

Fairer Enfield Objectives Action Plan 2021/22

The Public Sector Equality Duty requires us to publish one or more specific and measurable equalities objectives every four years that demonstrate areas where we are tackling inequality. In **Fairer Enfield 2021-25**, we have identified eight objectives to reduce inequality, which affect specific groups in Enfield. This Public Sector Equality Duty also requires the Council to reflect upon progress made over the course of the four-year period. This action plan outlines how the Council will work towards achieving our eight equality objectives during 2021/22. This action plan will be updated annually, and our progress will be reported on in our Annual Equality and Diversity Report, which will be published in Spring 2022.

Objective	Action 2021-25	Implementation during 2021/22	Lead Officers	Measure		
Overcome racism in Enfield Lead Directors: Director of Education Director of Health and Adult Social Care Director of Public Health Director of HR and Organisational Design Director of Finance Director of Property and Economy Director of Children's Services	Celebrate and promote the rich diversity of the borough by supporting an annual programme of educational, challenging and inspiring events celebrating ethnic minority communities.	Facilitate and support the following events and celebrations during 2021/22. <ul style="list-style-type: none"> • International Romani Day – 8th April • GRT History Month – June • Windrush Day – 22nd June • Banga-Mela – Date TBC • East European Folk Celebration – Date TBC • Black History Month – October • International Faith Week – 14th-21st November 	Corporate Strategy Cultural Services Development GRT Project Board	The number of people attending events.		
		Work with local people and communities to develop and deliver community heritage activities, which are funded by the National Heritage Lottery Grant.	Cultural Services Development		The number of new activities initiated.	
		Increase the number of books and resources about GRT Communities in libraries across the borough.	Customer Experience and Libraries GRT Project Board		The number of new books and resources about GRT communities in Enfield libraries.	
		Support Enfield's schools in their work to provide a diverse and anti-racist curriculum that educates children and young people on systemic racism and our local diverse history.	Provide opportunities for schools to access training on anti-racism and unconscious bias. This will include collaborating with Orlene Badu, the Centre of Race, Education and Decoloniality at Leeds Beckett University, the Royal Shakespeare Company, the Black Curriculum Educational Group and the Institute of Education at University College London.		Schools Early Years and Improvement Service	The number of schools participating in our training programmes.
			Increase the representation of ethnic minority communities on School Governor Boards in Enfield.			Increase in the number of school governors from ethnic minority backgrounds.
		Work with our communities and partners to better understand and address the overrepresentation of young Black men in mental health in-patient services.	Engage with service users to understand how we can reduce the number of mental health in-patients.		Mental Health Services	The number of service users from Black ethnic backgrounds who take part in our engagement.

Implement the recommendations from Public Health England's <i>Beyond the Data</i> report, to tackle the disproportionate impact of Covid-19 on Black and ethnic minorities.	Engage with the Faith Forum and ethnic minority representatives to understand vaccine hesitancy and cultural and religious factors that may influence adherence to government advice.	Public Health	Covid-19 vaccination take up, aiming for 75% across all ethnic groups.
	Organise and facilitate events for seldom heard communities which communicate information about the Covid-19 vaccine in different community languages, including events for GRT communities.		
	Support the delivery of the Covid-19 vaccine in Enfield, through the creation of a mass vaccination centre and pop up sites.		
Supporting Black and ethnic minority owned businesses to thrive, through our procurement processes and by providing local support to SME businesses.	Publish and implement our Sustainable and Ethical Procurement Policy and suppliers guide. As part of this guide, we will create standard questions on equality and diversity to be used in tenders and ensure that equality and diversity in on the agenda at all contract management and monitoring meetings. <ul style="list-style-type: none"> Autumn 2021 	Procurement Commissioning Managers	Seek to establish monitoring systems which will enable the Council to track the number of ethnic-minority owned businesses in its supply chain.
	Procure a Black led architecture practice to join the master planning team for the Joyce and Snells redevelopment.	Estate Renewal	Black led architecture practice is appointed to join the master planning team. Business/retail space for African and African Caribbean businesses opens.
	Develop a new business/retail space for small African and African Caribbean businesses to start up, piloting in Upper Edmonton, which can also serve as a cultural hub.	Economic Development	
Work with our partners to reduce the discrimination experienced by Gypsy, Traveller and Roma Communities in accessing education, healthcare and service provision.	Publish our GRT Strategy to reduce inequality experienced by GRT communities in Enfield. <ul style="list-style-type: none"> Autumn 2021 	GRT Project Board	The number of officers taking part in training on the culture and traditions of GRT communities.
	Develop and deliver training for officers on the culture and traditions of GRT communities. <ul style="list-style-type: none"> Autumn 2021 		
Increase the representation of Black and ethnic minorities in leadership positions across the Council's workforce, so that it is proportionately representative of Enfield's ethnic minority population by 2030.	Publish an annual workforce report, which compares our workforce to the borough population and includes the gender and ethnicity pay gaps. <ul style="list-style-type: none"> September 2021 	Human Resources Operations	Increase in the number of Black and ethnic minorities in leadership positions at the Council, (PO1 officers and above).
	Promote mentoring for ethnic minority staff and introduce 'reverse mentoring', so that junior staff can mentor managers at higher grades. <ul style="list-style-type: none"> March 2022 	Learning and Organisational Design	

		<p>Run Black on Board and Threshold training programmes to support staff from ethnic minority backgrounds into leadership positions in the Council and community.</p> <ul style="list-style-type: none"> • Spring 2021 	Learning and Organisational Development	
		<p>Review and update our recruitment and selection policy. As part of this, ensure that all interview panels are diverse and representative of gender and ethnicity and train staff network groups to be representatives on interview panels.</p> <ul style="list-style-type: none"> • December 2021 	Human Resources Operation	
	Provide training on unconscious bias, on language and structural racism as part of our equalities training programme.	<p>Provide training on unconscious bias and language as part of our equalities training programme.</p> <ul style="list-style-type: none"> • Spring 2021 	Learning and Organisational Development Business Development Managers	The percentage of staff attending mandatory Equality and Diversity in the Workplace training, aiming for 85% target to be included in DMT reports.
Deliver positive interventions to reduce serious youth violence in Enfield	Work with our communities and partners to better understand the over-representation of Black people in youth convictions and better support young people to prevent them from being drawn into gangs, crime and serious violence.	Continue to deliver and enhance the NEXUS programme. Nexus is a Council funded initiative that brings together different VCS organisations to support children and families to make Enfield safer. It has been providing mentoring; coaching to students at risk of poor outcomes; and has provided parenting programmes through community networks, alongside funding of the Youth Service Offer.	Early Help, Youth and Community Safety Secondary Behaviour Support Service	Decrease in the number of Black young people who are convicted of crime and serious violence
Lead Directors: Director of Children's Services Director of Public Health Director of Education	Ensure that young people and families from different backgrounds within our community know how to access support for themselves, and their peers, and seek help when they need it, to stop problems escalating and causing distress.	Further promote the new Children's Portal, which puts information, guidance and advice all in one place to support children and families and improve access to services.	Transformation	The number of annual viewings for the Children's Portal.
		Continue to deliver and enhance Summer University Programme and Inspiring Young Enfield.	Early Help, Youth and Community Safety	Reduce the number of fixed-term exclusions and work toward target of no permanent school exclusions by 2025.
		Support partnership delivery of Project Alliance to provide early help and intervention for young people that have been arrested and presented in Wood Green Police Station and provide these young people with early help and support to prevent further involvement in offending.	Early Help, Youth and Community Safety	
		Work in partnership with the Enfield Learning Excellence Partnership Board to identify how the Council, schools and other stakeholders can address high levels of fixed term exclusion and youth violence.	School and Early Years' Service Improvement	The number of referrals to the Early Help Family Hub, Embracing Family Lives and Team around the Family programmes.
		Provide support through the Early Help Family Hub, Embracing Family Lives and Team Around the Family programmes to empower parents and carers and enable families to support themselves and boost resilience.	Change and Challenge and Family Support Unit Service	
Work with the police to ensure that interventions outside the Criminal Justice System are used where possible, to	Implement the Enfield Targeted Youth Engagement Board (ETYEB) Action Plan and monitor through ETYEB.	Early Help, Youth and Community Safety	Reduce the number of young people in Enfield	

	reduce the number of young people in the system, intervene early and support young people to end their involvement in crime and violence through holistic support that identifies and addresses underlying vulnerabilities.	Secure MOPAC funding to commission projects that prevent and tackle offending, including provision of youth outreach services, with a presence at North Middlesex Hospital A&E, and in parks and community settings.	Early Help, Youth and Community Safety	entering the criminal justice system.
		Implement Youth IOM to reduce re-offending.		Decrease the reoffending rate for young people in Enfield.
		Implement youth justice disproportionality action plan.		
	Enhance mutual trust and co-operation between our young people, communities and public services including the police, and interventions, such as Stop and Search, are seen to be used proportionally, fairly and respectfully.	Vulnerable Young Persons Group to receive the reports of the Stop and Search Advisory Group regarding the profile of young people being subject to Stop and Search: by gender, age, ethnicity and whether they were arrested as a result.	Community Safety	The number of reports of the Stop and Search Advisory Group received by the Vulnerable Young Persons Group.
		Work with our partners to promote young people's rights and responsibilities during the Stop and Search Process.		
		Develop our Youth Engagement Policy, which will ensure that the Council undertakes engagement that empowers young people to meaningfully take part and help design our services. This policy will help to embed a consistent approach across Children and Family, and Education Services.	Looked After Children and Leaving Care	Youth Engagement Policy published.
	Prioritise investment in universal youth services and targeted outreach youth workers, including mentors.	Continue to deliver Youth Services and expand provision wherever possible, bringing together different voluntary sector organisations to deliver services.	Early Help, Youth and Community Safety	Increase in the number of young people who are supported to be involved in positive activities in their communities and have somewhere to go and something to do.
		Maintain delivery of the NEXUS programme through seeking sustainable funding. Nexus is a Council funded initiative that brings together different VCS organisations to support children and families to make Enfield safer. It has been providing mentoring; coaching to students at risk of poor outcomes; and has provided parenting programmes through community networks.	Secondary Behaviour Support Service	
		Develop additional detached and outreach youth work to promote contextual safeguarding and positive engagement of young people that may be involved in risky behaviour.	Early Help, Youth and Community Safety	
		Seek funding to develop mobile youth vehicle to support detached and outreach youth work.		
		Deliver new DfE funded Holiday and Food Activities programme to reduce holiday poverty for children and young people on free school meals during Easter, Summer and Christmas holidays.		
Encourage and support local businesses and employers to provide training, apprenticeships and employment opportunities to young people who are NEET.	Support businesses to participate in the Kickstart scheme and offer job placements to 16-24-year olds on Universal Credit.	Economic Development	Increase in the number of young offender's engaged in suitable education, training and	
	Increase education, employment and training options available to care leavers including bespoke traineeships and apprenticeships opportunities within the Council.	Looked After Children and Leaving Care		

		Increase the number of Care Leavers engaging in education, employment and training opportunities with a special focus in those who are 18 years old or over.		employment (pre and post court).
		Publish and implement our Sustainable and Ethical Procurement Policy. <ul style="list-style-type: none"> Autumn 2021 	Procurement Commissioning Managers	Reduce the number of 16-21-year olds not in education, training or employment.
	Ensure that public spaces are increasingly safer for young people and are discouraging for perpetrators of exploitation/violence to congregate and cause harm.	Work together with Schools Officers, Youth Outreach and Community groups to coordinate patrols at identified SYV hotspots at key times of the day 12:00 and 20:00 identified by analysis, particularly after school between 15:00 and 17:59, around transport hubs and areas of concern.	Community Safety	Reduce anti-social behaviour in the shop area in Enfield's town centres.
		Explore ways to work in collaboration with children and young people to hear their views on crime and antisocial behaviour (ASB) and give them an active role in designing or improving the spaces they visit and live in order to make them safer for everyone.		
Increase the number of residents affected by SEND who are in paid employment Lead Directors: Director of Education Director of Health and Adult Social Care Director of HR & Organisational Design	Explore options to expand all our supported employment services, including our 'Equals Employment' service, schools careers service, and apprenticeship programmes.	Publish and implement our Sustainable and Ethical Procurement Policy. <ul style="list-style-type: none"> Autumn 2021 	Procurement	Increase in the number of adults affected by special educational needs and disabilities in paid employment. Increase in the number of supported interns on the West Lea supported internship programme.
		Develop our new Skills and Employment strategy, which will include a specific focus on increasing the number of residents affected by SEND who are in paid employment.	Progression and Pathways	Increase in the number of participants affected by SEND on the traineeship and apprenticeship programmes. Increase in the number of businesses participating in the West Lea supported internship programme.
		Ensure that all Educational Health Care Plan reviews from year 9 onwards include a focus on preparing for adulthood.	SEN and Curriculum Inclusion	Increase in the number young people affected by

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	<p>Support young people affected by SEND to work towards and achieve their preparing for adulthood objectives.</p>	<p>Work with colleagues in Education, Children and Families, Health and the Voluntary Sector to create a new SEND strategy.</p> <p>Organise transition events and training programmes for young people, their families and professionals.</p> <p>Work with partners to develop a new Autism Strategy, ensuring consistency in support for individuals and their families/carers.</p>	<p>CAMHS and EPS</p>	<p>SEND who achieve their preparing for adulthood objectives.</p>
	<p>Provide good quality work placements for supported interns at the Council and work with other Enfield employers to do the same, with pathways into paid employment following completion of the placements.</p>	<p>Work with managers who previously managed supported interns, to discuss their experiences and how we can develop the programme at Enfield Council.</p> <p>Provide individual and tailored support from the Equals Service to managers of staff who are affected by Special Educational Needs and Disabilities.</p>	<p>HR Operations</p> <p>Learning Disability Services</p>	<p>Increase in the number of supported internship placements at Enfield Council.</p>
<p>Improve the Wellbeing and Celebrate the Contribution of our Lesbian, Gay, Bi and Trans Communities</p> <p>Lead Directors:</p> <p>Director of HR and Organisational Design</p> <p>Executive Sponsor – LGBT+ Network</p>	<p>Effectively monitor sexual orientation, gender identity and trans status of our staff and service users to understand the needs and experiences of LGBT people in Enfield and develop more inclusive services and policies as a result.</p>	<p>Review data from the 2021 Census on sexual orientation, gender identity and trans status for Enfield residents, to develop a local picture on the number of LGBT people in Enfield.</p> <p>Implement our new equalities monitoring form to understand the representation and experiences of our LGBT employees.</p> <p>Work with the following 3 services to develop a best practice approach for collecting, analysing and responding to equalities data, which can then be used to develop our approach across the Council in future years. This will include implementing our new equalities categories based best practice from Stonewall, to help us better understand the needs and experiences of LGBT service users and adapt services where needed to make them more inclusive.</p> <ul style="list-style-type: none"> • Library service • Housing Advisory Service • Commissioned Service (to be identified during 2021) <p>Work to commence for all services during 2021/22</p>	<p>Knowledge and Insights</p> <p>HR Operations</p> <p>Customer Experience and Libraries</p> <p>Housing Advisory Service</p> <p>Commissioned Service</p> <p>Corporate Strategy Service</p>	<p>Data from the 2021 Census on the gender identity and trans status of Enfield Residents is published in the Borough Profile.</p> <p>New equalities monitoring categories are updated on the HR system, aiming for 85% of employees to answer the question on gender identity and trans status.</p> <p>New equalities monitoring is introduced in the 3 identified services and data is analysed to inform service development.</p>
	<p>Create an LGBT inclusive workplace by delivering training, encouraging an active LGBT staff network and running an 'LGBT allies' programme, which means non-LGBT staff can identify themselves as supportive individuals.</p>	<p>Consult with the LGBT network on how Enfield Council can celebrate Pride and Pride in London, and subsequently organise events/communications to mark Pride for employees.</p> <p>Develop and deliver training on creating an LGBT inclusive workplace.</p> <ul style="list-style-type: none"> • Unconscious Bias • Trans Awareness <p>Review mental health support for employees to ensure that the provision is LGBT inclusive.</p>	<p>Corporate Communications</p> <p>LGBT+ Network</p> <p>Learning and Organisational Development</p> <p>Human Resources Operations</p>	<p>The number of employees attending events to mark LGBT History Month and Pride.</p> <p>Progress made toward gaining accreditation</p>

		<p>Review HR policies and ensure that LGBT inclusion is embedded across all employee policies. These policies include:</p> <ul style="list-style-type: none"> • Equality & Diversity Policy / Code of conduct • Recruitment and Selection Policy • Bullying and Harassment • Maternity Leave • Shared Parental Leave • Paternity Leave • Adoption Leave • Compassionate Leave • Trans Equality • Transitioning at Work <p>These policies will use gender-neutral language and clearly state that the organisation will not tolerate discrimination, bullying or harassment against employees on the grounds of sexual orientation or gender identity and/or trans status.</p>		from Stonewall as an inclusive employer.
	Work with our community organisations to develop policies which are LGBT inclusive and are tackling LGBT issues	Fund LGBT network to facilitate engagement with and support to LGBT members of our new and emerging communities, as well as to provide representation and input into strategic Council forums to inform service delivery and policy development.	Corporate Strategy	The number of strategic Council forums attended by the LGBT network.
	Consult our LGBT community on how we can raise the profile of Pride events and LGBT history in Enfield.	Consult with the LGBT network on how Enfield Council can celebrate Pride and Pride in London, and subsequently organise events/communications to mark Pride for employees.	LGBT+ Network Learning and Organisational Development	The number of employees attending events to mark LGBT History Month and Pride.
	Work with schools to tackle homophobic, biphobic and transphobic bullying and to better support the mental health and wellbeing of LGBT students.	Provide opportunities for schools to access training for adults working with young people on PSHE and RSE, which is LGBT inclusive.	School and Early Years' Service Improvement	The number of number of schools who access training.
		Provide support for the Senior Lead for Mental Health in schools and seek funding to develop whole school wellbeing approaches (e.g. Trauma Informed Practice) which is inclusive of LGBT students.	CAMHS and EPS	Number of schools which have developed a role of Senior Lead for Mental Health in Schools.
Provide access to support services and networks to reduce social isolation	Enable the increased use of social prescribing to help people of all ages take part in positive activities within their communities and improve their mental and physical health.	Plan and deliver MECC training to officers and voluntary and community sector partners.	Public Health	The number of participants completing MECC training.
	Provide opportunities for people to socially connect through volunteering,	Work with VCS partners to offer welfare contacts to adult social care users which provide opportunities to socially connect.	Strategy and Service Development	

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<p>Lead Directors:</p> <p>Director of Public Health</p> <p>Director of Adult Social Care</p> <p>Director of Housing and Regeneration</p>	<p>mentoring and befriending initiatives, building on the good practice of local organisations and on the legacy of our Enfield Stands Together Programme.</p>	<p>Promote activities and opportunities to socially connect through the MyLife directory.</p>	<p>Strategy and Service Development</p>	<p>The number of adult social care users taking part in welfare contacts.</p>
		<p>Develop a loaning facility for Smart Technology from libraries for adult social care users and carers.</p>	<p>Safeguarding Practice MCA/DOLS and Quality</p>	<p>The number of viewings for the MyLife Directory.</p>
		<p>Develop a SMART living pilot programme using 250 smart devices for adult social care users and carers, including those living in care homes.</p>	<p>Corporate Strategy Service</p>	<p>The number of smart devices loaned through Enfield libraries to adult social care service users and their carers.</p>
		<p>Organise an event for Silver Sunday, which is national day where people of all generations can come together by hosting fun and free events for older people.</p>		<p>Delivery of a SMART living pilot programme for adult social care users and carers, using 250 smart devices</p>
<p>Train and support staff across the Council and our Voluntary and Community Sector to be active listeners and responders and help local people to take part in our agenda to Make Every Contact Count.</p>	<p>Develop a Public Health commitment to community development and engagement for residents experiencing deprivation.</p>	<p>Public Health</p>	<p>The number of participants completing MECC training.</p>	
<p>Support local social enterprises and voluntary and community sector organisations to work with residents to improve self-management of long-term conditions and improve access to social activities to reduce social isolation and improve physical health and mental wellbeing.</p>	<p>Commission a new VCS partnership to deliver a self-management enablement service for long term conditions.</p> <ul style="list-style-type: none"> June 2021 	<p>Strategy and Service Development</p>	<p>VCS organisation is in place with established targets.</p>	
<p>Help local people to access high quality employment, which is characterised by fair pay, security, good working conditions, a good work life balance and opportunities to progress.</p>	<p>Develop our new Employment and Skills Strategy to ensure local people benefit from emerging industries, conditions and opportunities within low-paid sectors improve and to address the impacts of the COVID-19 pandemic.</p>	<p>Progression and Pathways</p>	<p>Employment and Skills strategy published.</p>	
	<p>Promote referrals to Beam, a crowdfunding platform which local authorities can refer homeless residents to, to find a new career by developing a tailored plan based on their strengths and interests.</p>	<p>Housing Advisory Service</p>	<p>Increase in referrals of residents to Beam.</p>	
<p>Work with our partners to</p>	<p>Work to better understand and address the immediate and long-term impacts of the Covid-19 pandemic on the mental</p>	<p>Complement the work of the NHS led Mental Health Support Teams to build capacity of schools to support children and families with mental health needs and connection with local services.</p>	<p>CAMHS and EPS</p>	<p>Number of schools with a Senior Lead for Mental Health in school.</p>

<p>mitigate the impact of Covid-19 on children and young people's mental health and wellbeing</p> <p>Lead Director(s):</p> <p>Director of Education</p> <p>Director of Public Health</p>	<p>health, emotional wellbeing and aspirations of children, young people and their families.</p>	<p>Establish a Senior Lead for Mental Health Network</p>		<p>Senior Lead for Mental Health Network established.</p>
	<p>Work in partnership with children, young people and their families so that mental health support can be understood and talked about in a common language that everyone understands, and that help is provided in a way that is right for them when they need it. This includes through digital platforms, school, community and/or specialist mental health services.</p>	<p>Complement the work of the NHS led Mental Health Support Teams to build capacity of schools to support children and families with mental health needs and connection with local services.</p>	<p>CAMHS and EPS</p>	<p>Number of schools with a Senior Lead for Mental Health in school.</p> <p>Increase in the number of young people accessing Kooth and referred to Youth Alive.</p>
		<p>Enfield Thrives Together network to raise awareness of mental health providers in Enfield.</p>		
		<p>Co-produce a short film with Enfield's Young Mayor and Youth Parliament for launch during Mental Health Awareness Week in May 2021. The purpose of the film is to raise awareness and to challenge stigma around youth mental health.</p>	<p>Public Health</p>	
		<p>Work with our partners to provide a social prescribing project for young people, called Youth Alive, and promote access to Kooth, a digital platform providing free, safe and anonymous mental wellbeing support.</p>	<p>CAMHS and EPS</p>	
	<p>Explore funding opportunities to work with our partners, schools and settings to develop Enfield Trauma Informed Practice in Schools (E-TIPS).</p>	<p>Introduce 'Trauma Informed Practice' implementation programme for whole school communities.</p>	<p>CAMHS and EPS</p>	<p>Implement 'Trauma Informed Practice' training in 10 schools.</p>
	<p>Work with schools to help mitigate, as far as possible, the disproportionate impact of the Covid-19 lockdowns on the educational attainment of children and young people in low income families and children and young people affected by special educational needs and disabilities.</p>	<p>Address and meet local education needs through the Learning Excellence Partnership Board to raise achievement; promote excellence and enable dialogue between partners.</p>	<p>School and Early Years' Service Improvement</p>	<p>Progress made against targets set by the Enfield Learning Excellence Board.</p>
		<p>Develop an Inclusion Charter for schools, which will set out how schools, early years providers, colleges, local authority services and health providers will enable all children and young people affected by SEND to realise their aspirations and experience inclusion, equality, dignity and respect within education settings in Enfield.</p>	<p>Public Health</p>	<p>The number of schools who sign up to the Inclusion Charter.</p>
		<p>Encourage and support schools and early years settings to sign up to Healthy Schools and Healthy Early Years.</p>		<p>Increase the number of schools and early years settings signed up to Healthy Schools and Healthy Early Years.</p>
	<p>Work with our partners to support all young people to access opportunities to develop the skills they need to secure employment.</p>	<p>Develop a Skills and Employment Strategy which will support schools to improve their Gatsby benchmark score, which is a measure of both the effectiveness of school career advice and the suitability of the work experience offer.</p>	<p>Progression and Pathways</p>	<p>Performance measures will be outlined in the new Skills and Employment Strategy.</p>
<p>Support businesses to participate in the Kickstart scheme and offer job placements to 16-24-year olds on Universal Credit.</p>		<p>Economic Development</p>	<p>Reduce the number of 16-18-year olds not in</p>	

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				education, training or employment.
<p>Keep people safe from domestic abuse</p> <p>Lead Director(s):</p> <p>Director of Children's Services</p> <p>Director of HR & OD</p> <p>Director of Housing and Regeneration</p>	<p>Enhance our response to concerns about domestic violence through a specialist abuse team hub and commissioned service to reduce risks to vulnerable adults and children.</p>	<p>Evaluate the impact and effectiveness of the domestic abuse hub pilot, to ensure that we maximise support for people impacted by domestic abuse in a sustainable and effective way.</p>	<p>Community Safety</p> <p>Child Protection and Vulnerable Children</p> <p>Older People and Physical Disabilities Service</p>	<p>The number of people reporting domestic abuse through the free hotline.</p> <p>Impact of the hub to be measured through individual service performance indicators and the Violence Against Women & Girls (VAWG) Strategy and Action Plan.</p>
	<p>Prevent domestic abuse from happening in the first place by challenging attitudes and behaviours which foster it and intervene where possible to prevent it.</p>	<p>Provide opportunities for perpetrators to address their harmful behaviour at an earlier stage, before violence escalates, through voluntary perpetrator programmes (as most interventions with perpetrators are currently only available after statutory services are involved).</p>	<p>Community Safety</p> <p>Children and Public Health Commissioning</p>	<p>The number of available voluntary perpetrator programmes and the number of perpetrators accessing these programmes.</p>
	<p>Ensure Enfield Council can support any of our employees experiencing domestic abuse, by producing a domestic abuse policy with clear protocols on how managers will identify and respond to staff at risk.</p>	<p>Develop a workplace domestic abuse policy and provide training to managers on how to identify and support staff at risk of domestic abuse.</p>	<p>HR Operations</p> <p>Business Development Manager</p>	<p>Publish workplace domestic abuse policy and mechanisms will be established for feedback.</p>
	<p>Work with primary and secondary schools to develop how we educate boys and girls on healthy relationships, consent, gender equality and staying safe online through the sex and relationship curriculum.</p>	<p>Deliver training to skill up teachers to support children and young people to learn about consent, safe and healthy relationships, gender equality and staying safe online, as part of the new Relationships and Sex Education (RSE) curriculum.</p>	<p>School and Early Years' Service Improvement</p> <p>Secondary Behaviour Support Service.</p>	<p>Monitor the feedback from schools and children and young people on Relationships and Sex Education.</p> <p>The number of young women taking part in the Butterfly Project.</p>
		<p>Continue to deliver the Butterfly Project, as part of the Nexus programme. The Butterfly project provides six weeks of workshop to young women from areas of deprivation and marginalised backgrounds, covering multiple topics including looking at relationships.</p>		
	<p>Increase support to parents of adolescents who display violent behaviours, particularly those with a range of complex needs, such as young people who are gang-associated, and/or have drug or alcohol misuse issues, or mental ill-health.</p>	<p>Promote parental education around managing children and young people's challenging behaviour, through the Escape, Embracing Family Lives and Inspiring Change parenting programmes.</p>	<p>Change and Challenge and Family Support Unit</p>	<p>The number of parents accessing the Escape and Inspiring Change parenting programmes.</p>

	Ensure our work to tackle domestic violence and abuse is inclusive of the needs of LGBT communities by including LGBT-specific issues as part of our publicity campaigns and through ensuring LGBT-specific issues are considered as part of all training on domestic violence and abuse.	Run LGBT specific publicity campaigns to ensure that our work to tackle domestic abuse is inclusive of the needs of LGBT communities.	Community Safety	The number of LGBT-specific campaigns to ensure that our work to tackle domestic abuse is inclusive.
	Support women in isolated communities, including Gypsy, Roma and Traveller Communities, to access support and services to prevent and tackle domestic abuse, including through access to women's refuges and culturally sensitive locations. Where English is not their first language, this support will include promoting access to English language courses.	Review the equalities data captured on victims of domestic abuse to monitor the number of women from GRT communities accessing support and services to prevent and tackle domestic abuse. Publish the community safety action plan created by the GRT Project Board with a focus on tackling domestic abuse.	Community Safety GRT Project Board	The number of domestic violence and abuse reports made by women from GRT communities.
	Provide clear and realistic housing information and advice to victims and survivors whose existing accommodation is not safe, so that they can make informed decisions on their future housing.	Develop a Housing and Regeneration Domestic Abuse Policy.	Housing Advisory Service	Achieve Domestic Abuse Housing Alliance Accreditation in 2021/22.
Promote safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents Lead Director(s): Director of Children's Services	Tackle extreme behaviour by encouraging the reporting of hate crime, reducing repeat incidents and ensuring that victims are supported through the criminal justice system.	Run public campaigns encouraging the reporting of hate crime offences and publicise successful prosecutions for hate crime offences, whenever possible.	Community Safety	Reduction in repeat incidents of hate crime. Increase in the reporting of hate crime incidents in the borough.
	Improve community cohesion by promoting good relations between Gypsy, Roma and Traveller communities and the wider community.	Develop training programme addressing unconscious bias towards GRT communities for officers and partners. Promote work of the GRT Communities Board and run events to celebrate GRT communities as part of GRT History Month. <ul style="list-style-type: none">June 2021	Learning and Organisational Development GRT Project Board	The number of people attending GRT History month events. The number of officers taking part in training on GRT communities.
	Work with all Enfield faith communities to promote peace, mutual understanding	Publish the community safety action plan created by the GRT Project Board with a focus on tackling hate crime and discrimination. Run a series of educational, inspirational and challenging events to mark Interfaith Week. <ul style="list-style-type: none">14th-21st November 2021	Corporate Strategy Service	The number of people attending events to mark Interfaith Week.

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<p>Director of Education</p>	<p>and respect and to support and encourage others to do likewise.</p>	<p>Hold 4 faith forum meeting during 2021/22 with agendas which contribute positively to increased community cohesion and understanding.</p>		
<p>Mark Bradbury, Director of Property and Economy</p>	<p>Work with schools to build children and young people's understanding of diversity and inclusion.</p>	<p>Develop an Inclusion Charter for schools, which will set out how schools, early years providers, colleges, local authority services and health providers will enable all children and young people affected by SEND to realise their aspirations and experience inclusion, equality, dignity and respect within education settings in Enfield.</p>	<p>School and Early Years' Service Improvement</p> <p>Community Safety</p>	<p>The number of schools that sign up to the inclusion charter. Identify methods, in partnership with Headteachers, to monitor bullying and hate crime incidents in schools.</p> <p>The number of schools completing the equality, diversity and inclusion self-assessment and 'race, identity and school leadership' programme.</p> <p>Increase in the number of school governors from ethnic minority backgrounds.</p>
		<p>Continue to promote the PREVENT agenda in schools and support teachers and pupils to raise concerns if they arise, to ensure that our diverse communities remain cohesive and tolerant.</p>		
		<p>Work in collaboration with Headteachers and Governors to discuss how we can monitor incidents of bullying and hate crimes in schools.</p>		
		<p>Provide training opportunities for school leadership teams to work towards improving equality, diversity and inclusion, by delivering the 'race, identity and school leadership' programme in partnership with Viv Grant and encouraging schools to complete a self-assessment using the Global Equity Collective framework.</p>		
		<p>Increase the representation of ethnic minority communities on School Governor Boards in Enfield.</p>		
		<p>Create community spaces that promote cohesion and where we can celebrate the diversity, culture and heritage of our communities, through the inclusive design of all council-led regeneration schemes, including Meridian Water and Joyce and Snells.</p>		
<p>Develop a new business/retail space for small African and African Caribbean businesses to start up, piloting in Upper Edmonton, which can also serve as a cultural hub.</p>				
	<p>Reduce the risk of crime against vulnerable people with illness, disability and frailty.</p>	<p>Work with partners to prevent hate crime, by learning from previous incidents and dynamically adapting services as to the needs of the victim and improving the multi-agency partnership work to enable a swift outcome when offenders are identified.</p>	<p>Community Safety</p>	<p>Reduction in repeat incidents of hate crime.</p> <p>Increase in the reporting of hate crime incidents in the borough.</p>