

Annual Equalities Report 2025/26

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Foreword

I am pleased to introduce our Annual Equalities Report 2025/26 – a celebration of the people, places and progress that make Enfield such a vibrant borough. Our rich mix of cultures, ethnicities, faiths and languages brings energy to our neighbourhoods and makes Enfield a truly distinctive place to live, learn, work and visit.

This report brings to life action we took during 2025/26 to deliver the principles and objectives of Fairer Enfield, our equality and diversity policy. It showcases how the Council has worked in partnership with statutory, voluntary and community partners to deliver initiatives that tackle inequality and improve outcomes for residents.

We brought communities together through a multi-faith Iftar and Passover Seder, whilst our Black History Month and Holocaust Memorial Day programmes created powerful opportunities for reflection, understanding and connection. We empowered young people through the Enfield Youth Council and Young Inspectors Programme, and opened up new possibilities through Enfield of Dreams, ENLab, Summer University and our wider youth offer.

Most importantly, we continue to turn ambition into meaningful action. We supported residents with learning disabilities into paid work, strengthened culturally responsive support, improved accessibility through assistive technology, and promoted safer environments for women and girls. We also worked to remove barriers to employment, skills and cultural participation, while strengthening the voice, development and progression of our diverse workforce.

While we celebrate this progress, we know that persistent inequalities demand sustained focus and bold action. We will keep working alongside residents and partners to ensure everyone can thrive. By championing the identities, history and contributions of our communities, we can build a fairer Enfield – and celebrate all the makes our borough extraordinary.

Cllr Andy Milne

Cabinet Member for Adult Social Care

Equality Act 2010 and Public Sector Equality Duty

Turning our commitment to equality into fairer decisions, inclusive services and better outcomes

Equality is fundamental to good governance, trusted public services and better outcomes for our communities. The Council will embed the Public Sector Equality Duty throughout its decision-making, service delivery and organisational practice—not as a compliance exercise, but as an essential discipline for identifying disadvantage, removing barriers and directing resources where they can deliver the greatest impact. Equality impact assessments, robust data, evidence and lived experience will inform our choices and enable us to monitor progress transparently.

Our statutory responsibilities

The Equality Act 2010 requires public bodies to give active and informed consideration to three aims whenever they exercise their functions. Meeting these responsibilities enables the Council to prevent harm, widen opportunity and strengthen confidence across Enfield:

Duty	What this requires
Eliminate unlawful conduct	Act decisively to prevent and eliminate discrimination, harassment, victimisation and any other conduct prohibited by the Act.
Advance equality of opportunity	Create fairer opportunities by removing or minimising disadvantage, responding to different needs and enabling fuller participation by people who share a protected characteristic.
Foster good relations	Build stronger communities by promoting understanding, challenging prejudice and encouraging positive relations between people who share a protected characteristic and those who do not.

Protected characteristics

Our responsibilities apply across all nine protected characteristics. This means ensuring that people are protected from discrimination relating to **age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation**. Consistent attention to these characteristics is essential to designing services and decisions that work fairly for everyone.

Our wider commitment

Our ambition goes beyond legal compliance. Enfield Council will also consider how its decisions affect people experiencing socio-economic disadvantage and people with care experience. By recognising these sources of inequality, listening to lived experience and acting on the evidence, we can remove avoidable barriers, improve access to opportunity and secure fairer outcomes. We will hold ourselves accountable for translating this commitment into visible and measurable action.

Our population

The population of Enfield in 2025 was estimated to be 329,400.¹

Children and young people

- People aged 18 and under made up 25% of Enfield's population in 2025, higher than the London and England averages.²
- In 2024/25, DWP published After Housing Costs (AHC) data for the first time, showing that 28,268 Enfield children under 16 (40.1%) were in low-income families, well above the London average of 30.7%, reflecting high housing costs in more deprived boroughs such as Enfield.
- The percentage of pupils eligible for Free School Meals in 2025/26 was 34.7%, an increase from 33.1% in 2024/25.³
- Children aged 5 to 18 are recommended to do at least 60 minutes of moderate intensity activity each day. In the 2024/25 academic year, 40% of children and young people in Enfield were physically active, lower than London (47%) and England (49.1%) averages.⁴
- 24.6% of children in Reception and 42.2% of Year 6 children in 2024/25 were overweight or obese.⁵
- 69.3% of pupils in Enfield achieved a good level of development at the end of Early Years Foundation Stage in 2024/25. This is lower than the London average (70.7%) but slightly higher than the England average (68.3%).⁶
- In 2024/25 the average Attainment 8 score at Key Stage 4 in Enfield was 46.2, above the England average (46.0) but below the London average (50.5).⁷
- In 2025/26, 19,383 young people were engaged in the local youth offer provided by our Youth Services.

Care experience

- As of March 2026, there were 385 children in care and 298 care leavers aged 18+ in Enfield.
- As of March 2026, 62.4% of care leavers aged 19 to 21 were in employment, education and training.

Older people

- People aged 65 and over made up 15% of Enfield's population in 2025, which is lower than the England average but higher than the London average.⁸

¹ ONS (2025), [Mid-year population estimates](#)

² ONS (2025), [Mid-year population estimates](#)

³ Department for Education

⁴ Sport England, Active Lives Children and Young People Survey

⁵ NHS, National Child Measurement Programme

⁶ Department for Education

⁷ Department for Education

⁸ ONS (2025), [Mid-year population estimates](#)

- The disability-free life expectancy of a man aged 65 in Enfield is 11.7 years, higher than the national average. For women it is 8.8 years, this is 1.1 years below the national average.⁹
- In 2021, 36% of people aged 65 and over in Enfield lived alone.¹⁰
- In March 2026, 602 per 100,000 aged over 65 were permanently admitted into residential and nursing care homes in Enfield.

Ethnicity and language

- 31.3% of residents are from the White British group; 20.8% of residents are from Other White ethnic groups; 18.3% are from Black, Black British, Caribbean or African ethnic groups; 12.1% are from Other ethnic groups; 11.5% are from Asian or Asian British groups; and 5.9% are from Mixed or multiple ethnic groups.
- Enfield is home to the largest numbers nationally of people belonging to these ethnic groups: Greek and Greek Cypriot, Turkish and Turkish Cypriot, Kurdish, Albanian and Bulgarian.
- According to the 2021 Census, over 90 languages are spoken as a main or only language by Enfield residents aged three years and over.
- The Spring 2026 School Census recorded 176 languages spoken by Enfield's pupils. Just over half of pupils in Enfield's state schools (53%) have English as a first language – a lower percentage than in the London region, and significantly lower than the average for England.
- 73.6% of people aged three years and over in Enfield speak English as their main or only language. The next most widely spoken main languages are Turkish (5.7%), Romanian (1.7%) and Bulgarian (1.7%).
- 28% of residents who do not speak English as their main language cannot speak English well or at all.

Sex

- Female residents are estimated to make up 52% of Enfield's population.¹¹
- The life expectancy at birth for males in 2024 is 81.2 years. Enfield's life expectancy at birth for males in 2024 was higher than the London (80.8 years) and England average (79.8 years).¹²
- The life expectancy at birth for females in 2024 is 85 years. Enfield's life expectancy at birth for females in 2024 was the same as London (85 years) and higher than the England average (83.6 years).¹³

Gender Identity

⁹ ONS

¹⁰ Census 2021

¹¹ ONS (2025), [Mid-year population estimates](#)

¹² ONS

¹³ ONS

- For the first time in 2021, the Census asked a voluntary question on gender identity to respondents aged 16 years or over. In Enfield 91.42% of residents aged 16 years and over responded to the question. 1.1% of respondents declared a gender identity different from that which had been assigned at birth, higher than London (0.9%) and England (0.5%) averages.

Sexual orientation

- For the first time in 2021, the Census included a voluntary question on sexual orientation for all respondents aged 16 and over. In Enfield, 90.3% of residents aged 16 and over responded to this question. Just over 2% of residents aged 16 and over gave their sexual orientation as something other than Straight / Heterosexual.
- The percentages of people who declared themselves as gay, lesbian or bisexual were lower than the averages for London and England and Wales.

Disability

- At the 2021 Census, 44,876 Enfield residents (13.6% of the total) reported a long-term health problem or disability.
- As of March 2026, 5,083 or 6.32% of Enfield pupils (aged 0 to 25) had an Enfield maintained Education, Health and Care Plan.
- According to the 2021 Census, 24,611 Enfield residents aged 5 years and over (8%) provide unpaid care for someone else.
- An estimated 44.2% of adults with a disability in Enfield were in employment in 2024/25, lower than the national average of 56.1%. The 2024/25 disability employment gap (the difference between how many disabled people were in work compared to how many non-disabled people were in work) was 41.2 percentage points.¹⁴

Religion and belief

- Christianity (all denominations) was the most common religion in the borough (46.4%) at the time of the 2021 Census, followed by 'no religion' (19.8%) and Muslim (18.6%).¹⁵

Pregnancy and maternity

- In 2023, the number of live births where Enfield was the usual residence of the mother was 3,658.¹⁶
- The infant mortality rate in Enfield for 2022-24 was 3.0 per 1,000 live births, lower than the London average of 3.3 and the England average of 4.2.

¹⁴ Department for Work and Pensions

¹⁵ Census 2021

¹⁶ ONS

Socio-economic deprivation

- Enfield is the 42nd most deprived district in England overall (out of 296) and the 7th most deprived London borough.¹⁷
- The difference in life expectancy between the most and least deprived areas in Enfield is 4.7 years for women and 8.8 years for men.¹⁸
- 13% of households in Enfield are living in overcrowded homes, compared to 11% of households in London and 4.3% of households nationally.¹⁹
- 7.2% of Enfield's working age population were officially unemployed in March 2026, higher than London (5.6%) and Great Britain (4.0%) averages.²⁰
- As of 2024/25, around 11% of Enfield's households are estimated to be in fuel poverty.²¹ This is higher than both the national (England) average of 9.9%, and the London average of (9.6%).
- The median household income in Enfield is £54,000. This is the 3rd lowest of the London boroughs.²²

Further information on our population can be found in our [borough and ward profiles](#).

¹⁷ Indices of Multiple Deprivation

¹⁸ [Department of Health and Social Care](#)

¹⁹ Census 2021

²⁰ ONS

²¹ Department for Energy Security and Net Zero

²² CACI Ltd

Our equality and diversity principles

In Fairer Enfield 2021-25, we outline our principles as a community leader, service provider and commissioner, and employer. In the section below, we summarise our commitments to our residents, staff and stakeholders and set out how we have worked to deliver these commitments in 2025/26.

As a community leader

As a community leader, we have an important role to play in promoting good relations between communities; promoting knowledge, mutual understanding and respect of the beliefs and practices of different religious groups; and celebrating diversity and inclusion.

We aim to lead by example and use our influence to encourage other employers and service providers in the borough to comply with our standards for equality, diversity and inclusion.

Below are examples of community-based activities the Council led on during the year 2025/26.

Holocaust Memorial Day

Enfield Council marked Holocaust Memorial Day on 27th January 2026 with a commemorative event, bringing together local faith leaders, civic representatives and community members to remember those affected by the Holocaust and other genocides.

Residents were also invited to visit a Holocaust Memorial Day exhibition at the Museum of Enfield, featuring 15 items on loan from Jewish Museum London. The display explored the story of Grete Rudkin, who came to Enfield on the Kindertransport in 1939 and later became an Enfield resident and teacher, alongside the story of her adoptive mother, Olive Rudkin.

ENLab

A major new heritage education project was launched across Enfield, following the award of £240,000 from The National Lottery Heritage Fund. The ENLab Project will support primary schools and local heritage organisations to celebrate, explore and share the borough's rich natural, industrial and built heritage. Further contributions from the RSA Trust (£12,000), The Enfield Society (£10,000) and Enfield Council (£8,000) will strengthen this collaborative programme and help reconnect young people and families with Enfield's diverse local history.

Led by Enfield Council's Cultural Services, ENLab will bring together a wide range of partners, including Forty Hall, the Museum of Enfield, Whitewebbs Museum of Transport, Enfield Archaeological Society, the RSA Trust, The Enfield Society and Friends of Parks Groups. Together, they will develop an inclusive education offer for schools through curriculum-based resource packs for Key Stages 2 and 3, alongside

six free weekend Heritage Clubs in outdoor spaces. The programme will conclude with a Heritage Festival at Forty Hall, providing a vibrant family celebration of Enfield's heritage and the many stories that shape the borough.

Enfield Youth Council

The Enfield Youth Council (EYC) is made up of 20 young members who represent the views and needs of young people across the borough, helping to ensure their voices inform local services, policy and decision-making. EYC members contribute to the wider community by running campaigns, holding events and consultations, and attending scrutiny panels, where they support accountability by helping to examine council decisions and services and identify areas for improvement.

Enfield of Dreams

The Enfield of Dreams programme is a two-year cultural initiative that will give young people across the borough opportunities to develop creative skills, take part in artist-led learning in secondary schools, and help shape public cultural projects. Led by UP Projects in partnership with the Council and local creative organisations, the programme has been supported by a £500,000 Place Partnership National Lottery grant from Arts Council England. Through its involvement, Enfield Council is helping to strengthen the borough's creative network, empower young people to become future cultural leaders, and deepen residents' connection with local arts and culture.

International Roma Day

Enfield Council became the first local authority in North London to host International Roma Day, marking an important celebration of Roma history, culture, identity and rights. Held at the Dugdale Arts Centre and co-designed with Roma residents, the event welcomed over 200 attendees and brought the community together through storytelling, music, dance and the Welcoming Cultures exhibition, which showcased Roma costume from across the world. This year's theme promoted acceptance, empowerment, pride and resilience, while supporting the Council's Fairer Enfield commitment to equality, dignity, respect and belonging for all communities.

As a service provider and commissioner

We are committed to using our limited resources smartly and maintaining high standards in service delivery to support all those who live, learn, work in or visit Enfield in the most effective and efficient way possible, tackling inequality and discrimination and promoting equality, diversity and inclusion in all that we do.

Equalities monitoring

To help us understand the impact of our services on different communities and to help inform adjustments and improvements we can make, we collect and monitor relevant equalities data from our service users and people taking part in consultation and engagement activities. Analysing this data helps us understand how our services are reaching our diverse communities; how they are improving outcomes for different groups; and how we can design policies and services to best meet the needs of different people.

Equality Impact Assessments

We routinely carry out an Equality Impact Assessment (EqIA) to consider the impact that any prospective changes to policy or service delivery may have on different protected groups and take action to mitigate against any unequal impact. Undertaking EqIAs ensures that we are taking every opportunity to advance equality for all services we provide and commission.

You can find copies of our EqIAs with the decision they informed in our Cabinet and Council report packs published on our [Council website](#).

Commissioning and procurement

Our role in advancing equality, diversity and inclusion and tackling inequality and discrimination extends to the services we commission and procure, as well as those we directly provide. This presents a significant opportunity to use our procurement and commissioning of services as a tool to reduce inequality across the borough by ensuring that commissioned services are compliant with Enfield's equalities standards.

Inspections of Enfield Council Services

Our Children's services received a good rating from Ofsted in September 2024, with outstanding recognition for our support to children in care. The Youth Justice Service received an overall good rating from the HMIP in February 2024. Our adult social care was rated good by the CQC in May 2025, with Enfield recognised as having the highest use of direct payments in England. We also received a C1 rating from the Regulator of Social Housing in July 2025, the highest rating given to local authorities and housing associations.

The Shaw Trust Web Accessibility Accreditation

Enfield Council's website has Shaw Trust Web Accessibility Accreditation, recognising the Council's commitment to providing a digital environment that is inclusive, user-friendly and accessible to residents, including individuals with a wide range of disabilities.

As an employer

We aim to provide a safe and accessible working environment for all existing and potential employees, one that is free from harassment and discrimination, where individual values, beliefs and identities and cultures are respected.

Our workforce profile

We routinely review the composition of our workforce to understand the extent to which it represents the diverse communities which we serve, and we monitor our progress in improving the way in which we tackle inequality and promote equality, inclusion and diversity as an employer.

During 2025/26, we continued to strengthen our role as an inclusive employer, making measurable progress in equality, diversity and inclusion across the workforce. A stable workforce profile, supported by reduced turnover and resignation rates, has provided a strong foundation for embedding inclusive practice in recruitment, development and organisational culture.

Progress is evident in workforce outcomes, with higher-grade progression broadly reflecting the diversity of the organisation, including proportionate representation of women, disabled staff and ethnic minority colleagues.

The significant increase in staff voluntarily sharing equalities data further indicates growing confidence in the Council's approach to inclusion, transparency and responsible data use. Together, these developments demonstrate continued progress towards a fairer, more representative and inclusive workplace.

Age

As of March 2026, the highest percentage of our workforce headcount is aged 55-64, (29%) and the lowest percentage is aged 16-24 (2%). We are taking action to attract young talent to the organisation, including through our successful apprenticeship programme.

Sex

In 2025, women at Enfield Council earned £1.23 more than men when comparing the median (average) hourly pay – women's median pay is therefore 6.2% higher than men's median pay.²³

Women remain strongly represented at senior levels within the Council, comprising 63% of the highest-paid quartile, which is above the London median. The Council has also maintained a consistent gender pay gap position in recent years and continues to strengthen transparency through ongoing reporting on ethnicity and disability pay gaps.

²³ Enfield Council, 2025 Pay Gap Report

Disability

The Council is an accredited [Disability Confident employer](#). This means that we offer a guaranteed interview to all applicants with a disability if they meet all the essential criteria for the job. As of March 2026, 7% of staff had declared a disability.

When comparing mean hourly rates, staff with a disability receive an hourly rate of £0.55 more on average. When we look at median hourly rates, there is a –7.1% pay gap between disabled and non-disabled staff.

Ethnic diversity

We are increasing the representation of Black and ethnic minority staff in leadership positions across the Council's workforce, aiming for our workforce to be proportionately representative of Enfield's ethnic minority population by 2030.

As of March 2026, 52.9% of Enfield Council staff were from ethnic minority groups,²⁴ compared to 69% of our borough population.

Average hourly rates for Black/Black British/Caribbean/African staff were £3.15 lower than those earned by Asian/Asian British staff (highest mean hourly rate) and £2.18 less than White staff. There is no pay gap when we compare median hourly rates of staff from an Other White, Other Ethnic and Black African / Black British / Black Caribbean Ethnic group with those of staff from a White ethnic group.

Workforce initiatives delivered during 2025/26

Mandatory eLearning module

Our Equality, Diversity, and Inclusion (EDI) in the Workplace training modules are certificated and mandatory, requiring all staff to complete them every three years. Additionally, we have a range of training videos for staff that cover Equality, Diversity, and Inclusion within the workforce. These resources aim to help create a safe and harassment-free environment for all employees. Monthly reports show EDI mandatory training completion improved from 79% in April 2025 to 94% by February 2026. We will continue to ensure high compliance and foster a culture of continuous improvement.

Mentoring

The Council continues to collaborate with a number of London boroughs through Mentor Connect, an innovative cross-council mentoring scheme created and maintained by Enfield Council. The programme connects professionals with experienced mentors and mentees to support career development, internal mobility and the sharing of knowledge and expertise across participating boroughs.

As a structured 12-month rolling programme, Mentor Connect supports leadership development, expands career opportunities and promotes equality, diversity and

²⁴ The term 'ethnic minority' or 'ethnic minority group' refers to all ethnic groups except the white British group. This includes white minorities, such as Gypsy, Roma and Irish Traveller groups.

inclusion by enabling staff to benefit from the experience and insight of professionals across the wider London local government sector.

World Café

Enfield Council has demonstrated a proactive and constructive response to the staff survey through the introduction and wider rollout of World Café engagement sessions. Initially delivered across a number of departments, these sessions are now being expanded more widely across teams to support meaningful staff involvement in shaping local improvements. The approach empowers employees to identify practical solutions, take ownership of changes within their own areas, and contribute to improved ways of working. This reflects the Council's commitment to strengthening staff engagement, encouraging shared responsibility, and creating a more collaborative organisational culture.

Large Apprenticeship Employer of the Year Award

In early 2026, the Council was awarded the Large Apprenticeship Employer of the Year (Local) award by Barnet and Southgate College, recognising its long-standing commitment to developing and supporting apprentices.

The award reflects six years of strong partnership working between the Council and Barnet and Southgate College. Through this collaboration, high-quality apprenticeship programmes have been delivered, providing learners with meaningful opportunities to develop skills, build confidence and progress into employment. This recognition also highlights the dedication of staff across Enfield who mentor, guide and champion apprentices, supporting them to thrive and move into permanent roles.

Staff Networks

Enfield Council has several staff-led equalities working groups that represent various sections of the workforce. These groups play an important part in unlocking the potential of our diverse workforce, helping to support staff to overcome challenges and providing a space for staff to network with colleagues.

A key achievement in 2025/26 was the establishment of “The Network”, a unified structure bringing together staff equality networks and the Equalities Forum. This has strengthened staff voice, improved governance and visibility, and enabled more coordinated engagement with senior leadership. By reducing duplication and aligning equality, diversity and inclusion activity, The Network has supported a more coherent and impactful approach to inclusion across the Council.

Women into Leadership

Women into Leadership aim to champion the role of women leaders in the Council and to challenge the barriers that women who aspire to leadership roles might face.



Disability and Access Network

The Disability Group works to raise awareness about the challenges facing staff affected by disability and ensure that disabled staff members' perspectives are reflected in Enfield's policies.



Ethnic Minority Network

The Ethnic Minority Network aims to remove barriers that prevent staff from Black and ethnic minority backgrounds reaching leadership roles, promotes inclusion and celebrates the rich cultural heritage of Enfield's workforce.



LGBTQ+ Staff Group

The LGBTQ+ staff network supports and celebrates LGBTQ+ staff within the Council.



Staff Mental Health and Wellbeing Group

The Mental Health and Wellbeing Staff Group aims to promote wellbeing for all employees; promote positive behaviours and empower staff to manage their mental health; and support the organisation to address work related mental health problems.



Young Professionals' Network

The Young Professionals' Network is a professional and social community for young people in the Council to socialise, be represented, form relationships and build on their professional development skills.



Fairer Enfield objectives

In Fairer Enfield 2021-25, we identified 8 objectives which help us describe the things we'll do to support Enfield's vision to be a progressive and equitable borough:

- Overcome racism in Enfield
- Deliver positive interventions to reduce serious youth violence in Enfield
- Increase the number of Enfield residents with special educational needs and disabilities (SEND) who are in paid employment
- Improve the wellbeing and celebrate the contribution of our Lesbian, Gay, Bi and Trans Community
- Provide access to support services and networks to reduce social isolation
- Work with 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

The Public Sector Equality Duty also requires the Council to reflect upon progress made over the course of the four-year period. In the section below, we analyse data on our progress during 2025-2026 towards delivering our 8 equalities objectives and provide a summary of projects that the Council has delivered over the last year.

Overcome racism in Enfield

Enfield Council is committed to challenging inequality, racism, and injustice in the borough, and to making our community, our services and workplace fairer for everyone.

Data and analysis

Housing and homelessness

Between October and December 2025, 13.5% of households owed a homelessness duty in England had a lead applicant from a Black, Black British, Caribbean or African ethnic group,²⁵ however, Black, Black British, Caribbean or African individuals account for 4% of the population in England.²⁶ In Enfield, Black, Caribbean, African or Black British residents were also overrepresented in assessments for homelessness, in comparison to the proportion of residents who are from Black ethnic backgrounds. Between October and December 2025, 40% of residents assessed as being homeless were Black, African, Caribbean or Black British,²⁷ however residents from Black ethnic groups make up 18% of the borough's population.²⁸

Homelessness is at a crisis point fuelled by rising demand and the collapse in the availability of private rented sector properties, especially at the affordable end of the market. The Council is having to think differently about how we can respond to rising homelessness in the current economic climate with rising costs of temporary accommodation. This includes increasing the portfolio of homes owned by our housing company Housing Gateway to help us discharge our homelessness duty into the private rented sector.

Employment

Nationally, between January and March 2026, people from Indian (78.8%) and White ethnic groups (76.3%) had the highest employment rates, and people from Pakistani (62.7%) and Bangladeshi (65.5%) ethnic backgrounds had the lowest rates.²⁹

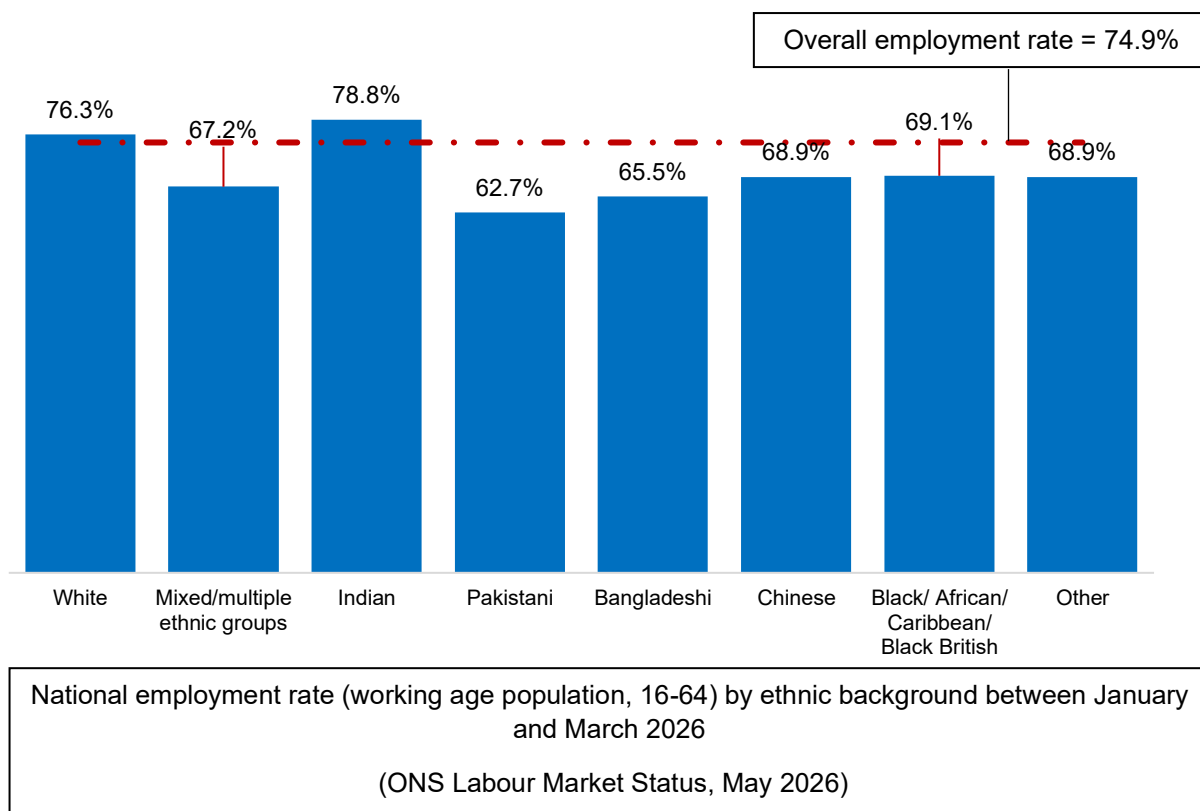
²⁵ Ministry of Housing, Communities and Local Government, [Statutory homelessness in England: October to December 2025](#)

²⁶ 2021 Census

²⁷ Ministry of Housing, Communities and Local Government, [Statutory homelessness in England: October to December 2025](#)

²⁸ 2021 Census

²⁹ ONS (May 2026), [Labour market status by ethnic group](#)



As a Council, we continue to act to reduce economic inequality and prevent the prolonged unemployment of vulnerable communities by working with our partners to enable residents to be more resilient and unlock their potential through skills and employment support.

Education

Through the quality of school leadership across the borough and appropriate intervention and support from the Education Service, the performance in London Borough of Enfield (LBE) schools in 2025 is above the national average for all outcomes.

In 2024/25, the percentage of children reaching the expected standard of reading, writing and maths at Key Stage 2 was highest for pupils from a Chinese ethnic background (95.7%) and lowest for pupils from a White Irish background (14.8%). For all pupils in Enfield, this score was 65%, higher than the national average (62.1%) but lower than the London average (68.5%).

When looking at average attainment 8 scores, the lowest score in 2024/25 was for students from a mixed Caribbean background (18.6). There were two groups with lower scores but one with only seven pupils and the other was “ethnicity not obtained”. The highest score on average were students from a Chinese ethnic background (66.2). For all pupils in Enfield the attainment 8 score was 46.1, higher than the national average (45.9) but lower than the London average (50.4).

To support high standards in early years settings, primary and secondary schools in Enfield, the Local Authority School Standards service continues to provide support and advice through the core conversation with Advisers from the School and Early

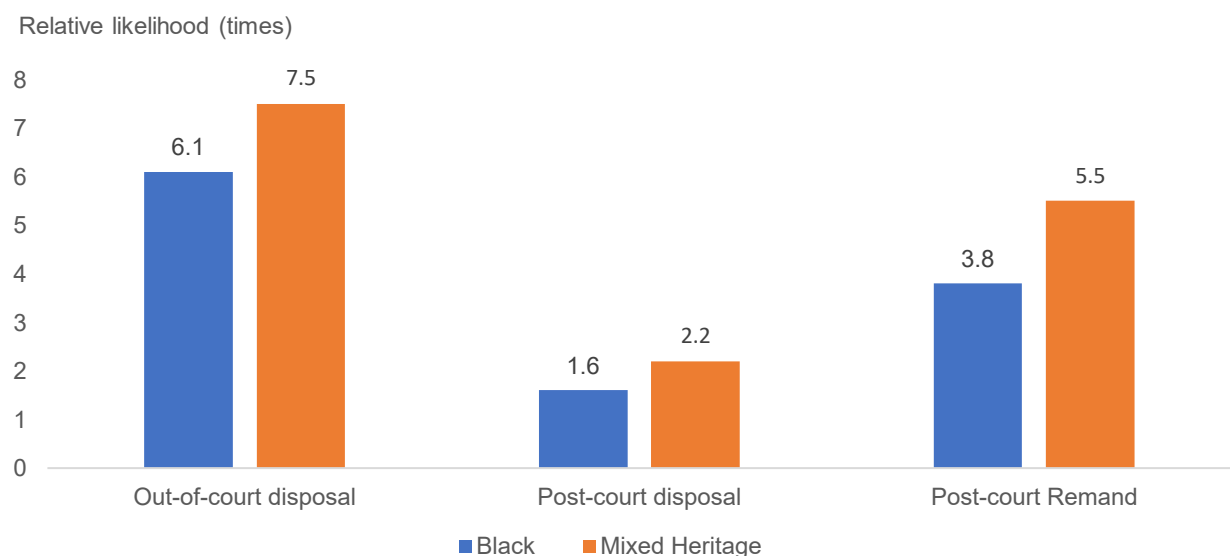
Years Improvement Service (SEYIS). Our SEYIS also provide detailed data to schools to support them to identify priorities and vulnerable groups. By the end of July 2025 all schools in Enfield had been graded by Ofsted as at least good in all four main areas.

Youth Justice Service

Our Youth Justice Service uses of the Relative Rate of Index (RRI) when reporting on disproportionality to the Enfield Youth Justice Management Board.

The RRI represents the proportion of each ethnic minority group, relative to the proportion of the White ethnic group. Each group is divided in its own ethnic population to calculate the rate. This figure is then divided by the rate for the White ethnic group to provide an RRI score. An RRI of 2.0 indicates that this group have twice the likelihood of an outcome than children from a White ethnic background. An RRI of 1.0 means they have the same likelihood as offending as children from a White ethnic background, and an RRI of 0.50 means half the likelihood compared to children from a White ethnic background.

Overall, the data show that Black and Mixed Heritage children continue to be overrepresented in the Youth Justice System.



Youth Justice outcomes by ethnic background 2025-26)
Likelihood relative to children from White ethnic backgrounds
White ethnic background = 1.0
 (Youth Justice Service Management Board, August 2026)

Criminal justice - Stop and search

Enfield residents from Black ethnic groups are the most frequently stopped and searched ethnic group by police. Between April 2025 and March 2026, 27.3 per 1000 Black Enfield residents were stopped and searched compared to 12.3 per 1000 White Enfield residents.³⁰

Between April 2025 and March 2026, children from Black ethnic backgrounds were disproportionately overrepresented in stop and search volumes in London and Enfield. In Enfield, 52.6% of children and young people aged 10-17 who were stopped and searched were from Black ethnic backgrounds. 26% of children and young people aged 10-17 in Enfield are from Black, Black British, Caribbean or African ethnic groups. For London overall, this figure was similar in comparison but slightly higher than last year at 52.7%.³¹

As a community leader, we are taking action to improve mutual trust and co-operation between our communities and public services, including the police, so that interventions, such as stop and search, are seen to be used proportionally, fairly and respectfully. Youth Enfield, a free portal service, provides information on stop and search, including the reasons why officers may stop and search someone and the circumstances under which it's allowed. A Stop and Search video based on children's lived experience is also available to view on the portal.

Actions we have taken in 2025/26

Black History Month

Black History Month 2025 was marked under the overarching theme of "Standing Firm in Power and Pride", celebrating the strength, resilience and achievements of Black communities across the world. In Enfield, the Dugdale Arts Centre led the borough's public celebrations with a diverse and inclusive programme of events that brought the theme to life through culture, heritage and community engagement.

Strengthening Families, Strengthening Communities Programme

Strengthening Families, Strengthening Communities (SFSC) is a 13-week, evidence-based parenting programme for parents and carers of children aged 0–18. Developed by the Race Equality Foundation, the programme has been effective with families from diverse and marginalised communities, including Black and minority ethnic parents, teenage parents and parents with learning disabilities. SFSC provides accessible, culturally responsive support to build parenting confidence, strengthen family relationships and improve outcomes for children and young people.

³⁰ <https://www.met.police.uk/sd/stats-and-data/met/stop-and-search-dashboard/>

³¹ <https://www.met.police.uk/sd/stats-and-data/met/stop-and-search-dashboard/>

STEP

In 2025/26, the service supported 130 economically inactive residents through the UK Shared Prosperity Fund and Get Britain Working Trailblazer programmes, with 35 residents supported into employment and 57 progressing into training or education. Overall, 97% of residents supported across the STEP Service and Business Information Centre provision were from an ethnic minority background, demonstrating the reach of these programmes among communities that may experience barriers to employment, enterprise and skills development.

Youth Justice Disproportionality Pledge

The Youth Justice Service Management Board (YJSMB) has adopted a Disproportionality Pledge to tackle disadvantages faced by children from Black and ethnic minority backgrounds who are overrepresented within youth justice. At a service level, a trauma informed practice has been adopted, bespoke support to children has been developed based on their identity and personal needs (including a Black Male Identity programme delivered by Youth Justice Service practitioners who are from Black ethnic groups), and we have enhanced education, training and employment support. At a partnership level, the Safeguarding Enfield Partnership has commissioned training on adultification.³²

³² This is a form of bias where children from Black, Asian and minoritised ethnic communities are perceived as being more adult-like, less innocent and less vulnerable than other children. This can negatively impact on how children are safeguarded and protected.

Deliver positive interventions to reduce serious youth violence in Enfield

Serious Violence is recorded in line with the Youth Justice Board (YJB) definition as any drug, robbery or violence against the person offence that has a gravity score of five or more resulting in a caution or court sentence. There is local evidence that Black young people are disproportionately impacted by youth violence.

Data and analysis

In line with the requirements of the [Serious Violence Duty](#), Enfield's Community Safety Partnership (Safer and Stronger Communities Board) has led on the development of a serious violence strategic needs assessment (SNA) which includes a focus on violence and exploitation affecting young people under the age of 25. This strategic needs assessment identifies and allows us to better understand the current and long-term issues relating to serious violence and those most vulnerable, such as victims/survivors and/or perpetrators.

There were 1,749 recorded offences of violence against the person in 2025 where the victim was under the age of 25. In relation to the rate of violence against the person offences, per 1,000 population, Enfield's has seen an improvement for both victims and suspects, between 2021 and 2025, compared to other London boroughs.

Location and temporal profile

- Across all offence types (where victim or suspect was under 25), peaks are examined at midday and in the after school period (3pm-5pm).
- The wards with the highest number of offences (where victim or suspect was under 25) were Edmonton Green, Upper Edmonton, Haselbury and Ponders End.

Demographics of victims and suspects

- Between January 2021 and December 2025, victims aged under 25 were relatively evenly distributed by gender, on average 50% were male and 47% were female.
- Between January 2021 and December 2025, suspects aged under 25 were predominantly male. On average 60% were male and 33% were female.

Actions we have taken in 2025/26

Youth Offer

A strong and accessible youth offer remains a critical component of the borough's approach to preventing serious youth violence, while supporting young people aged 11 to 19, and up to 25 for those with additional needs, to thrive, stay safe and access positive opportunities. Delivered through the Council, schools and third sector partners, the offer includes sports and leisure activities, youth centres, holiday provision, detached and outreach youth work, participation and engagement projects, and mentoring support. In 2025/26, Youth Services engaged 19,383 young people through the local youth offer, including 118 young people who accessed the

Inspiring Young Enfield Mentoring to Succeed programme and 10,212 young people who attended youth centres.

Summer University

Summer University provides a structured programme of learning and recreational opportunities for young people during the summer holidays, with a particular focus on those living in the borough's most deprived and crime-impacted wards.

The programme supports positive engagement, helps reduce boredom and mitigates the risk of involvement in harmful or risky behaviour. Young people are actively involved in co-producing the programme, including commissioning, delivery and evaluation. Summer University 2025 remained one of Enfield's flagship youth programmes and continued to increase in scale and impact. It engaged 1,191 young people, representing a 21.4% increase on the previous year, and delivered 94 courses across 18 venues in partnership with 41 organisations. The programme created 2,058 course spaces and recorded 1,817 attendances, demonstrating strong uptake and sustained engagement throughout the summer.

The programme reached a broad and inclusive cohort, including 213 young people with SEND, a 33% increase, alongside 102 young people eligible for Free School Meals and 60 children in care.

Detached and Outreach Youth Work

Detached and Outreach Youth Work in Enfield provides targeted and flexible support in areas with heightened concerns around anti-social behaviour, youth violence and extra-familial harm. The service is tailored to local need and combines community outreach, detached delivery and contextual safeguarding through estate-based engagement, youth bus provision, school sessions, hotspot interventions, workshops and harm reduction activity.

In 2025/26, the service engaged 7,862 young people and delivered 1,144 outreach sessions, 988 detached sessions and 572 school-based sessions. It supported early intervention by building trusted relationships, de-escalating tensions through voluntary engagement and identifying risks linked to exploitation, substance use and peer-on-peer harm.

The model helped redirect young people into safer and more positive opportunities, with 1,489 young people signposted to provision including youth centres and structured programmes, and 307 registering on the Enfield Youth Portal. Community assets, including Boundary Hall, the 3G pitches at Enfield Playing Fields and the mobile youth bus, further reduced barriers to access by providing visible, safe and informal spaces for support, activities and engagement.

Community Fund

Funded through the wider Mayor's Office for Policing and Crime "MyEnds" initiative, Enfield Council has awarded community grants of up to £5,000 to 12 local voluntary and community organisations to deliver hyper-local projects aimed at tackling and preventing serious youth violence. Supported by Enfield's Youth Development

Service, successful applicants will provide positive activities for young people and families in and around the Ponders End and Craig Park Youth and Family Hubs, including parent and carer support networks, after-school provision, neighbourhood-based youth work, and activities such as sport, music, arts and drama. Examples of successful applicants include Leo Powell, County Lines Educator, The Place of Dreams Global, Family Based Solutions and Everybody Loves Music, alongside a wider range of other community organisations that also received funding to support local delivery.

Prevention Panel

Enfield Council is one of four London boroughs selected to pilot the Government's Young Futures Programme, launched by the Violence Reduction Unit. The programme aims to tackle knife crime and youth violence by supporting children and young people who may be vulnerable to being drawn into crime. Working with the Home Office, the VRU and other key partners, Enfield Council will support early intervention, strengthen partnership working and improve opportunities for young people across the borough. Through the Young Futures Prevention Partnership Panel, the Council will help share information between partners, better understand the needs of local children and families, and ensure that young people and their families have a voice in decisions that affect them.

Young Inspectors

Enfield Council has relaunched its Young Inspectors Programme as part of National Youth Work Week, reinforcing its commitment to youth participation, co-production and service improvement. The programme trains young people to independently inspect and evaluate youth centres, providing constructive feedback to help ensure facilities are safe, inclusive and engaging. Bringing together young people from KRATOS, Our Voice SEND and Young Leaders, the initiative places youth voice at the centre of decision-making and supports the Council's ongoing investment in high-quality youth work, with one of the first inspections under the new 2025 framework taking place at Ponders End Youth Centre on 13 November.

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

Residents affected by special educational needs and disabilities are disproportionately impacted by unemployment at a national and local level.

Data and analysis

In Enfield, in 2025/26 9.7% of adults with learning disabilities were in employment. This indicator is no longer reported nationally; however, this is significantly higher than the 2023/24 percentage average for London (5.2%) and England (4.7%).

Actions we have taken in 2025/26

West Lea Supported Internship

Supported Internships are a full-time 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 complete a vocational profile which supports the job matching process and are assigned a job coach who provides in work support once their work placement begins. Internships usually last from six months to one year, with interns working up to four days a week in their job and spend a day a week in class learning workplace skills.

Equals Employment Service

The Equals Employment Service is part of Adult Social Care and provides support to adults with learning disabilities to gain and sustain paid employment.

In the past two years, 10 individuals with learning disabilities have successfully gained paid employment, either in the general workforce or in sheltered placements, through the support of The EQUALS team

Two of the learning disability referrals came out of a pre-employment job club at one of our day services. The aim of this job club is to find worker roles for them, increasing their community engagement and decreasing their day service reliance.

Four individuals are employed in a café that only employs people with LD and is run at our office base.

Our employment advisor also supported 4 employees with learning disabilities, to keep their jobs following disciplinary or inputting access to work.

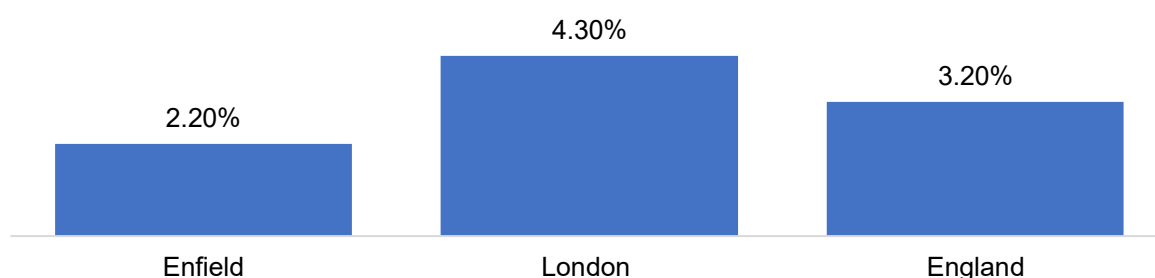
Improve the wellbeing and celebrate the contribution of our Lesbian, Gay, Bi and Trans communities

Data and analysis

Population estimates

Voluntary questions on sexual orientation and gender identity were included for the first time in the 2021 Census for respondents aged over 16 years old.

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.



Proportion of population aged over 16 years old who gave their sexual orientation as something other than straight or heterosexual

(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.



Proportion of population aged over 16 years old who declared their gender identity is different from that which had been assigned at birth

(Census 2021)

Actions we have taken in 2025/26

Enfield Pride UK 2025

In June 2025, Dugdale Arts Centre delivered a vibrant and inclusive Pride Month programme, providing a positive platform to celebrate LGBTQ+ culture, creativity and community connection. Running from 14 June to 4 July, the programme included creative workshops, live performances, panel discussions and social events, with activities such as comedy writing, zine making, drag make-up, burlesque dance

skills, spoken word, open mic performances, the Queer Performance panel with Harem of No One, DAC After Hours with The Cocoa Butter Club's Sadie Sinner, and a Pre-Pride in London Meet-Up. Some activities were supported through the UK Shared Prosperity Fund, helping to widen access to free cultural provision.

Enfield LGBT Network

As a community leader, we provide a small but vital grant to the Enfield LGBT network to help them facilitate a wide range of services and support groups to the LGBT population of Enfield. The Network also participates in consultancy and advisory groups across the borough and beyond to represent the LGBT community. These Boards cover a wide range of themes including policing; community safety, health; sexual health; faith; social care; voluntary sector and equalities.

Groups facilitated by the Enfield LGBT Network include:

- Transgender Peoples Support Group
- Lesbian and Bisexual Women's Group
- Youth Group Proud North London
- HIV Support Group
- Tuesday Night Group

Workforce Transgender Equality Policy

The EHRC published the updated code on 14 July, having been subject to a public consultation following the Supreme Court ruling in April 2025 that sex, for the purposes of the Equality Act 2010, means biological sex.

The council has reviewed and updated its Transgender Equality Policy for Council employees to reflect the Supreme Court ruling.

Provide access to support services and networks to reduce social isolation

Social isolation can be defined as separation from social or familial contact, community involvement, or access to services.

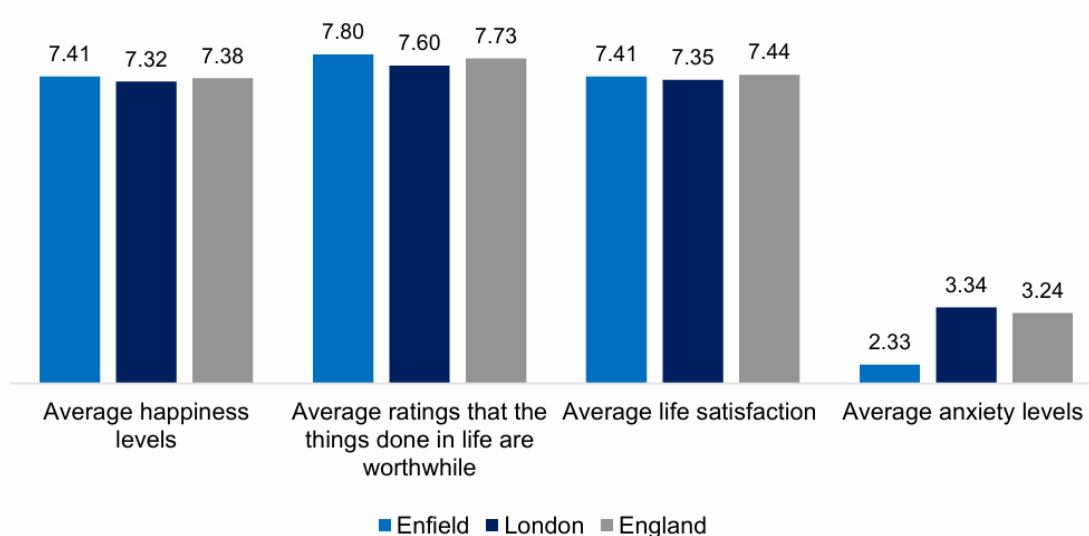
Social isolation can be detrimental to an individual's mental and physical health. For example, social isolation is associated with an increased risk of coronary heart disease, in part, because social isolation and feelings of loneliness can be a physical and psychosocial stressor resulting in behaviour that is damaging to health, such as smoking.

We are continuing to provide opportunities for people to socially connect through volunteering, mentoring, and befriending initiatives, building on the good practice of local organisations and volunteer networks.

Data and analysis

Personal well-being

A study by the ONS provides annual estimates of personal well-being for April 2022 to March 2023.³³ The chart below compares the results for Enfield to London and England averages. Across the four measures, Enfield residents recorded higher levels of personal wellbeing.



Estimates of personal wellbeing: April 2022 to March 2023
(ONS, November 2023)

Actions we have taken in 2025/26

Assistive Technology Showcase

The London Borough of Enfield's Assistive Technology Showcase, held at the Civic Centre on 30 June 2026, demonstrated Adult Social Care's continued commitment to using technology to improve residents' independence, safety and wellbeing. The

³³ ONS, [Personal wellbeing in the UK: April 2022 to March 2023](#)

event brought together a record number of providers, Adult Social Care colleagues, health partners, carers and community members, and showcased solutions including smart home monitoring, digital care tools, medication management, hearing support and wearable safety devices. Strong attendance and engagement highlighted the role of assistive technology in supporting residents with dementia, sensory impairments, learning disabilities, physical disabilities, long-term health conditions and age-related needs to remain connected and independent at home, while providing reassurance to families and carers.

Thrive into Work (IPSPC)

Thrive Into Work is a specialist employment support programme delivered across Enfield and Haringey, supporting residents with physical and mental health conditions to move closer to, secure and sustain employment. Through personalised coaching, links with health services, community organisations and employers, and continued in-work support, the programme has helped several thousand residents and achieved hundreds of job starts. In addition to improving employment outcomes, participants have reported increased confidence, improved wellbeing and greater independence.

Voluntary and Community Sector Contract

Adult Social Care works proactively to tackle social isolation and improve wellbeing through a range of commissioned Voluntary and Community Sector services. Between June 2025 and March 2026, our long-term health conditions programme received 1,384 referrals, delivered exercise classes attended by 1,820 residents, and supported 728 people through healthy eating sessions. Alongside these face-to-face opportunities, the programme developed a mobile health app providing personalised health plans, habit tracking and educational resources to help residents manage their health and remain connected to support networks. Through our wider community contracts, residents can access befriending, wellbeing activities, carers' support and social groups, helping reduce loneliness, build resilience and maintain independence within their local communities.

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

The Covid-19 pandemic had a profound impact on children and young people's mental health and wellbeing. Research is ongoing at a national level to understand the ongoing impact on children's behaviour, mental health, social skills and education.

Data and analysis

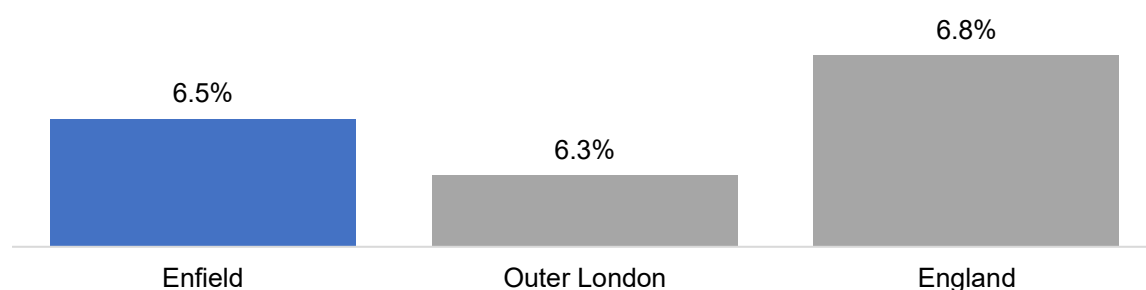
Mental Health

Nationally, after a rise in prevalence between 2017 and 2020, rates of probable mental disorder remained stable in all age groups between 2022 and 2023. Data from NHS Digital shows that in 2023, 20.3% of children aged 8 to 16 years, 23.3% of young people aged 17 to 19 years and 21.7% of those aged 20 to 25 years had a probable mental disorder. Children aged 11 to 16 years with a probable mental disorder were 5 times more likely to have been bullied in person (36.9% compared with 7.6%). They were also more likely to have been bullied online (10.8% compared with 2.6%).

The research also shows the impact of the cost-of-living crisis on children and young people's mental health and wellbeing. 17 to 25 years olds in England with a probable mental disorder were 3 times more likely to not be able to afford to take part in activities such as sports, days out, or socialising with friends, compared with those unlikely to have a mental disorder (26.1% compared with 8.3%). Similarly, more than 1 in 4 children aged 8 to 16 years (26.8%) with a probable mental disorder had a parent who could not afford for their child to take part in activities outside school or college.³⁴

Absence and Attendance

In the 2024/25 academic year nationally the overall absence rate was 6.8%, a reduction from 7.1% in 2023/24, but higher than pre-pandemic rates (4.7% in 2018/19). In Enfield, the overall absence rate during 2024/25 was 6.5%, this is slightly higher than the average for Outer London (6.3%).³⁵

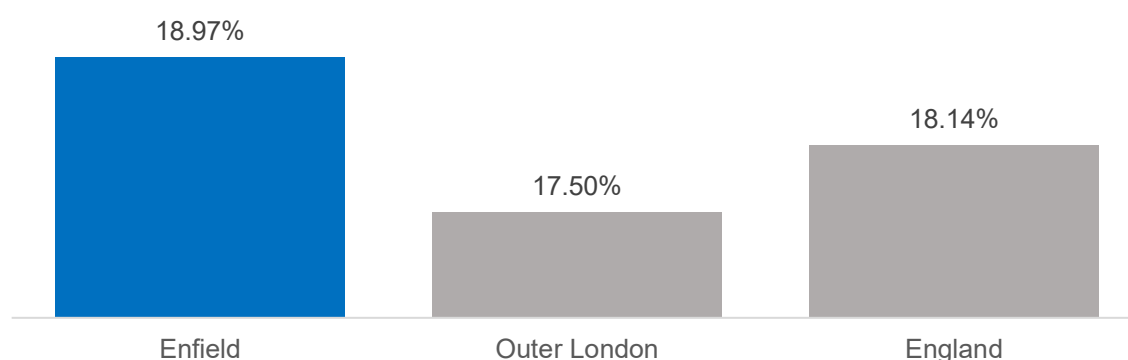


³⁴ NHS Digital (2023), Mental Health of Children and Young People in England, 2023 - wave 4 follow up to the 2017

³⁵ Department for Education, [Pupil absence in schools in England: 2024 to 2025](#)

Overall absence rate for 2024/25
(Department for Education, May 2026)

When considering the most recently available data, in Enfield, the total persistent absence rate for state funded primary, secondary and special schools during the 2024/25 was 18.97%, this is higher than the average for Outer London (17.5%).³⁶



Persistent absence rate for 2024/25
(Department for Education, May 2026)

Actions we have taken in 2025/26

The Student and Wellbeing Ambassadors Programme

The Enfield Student and Wellbeing Ambassador Programme empowers young people to promote peer-to-peer mental health support in schools. Up to 30 students per school are trained as ambassadors, equipping them with strategies to reduce stigma, improve access to help, and signpost peers to positive activities.

Enfield Trauma Informed Practice

E-TIPSS is a local area partnership programme promoting the emotional wellbeing and mental health of children and young people across Enfield.

Since its launch in 2021, E-TIPSS has grown into a sustainable borough-wide programme. It has been accessed by staff from 84 schools and 219 partners across 16 teams. There are currently 27 implementation schools and services, with 1,694 staff trained and a potential reach of over 11,193 children and young people. A further 61 E-TIPSS Champions across 10 services are helping to embed trauma-informed practice strategically and operationally.

³⁶ Department for Education, [Pupil absence in schools in England: 2024 to 2025](#)

The programme has also reached 120 professionals working with Children in Care, Children in Need and children subject to Child Protection Plans, alongside 67 Early Years practitioners who attended E-TIPSS briefings.

Attendance data from implementation settings provides emerging evidence that E-TIPSS is supporting improved pupil engagement and more consistent attendance. Across participating settings, there were positive shifts in whole-school and year-group attendance, alongside reductions in unauthorised absence. This suggests that relational, trauma-informed approaches may be helping to strengthen pupils' sense of safety, belonging and connection with school.

Smartphone-Free Policy

Since September 2025, over 80 Enfield schools, including local authority-maintained schools, academies, independent and special schools, have implemented smartphone-free environments. This established approach supports improved learning, pupil wellbeing and safer online experiences by reducing risks linked to online bullying, social isolation, harmful content, exploitation and reduced concentration in class.

To support this work, EPS and SEYIS have co-developed Digital Safety Guidance for Parents. The guidance promotes open conversations, informed parental support and clear boundaries around online activity, and is being shared through schools, safeguarding networks and council communication channels.

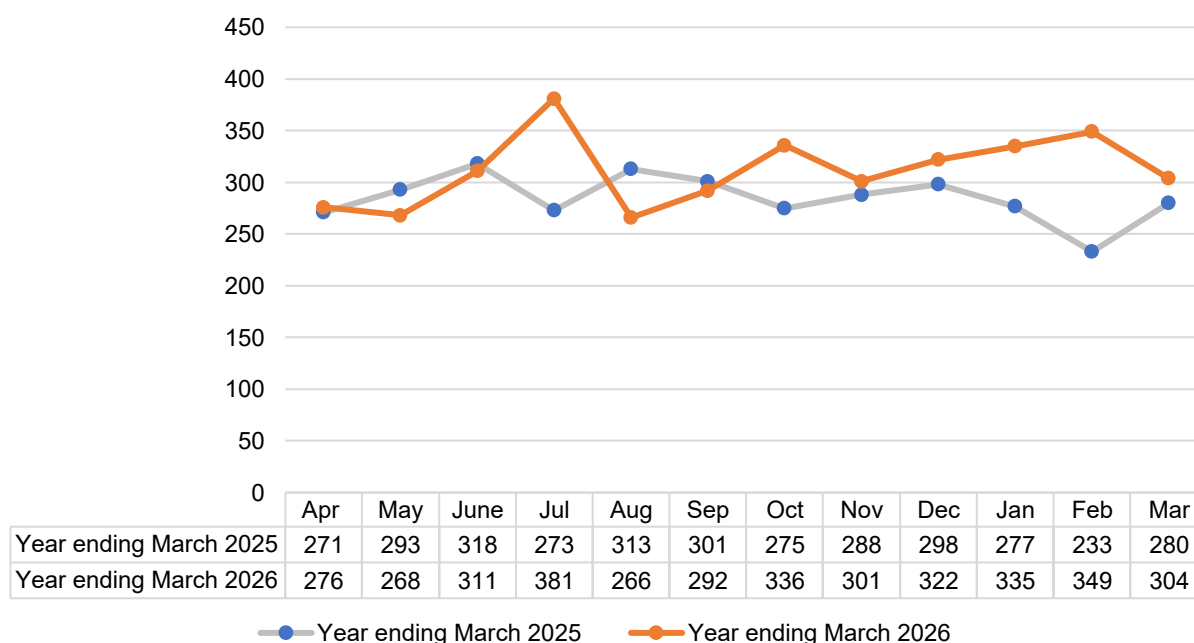
Growing Together

The "Growing Together" initiative has been supported by Enfield Council through a £5,000 pledge, demonstrating the Council's commitment to improving children's wellbeing, environmental awareness and access to green learning spaces. The funding has contributed to the creation of school gardens and the delivery of gardening sessions, enabling pupils to benefit from practical learning opportunities that promote sustainability, teamwork, healthy eating and a stronger connection with nature. By investing in the transformation of school grounds into purposeful green spaces, Enfield Council has helped to provide young people with positive experiences that support both their mental and physical wellbeing.

Keep people safe from domestic abuse

Data and analysis

There were 3,741 recorded cases of domestic abuse in Enfield in the 12 months to March 2026³⁷.



Domestic abuse incidents in Enfield, April 2024 to March 2026
(Metropolitan Police, July 2026)

Domestic abuse is not limited to physical violence and can include a range of abusive behaviours. It can also be experienced as repeated patterns of abusive behaviour to maintain power and control in a relationship.³⁸

Nationally, it is estimated that the average time that a victim lives in an abusive relationship before they seek help is 3 years.³⁹ For those owed a relief duty, the second most common reason for homelessness was domestic abuse. Between October and December 2025, 15.9% of households owed a homelessness relief duty were victims of domestic abuse. 0.4 percentage points higher than the same quarter last year.⁴⁰

Data from the Crime Survey for England and Wales estimated that 3.7 million people aged 16 years and over experienced domestic abuse in the year ending March

³⁷ [Monthly Crime Data New Cats | Tableau Public](#)

³⁸ <https://www.legislation.gov.uk/ukpga/2021/17/part/1/enacted>

³⁹ ONS 2024

⁴⁰ Ministry of Housing, Communities and Local Government, [Statutory homelessness in England: October to December 2025](#)

2025.⁴¹ Among them, 2.2 million were women, and 1.5 million were men. This indicates a prevalence rate of approximately 9.1% of women and 6.5% of men.

Actions we have taken in 2025/26

Shared funding secured tackling violence against women and girls

Funding from the Mayor of London's Office for Policing and Crime has supported the continuation of the Culturally Integrated Family Approach to Domestic Abuse programme in 2025/26. Delivered by RISE, CIFA is a behaviour change perpetrator programme aimed at racialised, disadvantaged and marginalised groups, using an intersectional approach to reduce harm within families and address barriers to accessing support. The programme is delivered through tailored one-to-one support over 16 to 20 sessions, depending on level of need.

Violence Against Women and Girls Strategy (VAWG) 2026-2035

Enfield Council's VAWG Strategy 2026 to 2035 was approved by Cabinet and sets out a long-term, partnership-led approach to preventing and addressing VAWG across the borough. Developed with the Safer Stronger Communities Board, the Metropolitan Police, community and voluntary sector partners, and specialist VAWG services, the strategy adopts a public health approach focused on prevention, early intervention and long-term support for victims and survivors. Its priorities include strengthening partnership working, tackling the root causes of violence, responding to emerging forms of abuse and harassment, and holding perpetrators to account.

White Ribbon Day

Enfield Council's Youth Development team marked White Ribbon Day 2025 through a borough-wide programme placing youth voice at the centre of work to promote respect, consent and equality. Held from 25 November to 10 December as part of the 16 Days of Action, the programme delivered free themed sessions across youth centres, creating space for young people to share ideas, challenge harmful attitudes and build positive relationships.

The programme concluded on 10 December at the Dugdale Centre, where young people shared their achievements with industry professionals and council officers. As the first London borough recognised as a White Ribbon Authority in 2010, Enfield Council continues to demonstrate its long-standing commitment to tackling violence against women and girls through education, partnership working and community collaboration.

Women's Nighttime Safety Charter (WNSC)

The Women's Safety Charter aims to promote women's safety, particularly during the night-time. Across the borough, more than 200 businesses have been visited, with 52 businesses currently signed up to the Charter. The initiative has continued to develop in partnership with Metropolitan Police colleagues, including through Walk, Talk and Do events across a range of wards. These activities have provided

⁴¹ ONS, [Domestic abuse victim characteristics, England and Wales: year ending March 2025](#)

opportunities for residents to share concerns about local areas, improve awareness of reporting mechanisms and receive updates on the Charter's progress.

Independent Domestic Abuse and Sexual Violence Advocates

Enfield Council commissions Solace Women's Aid to deliver the Independent Domestic Violence Advocacy Service for residents aged 16 and over experiencing domestic abuse. Using a consent and empowerment-based approach, it focuses on reducing risk, increasing safety and developing tailored support plans for survivors. Specialist roles are embedded within local authority services, including Early Help, Children's Social Care and Housing, while IRIS Advocate Educators also provide domestic abuse training to GP practices through the national IRISi framework.

Council Housing Domestic Abuse Casework

The Housing ASB Team takes a victim-centred approach to domestic abuse crime, undertaking risk assessments, identifying safeguarding needs, and working closely with partners including the Police, Solace and safeguarding services. Appropriate support and enforcement action are used to protect residents, including emergency moves and Ring doorbell cameras where necessary. This helps safeguard vulnerable residents and promotes safe, inclusive communities.

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

Hate crime is defined as ‘any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice towards someone based on a personal characteristic.’⁴² The characteristics include disability, race, religion or belief, sexual orientation and trans identity.

Data and analysis

The reporting of hate crime in Enfield increased by 6.8% from Quarter 1 (147 offences) to Quarter 4 in 2025/26 (157 offences).⁴³ Racist and religious hate crime offences make up the highest proportion of the hate crime strands - 554 of the 619 offences recorded in Enfield over 2025/26.

Actions we have taken in 2025/26

Faith Forum and supporting faith communities

The Council has re-established the Enfield Multi Faith Forum as part of its wider work to strengthen cohesion across the borough. In 2025, this included facilitating a multi-faith Iftar at the Civic Centre during Ramadan and supporting a multi-faith Passover Seder hosted by Hadley Wood Jewish Community. These events brought together residents, faith groups, community representatives and partners to promote understanding of different religious and cultural practices, while encouraging dialogue, empathy, solidarity and shared values across diverse communities. Further engagement and events with local faith communities are planned for 2026.

Delivery of our Community Safety Action Plan

We have delivered a number of actions committed to in our Community Safety Action plan, including:

- Enfield has regularly supported national events such as the National Hate Crime Awareness Week, which last year took place from October 11–18, 2025. Activities in Enfield included online campaigns to encourage reporting of hate crime and collaborative work with partners and educational settings.
- The Council’s Community Safety Team has delivered workshops and assemblies to schools across the borough to support community cohesion and raise awareness of hate crime and online hate. Eight dedicated resources have been developed, including classroom workshops and assembly materials, supported by strong working relationships with schools, colleges and other educational settings. Feedback from teachers has been positive, with students demonstrating good levels of engagement, participation, compassion and awareness when discussing these sensitive topics.

⁴² Enfield Council, [Safer and Stronger Communities Plan](#)

⁴³ [Monthly Crime Data New Cats | Tableau Public](#)

- The SSCB has also established a Community Resilience Group. This group assists the council and partner agencies including local faith and community groups in responding to community cohesion challenges and terrorist threats.
- Following a number of disturbances in other parts of North London earlier this year where a number of Jewish premises were targeted by extremists, we used the borough Community Resilience Group to strengthen our links with our Jewish communities to offer practical support, partnership work and reassurance.

Council Housing Tackling Hate Crime and Building Safer Communities

The Housing ASB Team responds proactively to hate crime incidents to support community cohesion and resident safety. Through early intervention, partnership working and targeted support, the service has improved resident safety, reduced repeat victimisation, strengthened safeguarding arrangements, increased confidence in reporting incidents, and contributed to safer, more inclusive communities.

Looking forward

The new Fairer Enfield Policy was approved by Full Council on 12th November 2025. This refreshed policy reinforces our duty to comply with relevant legislation and statutory requirements and as the borough continues to grow, confirms our commitment to improve equality and diversity for all who live, learn, earn in or visit Enfield. It outlines the behaviours and values that everyone working for the Council must demonstrate and the actions they must take to make this a reality.

In the [Fairer Enfield 2026 to 2030 policy](#) we have identified 6 objectives to reduce inequality. These objectives have been identified based on analysis of local data on the experiences of different people in our communities, national research on inequality and consideration of the views and experiences of our residents, staff and partners. These objectives are:

- Make sure equality and inclusion are central to how we grow and develop the borough
- Work with health partners to identify and address inequalities, focusing on prevention
- Take action to reduce serious youth violence in Enfield
- Enhance the diversity of our workforce so it reflects the community at all levels
- Provide services that are easy to access and respond to people's needs, tackling inequality and exclusion
- Make equality, diversity, and inclusion part of everyday practice to better reflect the community's needs

The 2026/27 Annual Equalities Report will focus on our work to deliver these new objectives.