

# Developing an Equal Enfield

## Enfield Council's Equality and Diversity Annual Report 2019



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# Introduction

We are proud to present Enfield Council's 2019 Equality and Diversity Annual Report, which details some of the progress that Enfield Council and community partners have delivered in reducing inequality and promoting a diverse and inclusive borough in 2019. The report identifies some of the inequalities which persist across Enfield and demonstrates our commitment to overcoming these challenges.

The future continues to present challenging times for local authorities. The funding provided by central government to Enfield has been cut by 60% since 2010, whilst the population has grown by 5%. This has made the challenge of effectively tackling inequality more complex. It is important that limited resources are used smartly and that our staff maintain high standards in service delivery to support residents in the most effective and efficient way possible. We believe that our workforce and local communities remain resilient and are ready for growth, open to change and able to rise to future challenges.

In partnership with our communities we continue to deliver targeted services to residents who face challenging circumstances as a result of their 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 and local Equality and Diversity agenda. We continue to strive for equality in all we do and in the services we deliver for local people.

Enfield has an impressive track record of providing support for historic, local, national and international events, which we recognise with community focused events, often remembering the outstanding efforts others have made to allow us to live in such a rich and diverse Borough, in peace and with mutual respect. Enfield is home to many communities from across the world; 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 their 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.

Our future plans for Enfield centre on regenerating key areas of our Borough and managing the Council's finances so that there continues to be a solid foundation for the Council's work. We will continue to work with partners to enable Enfield's communities to thrive and prosper. As a local authority, we want to ensure that everyone who lives, works, studies, visits or does business in Enfield can grasp every opportunity, and does not suffer any form of discrimination, disadvantage or inequality.



As part of our continued commitment to achieving excellence in equality, I commit the Council to seeking a peer review validation for our efforts in future.

**Councillor Nneka Keazor**  
Cabinet Member for Community Safety and Cohesion

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## The Council's Vision

Enfield Council's vision, as stated in our Corporate Plan 2018- 2022, is to create a "lifetime of opportunity for residents in Enfield". The plan outlines how we will deliver this vision by prioritising our objectives, managing our resources effectively and exploring new, innovative ways to deliver services.

We have pledged to deliver and drive the following:

- Good homes and well-connected neighbourhoods;
- Sustain strong and healthy communities;
- Build our local economy to create a thriving place.

We are clear that for us to do this we must "embrace our diversity, culture and heritage and work on reducing inequalities to make Enfield a place for people to enjoy from childhood to old age". Therefore, we are focusing on:

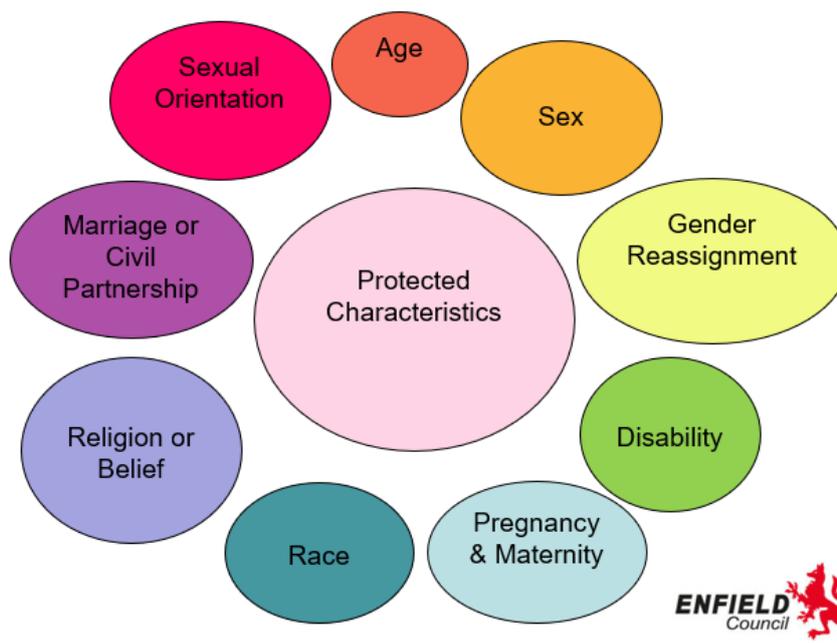
- Increasing the amount of affordable accommodation for local people;
- Encouraging businesses to move to the Borough and employ residents;
- Enabling people to reach their potential by providing high quality schools and more training opportunities;
- Reducing health inequalities and improving wellbeing.

Every Council service and its employees have a part to play in our vision to provide a lifetime of opportunities for everyone and ensure that all our residents are supported to grow with the borough and share in its success. Equality and inclusion must be at the heart of everything we do as we embark on ambitious regeneration projects, grow our business sector and attract new industries.

## Our Equality Duty

Local authorities have a responsibility to meet the Public Sector Duty under the Equality Act 2010. It ensures that public bodies consider the needs of all individuals in their day to day work when shaping policy, delivering services and in relation to how they treat their employees. The Act gives people the right not to be treated less favourably because of any of their protected characteristics. Public bodies need to consider the needs of the diverse groups with protected characteristics when designing and delivering services so people can get fairer opportunities and equal access to services.

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



The Public Sector Equality Duty (PSED) within the Act requires public bodies, such as the Council, to 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.

## Building Capacity to Improve Equalities

The need to embrace diversity and reduce inequality is captured in our internal policies and procedures. This year, we have begun to take further measures to improve our approach to reducing inequality.

### “Equal Enfield” Policy and Corporate Equalities Objectives

We are currently developing *Equal Enfield*, a new Equality, Diversity and Inclusion Policy, which sets out our vision for an equal and inclusive borough. *Equal Enfield* will consider the challenges that the Council faces in tackling inequality with reduced funding and a changing demographic. The policy will act as an overarching guide for Council services as we work towards tackling

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inequality, and states how we will deliver on our commitment to reducing inequality as a community leader, service provider and employer.

We will also be publishing equalities objectives, which identify five areas where particular groups in Enfield are disproportionately disadvantaged and commit to reducing this inequality. The policy and equalities objectives will go out to public consultation in 2020. Once agreed by Council, action plans will be developed to achieve our equalities objectives. We will report on progress for these objectives annually.

## **Corporate Equalities Board**

In early 2020, a new Corporate Equalities Board will be set up, made up of directors, who are setting the strategic direction for improving our approach to equality. The commitment that our senior leadership are demonstrating to championing equality will be instrumental in leading the Council's workforce to tackle inequality within their service areas. Workstreams will be set up to build capacity across the organisation to deliver on the Board's aims.

## **Equality and Diversity Monitoring**

Equalities Impact Assessments (EQIAs) are a type of risk assessment which focuses on fairness, access and inclusion. They are used to help us assess the potential impact of changes to services, policies or practices in relation to their consequences on communities within Enfield.

The EQIA process supports decision making by helping us to ensure that positive impacts can be anticipated and strengthened, and any potential adverse impacts can be eliminated or mitigated.

Any potential negative consequences identified through the EQIA process are removed or balanced out either by changing the policy, service, process or initiative or introducing other measures alongside it.

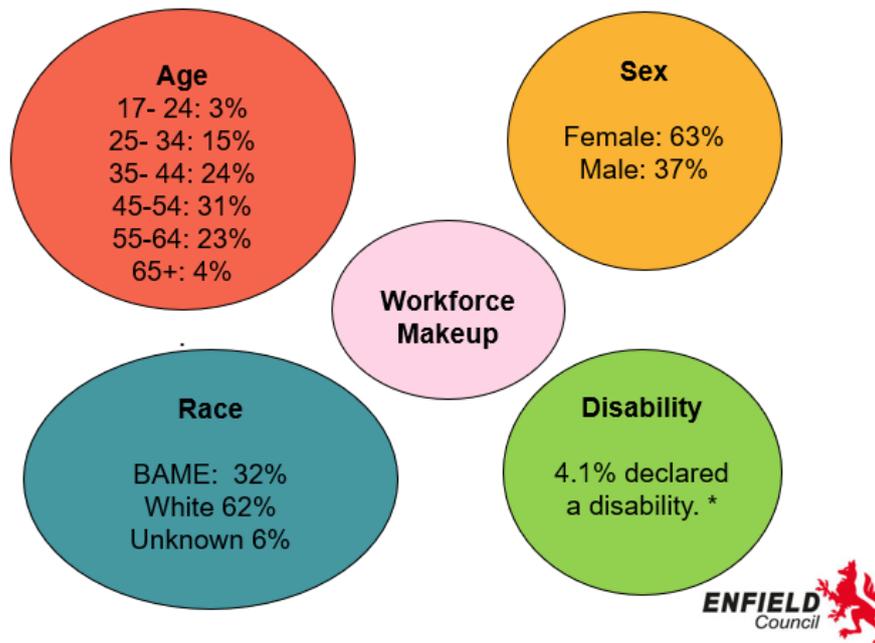
We are currently reviewing our EQIA processes to ensure that staff are effectively assessing equality impact when making changes to services, policies or practises. We are developing a more user-friendly template and carrying out training and guidance to help staff to identify potential impact that could affect specific groups and plan mitigating actions.

# **Equality and Diversity within the Council Workforce**

In order to reduce inequality, it is essential that every section of the local community is included in decision making and involved in community life. The most economically and politically disadvantaged groups must have the opportunity to contribute to shaping policy and service changes which will ultimately affect them. It is therefore essential that the Council's workforce is representative of the community it serves across all levels, in order to reinforce the voice of that community in important decision making.

Enfield Council is made up of a diverse workforce, however there remains a lack of proportionate representation from women, BME and disabled groups across the highest pay scales.

A breakdown of the Enfield Council workforce by gender, race, disability and age, as of March 2019, can be seen below.



\* This compares with 7.2% of the working population of Enfield who declared a disability in the 2011 census.

## Progress on Equality and Diversity Within the Workforce

We are constantly working to recruit and support a more diverse workforce. In 2019 there has been some important progress towards improving representation and support for protected groups within our workforce.

### Gender

Over the past two years the Council has successfully appointed women to vacant posts within the very top tiers of our management structure. This has enabled us to increase female representation in the upper quartile as well as reducing the pay gap at this level.

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The overall impact on the Council's gender pay gap has seen a gradual decrease in the mean pay gap and an increase in the median pay gap in favour of women. The 2018/19 gender pay gap report showed a mean hourly rate gap of 3.9% (as a percentage of men's hourly pay). The median hourly gap however was - 6.1%. (the median rate showed women earning more).

In comparison to the local economically active population, where 47% of the economically active population are female, a greater proportion of Enfield Council's employees are female at 65%. This is greater than the average percentage of female employees across London Councils which stood at 61.6% as at March 2017.

Now in its third year, the Council's award-winning Career Returner @ Enfield programme continues to support local talented professionals who have taken a prolonged career break, to return to their chosen profession. Recognising that there is a local 'untapped' pool of talented professionals waiting to return to work, we developed Career Returners @ Enfield Programme, a six month 'return-ship' (higher-level internship). Although this programme is open to both men and women the majority of 'sandwich' carers within our society are women and the majority of applicants to this programme were women who had taken a career break to look after young children or elderly relatives.

## Ethnicity

As of 31 March 2019, 62% of Enfield Council employees classify themselves as White, (excluding Greek / Greek Cypriots and Turkish / Turkish Cypriots) and 32% of Enfield Council employees classify themselves as Black and Minority Ethnic (BME). This has increased slightly from 29.7% in 2018. As a benchmark, the average percentage of BME employees across London Councils is 38.4% (London Councils, 2017). 2018 Ethnicity estimates that 54.7% of Enfield's population are "BME (Including black, mixed, Asian and white other groups)".

## Disability Profile

As of March 2019, 134 staff, 4.5% of staff had declared a disability, a slight increase in the previous year (4.1%). This is in comparison with 7.2% of the working population of Enfield (Census 2011).

# Recruiting a Diverse Workforce

The Council is keen to remove all bias and ensure all applicants are considered equally. We require all hiring managers and interview panel members to complete our internal Recruitment and Selection training to ensure they are competent interviewers and understand the risk of unconscious bias. All interview panels are required to be representative of both gender and ethnicity.

In 2018 the Council introduced 'name blind' recruitment at the short-listing stage. To ensure we reach a wide pool of candidates we advertise our vacancies on a range of job boards including Diversity Jobs specifically designed to attract diverse candidates.

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# Supporting a Diverse Workforce

## Training

Staff play a vital role in delivering services across the Borough and we continue to offer staff the opportunity to undertake a wide range of training covering subject matter such as Equality and Diversity, Unconscious Bias and Disability Awareness. Training is provided in a variety of different formats to support the preferred learning style and give greater flexibility to the individual.

## Staff Networks

Enfield council has a number of staff-led equalities work groups that represent various sections of the workforce with protected characteristics. Over the last year, four new groups have been established, including The Ethnic Minority Network, The Disability Working Group, The Mental Health and Wellbeing Board and the Young Professionals Network. These groups are extremely important in unlocking the potential of our diverse workforce and ensuring that staff can be supported to overcome challenges.



### Women into Leadership

Women into Leadership (WiL) aims to champion the role of women leaders in the Council and to challenge the barriers that women who aspire to reach leadership roles might face.

### The Disability Working Group

The Disability Working Group works to ensure that disabled staff member's perspectives are **reflected** in Enfield's policies and works to communicate issues affecting the disabled workforce.



### The Ethnic Minority Network

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



### **The LGBT Staff Group**

The LGBT Staff Group supports and celebrates LGBT staff within the Council. It is an anonymous staff group - members are contacted via email with newsletters and items of interest regarding LGBT+ London events, and offered confidential support and guidance if needed.

### **The Mental Health Work Group**

The Mental Health and Wellbeing staff group has been recently set up to review Enfield's current offer on mental health support and to propose initiatives that will support staff to achieve good mental wellbeing.

### **The Young Professionals Network**

The Young Professional's 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

## **Staff Diversity Events**

### **International Women's Day**

Our Women into Leadership Board hosted its very first International Women's Day Conference in 2019, focusing on women leading in public service. A number of truly inspirational speakers from several fields joined a packed audience of over 170 people at Trent Park Country Club on 8 March.

The conference was aimed at professionals in public service, to help women develop initiatives, be inspired and be empowered to achieve their goals. Not only did conference delegates hear some truly inspirational stories but also had the opportunity to network with others and to reflect on their own leadership journeys.

### **Ethnic Minority Network Talent Show**

As part of Black History Month 2019, the Ethnic Minority Network organised a free evening Showcasing local talent, including a special performance by Janet Kay, long-term Edmonton resident and the first British born female Reggae artist to have a number one hit in the British pop charts. Other acts included DJs, Enfield Harmony choir, solo artists and spoken word artists. The event was a great celebration of talent from a diverse range of cultures and communities. All donations received were donated to local ethnic minority charities

### **Disability Awareness Day.**

The Disability Working Group celebrated Disability Awareness Day by launching a video campaign featuring staff affected by disabilities, talking about their disabilities and how it affects them in the workplace. It highlighted some of the issues that are facing our employees and areas we could improve as an organisation in order to provide better support for employees affected by disability, either directly or as a carer. The Civic Centre was decorated with balloons and an

information stall was set up in the canteen where staff could come to find out about the Disability Working Group and learn some British sign language.

### **LGBT History Month**

The LGBT staff network celebrated LGBT history month by decorating the Civic Centre with rainbow balloons, flags and balloons. The rainbow flag was also flown outside the Civic Centre. Rainbow foods were on sale in the Staff Canteen. Displays were also set up at the Town library in both the main area and the teenage section where LGBT+ related books are featured, articles on prominent LGBT+ icons and also support information.



## **Who Lives in Enfield?**

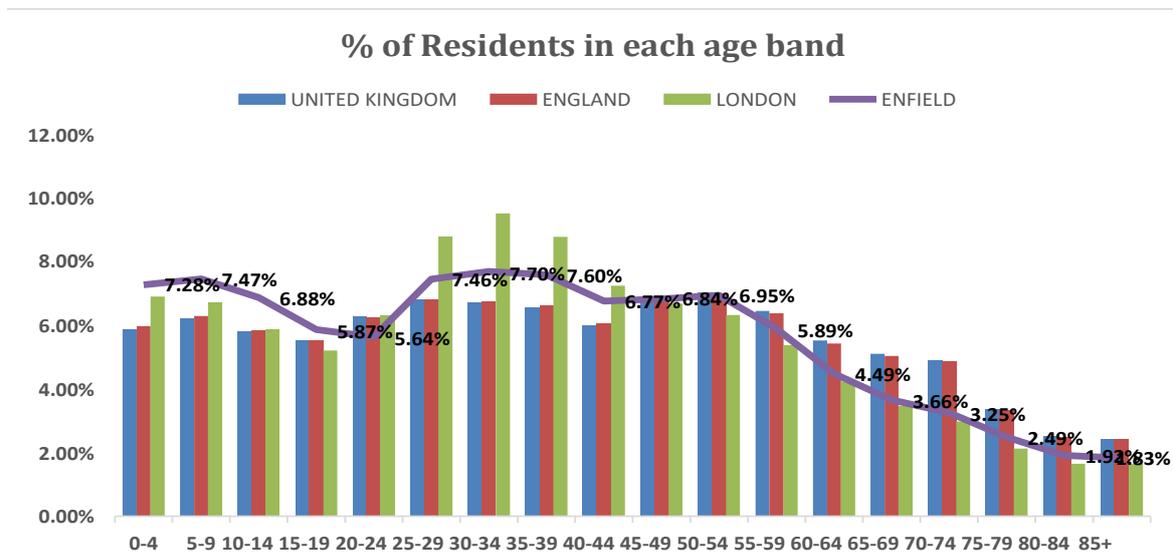
Enfield is a diverse borough and one that is changing and growing rapidly. According to the Office of National Statistics (ONS ) Enfield's 2018 mid-year population is estimated to be around 333,869, an increase of 0.35% (1164) from 2017 to 2018.

### **Age**

The latest projections we use are the ONS 2018 Mid-Year Trend based projections. The main findings from the Mid-2018 resident ages projections were:

- Compared to the rest of London averages it has a higher number of young people aged 0-15.
- There are proportionately more children and young people under 20 in Enfield than in both London and England overall
- Enfield has a higher proportion of adults aged 20 to 44 years than the England average, but a significantly lower proportion than in London on average – unsurprisingly, given that London attracts more adults of younger working age than any other part of the country.
- Despite the increase in the percentage of over 65s in Enfield, this proportion is still lower in Enfield than in England overall in all age bands from 65-69 to 90+.

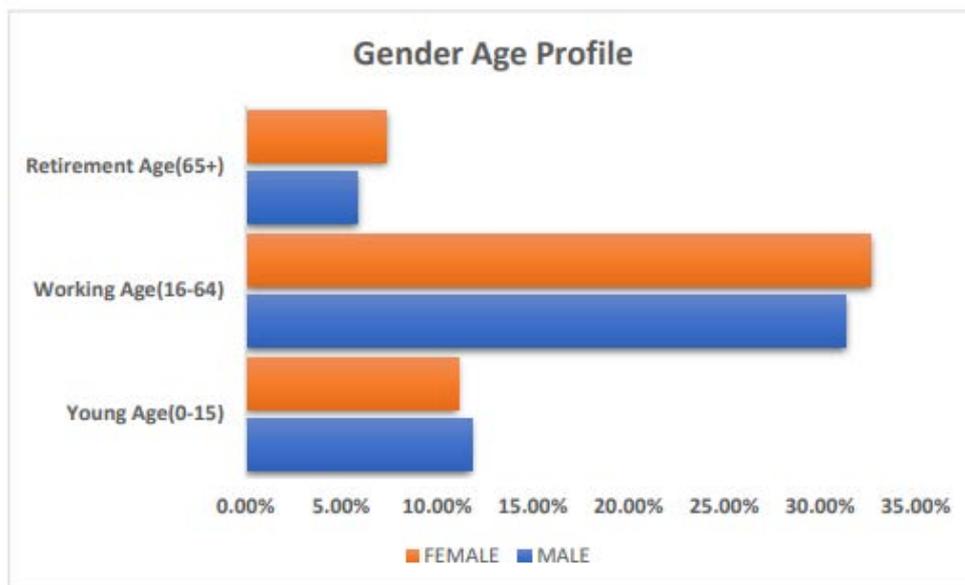
The latest projections to use are the ONS 2018 Mid-Year Trend based projections are also presented in a table below:



ONS Mid 2018-year estimates

## Gender

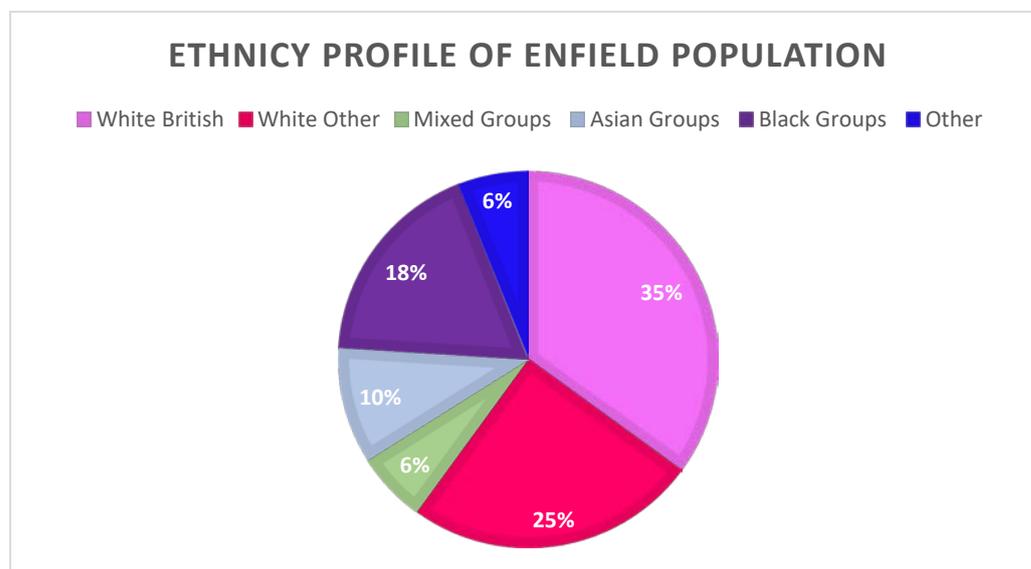
Over 51% of Enfield’s overall population is female. However, there are more males than females in Enfield in all ages up to 25 years. After this point, women outnumber men in virtually all age bands. This is particularly evident at retirement age.



ONS Mid 2018-year estimates

## Ethnicity

One of the most striking demographic characteristics of Enfield is its rich ethnic diversity. Based on the 2018 Enfield Ethnicity are shown below. The top five (non English) languages spoken by Enfield School pupils are Turkish, Somali, Polish, Bengali and Albanian.



## Disability.

Disability estimates for Enfield's population are produced by applying the rates of disability by age from the 2011 census to Enfield's latest population projections. The results estimated were: 52101 (15.61%) people with a long term (over 12 months) health problem or disability which limits their day to day activity.

## Religion.

The most reliable estimates for religion are those from the 2011 Census; Christianity is the most common religion in the borough in all its different forms (53.58%). 16.69% of residents are of the Muslim faith, and 15.53% hold no religion or belief at all.

However, the ONS produces an Annual Population Survey by Religion which provides an up to date estimate based on the yearly population projections. According to the Annual Population Survey 2018, Enfield has high proportions in all the main non- Christian religions except Sikh, compared to national averages. Compared to the London average, Enfield has both a large Muslim population (16.9%) and a slightly larger Christian population (48.3%).

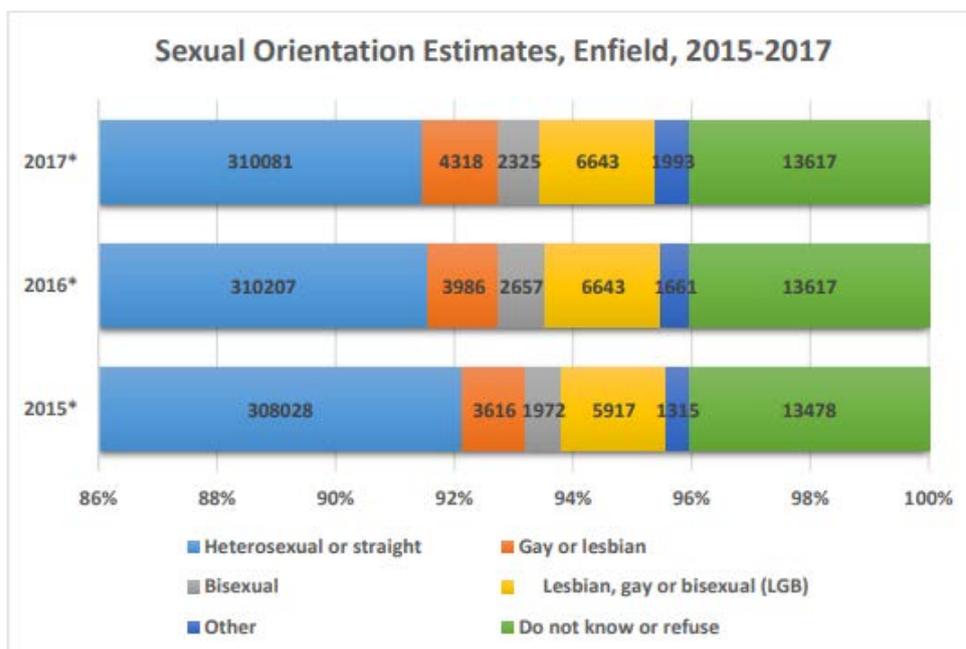
## Sexual Orientation.

Robust data on sexual orientation is difficult to find at both local and national level. There is no specific question in the Census regarding sexual orientation; therefore, estimates of Enfield's Lesbian, Gay or Bisexual (LGB) population must be quite broad.

Stonewall (the national campaigning group for LGB issues) has suggested that the Government (DTI) estimate of between 5-7% of the population being lesbian, gay or bisexual is slightly low – they estimate the figure at around 10%.

However, ONS 2017 Annual Population Survey indicated that in 2017, around 2% of the UK population identified themselves as lesbian, gay or bisexual (LGB). London had the largest proportion of the population who identified as LGB (2.7%), which could be associated with a relatively young and diverse population. The population aged 16 to 24 were the age group most likely to identify as LGB in 2017 (4.2%). More males (2.3%) than females (1.6%) identified themselves as LGB in 2016.

Therefore, assuming and applying those estimates to Enfield's population of 333,869, the LGB population in Enfield may be anywhere between 6677 (Based on national estimated figures) and 8681 (based on London estimated figures) by the ONS Annual Population Survey Estimate and to around 33,387 according to the Stonewall estimate.



Produced by Enfield Council Knowledge and Insight Hub, 2019.

## Gender Reassignment.

There are statistics that show the number of individuals who have undergone gender reassignment surgery in the UK. However, numbers are very small and extrapolating from them to indicate how many Enfield residents may have undergone a gender reassignment procedure

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is of limited use. While some Trans groups have larger and more specific datasets, these are not publicly available as numbers in some areas are such that individuals may be exposed to risk of being personally identified.

The Trans community is not limited to individuals currently undergoing reassignment surgery, or those that have completed gender reassignment – transgenderism frequently refers to both individuals who experience gender dysphoria and are compelled to transition to a gender other than that with which they were born, and individuals more broadly who identify strongly with a gender other than their birth gender and may cross dress.

Gender issues are different from sexual orientation, that is, whether a person is sexually attracted to men, or women, or both or, sometimes, neither. Trans people may have any of these sexual orientations.

The closest we can get to a local estimate is to work from the national estimate from the Gender Identity Research and Education Society (GIRES). GIRES estimates that in the UK around 650,000 people, 1% of the population are estimated to experience some degree of gender non-conformity. Many of these people may not declare their gender identity as trans and will not be captured in available data. However, information via the internet, stronger laws, more support groups, increasingly responsible media reporting and improving healthcare are contributing to rapid growth in the number of gender non-conforming people confident in being visible, especially among the young. The growth rates of those seeking medical care are +20% p.a. among adults (who currently account for the majority cases) and 50% p.a. among young people. This growth looks set to continue. About 26,000 individuals have so far sought medical care; in general practice or specialist centres, but a further 100,000 may do so soon. If these numbers are correct and Enfield's population of 332,705 were exactly typical of that population this will equate to 3,327 individuals with some degree of gender non-conformity

## Pregnancy and Maternity

The latest figure for the number of births (2018), where Enfield is the usual area of residence of the mother, is 4,672 per year.

# Equalities Data Outcomes

Within Enfield, overall outcomes differ considerably across different equalities groups:

In terms of **education**, girls perform better than boys in most subjects and at most levels, while boys are much more likely to be excluded. Pupils with English as a foreign language perform less well than others, but overall white and black children perform less well than children from Chinese and Asian backgrounds. Children from black backgrounds are more likely to be temporarily excluded and are more likely to have high levels of absence from school. However, as of 2019, black children are no longer over represented in permanent exclusions data. Among adults, people aged over 55 are the most likely to have no formal qualifications.

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**Housing** data shows that young adults are more likely to be renting privately and less likely to own their own home. Black households are more likely than other households to live in some kind of rented accommodation. Young adults with disabilities are disproportionately likely to live in social rented accommodation. Black and mixed ethnic groups are over represented in terms of homelessness acceptances and there has been an increase in recent years in the number of homelessness acceptances where disability or mental health is a factor in their situation. Women and children are the most likely to be on Enfield's housing register, looking for a suitable home. People from some minority ethnic groups, including black African and Turkish, are also disproportionately represented on the housing register.

With regards to **employment**, working age women are much likely to be in work than men and women in work are less likely to be managers/directors. Among Enfield's large businesses, the gap in median pay has closed slightly – in 2017/18, 62% paid men more, and this had dropped to 59% by the end of 2018/19.

However, the gap in mean pay has risen significantly with over three-quarters of large employers paying men higher mean pay. The picture appears to be that where women have made gains among rank-and-file employees, the highest paid men seem to have increased their advantage over their female counterparts, or possibly there are simply more of them.

People from black and mixed ethnic groups are much more likely to have never worked or to be long term unemployed. People with disabilities are proportionately less likely to be in managerial and professional occupations and proportionately more likely to have never worked or be long term unemployed.

## Community Campaigns and Achievements

Enfield Council has been working to promote community cohesion and advance equality throughout 2019. Some of our work this year has included...

### **Enfield Poverty and Inequality Commission (EPIC)**

In summer 2019, we created an independent commission to understand the causes of poverty and inequality in Enfield and to find local solutions.

The commission reviewed data and engaged with residents and organisations through meetings, events, focus groups and interviews.

The commission finished its work in December 2019 and made a series of recommendations they believe will help Enfield Council and local partner agencies address the issues of poverty and inequality in our borough.

It also made a clear recommendation that central government should reflect on how the public sector, including local authorities, are funded in future.

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The final report of the Enfield Poverty and Inequality Commission was launched at the House of Lords in Westminster on Monday 20 January 2020.

The next task will be for Enfield Council and its partners to consider how best to carry out the recommendations.

## Young People

### Inspiring Young Enfield

Thanks to successful Council funding bid, community groups will work together to help disaffected young people in Enfield reach their full potential, with £1.3million of Greater London Authority funding.

The project “Inspiring Young Enfield” will see Enfield Council co-ordinate the activities of 20 community organisations to provide help and support to around 5,000 young people living in the borough’s most deprived areas over the scheme’s three year lifetime.

The projects, funded by the Mayor of London’s Young Londoners Fund, will aim to reduce crime, increase social cohesion and integration, improve job prospects and help young people make good life decisions.

### Enfield Summer University.

Enfield Council ran a relatively successful summer youth offer in 2018, however based on recommendations, a consortium was formed which included head of services and voluntary groups to develop the summer youth offer for 2019. The aim of the consortium was to develop a robust youth offer which would target the various different needs of young people who live in Enfield; engage young people in positive activities and reduce crime and disorder.

The consortium worked with the Youth Development Team (YDU) to deliver the summer programme. The YDU was provided with £110,000 to deliver a summer youth offer for 2019. It was agreed the vehicle in which the Youth offer was to be delivered was via the previously successful Summer Uni brand.

A key component of the Summer Uni programme was the involvement of young people in its design and delivery. A Young Leaders Panel was set up, which had various responsibilities including design of the brochure and selection of the courses offered. The Young leaders scheme involved the training of young volunteers to support with the planning and delivery of the courses.

The overall aim of Summer Uni was to provide a quality youth offer across the Enfield Borough but also focus on certain area of deprivation. The courses ran over a 5-week summer holiday period from Monday 29<sup>th</sup> July to Friday 30<sup>th</sup> August 2019, providing a variety of positive activities, mostly with an educational aspect or focus. The summer university 2019 had very good feedback from the young people and parents who attended. There was a total engagement of 545 individual young people via the Summer UNI programme.

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## **Safeguarding Adolescents from Exploitation Strategy 2019- 2022**

Enfield Safeguarding Children's Board (ESCB), has launched a new strategy to prevent and tackle exploitation and abuse of adolescents in the borough. It sets out our collaborative arrangements to ensure that preventative and protective mechanisms are effectively safeguarding young people from harm, and for supporting victims.

### **Employment**

#### **Apprenticeships**

The Council's Apprenticeship team is proud of its achievement to have supported the highest number of apprentices with disabilities we have ever had. Work has been put into ensuring that recruitment days are accessible, and that support, and reasonable adjustments are in place early. Staff encourage apprentices to disclose disabilities and work to ensure that the appropriate support mechanisms are in place, including liaising with Access to Work where appropriate.

The other great achievement is that the ratio of BME to non-BME groups are almost equal, again exceeding corporate ratios.

2019 has seen the Chief Executive actively promote apprenticeships to staff and a new head of service has driven to promote apprenticeships at Senior Leaders meetings.

#### **Supported Internship Programme**

The supported internship program is a commissioned service designed to support young people with learning disabilities get into employment. 34 pupils were on the program in 2018/19. 21 of these students went straight into paid employment, whilst 11 went on to study or extended their internship. The Council took on 4 permanent employees from the Supported Internship scheme this year.

#### **Meridian Water**

The Meridian Water Employment strategy sets the framework to deliver our employment outcomes that benefit local people. Our equality aspirations stem from this and will be developed as we begin to deliver activity on the ground, starting in the spring of 2020. The Employment Strategy seeks to create 6,000 high quality jobs at Meridian Water for local people. The Meridian Water Project will provide 10,000 homes and create 8.2 hectares of parkland in the Lea Valley.

As well as the 6,000 permanent jobs, it will also create an additional 1,000 jobs on areas of the site awaiting redevelopment and the project will create a further 1,000 construction positions each year over the 25 years it will take for the project to be completed. Ensuring access to these jobs is fundamental to our objectives. A new Construction Skills Academy will be built to train local people, provide onsite work experience, and host visits from local schools and colleges with a target of no less than 25% of all construction jobs going to local people

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One in ten people on site will be construction apprentices, learning skilled trades from a combination of on the job experience and day release for college study. Developers and new Business Tenants will be asked to sign a “Local Employment and Skills Charter” setting out how they will work with the Council to create high quality jobs and training opportunities for local people. We will be targeting long term unemployed people, 18 to 24 year old NEETs (Not in Education, Employment of Training) and ex-offenders. We will also target increasing the number women in the construction industry and target Black, Asian and minority ethnic groups to gain access to the construction industry and high-quality jobs that will be delivered as part of the Meridian Water Project. Once the strategy is approved an action plan will be further developed to deliver on our equalities objectives.

## Homelessness

### Enfield Winter Night Shelter

A night shelter providing specialist support and accommodation for rough sleepers in Enfield over the winter months opened its doors. The shelter managed by Enfield Council, as part of its rough sleeping service, is located on the Claverings Industrial Estate in Edmonton. The shelter is funded by grants worth £136,575 from the Greater London Authority and the Government. A guest at the shelter said, “this shelter has allowed me the time and energy to focus on other areas and sorting out some problems and is giving me the opportunity to focus on the next stages of my life”.

### Preventing Homelessness and Rough Sleeping Strategy

A new “Preventing Homelessness and Rough Sleeping in Enfield” Strategy has been published which sets out the Council’s plans for reducing homelessness between 2020-2025 by taking preventative action to support people to stay in their homes rather than moving into temporary accommodation and ensuring people with specific needs and requirements are met. This strategy will be driven by a new, multi-agency Homelessness Prevention Partnership Board, which was set up in January 2020.

### Homelessness Transformation Programme

Underpinned by the principles set out in the Preventing Homelessness and Rough Sleeping Strategy, Enfield has been developing the Homelessness Transformation Programme. The Homelessness Transformation Programme is a multi-agency approach to enable everyone access to a stable, secure and decent home. Enfield has a unique problem compared to the rest of London; we have a lower proportion of social housing, a large private rented sector and the 2<sup>nd</sup> highest number of households in temporary accommodation.

Set to fully launch in September 2020, the Homelessness Transformation Programme will look to reduce the levels of homelessness through four workstreams:

1. Allocations Policy Redesign – We have redesigned the allocations policy to better shape resident’s behaviour and work with us to prevent homelessness.
2. Homelessness Service Redesign – This workstream focuses on upstream prevention to decrease the risk of homelessness much earlier on.

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3. Working with the Voluntary Sector – We are working with Enfield Voluntary Action to improve the range of resources available to support homeless people.
  4. Shaping the Housing Market – Through this workstream we are intervening directly in the housing market to improve access into the Private Rented Sector for our residents

## Health and Wellbeing

### Joint Health and Wellbeing Strategy

A new Health and Wellbeing strategy has been developed which sets out our long-term vision for reducing health inequalities in Enfield between 2020 and 2023. Over the next three years, we are focusing our partnership work on making the healthy choice the first choice for everyone in Enfield. This joint strategy focuses on the collective action we are taking to prevent negative health outcomes. A public consultation was carried out to find out the challenges facing our residents and how our residents think the Council can help them to live healthier, well connected lives.

### Healthy Enfield: Move more

Move more is a campaign to encourage people in Enfield to do more physical activity, raise awareness of how much exercise people should be getting and publicise the health benefits of exercise. This campaign also raised awareness of the available resources for physical activity in Enfield.

### Ask SARA

The aim of Ask SARA is to enable residents to live independently in their own homes for longer. Benefits include reducing the number of residents in care homes, reducing pressure on the Council and NHS funds, saving money and the community having happier and more independent older people. The campaign is set to continue.

### Adult Abuse, recognise it, report it

The purpose of this campaign is to raise awareness that safeguarding is everybody's business. Adult abuse can happen to anyone, anywhere, and the responsibility for addressing it lies with all of us. This is a statutory requirement so the campaign will continue to run through Council publications and social media.

### Cycle Enfield

Enfield is a rapidly growing borough that faces challenges of increased traffic congestion. It also has one of the highest rates of childhood obesity in London. Works have been ongoing throughout 2019 to deliver "Cycle Enfield". Cycle Enfield is a project which aims to promote active forms of travel in the borough, to address health inequalities and provide an affordable means of travel for all. Cycle Enfield is funded via a substantial grant from the Mayor of London and Transport for London through the Mini Holland Programme.

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In the last year Cycle Enfield has secured a further funding award of 120,00 from Transport to London's cycle parking improvement plan.

This will enable the Council to provide a further 180 secure cycle parking spaces to residents, protecting their bicycles from damage and theft

## Fuel Poverty

### Energy Efficient Council of the Year

The Council has been awarded Council of the Year in the hotly contested Greater London Energy Efficiency Awards. This recognises the work that has been done to help homeowners reduce their energy bills, tackle fuel poverty and reduce carbon emissions. In its submission, the Sustainability team at Enfield Council highlighted the work that has been conducted over the last five years to develop a fuel poverty strategy through a variety of projects.

## Working with Partners

### Enfield Racial Equality Council. (EREC)

Enfield Council has continued its longstanding relationship with the Enfield Racial Equality Council and continued to meet regularly throughout 2019. Items discussed during 2019 included reducing homelessness, universal credit, food poverty, air pollution, mental health provision for BME communities, social prescribing, prevention through education and the local plan, amongst other issues.

Enfield Racial Equality Council celebrated diversity in Enfield throughout the seasons with "Together 4 All Seasons" networking events where attendees were encouraged to explore what the seasons mean to them and how they are celebrated by different communities and cultures. The first, spring event launch was hosted by the Mayor of Enfield, Cllr Kate Anolue.

### Enfield Youth Parliament (EYP)

The Enfield Youth Parliament (EYP) is a group of 11-19 year olds elected to represent young people in Enfield to make sure their voices are heard. We held an Enfield Youth Parliament (EYP) election in November 2019. Fifty five representatives were elected on to the Youth Parliament from over twenty schools and youth centres across the borough. We had our first meeting in January where representatives worked on priorities for their two year term. These are as follows:

1. Mental Health
2. Integrating young people in to the community
3. Environment
4. Jobs & training

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5. Tackling Inequality
  6. Prevention of Youth Crime
  7. Improving health in young people
  8. Enfield youth magazine/media
  9. Accessibility to services

The EYP are continually looking for new ways to help tackle their priorities and make Enfield a better place to live, as well as making sure the voices of young people are heard.

## **Enfield Young Mayors**

Two young mayors were elected in May 2019 to help the Council work more closely with young people and deliver a lifetime of opportunities in the borough.

The roles of Young Mayor and Deputy Young Mayor are to represent the interests of Enfield young people to politicians, residents, public services such as the NHS and the wider community so that services and policies meet the needs of everyone.

The young Mayor scheme, the first of its kind in Enfield, was suggested and taken forward by the current Mayor of Enfield, Cllr Kate Anolue.

Cllr Anolue said: "I am delighted we have two passionate, intelligent and dedicated young people who represent the views of the younger generation in Enfield.

The Council created the new roles to enable the Council to work more closely with young people. The pair were drawn from Enfield Youth Parliament and have been elected for a year to represent the views of young people and encourage them to create opportunities around the issues that matter most to them and their communities. The role of Young Mayor and Deputy Young Mayor will be a continuous position in the Borough of Enfield and will change in line with the Mayoral post each year.

## **Enfield Faith Forum**

The Enfield Faith Forum is an active, informal network of people from local religious organisations whose aim is to promote social inclusion, religious harmony and learning. It is facilitated by Enfield Council, meets on a quarterly basis and shares information via e-mail in between. This year they have looked at a range of topics including winter night shelters, food banks Inter-faith week events and community safety.

## **Libraries**

Enfield Council is in the process of developing a new Libraries Strategy which will set out our strategic ambition to maximise the use of our libraries to support the most deprived communities in Enfield. We will be launching a community consultation in 2020 to hear the needs of our communities and work with community groups to provide more services from our libraries.

Currently our Libraries offer many services which support our community.

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These include:

- Story time and Play and Baby Rhyme time are held at many of our Libraries to help small children develop their language skills.
- Daddy Cool Saturday – Singing, stories and activities aimed at Dads, Grandads and children aged 2-5 at Edmonton Green.
- Lego Clubs – these are currently held in Enfield Town Library, Ordnance Unity Centre and Palmers Green. Enfield Town has an autism friendly Lego club once a month.
- Enfield Town and Ordnance Road have a monthly ‘tea and chatter’ where we work in partnership with Age UK and Ican. We provide a safe place where people aged 50+ can meet up, make friends and have a cup of tea.
- Enfield Town has a reading hacker programme for young volunteers;
- Palmers Green have a monthly poetry group run by volunteers called ‘People with Voices’;
- Both Enfield Town Library and Palmers Green library have very successful chess clubs that are run every other Saturday. We do not have any age limitations and it has greatly encouraged intergenerational learning. We have people aged 4-60+ who attend on a regular basis;
- There are ESOL conversation clubs held at both Enfield Town Library and Ordnance Unity centre. These are held on a weekly basis. This is aimed at non-native English speakers looking to take up a new language or validate their skills, it is open to people of all ages. These sessions are very popular and are run by Volunteers;
- Enfield Town Library hold next step careers advice every Wednesday who help with advice and guidance to help make decisions on learning, training and will help update your CV;
- The Royal Voluntary Service deliver books to approx. 180 housebound home library service users on a monthly basis, they are expanding their offer to positively impact loneliness, and will play more of an active role getting to personally know the service users when they drop off the books;
- We have held many community projects in libraries such as the community puzzle at Enfield Town Library, and a community quilt which is on display at Enfield Town Library.

# Community Cohesion Events

## **Interfaith Bike Ride.**

The Healthy Streets Team organised Enfield's first ever Interfaith bike ride to promote cycling as a fully inclusive activity, regardless of cultural background and in a united action against prejudice and hatred.

60 riders comprising of men, women and children representing Enfield's cultural diversity joined the borough's 12km free guided rides on 8 September 2019 which started at two locations - Palmers

Green Mosque and Southgate Progressive Synagogue. The two groups representing many faiths from across the borough crossed paths in a symbolic gesture of solidarity to show that discrimination has no place in their borough.

Enfield Council's Cabinet Member for Environment & Sustainability, Cllr Guney Dogan, said: "Enfield's first interfaith bike ride was a huge success and we hope to make this an annual event. Good interfaith relations are the bedrock of a harmonious society and by cycling together, individuals, faith communities and interfaith groups were able to address some of the misconceptions surrounding their communities."

## **Holocaust Memorial Day 2019.**

Holocaust Memorial Day 2019 was held in January at the Dugdale Centre with the theme of 'Torn from Home'.

The programme was diverse and included presentations from students at Oasis Hadley Academy and speeches from the Chair of 45 Aid Society, a charity which supports holocaust survivors in the U.K. Other speakers were from the Palmers Green and Southgate Synagogue and the Southgate Progressive Synagogue who once again provided powerful and moving speeches about the Holocaust and current day challenges. The evening included music by Enfield Choir, and a video poetry recital of W.H. Auden "Refugee Blues".

## **Black History Month 2019**

For Black History Month 2019 Enfield Council was proud to support and co-sponsor activities that have been organised by three of our voluntary and community sector partners. Enfield Council worked with Enfield Caribbean Association, Enfield Racial Equality Council and Make It Happen Organisation, to deliver a programme of events to help celebrate Black History Month. Between them the three organisations produced a series of films, presentations, drama, music, poetry and dance at various venues across the borough.

These family friendly events aimed to bring communities together whilst enjoying entertainment and food of black origin and learning about African and Caribbean culture.

## **International Women's Day 2019**

In collaboration with the Enfield Women's Centre, the Council held a Successful International Women's Day Conference in March. The theme of the day was "Women Challenging Stereotypes". Students from Oasis Hadley Academy gave a presentation about the history of women's struggles over the past century. Attendees heard inspiring speeches from women who have had successful careers in male dominated industries, ranging from boxing to chemistry or physics. The Leader of Enfield Council, Councillor Caliskan talked about her experiences as a woman in politics and workshops were held discussing overcoming and challenging stereotypes. The event had great feedback from attendees who reported that the day was "enjoyable, informative and inspiring".

## **Remembrance Day Parade 2019**

Remembrance Day (also known as Armistice Day or Poppy Day) takes place on 11 November and marks the day World War One ended, at 11am on the eleventh day of the eleventh 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 11 November to remember those who gave their lives to their country.

The Edmonton Remembrance Parade was held on 10 November 2019. The Edmonton Parade is led by the Mayor of Enfield and takes place at the Memorial opposite Edmonton Green shopping centre and train station, having marched from the shopping centre to the memorial. Many dignitaries take part in the Parade from Enfield Council, as well as from local schools, the Royal British Legion, Scouts, Guides, St John Ambulance, Sea Cadets, the Police, Boys Brigade, Salvation Army and the Air Training Corps. Order of Service booklets are given out 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.

3 Remembrance Parades are held in Enfield each year in Edmonton, Enfield Town and Southgate. Many members of the local community turn out to mark this important event, either by joining the March or gathering at the memorial.

## **Armed Forces Day 2019**

An Armed Forces Day parade was held on Sunday 30<sup>th</sup> June, involving a march down Church Street in Enfield Town. Residents lined the street for a march past by our veterans. This gave the community the opportunity to recognise and celebrate the hard work and dedication of our armed forces.

# Future Challenges – Creating a lifetime of opportunities in Enfield

The Enfield Corporate Plan 2018 to 2022 has been formulated to plan how the Council will work more efficiently and effectively with residents to provide good homes in innovative and aspirational communities, empowering the people to value the thriving place in which they live. The Council aims to communicate and work with residents and set out what we're able to delivery as a Local Authority over, at least, the next 4 years.

The table below lists the Council's priorities and guiding principles as listed in the Corporate Plan 2018-2020. A copy of this plan is available on the Council Website. A refresh of the Corporate Plan is scheduled for May 2020, however the key priorities and actions will remain the same.

THE PEOPLE AND THE PLACE		
Delivering for everyone in Enfield over the next four years		
<p><b>GOOD HOMES IN WELL CONNECTED NEIGHBOURHOODS</b></p> <ul style="list-style-type: none"> <li>Continue our pioneering approach to regeneration to create thriving, affordable neighbourhoods and places;</li> <li>Increase the supply of affordable, quality housing options;</li> <li>Drive investment in rail, roads and cycling infrastructure to improve connectivity and support economic development;</li> <li>Create an enterprising environment for businesses to prosper with world class digital infrastructure and access to the right skills and networks.</li> </ul>	<p><b>EMPOWER PEOPLE TO CREATE A THRIVING PLACE</b></p> <ul style="list-style-type: none"> <li>Support residents to take more responsibility and play a greater role in developing active and safe communities;</li> <li>Enable people to reach their potential through access to high quality schools and learning; and create more opportunities for training and employment;</li> <li>Work with residents to reduce inequality across the Borough and build settled communities;</li> <li>Embrace our diversity, culture and history to ensure that Enfield is a place for people to grow and enjoy from childhood to old age.</li> </ul>	<p><b>HAPPIER, HEALTHIER LIVES IN A CLEANER, GREENER ENFIELD</b></p> <ul style="list-style-type: none"> <li>Protect those most in need by continuing to deliver the services and safeguarding measures they rely on;</li> <li>Work smartly with our partners and other service providers so that as many people as possible are able to live independent and full lives;</li> <li>Build measures into all our strategies and projects that will help improve people's health;</li> <li>Protect and enhance the local environment, green spaces, parks and play areas and ensure that they are safe, well used and enjoyed.</li> </ul>

## OUR GUIDING PRINCIPLES

### We will:

#### COMMUNICATE WITH YOU

- Be responsive, effective and consistent in our communications with residents;
- Listen carefully to what our residents need and use this information to improve our services;
- promote Enfield widely to ensure that the Borough receives the maximum benefit from national, regional and sub regional programmes.

#### WORK WITH YOU

- Be honest about what we can deliver and provide advice when we are not able to;
- Engage with residents to measure and evaluate our services;
- Collaborate across the Borough and beyond to develop new ways of working;
- Value the workforce across the Borough and enable them to deliver services effectively and efficiently.

#### WORK SMARTLY FOR YOU

- Manage resources smartly and reinvest income wisely to deliver excellent value for money;
- Develop new partnerships across the public, private, voluntary and community sectors to deliver better outcomes for residents;
- Increase access to digital services and transactions and make better use of data to understand the needs of our residents.



# Previous Equality & Diversity Annual Reports

Equality and Diversity Report 2014 – Stronger Communities  
Equality and Diversity Report 2015- Fairness for All  
Equality and Diversity Report 2016 – Empowering Communities  
Equality and Diversity Report 2017 – Supporting Local People  
Equality and Diversity Report 2018 – Serving the Local Community.

All Reports are available on the Enfield Council Website: [www.enfield.gov.uk](http://www.enfield.gov.uk)

## 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:

Telephone: (020) 8379 1000

Email: [consultations@enfield.gov.uk](mailto:consultations@enfield.gov.uk)

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For help with this document please contact CREST via one of the above.