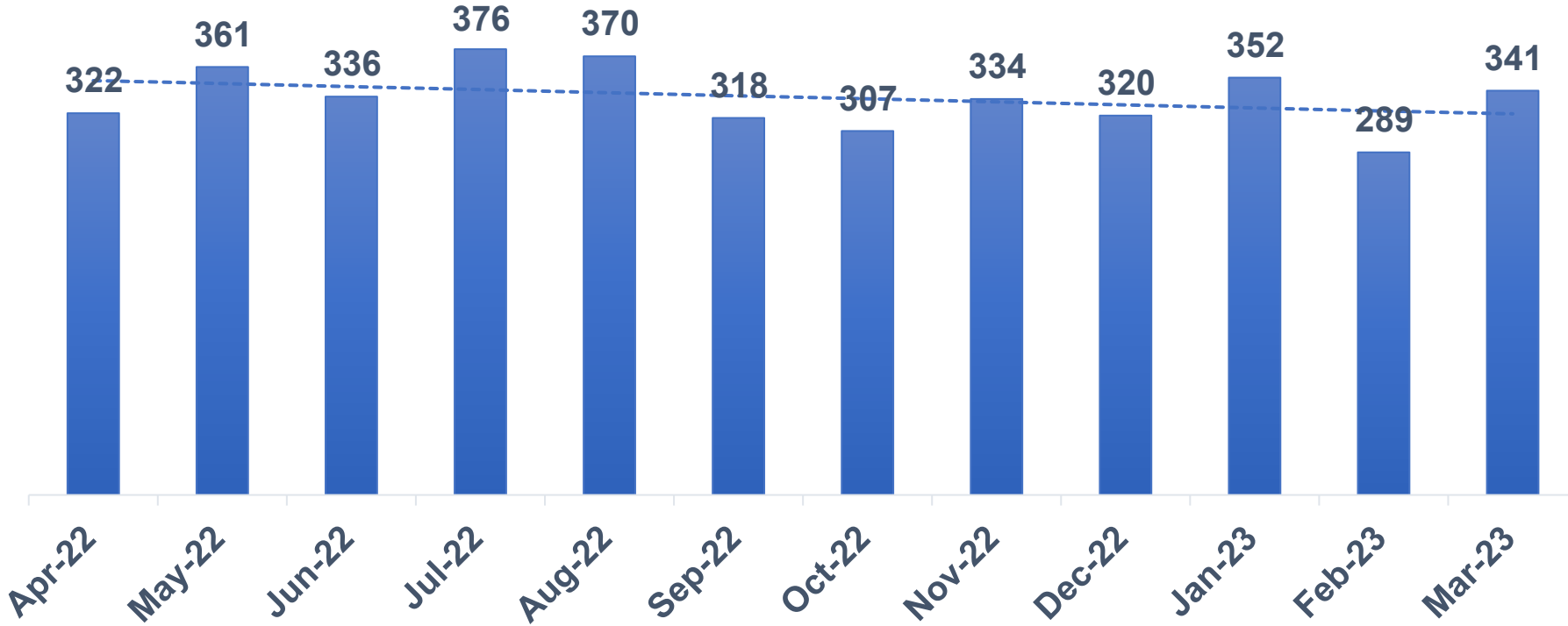
The purpose of the pilot was to improve academic performance by providing access to resources to complete homework; increasing motivation and confidence; and to foster social inclusion by encouraging pupils to work with their peers to better their understanding of lesson material.

The initiative was also intended to help alleviate pressures outside schools by decreasing the numbers of young people all travelling out of schools at the same time, with the potential of helping reduce the risk of antisocial behaviour and youth crime in hotspot areas.

**Keep people safe from
domestic abuse**

Number of domestic abuse incidents in Enfield between April 2022 to March 2023

There were 4,026 recorded cases of domestic abuse in Enfield in the 12 months to March 2023. In the previous year, 3,962 cases were recorded, highlighting a 1.6% increase in domestic violence in the borough.



(MOPAC, March 2023)

Case Study: Rise Mutual Pilot in Enfield

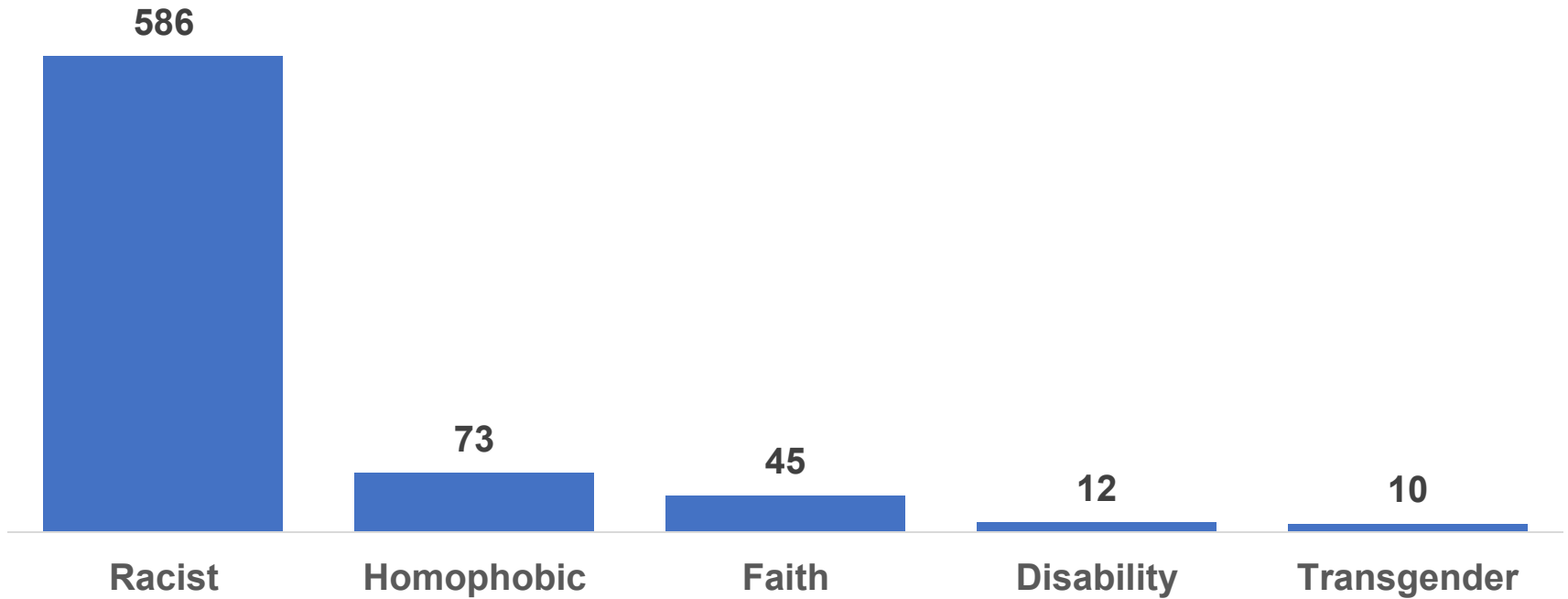
Rise delivers a range of behavioural change programmes and innovative solutions to reduce re-offending and abuse, change behaviour and transform the lives of individuals, families and communities.

In 2022, Rise launched a pilot in Enfield aimed at supporting traditionally minoritized groups to change abusive behaviour. Between April and December 2022, there had been 52 referrals to Rise for interventions and an additional 29 referrals for victim work for partners and family members

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

Number of recorded hate crime offences in Enfield

The reporting of hate crime in Enfield decreased by 7.7% in the year ending March 2023, with 686 offences recorded when compared with 743 the previous year.



(MOPAC, March 2023)

Case Study: Faith Forum

We are working through our Faith Forum to prevent hate crime occurring by supporting Enfield faith groups and their faith communities to promote peace, mutual understanding and respect and to support and encourage others to do likewise.

The Enfield Faith Forum is a platform for local people from different beliefs groups to meet up and discuss issues of mutual interest. The aim of these discussions is to share information, resources and good practice, particularly in relation to identifying and meeting the needs of faith communities in Enfield.

The Forum encourages respect towards others and a focus on mutual understanding and action. Meetings are non-political and are open to all faith leaders and representatives across Enfield, supported by interested stakeholders, and officers from public bodies and local health organisation. The forum is run by the Council and Enfield Metropolitan Police Service.

Questions and discussions

