

# Empowering Communities

Enfield Council's Equality and Diversity  
Annual Report 2015



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In partnership with



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# Introduction

We are pleased to present Enfield Council's 2015 Equality and Diversity Annual Report.

Throughout this report the many achievements made by the Council, and its partners, are highlighted. These achievements are the basis for supporting the diversity of the Borough and its plans for the future.

The recent past, and near future, predict challenging times for Local Authorities and when resources are tight we need to be flexible in our thinking. There have been many changes to the way we work with local communities over the last year, and in the Council itself, and there will no doubt be more to come. Enfield Council continues to be committed to delivering its strategic aims, which are *'Fairness for All, Growth and Sustainability and Strong Communities'* and has communities which are ready for growth, open to change and able to rise to future challenges.

We continue to support our community partners in delivering targeted services to residents in Enfield who face demanding circumstances as a result of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation; the nine protected characteristics which underpin the national Equality and Diversity agenda.

The accreditation of 'Excellent' status awarded by the Local Government Association (LGA) for Enfield's inclusive services to its communities stands as testament to the determination to provide our residents and customers with services that are fully accessible and fair. We continue to build on our achievements and to embed equality in all that we do and the services we provide.

We have also continued our commitment to support historic national and international events which evidence our recognition of the

astounding efforts others have made to allow us to live in such a diverse Borough as Enfield, in peace and with mutual respect. Enfield is home to many communities including those from the Commonwealth and beyond. There are descendants of people who fought and died in two World Wars and other conflicts around the World. It is therefore important that we build community cohesion by remembering these efforts. Enfield is also home to newer communities arriving from the European Union and our support for those communities to settle successfully is equally important.

We will ensure complacency does not exist in Enfield and will continue to strengthen the foundations and excellent work which has been embedded to fully support the Equality and Diversity agenda in the Borough.

Future plans for Enfield will centre on instilling fresh life and vitality into sustainability, meeting the financial challenges and uncertain times we face by thinking creatively and positively about how best to continue moving forward in **empowering communities**.

As a Council, we want to ensure that everyone who lives, works, studies, visits or does business in Enfield has every opportunity to thrive, and does not suffer any form of discrimination, disadvantage or inequality. We believe 2015 has been yet another excellent year for equalities work and we look forward to updating you further on progress made in 2016.



*Councillor Yasemin Brett  
Cabinet Lead Member for  
Equalities*



*James Rolfe  
Director of Finance,  
Resources and  
Customer Services,  
Senior Management  
Lead Officer for Equality*

# The Council's Vision

Enfield's strategic vision is to make the Borough a better place to live and work, delivering fairness for all, growth and sustainability, and strong communities.

The vision is supported by the aims and priorities which commit Enfield to the continued improvement in the quality of life for all residents in the Borough.

## Aims and Priorities:

### 1. FAIRNESS FOR ALL

Fairness for all means meeting the needs of all residents in the borough, protecting vulnerable residents and providing fair and equal access to services and opportunities. Tackling the inequality in the Borough is at the heart of what we want to achieve for Enfield.

#### Priorities

Serve the whole borough fairly and tackle inequality;  
Provide high quality, affordable and accessible services for all;  
Enable young people to achieve their potential.

### 2. GROWTH AND SUSTAINABILITY

Like many areas of the country, Enfield has suffered during the recent recession. Unemployment has risen, and many of the problems already present within the Borough have been exacerbated. Demonstrating that Enfield is open for business will ensure that the Borough makes a strong and sustainable recovery from the recession.

#### Priorities

A clean, green and sustainable environment;  
Bring growth, jobs and opportunity to the Borough.

### 3. STRONG COMMUNITIES

Building strong, cohesive and resilient communities will be vital as Enfield continues to grow and change as a borough. We want Enfield to be a place where people feel proud to live, where people from all different backgrounds are welcomed and supported, where vulnerable people are protected, and where people take responsibility for their own lives and their communities.

#### Priorities

Encourage active citizenship;  
Listen to the needs of local people and be open and accountable;  
Provide strong leadership to champion the needs of Enfield;  
Work in partnership with others to ensure Enfield is a safe and healthy place to live.

# An 'Excellent' Authority for Equality Work

Enfield Council's greatest achievement in terms of championing Equality and Diversity remains the attainment of the 'Excellent' accreditation from the Local Government Association in 2013, under the Equality Framework for Local Government.

This award acknowledges the bringing together of work produced throughout the Authority in line with the Equality and Diversity agenda and its nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex and sexual orientation. It remains the pinnacle of our achievements and is the standard that we wish to retain.

During 2015 we continued to build on that success by developing fresher and more creative Equality and Diversity actions. Our confidence in having achieved this excellent standard reflects how seriously we take our responsibilities as both an employer and provider of services. It provides the basis for our activities in 2015.

**The specific and measurable actions and outcomes which underpin these objectives are included in Enfield's scorecard of performance indicators which are monitored and reported quarterly to the Corporate Management Board and Cabinet to inform decision making and indicate where resources should be focused.**

## **Delivering on Equalities: The Equalities Act 2010**

The Equality Act 2010 identifies nine protected characteristics, which aim to protect people from discrimination. These protected characteristics are:

1. age,
2. disability,
3. gender,
4. gender reassignment,
5. pregnancy and maternity,
6. race,
7. sexual orientation,
8. religion or belief, and
9. marriage and civil partnership

The Public Sector Equality Duty (PSED) within the Act requires public bodies, such as the Council to consider, and have due regard to, the needs of diverse groups when designing, evaluating and delivering services in order to:

- eliminate discrimination
- advance equality of opportunity and access, and
- foster good relations between different groups in the community.

The specific duties under the Act also require councils to publish specific and measurable equality objectives. Overarching Equality and Diversity objectives are an integral to our Enfield Council Business Plan and support the Council's overall vision which is to make the Borough of Enfield a better place to live and work, delivering fairness for all, growth and sustainability and strong communities.

# Who lives in Enfield?

Enfield's population from an Equality and Diversity perspective is a highly diverse borough and one that is changing and growing rapidly. According to 2015 Greater London Authority projections, the population of Enfield is estimated to be around 324,600. The Council and its partners use population estimates and other data relating to the composition of our communities to plan and deliver our services. Our latest figures suggest that:

- Approximately 65% of Enfield residents are from Black and Minority Ethnic communities (up from 38.8% in 2001). The largest minority ethnic group is White Other, which includes communities from Turkey, Greece, Cyprus and Eastern Europe – the figure stands at 23.6%. The Black African community makes up 10.2% of the population, while the Black Caribbean community stands at 5.6%. The most recent available information shows that about 35% of Enfield's residents were born outside the UK;
- Approximately 16% of people in the borough have a long-term illness, health problem or disability that limits their daily activities or the work they could do. This is likely to be an underestimate as many people do not like to declare they have a disability;
- Our population is ageing – the percentage of people over the age of 65 in Enfield is 12.8%, and 28.8% are over the age of fifty. These figures are predicted to increase over the next 25 years;
- At the younger end of the scale, 28.7% of people are under the age of 20;
- Christianity is the most common religion in the borough in all its different forms (53.8%). 19.1% of residents are of the Muslim faith, and 14.8% hold no religion or belief at all;
- Gaining an accurate percentage of people who belong to the lesbian, gay, bisexual or transgender community is difficult as the question has never been asked in the national Census. Estimates have been put forward of

between 1% and 10% of our population. This could equate to anything from 3,250 to 32,500 people in Enfield;

- As at December 2014 190 civil partnerships had been registered in Enfield. Between December 2014 and December 2015 30 civil partnerships were converted to marriages in Enfield. Latest figures show that 702 marriages are registered in Enfield in 2015;
- The latest figure for the number of births, where Enfield is the usual area of residence of the mother, is 4,824.

## Monitoring Council Services

Equality and Diversity monitoring refers to the personal information we collect about the people who work for us and the people who use the services we provide. As well as meeting our legal and moral duty to eliminate discrimination when employing people and delivering services, monitoring information also enables us to better understand the needs of the people living and working in the Borough which helps us to identify priorities, set objectives and monitor tangible outcomes.

Monitoring data, broken down by relevant protected characteristics, is reported to appropriate boards and the Council's Corporate Equality Group where the information is scrutinised and recommendations made. This information includes: what is being monitored; what the monitoring information has revealed along with main conclusions; and any suggested actions for improvement and best practice that could be used by other services.

Monitoring information is also utilised in Equality Impact Assessments, these assessments actively look at the way in which a policy or service is being delivered or being proposed to be delivered and identify whether it can, or does have, any negative impact on any particular groups or communities and to recommend actions in which these can be avoided or minimised.

# Enfield Council Workforce

## Age Profile

The greatest proportion of staff appear in the 45 – 54 age category at 32.32%. This is a slight decrease on Sept 2014 where the proportion of staff in the 45 – 54 age category was 32.56%. In other London Boroughs the biggest category is 50 – 64 with 39.38%.

## Gender Profile

In comparison to the local economically active population, a greater proportion of Enfield Council's employees are female at 67%. This is greater than the average percentage of female employees across London Councils at 61.3% (London Councils 2015).

## Ethnicity Profile

28% of Enfield Council employees classify themselves as BME. As a benchmark, the average percentage of BME employees across London Councils is 37% (London Councils, 2015). At the time of the 2011 census, about 39% of working age residents in Enfield (aged 16-64) were BME.

The BME definition (as applied to both staff and resident numbers) includes minority groups from non white backgrounds. It does not include groups from 'other white' backgrounds. Enfield has a particularly large and growing population from white minority ethnic groups. These include sizeable and long established Turkish, Turkish Cypriot, Greek and Greek Cypriot communities. Like many other parts of the UK, Enfield also now includes substantial new communities from many different parts of Europe. In particular, large numbers have migrated to Enfield from the 'accession countries' which joined the European Union in 2004 and 2007. 2015 Council estimates put Enfield's white British population at 35%, while 65% of Enfield's population are from a minority background of some kind, including all these other white groups.

It should be noted that 7% of staff have chosen not to declare their ethnicity data.

## Disability Profile

A total of 159 employees, 4.1%, have declared that they have a disability. This is in comparison with 7.2% of the working population in Enfield (Census, 2011). The Council continues to support the Staff Disability Group and to listen to their concerns as these may arise.

In terms of staff development we continue to offer staff the opportunity to attend a range of training covering Equality and Diversity, Unconscious Bias and Disability Awareness. Equality legislation and good practice also form a significant part of the Recruitment and Selection training which is mandatory for all managers that undertake this activity. We ensure that underrepresented groups are given priority in attending Leadership and Management training and on the most recent Shaping the Future cohort where we support and develop our future leaders both BME and female staff were well represented. Further information is available from our Human Resources Department or by using the contact details at the end of this document.

The Local Authority has a number of staff groups including the Carers Group, the Disability Action Group and the Minority Ethnic Staff Group. These groups held a joint drop in session in December 2015 to raise awareness. The session was attended by number of staff including the Deputy Mayor.

## Minority Ethnic Staff Group

The Minority Ethnic Staff Group (MESG) was established in 2003 to provide a consultative body of staff from minority ethnic communities to give opinions, views and advice to the Council on a range of employment and service delivery issues.

The MESG is committed to continuing to raise awareness of not only specific needs of minority ethnic employees, but also providing a forum for its members to get involved in the development of new policies in the Council, and continuous

# Enfield Council Workforce

review of its overall performance. The MESG is always looking to address the topics that are of most interest to its members at the regular meetings and at the last meeting the theme was as broadbased as 'Working in Enfield' and the discussions ranged around many aspects of working within the local authority. Alongside listening to speakers from HR and Enfield 2017, the group was also able to find out about all the changes that are taking place in the Council and ask questions about the potential impact of these changes to members of MESG.

The MESG will continue to hold quarterly meetings and better utilise internal communications channels to raise awareness of their meetings and their work.

Contact email for further information:  
MESG@enfield.gov.uk.

## **Staff with a Disability Action Group (SWDAG)**

At the last meeting of this Group in late 2015, thanks were given to John Whistlecraft, Outgoing Chair, for his outstanding support to the Disability Action Group over the years, helping to ensure that the views of the group are heard and actively considered in shaping policies.

The Working from Home Policy was debated, with a mixture of views and a feeling that the opportunity to work from home was not applied consistently. The reasons for this varied and the group acknowledged that in front line services working from home may not be practical. It was not felt that staff with a disability were unfairly treated. The HR representative of the Group agreed to coordinate any concerns for discussion and resolution by HR.

Whilst the Disability Action Group had been impacted upon by falling numbers of attendees, which was possibly because of staff

concentrating on either new appointments, applying for appointments or having made the decision to take redundancy or retire, this was not something that was felt in isolation. It was also recognised that other staff groups were also struggling with falling numbers possibly for many or all of the same reasons. To address this various staff groups pulled together to host a joint event in December 2015 which was attended by a number of Senior Managers. SWDAG hope to address attendance at meetings by advertising more widely when meetings and events are due to take place in the staff magazine and through notifying staff on (or shortly after starting in a new job) that the group is available to support staff who have disabilities and to encourage issues regarding the workplace to be raised and discussed.

SWDAG will be looking at the impact of Enfield 2017 on the employment of staff with disabilities in terms of changing dynamics and staff with disabilities. Discussions will be held around recruitment following the establishment of the central Hubs throughout Enfield Council during 2015.

## **The Lesbian, Gay, Bisexual, Transgender (LGBT) Staff Group**

The LBTG group operates as a virtual staff support groups, as opposed to holding regular meetings. Members are also encouraged to participate in the work of the Enfield LBBT Network, which is an outside umbrella organisation representing the view of the LGBT community in Enfield. The Enfield ELGBT group organises a number of activities throughout the year including LGBT History Month, which takes place in February and is supported by the Council.

# 2015: Another Successful Year for Enfield's Equalities and Diversity Agenda

## Empowering Communities

### Holocaust Memorial Day, Tuesday 27th January 2015



*On 11th December 1946 the General Assembly of the United Nations resolved that genocide was a crime under international law. This was approved and ratified as a Convention on the Prevention and Punishment of the Crime of Genocide on 9th December 1948. The Convention defines genocide as - 'any acts committed with intent to destroy, in whole or in part, a national, ethnical, racial or religious group.'*

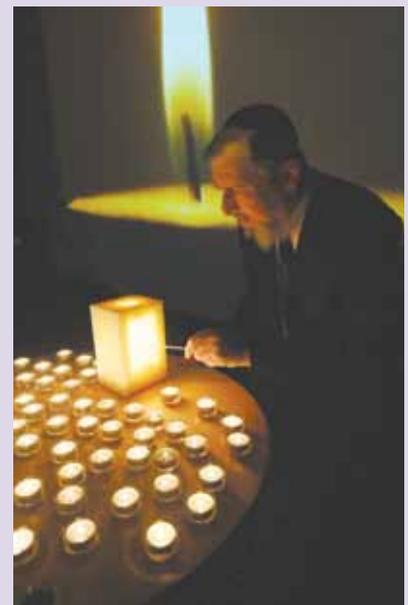
*Holocaust Memorial Day has taken place in the UK since 2001 and on the 27th January 2015 Enfield Council marked the 16th year of HMD in Enfield – inviting everyone living, working and studying in Enfield to help them commemorate the day.*

*Over the years, Enfield Council has encouraged people of all ages, from all walks of life and beliefs to join us in marking HMD including children and young people who have displayed a deep and lasting understanding of the Holocaust. Genocides such as in Darfur, Bosnia, Rwanda and Cambodia are too all commemorated in Enfield's HMD programme.*

*To support our Holocaust activities we have created a Holocaust Garden, planted trees, installed an eternal flame and hung a piece of artwork in the Civic Centre created by a student from one of our local schools. We are also working with partners to promote tolerance and reduce hate crime in our borough.*

*Enfield Council is committed to keeping the memory alive of the genocides that have occurred over the years, and to look to a future where such acts of atrocity no longer occur and we can live together building stronger communities.*

*Enfield's Museum Service has been involved with the Council's main Holocaust Memorial Day event held every January. The Service is represented on the organising committee and an exhibition has been provided every year since 2003 and Enfield libraries provide displays to commemorate Holocaust Memorial Day.*



## 2015: Another Successful Year for Enfield's Equalities and Diversity Agenda

### International Women's Day, Wednesday 4th March 2015

International Women's Day (IWD) is a time to reflect on the contribution women make to all walks of life, celebrate the progress made through acts of courage and determination by ordinary women who have played an extraordinary role in the history of their countries and communities and call for a world that strives for, and achieves, equality for everyone. With this in mind, since 2014 Enfield Council celebrates IWD by organising an event in March. The themes for these events have been 'Inspiring Change', 'Equality for Women – Progress for All' and 'Women No Limits – You Can Be Whatever You Want To Be'. Each event builds on its predecessor with the ultimate aim of reducing the gap that still exists between the genders and empowering women to share and to learn from each other, find a voice and bring about positive opportunities to improve their futures.

Great improvements have been made and women can now work and have a family, they have real choices. Therefore, the tone and nature of our events are less a reminder about the negatives and more so a celebration of the positives.

Working with the Enfield Women's Centre, who support vulnerable and disadvantaged women and their families, Enfield Council lend their support to empower women to access services, learn new skills, work towards economic independence and ultimately changes their lives.



## 2015: Another Successful Year for Enfield's Equalities and Diversity Agenda

### Commonwealth Day, Wednesday 9th March 2015

'Fly a Flag for the Commonwealth' was inaugurated on Commonwealth Day 2014 and was immediately embraced as a valued new dimension to the celebration of the Commonwealth. Enfield Council took great pleasure in inviting local representatives to attend their event and, as the theme for the 2015 celebration was 'A Young Commonwealth', we thought it only right to invite some very special guests from the Prince of Wales Primary School in Enfield Lock to help us celebrate this important event.

More than 730 Commonwealth Flags were raised in locations throughout the United Kingdom, Channel Islands, Isle of Man, UK Overseas Territories, and Commonwealth countries on Monday 9th March 2015 in a shared celebration of this amazing family of nations that encompasses the globe. This unique initiative, now in its second year, caught the imagination of thousands of participants from all walks of life as a collective public expression of commitment to the Commonwealth, the values that the Commonwealth upholds, and the opportunities offered for friendship and cooperation with fellow Commonwealth citizens around the world.

For Enfield Council 'Fly a Flag' day provided the opportunity to promote good international relations and friendship and we were delighted to have a group of children join us to witness an event that symbolised friendship – and demonstrated to them the importance to encourage nations to live in harmony.



## 2015: Another Successful Year for Enfield's Equalities and Diversity Agenda

### **Gallipoli Campaign Commemoration, Sunday 26th April 2015**

To mark the 100th Anniversary of the start of the Gallipoli Campaign of the First World War, Enfield Council held a ceremony in the Memorial Garden in Broomfield Park in Palmers Green on Sunday 26th April. For Enfield Council this commemoration service provides the opportunity to respect the diverse communities that reside within our borough and to show our commitment to a cohesive society and what it means in terms of tolerance and understanding.



### **On Your Doorstep, Summer 2015**

Throughout the Summer of 2015 Enfield Council, in conjunction with key partners in the statutory and voluntary sector, continued to take council services closer to local people. Our proactive approach to engaging with traditionally under represented groups within Enfield's communities remains undiminished. We are supporting and building the capacity of local communities, including those from within the European Union, those with disabilities, and those from areas with comparatively high levels of social and economic deprivation. The On Your Doorstep (OYD) community engagement project provides a good example of how the Council makes concerted attempts to engage with local people.

The Council visited various neighbourhoods across the borough to engage local people on a variety of issues, including health, housing, employment, community safety as well as welfare rights information. In addition, a number of localised themes were delivered such as the Parent Engagement Panel, Cycle Enfield and the borough's refuse and recycling consultation.

OYD is helping to improve the Council's understanding of the needs and priorities of communities who are often under represented. In 2015 OYD provided a range of relevant information to over 2,000 residents.

## 2015: Another Successful Year for Enfield's Equalities and Diversity Agenda

### Armed Forces Day, Sunday 28th June 2015

Enfield Council signed the Enfield Armed Forces Community Covenant on 26 June 2013 to renew its commitment to servicemen and women. The Community Covenant is a voluntary statement of mutual support between Enfield Council, other civilian agencies and the armed forces community to encourage, support and help those who are currently serving, or who have served their country in the past, and their families.

Enfield Council also supports the Armed Forces by working alongside the Enfield Royal British Legion to host the Armed Forces Day Parade in June and Remembrance Sunday events in November.

Enfield has one of only seventeen recorded Arctic Convoy memorials in the country, unveiled in 2003 and supports a commemoration service of thanksgiving and remembrance for those who fought for our

country in the Arctic Convoys during World War II.

Additionally, we work closely with schools to promote 'Fly a Flag for the Commonwealth', a celebration of our commitment to the Commonwealth, the values that it upholds, and the opportunities offered for friendship and cooperation with fellow Commonwealth citizens around the world. For Enfield the day provides the opportunity to promote good international relations and friendship and we were delighted to have a group of children join us to witness an event that symbolised friendship and demonstrated to them the importance to encourage nations to live together in harmony.



### Black History Month, October 2015

Black History Month was first celebrated in the United Kingdom in 1987 and continues to be marked annually in October. It aims to promote the knowledge of the Black History Culture and Heritage, disseminate information on positive Black contributions to British Society and heighten the confidence and awareness of Black people to their cultural heritage.

Enfield Council supports the community to commemorate this important event and has done so annually since 2009. As well as organising events, we provide funding to voluntary organisations to run events and

produce a brochure to promote all BHM events taking place in the borough.

The Council has a very long and effective relationship with Enfield Racial Equality Council and the Enfield Caribbean Association in promoting Black History. Working alongside them as well as with our schools, libraries, theatres, cinemas and other voluntary and community organisations, we have provided the residents of Enfield with a rich and thoughtful programme of events across the borough with something to appeal to all generations.



## 2015: Another Successful Year for Enfield's Equalities and Diversity Agenda

### Remembrance Day Parade, Sunday 8th November 2015

Remembrance Day (also known as Armistice Day or Poppy Day) is on 11th November and marks the day World War One ended, at 11am on the 11th day of the 11th month, back in 1918. A two minute silence is held at 11am to remember the people who have died in wars. Remembrance Parades are held in many towns and cities on the Sunday prior to the 11th to remember those who gave their lives to their country.

Parades throughout the UK are held on the Sunday closest to the Memorial Day at the UK's primary memorial, The Cenotaph, in Whitehall, London. In 2015 three Remembrance Events were held in the Borough of Enfield including Edmonton, Enfield Town and Southgate. The Edmonton Parade was led by the Mayor of Enfield and took place at the Memorial opposite Edmonton Green shopping centre and train station, having marched for ten minutes from the shopping centre to the memorial.

Many dignitaries take part in the Parade from Enfield Council, the Royal British Legion, Scouts, Guides, St John Ambulance, Sea Cadets, the Police, Boys Brigade, Salvation Army and the Air Training Corps. Many members of the local community turned out to mark this important event, either by joining the March or gathering at the memorial. The Order of Service booklets were given to the public which play an important part in bringing together the community in this diverse part of the Borough to pay their respects for all those who gave their lives in the service of their country, including many from the Commonwealth of Nations.



### Arctic Convoy Commemoration, 70th Anniversary, Saturday 14th November 2015

Enfield Council has been conducting acts of remembrance for all those who worked, fought and died in the Arctic Convoys during the Second World War since 2003, when a permanent memorial was erected in the grounds of the Enfield Civic Centre. In 2015 the Council organised a special 70th anniversary commemoration event with dignitaries from Russia including the Russian Naval Attaché Captain Oleg Kornienko. The British Royal Navy was represented by Lieutenant Commander Mark van der Bergh. Following speeches by the Deputy Lieutenant of Enfield Ann Cable and the Leader of the Council Councillor Doug Taylor among others, there followed a wreath laying ceremony. The service was also attended by the Royal British Legion and Cadet Forces as well as residents from Enfield. The service was

followed by a show from the Eastern European Centre playing music and dance and providing bread cakes. The event is an example of a comprehensive range of activities supported or organised by Enfield Council to promote community cohesion,

remember the past and to celebrate the contributions from Enfield's diverse communities.



## 2015: Another Successful Year for Enfield's Equalities and Diversity Agenda

### Mitzvah Day, Sunday 22nd November 2015

Mitzvah Day is rooted in Jewish tradition. Its Hebrew meaning is about performing a good act or deed that will have good consequences for others regardless of religion, race, age, political belief, gender or socio-economic position. It is a totally selfless act of giving or kindness and fits in well with Enfield's Council's vision for equality and fairness, making a real difference to those in need.

For Mitzvah Day 2015, Enfield Council employees and Elected Members supported the Enfield North food bank. The foodbank has been open since April 2012 and has fed 15,000 people in Enfield since this time, including over 6,000 children.

A collection cage was made available in the Civic Centre restaurant from Thursday 5th November to Monday 23rd November where the generous donations from staff were received which helped many individuals and families, in Enfield, in the run up to Christmas. The food was delivered to the Enfield food bank on Thursday 26th November 2015.



### Citizenship Ceremonies

The Citizenship Ceremony is the final stage in becoming British. The ceremonies are held in the Council Chambers on a weekly basis and a full ceremony will consist of 67 Citizens.

During the ceremony, The Mayor or Deputy Mayor will give a speech to welcome the new citizens and talk about the history of Enfield. The Superintendent Registrar will then take the citizens through the formal part of the ceremony. Each citizen will need to stand and state their name to the Registrar. Then as a group they will swear an oath or affirmation to the Sovereign to be a faithful subject and respect the laws of the Country.

The final part of the ceremony is for the citizens to give a pledge of commitment to give their loyalty to the United Kingdom. Each citizen is invited in turn to collect their Naturalisation certificates from the Mayor and have a photograph taken. The National Anthem is played at the end of the ceremony to welcome the new citizens into society after some have had a very long journey to Citizenship.

In 2015, 1,048 citizens were naturalised as British and there was a wide range of Nationalities. For example one ceremony consisted of; Turkish, Angolan, Indian, Nigerian, Kosovan, South African, Chinese, Thai, Polish, Romanian, Bulgarian and Jamaican.



# 2015: Another Successful Year for Enfield's Equalities and Diversity Agenda

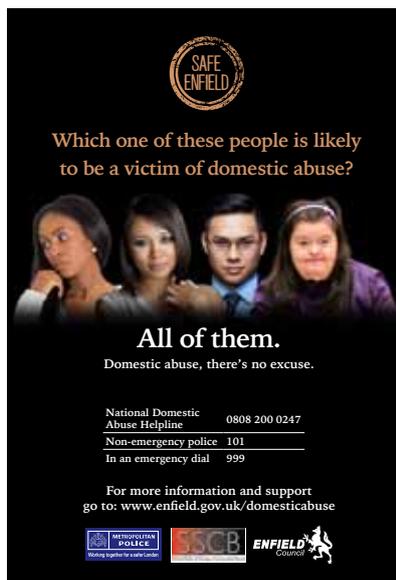
## Supporting Women

Enfield Council continues its support of activities and services that are dedicated to supporting women in the borough and works with a number of specialist providers that promote the safety and health and wellbeing of women and children. The council website has been updated to ensure those seeking help and support for matters such as domestic abuse or hate crime are able to access necessary support and know where they can report issues. Updates on the website include information on Stalking, Clare's Law and Domestic Violence Prevention Orders.

The Community Safety Unit have set up a multi-agency Domestic Abuse Champions Network so teams across the partnership have domestic abuse leads and their staff can seek guidance within their own agencies to support residents. We have also brought in national and regional providers to raise awareness of issues for minority groups. An example of this is the Deaf Hope charity raising awareness of domestic abuse to the Enfield Deaf Community Forum and support/resources available to the deaf community.

During 2016 Enfield Council will be extending training provision to the business and retail sector to enhance their awareness of issues to be able to signpost residents to help and support.

This follows a high profile campaign that raised awareness of domestic abuse across our communities and encouraged people to be a voice and speak up against domestic abuse.



## 2015: Another Successful Year for Enfield's Equalities and Diversity Agenda

### Enfield Library and Museum Service

The Home Library Service is available for all residents who are unable to access a branch or the mobile library.

As part of the Council's channel shift agenda library staff are now able to assist customers with online applications for Blue Badges and Freedom passes, housing applications etc.

Enfield's Library and Museum Service purchased books of interest for Black History Month in July 2015 for the reopening of Palmers Green Library in August 2015. The Library also celebrates Black History Month and held The Empire Needs Men exhibition at Edmonton Green Library and Enfield Town Library to celebrate Black History Month.

The Library and Museum Service also held a Just Married: 150 years of Enfield Weddings Exhibition from April 2015 to January 2016. The exhibition covered a diverse range of weddings: religious, civil, humanist, same sex, Asian, Chinese, African.



### Tackling fuel poverty

For the past two years, Enfield Council has been working with National Energy Action to produce a strategy and action plan to tackle fuel poverty in the borough, bringing affordable energy to local residents through practical interventions.

The 'Warmer Homes' strategy was officially launched in November 2015, with good attendance from representatives from a wide range of community organisations such as Enfield CAB, Over 50s Forum, Community Aid and Enfield Somali Association.

By training frontline health and advisory staff to identify residents at risk of fuel poverty and refer them to in-depth advice services, we are ensuring that as many vulnerable individuals as possible are aware of the help available. We are particularly targeting outreach activities on residents over 60, low-income families and those with a disability or long term illness. Training has been provided, amongst

others, to: specialist respiratory nurses and occupational therapists; Enfield Disability Action; Enfield Carers' Centre; and Ruth Winston Centre volunteers.

The Council is also linking local installers with access to funding for boiler replacements and insulation into the referrals process, so that residents on low income are able to make the necessary improvements to their home. We have been successful in securing funding from a national charity to retrofit the homes for 45 residents with respiratory health problems and/or disabilities. This means that practical steps are being made to improve the wellbeing of some of the most vulnerable members of Enfield's community.



*Action for Warm Homes*

## 2015: Another Successful Year for Enfield's Equalities and Diversity Agenda

### Supporting people of different faiths

We continue to bring people of different faiths together and to help create strong and resilient communities.

In partnership with Enfield Police's Faith and Communities Officer, the Council continues to support the Enfield Faith Forum and to bring issues of concern to the attention of local agencies, for example tackling homelessness and the problems associated with homelessness in Enfield. Working with the pan-London body. The Passage, local Faith Groups have been able to provide emergency support, loans and food to those in need.

The Faith Forum members also share information of interest including the rising costs of funerals and funeral poverty in Enfield and what can be done to alleviate such problems among those unable to afford funeral expenses irrespective of their faith or belief.

In 2015 the Faith Forum also learned of the excellent work of our local Street Pastors working with the Council, the Police, and the local community in providing help and support to those in need at night. Street Pastors act as a public reassurance service operated by people of faith from the Christian community.

In addition the Faith Forum organises a number of interfaith events, such as interfaith quizzes and open places of worshipped.

These have often included local school children. These activities, open throughout the year, are aimed at improving interfaith understanding and community cohesion.

Our libraries service recognise and celebrate religious festivals as part of our community cohesion programme and showcase community festivals such as Easter, Christmas, Hanukkah, Diwali, Eid and the Chinese New Year to the local community.



## 2015: Another Successful Year for Enfield's Equalities and Diversity Agenda

### Supporting the Lesbian, Gay, Bisexual and Transgender Community



The Council continues to provide support to the local LGBT Network through grant aid and officer support at their regular meetings.

We encourage events around the borough, including support for the LGBT History month in February 2015 where the film 'Prayers for Bobby' was shown, followed by a discussion on the issues raised.

During 2014/15 the Enfield LGBT Network has worked closely with the Council on a number of projects: 'The Network' has been campaigning for greater availability of Post Exposure Prophylaxis (PEP) in the borough and has been involved in discussions regarding the re-provision of Genito Urinary Medicine (GUM) services for Enfield. The new service will include greater provision of PEP as well as a smoother and quicker GU service for the residents of Enfield.

The Network has been working with the Council's volunteer Quality Checkers (CQC) on a project to ascertain what provision is made and planned for the care of LGBT folk in care homes for the elderly and disabled. This is an ongoing project that will report to the Adult Safeguarding

Board and both CQC and Health Watch are interested in the findings of this report.

The Network, with funding from the Council, facilitates a number of support groups. These include: HIV Positive Gay Men's Group, Lesbian and Bisexual Women's Group, LGBT Group, Trans one-to-one support sessions, LGBT Mental Health Service users one-to-one support sessions, and a counselling service.

The Network also represents the community on twenty seven different steering and advisory boards across the borough and London, these range from social care, health, housing and regeneration to policing and crime. In this way the Council and partners are able to hear the voice of this hard to reach community and take it into account when developing or reconfiguring services. This is particularly important at a time of rationalising Council services.

Enfield's Library and Museum Service publish a book list on their website to promote LGBT History Month in February 2015, and library staff were provided with LGBT training in March 2015.

#### **Civil Partnerships in Enfield**

The Civil Partnership Act 2004 came into force on 5th December 2005 and allows same sex couples to obtain legal recognition of their relationships. Those in a Civil Partnership have the legal status as a Civil Partner. Since 10th December 2014, couples in existing Civil Partnerships have been able to convert their Civil Partnerships into a marriage with twenty two having taken place since April 2015. This is an administrative process that requires the couple to sign a declaration in the presence of

a Registrar. The signing can be followed with a celebratory ceremony. However, this option is not compulsory but is offered and tailored to the couples request.

Since Civil Partnership conversions became available, we have seen a dramatic decrease in Civil Partnerships with none having taken place in Enfield in 2015 compared to eleven during 2014/15. Civil Partnerships are advertised along with all our other ceremonies and we have noticed that couples now prefer to enter in to a same sex marriage.

## Support for Carers

There have been exciting developments in 2015 for Carers in light of the new legislation in the Care Act, giving carers greater rights to assessment and support. In response to the Act, Enfield has reviewed the support it provides to carers. Since December 2015 Enfield Carers Centre has been running a pilot of carrying out Carers Assessment on behalf of the Council.

The aim of this pilot is to make Carers Assessments more accessible for carers, who can now self refer straight to the Carers Centre.

The Council has also held a number of open events for carers such as Question and Answers sessions with senior managers, information days and activities for Carers Week and Carers Rights Day. The Carers Partnership Board meets quarterly to review and scrutinise carers services in Enfield, and is made up of professionals and carers. In addition, the Council has a Carers Action Group, a group for employees who are balancing their work and a caring role.

Enfield Council commissions Enfield Carers Centre to be the lead provider of services to carers. They also act as an umbrella organisation, referring on to further specific support which carers may need. The Council also provides grant funding to a number of other organisations within Enfield to provide services to carers including BME organisations such as the Greek and Greek Cypriot Association, Jewish Care and Ebony People's Association.

At the end of 2015, Enfield Carers Centre had 4352 Carers on the Carers Register (an increase of 825 from this previous year's quarter). In addition, 960 carers hold a Carers Emergency Card. The Carers Centre takes an inclusive approach, offering services to all

carers within Enfield. They have information and outreach officers in GPs surgeries around the Borough, a Hospital Worker in all three hospital settings, as well as working in partnership with other voluntary organisations to raise the profile, identify and support, of carers. The Centre also chairs the Carers Hub, a partnership group made up of all voluntary organisations supporting carers. This includes membership from BME and/or specific groups who are working to raise the profile of carers within their specific services. The Centre offers a range of open access services such as respite, day trips, peer support groups, advocacy, information, benefits and legal advice and counselling. All these services are available to any carers registered with the Centre, free of charge.

There have been some specific groups where it has been identified that tailored support provision is required. Enfield Carers Centre also runs:

- Condition specific support groups (e.g. Mental Health Carers Support Group, Autism support group);
- BME specific support groups (e.g. Somali Carers Support Group, Turkish speaking Carers Support Group);
- Male Carers activities;
- Evening Carers Support Group, targeted at working carers;
- Young Adult Carers project.

Enfield Council and Enfield Carers Centre are always looking to develop new services in light of demand from the Carers.



## 2015: Another Successful Year for Enfield's Equalities and Diversity Agenda

### Healthy Lifestyles

#### Enfield School Catering Services

Enfield Catering Services (ECS) are currently catering for 54 Primary schools, all 6 Special schools and 3 Secondary schools. Following the launch of infant free school meals in September 2014 where all children in reception, year one and two are entitled to a free lunch, we are now serving around 20,000 meals per day.

We have recently recruited our new Menu Development Chef, who is visiting our schools and looking to bring further creativity onto our menus and ensuring they reflect the ethnic diversity of our borough. We have also recruited a qualified Nutritionist to ensure that our menus meet the nutrition standards, as well as creating special diet menus for children suffering allergies.

All of our schools now operate a cashless system. This means there is no distinction between pupils who pay for their meals, and

those in receipt of a free school lunch. Parents can pay online through ParentPay, or via any PayPoint terminal.

We have been awarded the Silver Food for Life Catering Mark from the Soil Association, which demonstrates our commitment to serving fresh, ethically-sourced and environmentally friendly food which meets the Government's nutrition standards. The results of Good Food for London 2015 table were published recently (the annual league table reflecting the level of participation of London boroughs in key healthy and sustainable food initiatives). Enfield Council has been rated as fifth in the 32 boroughs and ECS have greatly contributed to this positioning on this table, gaining the full borough Marine Stewardship (MSC) accreditation for using sustainable fish, the Good Dairy Commendation from Compassion in World Farming, and our Silver Food for Life Catering Mark.



#### Public Health

The Council's Public Health report contains a wealth of information and statistics on the health of the borough. The Joint Strategic Needs Assessment is being constantly updated.

Public Health have undertaken research into smoking in the Turkish community which showed that some 50% of that community smokes. They are now working with Turkish community organisations to reduce this prevalence. Across the whole borough they have been very successful in this; smoking prevalence has fallen from 18% in 2012 to 13.6% in 2014 which equates to some 10,000 fewer smokers than would be expected. A Turkish smoking conference will be held in May

2016 in partnership with Haringey and Hackney Councils.

Obesity is an issue both nationally and in the borough – approximately 25% of Reception year pupils and 40% of Year 6 pupils are overweight or obese. In the adult population it is 65%. To reduce this Enfield is undertaking major schemes to make physical activity easier and more accessible such as the Cycle Enfield programme, green gyms in parks and targeting sports and leisure services. Enfield are also working hard to improve the food offer in the borough through the Healthy Catering Commitment and were ranked 6th in London by the Greater London Association (GLA) on the Good Food for London table.

## 2015: Another Successful Year for Enfield's Equalities and Diversity Agenda

### Joint Strategic Needs Assessment

Enfield's Joint Strategic Needs Assessment includes a range of data and information about health outcomes, health inequalities and the wider determinants of health. An annual public health report is also produced by Enfield.

### Mental Health Services

The Council is working with its local specialist Mental Health Trust to address inequality in mental health. The Trust's 'Enablement Approach' has Equality and user empowerment at its core. In partnership with the Council it continues to build links with community groups to promote good mental health and wellbeing, gather better information on health outcomes by protected characteristics and use the information to develop service to address inequality hotspots.

### Tuberculosis

Tuberculosis (TB) disproportionately affects people from certain communities such as black African, South Asian and Eastern European communities. Enfield Public Health commissioned Naz Project to deliver a TB awareness and prevention community project focusing on areas with high TB prevalence and the most at risk communities. This has been successfully delivered, with more than 1565 contacts in 9 months.

### Supporting those with HIV

HIV disproportionately affects black African communities and gay men. A publicity campaign was held from the end of November to December to incorporate National HIV Testing Week (starting 21st November) and World AIDS Day (1st December). There were posters on billboards, and distribution of smaller posters with relevant messages to statutory and voluntary organisations in the borough.

### Parent Engagement Panel (PEP)

Enfield Council continues to support and nurture our flagship Parent Engagement Panel and has worked across Departments, and with the Enfield Strategic Partnership and Enfield Community Capacity Building Fund, to secure funding that will allow them to continue to provide vital services to our parents and their families from across the diverse communities.



### Antenatal Project

Volunteers have undergone intensive training in order to support, advise and give information as well as signposting families to relevant services. This also provides skills for the volunteers to enable them move in to paid employment in the future.

### Breastfeeding

Enfield Public Health delivered a coordinated programme of interventions across different settings to improve breastfeeding rates. The National Childbirth Trust (NCT) were commissioned to train a cohort of 12 breastfeeding peer supporters who have been given volunteer placements in children's centres across Enfield, to support mothers who need help. In addition, 200 businesses in Enfield have signed up to the Breastfeeding welcome scheme to let customers know that they are welcome to breastfeed whilst on those premises. A breastfeeding app was also developed and is available on both iPhone and Android platforms. A commercial on breastfeeding was shown as part of a one week health promotion roadshow in Edmonton Green.

## 2015: Another Successful Year for Enfield's Equalities and Diversity Agenda

### Early Access to Maternity Services

An early access to maternity campaign was launched with ASAP (as soon as you're pregnant) visual displays on the back of buses, in telephone booths and on billboards around the borough. This was accompanied by a press release in local papers. In July 2015, a one week roadshow was held in Edmonton Green where a commercial on early access to maternity was shown to the public and leaflets were distributed.

### Supporting people with Dementia

Enfield's Museum Service and Local Studies Unit were involved in a Dementia project in partnership with the Independence and Wellbeing services (HHASC) to provide reminiscence resources to care homes in the borough. A Dementia Awareness week event took place at Enfield Town Library with author Lucy Whitman in May 2015 and books on Prescription Dementia were on display at 6 main libraries with an additional promotion at the Service's pop up shop in Enfield Town in June 2015.

### Family Nurse Partnership (FNP) programme

This is offered to vulnerable young mothers having their first baby. They should be enrolled by the 18th week of pregnancy. It is a nurse led intensive home visiting programme from early pregnancy to the age of two, and has been shown to have a range of outcomes which help to improve social mobility and break the cycle of inter-generational disadvantage and poverty. The programme supported 79 clients up to the end of December 2015. Clients are referred from North Middlesex Hospital, social care, sexual health services and self referrals.

### Supporting people with Visual Impairments

Enfield's Library Service purchased materials in Braille to support the Summer Reading Challenge in July 2015. 3345 children and young people took part in the Reading Challenge.

Collections of large print books, audio books, eBooks and eAudiobooks are available at libraries. Also EyePal Solo software is available at 2 libraries for those with a visual impairment.



### Supporting people with disabilities

Enfield carry out means tested assessments for Disabled Facilities Grants and award up to £30,000 to help disabled persons adapt and remain independent in their own homes. We assess the housing and support needs of people with mental health issues, learning difficulties and physical disabilities, through multi agency assessment panels, to ensure we make the right decisions in relation to allocating council and housing association homes to those in the greatest need. 147 Disabled Grants were approved during 2015.



## 2015: Another Successful Year for Enfield's Equalities and Diversity Agenda

### Supporting Young People

#### Enfield Youth Parliament (EYP)

The Enfield Youth parliament has 35 elected members with over 7,497 ballots cast for 56 candidates, demonstrating the high level turnout of 65.7%. Young people in Enfield remain engaged in the life of the community, a proud achievement for all concerned. The parliament plays an important role increasing youth participation, including the annual Council budget consultations. The EYP draws representation from a wide range of backgrounds, ages, gender and local schools.



#### Pupil Places – The School Expansion Programme (SEP)

The SEP lies with Schools and Children's Services and seeks to deliver school expansion projects linked to needs assessment, establishing where there is a need for schools to be expanded whilst ensuring the Council complies with its statutory responsibility of delivering sufficient school places for the children of the borough. Strategies are developed to ensure there is a school place for every child and young person of school age, regardless of disability, gender, race, religion and belief and sexual orientation. School premises are subject to Disability Discrimination Audits (DDA) which is a consideration of any proposed project. The Council works closely with Voluntary Aided schools and Academies. There is good communication between the Council and various faith organisations to ensure that a balance is maintained between the provision of faith and non faith pupil places. Plans to provide sufficient pupil places across the borough will not have an adverse impact on disadvantaged groups, as the strategy seeks to provide pupil places in the areas of actual demand.



#### Book Scheme

There is a Toddle in to Books scheme in all libraries to encourage parents of under 5s to visit the library with their children.

Learn My Way sessions and supported sessions are available for all age groups with story and playtime sessions for Under 5s and Baby Rhyme Time sessions for newborns to 1 year olds.



## 2015: Another Successful Year for Enfield's Equalities and Diversity Agenda

### Building Educational Attainment

Performance at Key Stage 2 continues to improve year on year with the percentage of state funded pupils in Enfield attaining Level 4 and above in reading, writing and mathematics reaching 82% in 2015, 2% above the England state funded schools average of 80%. In 2015 the performance of Enfield pupils at Key Stage 2 met or exceeded the England average for: all ethnic groups; pupils whose first language is not English; pupils eligible for free school meals; disadvantage pupils; and children identified as having special educational needs. The gap in attainment between boys and girls has fallen from 7% in 2012 to 4% since 2013 (80% for boys and 84% for girls).

Annual analysis of performance data clearly indicates that there are an increasing number of children in Enfield who start school well below national and London baselines. However it is clear that once they attend school they make better than average progress against their starting points. 2015 performance for all state funded Enfield pupils achieving 5+ A\*-C GCSEs (including English and Maths) was 54.5%, 0.7% above the England state funded schools average of 53.8%. Enfield pupils met or exceeded the overall England average for: pupils eligible for free school meals; disadvantaged pupils; and pupils identified as Mixed, Asian and Chinese ethnic groups.

Current priorities for schools and settings include narrowing the achievement gaps for pupils whose first language is not English and for particular groups of children identified as having special educational needs. Enfield Education services have built a national reputation for the work they have developed with schools in identifying and narrowing achievement gaps between groups of children and have just been awarded additional funding to build on the work with pupils whose first language is not English.

Reducing the number of young people (aged 16-19), who are not in education, employment or training (NEET) is the main area of work within our Youth and Family Support service. At the end of 2014/15 3.1% of young people in Enfield were NEET which is well within the 2014/15 target of 4.7% and represents a reduction of 1.2% on the position at the end of 2013/14 which was 4.3%. Where in equality exists in educational attainment, the Council continues to work with schools, the voluntary and community sector as well as parents to tackle disadvantage and relatively poor achievement.

## Supporting Older People

The Older Person's Board (OPB) has assisted with the development of Enfield's Digital Customer Programme, which includes initiatives such as the citizen portal (My Enfield), the new Council website and the development of an accessible online information and advice offer, including ASKSARA, a simple, easy to use independent living assessment tool.

The Board has also helped to keep access to essential services available through traditional methods, for residents that are not yet accustomed to accessing services through the internet. It has also ensured that older people in our community continue to have a voice when the Council develops policies and services: the provision of transport for vulnerable people, construction of a new registered nursing home for dementia patients, reviewing the performance of the enablement service and issues encountered by older people awaiting discharge from hospital are all key issues considered by the Board with consideration of the new draft Adult Social Care Commissioning Strategy and plans to recommission the voluntary sector currently under review.

## Developing Prospects and Opportunities

### Labour Market and JobCentre Plus

In terms of activity in the labour market there remain marked differences. While the employment rate for the white 16-49 year old population was 69%, for the non white population, it was 60%. Within the non white community, only 55% of the mixed and other population groups were employed (2011 Census estimates). Unemployment rates in the same age group were 7% for the White population, and 11% for the total non white population (including the black population for which the unemployment rate was even higher at 14%). There are also inequality in income as indicated by the Census occupation-based socio-economic classification. Whereas the white group had 30% in professional and managerial occupations, the non white group proportion was 27% and for the other group was only 20%. Additionally, 2011 Census estimates for the proportion of the working age population having a long term health problem vary from only 9.7% for black groups to 15.4% in the other group.

The Council's in house job brokerage service has run bespoke programmes to address some of the barriers faced by these Equality groups and captures comprehensive monitoring data including self declared disabilities such as mental health problems.

The most recent project in 2014/2015 focused on targeting specific groups. The end of project evaluation showed the project outcomes reflected this accordingly. A significant majority

of women, people from BAME groups, people with disabilities and lone parents benefited from the programme.

The Council continues to work closely with partners at JCP to address Equality issues that may affect certain areas of the borough more than others to ensure that resources are deployed accordingly. The Council remains concerned at existing levels of inequality and is working hard with a range of stakeholders to overcome barriers and improve outcomes. The Council will continue to monitor closely the impact of various interventions and take action as appropriate.

**Unlock Your Potential** 

**Careers, Jobs & Apprenticeships Fair**

**Wednesday 30th September 2015**  
**10am - 3pm**  
Edmonton  
Leisure Centre  
2 The Broadway  
Edmonton  
London N9 0TR

**Jobs for Everyone** - over 30 organisations including:  
    

**No need to book, just turn up.**

[www.enfield.gov.uk/jobs/JF](http://www.enfield.gov.uk/jobs/JF) 

### **Increasing access to language classes and employability training**

The priority groups for the Skills for Work Service are disadvantaged adults especially those with few or no qualifications, the unemployed, parents and carers of children in school, adults wishing to return to learning after a long gap, those needing to learn English, and develop skills to move them closer to the labour market.

1422 enrolments were received in 2014/15, out of which 781 enrolments were on preparation of life and work courses, which included ESOL at a variety of levels, English, Mathematics and employability training and 240 enrolments on Family Learning courses to help parents/carers develop the skills and confidence to support their children's learning. A range of accredited and non-accredited ESOL programmes at Pre-Entry and Entry Level were offered to the residents to compliment the higher level offer at the local FE colleges.

In terms of widening participation and access to the courses, Skills for Work Service delivered the provision in Enfield schools and voluntary community sector organisations to reach the target groups, with 80.02% of learners from the BME backgrounds benefitting from the provision. Female participation in learning opportunities was much higher (86.43%) comparing to male (13.57%) with both groups reaching high success rates of 92.02% for females and 96.37% for males. Further work needs to be done to increase male participation. Learners with learning difficulties and disabilities performed as well as learners without learning difficulties and with success rates of 91.08% and 92.83% respectively. Skills for Work Service is providing other training opportunities to help residents on their

journey to securing employment or bringing them closer to the labour market through:

- Provision of high quality work experience through the work with primary schools, secondary schools, academies and colleges within Enfield;
- Delivery of apprenticeship programmes which allows apprentices to earn while they learn whilst gaining a nationally recognised qualification in a variety of disciplines;
- Delivery of traineeship programme for young people from 16-24 to help them become work ready through work preparation training to ensure young people have the skills and confidence needed for an apprenticeship or a job, Maths and English support to improve literacy and numeracy and work experience;
- Delivery of Supported Internship programme since 2015/16, which is aimed at young people aged 16-24 who have a statement of SEN, a Learning Difficulty Assessment, or an Education, Health and Care plan (EHCP). The programme enables young people with learning difficulties and disabilities to achieve sustainable, paid employment, by equipping them with the skills they need for work by learning in the workplace.



## 2015: Another Successful Year for Enfield's Equalities and Diversity Agenda

### Supporting Local Business - Corporate Procurement

Enfield has amended its procurement rules to ensure that as a minimum one quotation is sought from a local supplier. This has increased spend with local suppliers from 22% to 42%. In October 2015 Enfield won the Small Business Friendly Borough Award from the Federation of Small Business.

To ensure that sustainable procurement is embedded within its larger procurements, corporate procurement developed and delivered training across the Council to raise awareness, and also developed a 'toolkit' to help understand the benefits of community benefits.

Enfield takes an active part in the London Responsible Procurement Network to look at ways of leveraging suppliers to take on Apprentices, and other hard to reach groups as part of the contract.

All procurement is carried out in an equal, transparent and fair manner to ensure that contracts are awarded fairly.



Federation of Small Businesses  
The UK's Leading Business Organisation



## Enfield's Work with the Voluntary and Community Sector (VCS)

### Volunteering Recognition Ceremonies

The Council holds regular ceremonies that show official recognition and appreciation to all those residents that participate in regular Volunteering. Enfield is fortunate to have a broad cross section of volunteers from all backgrounds and walks of life. Working in partnership with Enfield Voluntary

Action Volunteer Centre, the Council is pleased to host such events that show the commitment of thousands of volunteers over recent years. In March, July and October 2015 the Council hosted six volunteering events attended by a total of 560 individuals.



## 2015: Another Successful Year for Enfield's Equalities and Diversity Agenda

### **Voluntary and Community Sector Infrastructure Contracts 2013-2016**

Enfield Council works in partnership with the following local voluntary and community sector organisations to provide services to local residents and organisations:

- Enfield Voluntary Action funded support to the voluntary sector in Enfield, coordinate volunteering opportunities for Enfield residents and supply strategic support to Enfield Council;
- Enfield Citizens Advice Bureau funded support to provide universally accessible advice and guidance to Enfield residents;
- Enfield Lesbian, Gay, Bisexual and Transgender (LGBT) Network funded support to ensure that Equality issues are being addressed in Enfield in respect of Enfield's Lesbian, Gay, Bisexual and Transgender communities;
- Enfield Racial Equality Council funded support to provide Equality support on matters of race and ethnicity to Enfield residents and Enfield Council;
- Enfield Women's Centre funded support on matters relating to women for Enfield residents and Enfield Council.

### **Enfield Community Support Fund 2015-16**

The Enfield Community Support Fund was established to build the resilience of our local communities delivering support in an inclusive and equal way.

From April 2015 a total of 15 organisations were funded a total of £119,627 to deliver projects to support our most vulnerable communities. All projects identified their commitment to the Equality agenda. The programme included support for the Enfield Turkish Cypriot Association, Gargaar Somali Welfare Association, Tamil Relief Centre, Turkish Youths of London, In addition, a range of other community groups were also supported to deliver services to young people, older people and those with disabilities within their overall provision. Details of the funding we provide to community organisations and the activities they undertake is available on the Council's website.

### **Voluntary Sector Strategy Group**

The Voluntary Sector Strategy Group provides the mechanism for strategic consultation and partnership working between the Enfield Council, the Enfield Strategic Partnership and the Enfield voluntary and community sector who are the umbrella groups representing all aspects of Equality and Diversity in the borough: Age UK Enfield, Enfield Carers Centre, Enfield Children and Young Persons' Services, Enfield Citizens Advice Bureau, Enfield Disability Action, Enfield LGBT Network (inc Faith), Enfield Racial Equality Council, Enfield Voluntary Action, Enfield Women's Centre.



# Further Information

More information on our work and the strategic context within which we work can be obtained by contacting the Community and Resident Engagement Services Team (CREST) on:

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